

Multiyear Operating Budget Summary

	2019 Recommended Budget	2020 Forecast	2021 Forecast	2022 Forecast
360 - Human Resources				
500 - Revenue				
155 - Other Revenues	\$40,000	\$40,000	\$40,000	\$40,000
Total 500 - Revenue	<u>40,000</u>	<u>40,000</u>	<u>40,000</u>	<u>40,000</u>
600 - Expense				
200 - Salaries & Wages	4,303,867	4,247,518	4,202,341	4,258,415
205 - Employee Benefits	952,446	931,905	923,989	940,978
210 - Training & Development	191,700	193,900	194,250	195,450
215 - Business Expenses	87,585	87,685	87,735	87,785
220 - Advertising & Printing	95,830	95,830	95,830	95,830
225 - Professional Services	45,500	45,500	45,500	45,500
240 - Contracted Services	818,200	738,200	633,200	558,200
245 - Supplies & Materials	50,155	50,655	50,655	51,155
250 - Repairs & Maintenance	2,357	2,357	2,357	2,357
255 - Equipment Purchases	15,500	15,500	15,500	15,500
265 - Telecommunications	31,071	29,744	29,664	29,784
280 - Other Expenses	5,000	5,000	5,000	5,000
281 - Interprogram	(116,490)	(135,720)	(143,472)	(146,544)
Total 600 - Expense	<u>6,482,721</u>	<u>6,308,074</u>	<u>6,142,549</u>	<u>6,139,410</u>
Net Revenues/(Expenses)	<u>(6,442,721)</u>	<u>(6,268,074)</u>	<u>(6,102,549)</u>	<u>(6,099,410)</u>
700 - Non-Operating Items				
405 - From Reserve	412,055	256,027	45,000	0
Total 700 - Non-Operating Items	<u>412,055</u>	<u>256,027</u>	<u>45,000</u>	<u>0</u>
Net Impact For Budget Purposes	<u>(\$6,030,666)</u>	<u>(\$6,012,047)</u>	<u>(\$6,057,549)</u>	<u>(\$6,099,410)</u>

Two Year Operating Budget Comparison

	2019 Recommended Budget	2018 Approved Budget	Variance \$	Variance %
360 - Human Resources				
500 - Revenue				
155 - Other Revenues	\$40,000	\$40,000	\$0	0%
Total 500 - Revenue	<u>40,000</u>	<u>40,000</u>	<u>0</u>	<u>0%</u>
600 - Expense				
200 - Salaries & Wages	4,303,867	3,894,541	409,326	11%
205 - Employee Benefits	952,446	921,482	30,964	3%
210 - Training & Development	191,700	165,363	26,337	16%
215 - Business Expenses	87,585	18,926	68,659	363%
220 - Advertising & Printing	95,830	133,872	(38,042)	(28%)
225 - Professional Services	45,500	105,378	(59,878)	(57%)
235 - Rentals & Leases	0	3,360	(3,360)	(100%)
240 - Contracted Services	818,200	737,383	80,817	11%
245 - Supplies & Materials	50,155	48,943	1,212	2%
250 - Repairs & Maintenance	2,357	2,372	(15)	(1%)
255 - Equipment Purchases	15,500	15,573	(73)	(0%)
265 - Telecommunications	31,071	33,944	(2,873)	(8%)
280 - Other Expenses	5,000	5,000	0	0%
281 - Interprogram	(116,490)	(132,560)	16,070	(12%)
Total 600 - Expense	<u>6,482,721</u>	<u>5,953,577</u>	<u>529,144</u>	<u>9%</u>
Net Revenues/(Expenses)	<u>(6,442,721)</u>	<u>(5,913,577)</u>	<u>(529,144)</u>	<u>9%</u>
700 - Non-Operating Items				
405 - From Reserve	412,055	183,000	229,055	125%
415 - To Reserve	0	(10,800)	10,800	(100%)
Total 700 - Non-Operating Items	<u>412,055</u>	<u>172,200</u>	<u>239,855</u>	<u>139%</u>
Net Impact For Budget Purposes	<u>(\$6,030,666)</u>	<u>(\$5,741,377)</u>	<u>(\$289,289)</u>	<u>5%</u>



HR Budget Changes 2018 to 2019	
Expenses	
Salaries & Wages	Increase in salaries due to ET approved temporary staff, changes in standard salaries, and grid movement. Annualization of previous years' additions and proposed staff additions.
Employee Benefits	The increase for temporary staff and proposed staff additions, partially offset by adjustments based on historical actuals and future rate changes.
Training & Development	Increase in training and development due to commitments under the Corporate Learning and Development program, new positions and proposed staff additions.
Business Expenses	Increase in staff recognition due to budget transfer from Chief Commissioner's budget to support new Celebration of Staff event and reallocation of service and recognition awards (SARA) budget to staff recognition object code from public relations.
Advertising & Printing	Decrease in public relations as a result of transfer of SARA budget to business expenses as part of new Celebration of Staff event.
Professional Services	Decrease in legal services with removal of one-time budget for union arbitration.
Contracted Services	Increase in contracted services to support policies update and Strathcona County Emergency Services (SCES) mandatory medical and fitness testing program.
Interprogram	Increased for equipment for proposed staff additions.
Non-Operating Items	
From Reserve	Increased to support SCES mandatory medical and fitness testing program and temporary staff approved by ET.
To Reserve	Removal of 2018 one time computer purchases.

Two Year Operating Budget Comparison

	2020 Forecast	2019 Recommended Budget	Variance \$	Variance %
360 - Human Resources				
500 - Revenue				
155 - Other Revenues	\$40,000.00	\$40,000.00	\$0.00	\$0.00
Total 500 - Revenue	<u>40,000</u>	<u>40,000</u>	<u>0</u>	<u>0%</u>
600 - Expense				
200 - Salaries & Wages	4,247,518	4,303,867	(56,349)	(1%)
205 - Employee Benefits	931,905	952,446	(20,541)	(2%)
210 - Training & Development	193,900	191,700	2,200	1%
215 - Business Expenses	87,685	87,585	100	0%
220 - Advertising & Printing	95,830	95,830	0	0%
225 - Professional Services	45,500	45,500	0	0%
235 - Rentals & Leases	0	0	0	0%
240 - Contracted Services	738,200	818,200	(80,000)	(10%)
245 - Supplies & Materials	50,655	50,155	500	1%
250 - Repairs & Maintenance	2,357	2,357	0	0%
255 - Equipment Purchases	15,500	15,500	0	0%
265 - Telecommunications	29,744	31,071	(1,327)	(4%)
280 - Other Expenses	5,000	5,000	0	0%
281 - Interprogram	(135,720)	(116,490)	(19,230)	17%
Total 600 - Expense	<u>6,308,074</u>	<u>6,482,721</u>	<u>(174,647)</u>	<u>(3%)</u>
Net Revenues/(Expenses)	<u>(6,268,074)</u>	<u>(6,442,721)</u>	<u>174,647</u>	<u>(3%)</u>
700 - Non-Operating Items				
405 - From Reserve	256,027	412,055	(156,028)	(38%)
415 - To Reserve	0	0	0	0%
Total 700 - Non-Operating Items	<u>256,027</u>	<u>412,055</u>	<u>(156,028)</u>	<u>(38%)</u>
Net Impact For Budget Purposes	<u>(\$6,012,047)</u>	<u>(\$6,030,666)</u>	<u>\$18,619</u>	<u>(0%)</u>



HR Budget Changes 2019 to 2020	
Expenses	
Salaries & Wages	Decreased due to the end of temporary positions, partially offset by proposed staff additions.
Employee Benefits	Decreased due to the end of temporary positions, partially offset by proposed staff additions and factoring in historical actual and future rate changes.
Contracted Services	Decrease due to reduced funding for the SCES mandatory medical and fitness testing program.
Interprogram	Increased for equipment for proposed staff additions.
Non-Operating Items	
From Reserve	Decrease due to reduced funding for development and implementation of SCES mandatory medical and fitness testing program.

Two Year Operating Budget Comparison

	2021 Forecast	2020 Forecast	Variance \$	Variance %
360 - Human Resources				
500 - Revenue				
155 - Other Revenues	\$40,000	\$40,000	\$0	0%
Total 500 - Revenue	40,000	40,000	0	0%
600 - Expense				
200 - Salaries & Wages	4,202,341	4,247,518	(45,177)	(1%)
205 - Employee Benefits	923,989	931,905	(7,916)	(1%)
210 - Training & Development	194,250	193,900	350	0%
215 - Business Expenses	87,735	87,685	50	0%
220 - Advertising & Printing	95,830	95,830	0	0%
225 - Professional Services	45,500	45,500	0	0%
240 - Contracted Services	633,200	738,200	(105,000)	(14%)
245 - Supplies & Materials	50,655	50,655	0	0%
250 - Repairs & Maintenance	2,357	2,357	0	0%
255 - Equipment Purchases	15,500	15,500	0	0%
265 - Telecommunications	29,664	29,744	(80)	(0%)
280 - Other Expenses	5,000	5,000	0	0%
281 - Interprogram	(143,472)	(135,720)	(7,752)	6%
Total 600 - Expense	6,142,549	6,308,074	(165,525)	(3%)
Net Revenues/(Expenses)	(6,102,549)	(6,268,074)	165,525	(3%)
700 - Non-Operating Items				
405 - From Reserve	45,000	256,027	(211,027)	(82%)
Total 700 - Non-Operating Items	45,000	256,027	(211,027)	(82%)
Net Impact For Budget Purposes	(\$6,057,549)	(\$6,012,047)	(\$45,502)	1%



HR Budget Changes 2020 to 2021	
Expenses	
Salaries & Wages	Salaries decrease mainly due to the end of temporary staff positions.
Employee Benefits	Benefits decreased due to the end of some temporary positions, and factoring in historical actual and future rate changes.
Contracted Services	Decreased based on annualization of approved initiatives and the end of development funding for the SCES mandatory medical and fitness testing program.
Non-Operating Items	
From Reserve	Decreased due to the end of development funding for the SCES mandatory medical and fitness testing program.

Two Year Operating Budget Comparison

	2022 Forecast	2021 Forecast	Variance \$	Variance %
360 - Human Resources				
500 - Revenue				
155 - Other Revenues	\$40,000	\$40,000	\$0	0%
Total 500 - Revenue	40,000	40,000	0	0%
600 - Expense				
200 - Salaries & Wages	4,258,415	4,202,341	56,074	1%
205 - Employee Benefits	940,978	923,989	16,989	2%
210 - Training & Development	195,450	194,250	1,200	1%
215 - Business Expenses	87,785	87,735	50	0%
220 - Advertising & Printing	95,830	95,830	0	0%
225 - Professional Services	45,500	45,500	0	0%
240 - Contracted Services	558,200	633,200	(75,000)	(12%)
245 - Supplies & Materials	51,155	50,655	500	1%
250 - Repairs & Maintenance	2,357	2,357	0	0%
255 - Equipment Purchases	15,500	15,500	0	0%
265 - Telecommunications	29,784	29,664	120	0%
280 - Other Expenses	5,000	5,000	0	0%
281 - Interprogram	(146,544)	(143,472)	(3,072)	2%
Total 600 - Expense	6,139,410	6,142,549	(3,139)	(0%)
Net Revenues/(Expenses)	(6,099,410)	(6,102,549)	3,139	(0%)
700 - Non-Operating Items				
405 - From Reserve	0	45,000	(45,000)	(100%)
Total 700 - Non-Operating Items	0	45,000	(45,000)	(100%)
Net Impact For Budget Purposes	(\$6,099,410)	(\$6,057,549)	(\$41,861)	1%



HR Budget Changes 2021 to 2022	
Expenses	
Salaries & Wages	Salaries increased mainly due to proposed staff additions.
Employee Benefits	Benefits increased due to proposed staff additions, and factoring in historical actual and future rate changes.
Contracted Services	Reduction for one time projects.
Non-Operating Items	
From Reserve	Reduction for funding of OHS audit.

Staffing Increase Requests

SIR Number	SIR Name	FTE	Hours
SIR-45	HR - TEMP Communications Specialist (Temp in Place) (2020)		1,820
SIR-47	HR - Workplace Supports Specialist (Temp in Place)	1.0	
SIR-48	HR - Admin Support Assistant II (LR/ADV) (Temp in Place) (2022)	1.0	
SIR-49	HR - Senior WPD Advisor (2020) (Temp in Place)	1.0	
SIR-50	HR - Advisor (BSS) (Temp in Place) (2021)	1.0	
SIR-55	HR - DM Specialist	1.0	
Total		5.0	1,820

Capital Base

Project Name	Cost	Dept.
None		



This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire width, typical of notebook or legal stationery. The background is a solid off-white color, and there are no margins, text, or other markings present.



This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire width, providing a guide for writing. The paper itself is a clean, off-white color. There are no margins, text, or other markings present on the page.