

# City of Rock Springs





## **MAYOR**

Carl R. Demshar, Jr.

Clark Stith  
Bill Shalata  
Tim Savage  
Rob Zotti

Glennise Wendorf  
David Halter  
Rose Mosbey  
David Tate

## **ADMINISTRATION**

City Attorney  
Director of Administrative Services  
Municipal Court Judge  
Police Chief  
Fire Chief  
Director of Engineering & Operations  
Director of Parks & Recreation  
Director of Public Services  
Director of Human Resources

Vincent Crow  
Lisa M. Tarufelli  
George S. Nelson  
Mike Lowell  
Lyle Armstrong  
Paul Kauchich  
David M. Lansang  
Vess Walker  
Kara Beech

## **Final Budget Message Fiscal Year 2014-2015**

The Honorable Mayor Carl R. Demshar Jr., Councilman David Tate, Finance Committee Chair and City Council Members

The final budget for fiscal year 2014-2015 presented is in balance. On June 17, 2014 it was estimated the budget would be in balance with an anticipated transfer to the operational reserve of \$4,946.65. After all fiscal year expenditures were paid, carryover amounts determined and open contracts were taken into consideration, the budget is in balance with an undesignated amount of \$1,818,036.80. The budget committee met and determined the budget will be amended to include the following: restore \$850,000.00 in certain reserves, provide \$90,008.00 to pay for change order three on the Bunning freight depot renovation, provide an additional \$100,000.00 in the airline subsidy line item, restore \$250,000.00 in funding for street rehabilitation, and appropriate \$200,000.00 to purchase property. This will leave an undesignated amount of \$328,028.80.

The reserve prior to this presentation consisted of a cash reserve of \$3,480,285.24 and an operational reserve of \$6,015,550.08. After the year-end close, the cash reserve amount was adjusted to \$3,945,949.71 per the requirements of Resolution 94-15 and the operational reserve is \$5,549,885.61. The total of the reserves remains the same as FY2014 - \$9,495,832.82.

The assessed valuation for the city increased for \$202,494,259 to \$210,492,015, thus property tax collections may be higher than FY2014. The sales and use tax revenue for the year ending June 30, 2014 totaled \$20,956,975.94 compared to \$22,341,898.33 in the same category for the fiscal year ending June 30, 2013. This is a 6.2% decrease in this key revenue source. Sales and use taxes have declined by 13.3% over the last two years and this revenue stream will be constantly monitored during the year.

Funding from the capital facilities tax during FY 2014 included \$5,226,299.12 in the general fund, \$4,943,232.60 in the sewer fund and \$262,620.23 in the water fund. Projects funded through this process will continue in the current fiscal year.

The governing body was able to provide pay increases to full time employees. The increase consist of a base pay increase of 2.50% to the city pay plan with 3.00% lateral range movement for applicable. Certain seasonal and part time employees were also given pay increases. Wyoming retirement contributions for the public employee system increased on July 1, 2014 from 14.62% to 15.87%. Workers compensation rates increased from 1.76% to 2.69% at the same date. The employer provided life insurance coverage for full time employees increased from \$10,000 to \$25,000 effective July 1, 2014 and those costs are reflected in this budget as well. The budget does not include any new positions.

Ongoing funding for the Rock Springs Library, the Community Fine Arts Center, recycling and the Rock Springs Chamber of Commerce are included in the budget. Appropriations are included for the Sweetwater County Events Complex, RS-SWCO Airport, and STAR. Outside agency requests have been reduced by 5% with few contractual exceptions. The city's obligation to the Joint Powers Combined

Communications Board of \$1,213,744.69 is included in the police department budget. Provisions have also been made for the air service agreement..

Capital projects to be undertaken in the current year are a continuation of the GIS project, storm water projects, the freight depot renovation and Washington tank repairs. There are no provisions for increases to equipment a facility reserves in the budget at this time.

The final budget as presented reflects both water and sewer rates remaining the same for the coming year. The sewer fund includes ongoing funding for line replacement projects and loan repayments. The capital facilities tax improvement in this fund is the 2013 miscellaneous sewer project. The water fund includes monies to continue water line replacements at various locations and the approved capital facilities projects for the Gateway pump station and the 20" water line replacement.

Lisa M. Tarufelli  
Director of Administrative Services



*Handwritten signature and date 6/10/14*

RESOLUTION NO. 2014- *94*

A RESOLUTION AUTHORIZING AND DIRECTING CARL R. DEMSHAR, JR., AS MAYOR OF THE CITY OF ROCK SPRINGS, WYOMING, AND LISA M. TARUFELLI, AS CITY CLERK OF THE CITY OF ROCK SPRINGS, WYOMING, TO ACCEPT AND APPROVE A BUDGET SUBMITTED FOR THE CITY OF ROCK SPRINGS FOR THE FISCAL YEAR ENDING JUNE 30, 2015.

WHEREAS, an operating budget has been submitted for the fiscal year ending June 30, 2015, for salaries and expenses of all City employees and officials, for the Police Department and Fire Department, for the support and maintenance of the City Government and for all its expenditures; and

WHEREAS, the Council has determined that the proposed expenditures are necessary for the efficient and economical operation of the City of Rock Springs.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ROCK SPRINGS, STATE OF WYOMING:

Section 1. There is hereby appropriated out of the revenues of the City of Rock Springs, for the fiscal year commencing July 1, 2014, and ending June 30, 2015, the purposes and objects hereinafter set forth, the following sums of money, or so much thereof as may be necessary:

The sum of \$433,236.50 for the purpose of defraying the salaries and expenses of the Administrative Department/General Government.

The sum of \$555,451.00 for the purpose of defraying the salaries and expenses of the department of the City Attorney.

The sum of \$1,027,552.00 for the purpose of defraying the salaries and expenses of the Department of Finance/Administration.

The sum of \$458,000.50 for the purpose of defraying the expenses of City Buildings.

The sum of \$447,001.00 for the purpose of defraying the expenses of Municipal Court.

The sum of \$375,625.50 for the purpose of defraying the expenses of Urban Renewal/Main Street.

The sum of \$716,625.75 for the purpose of defraying the expenses of Information Technology.

The sum of \$177,374.25 for the purpose of defraying the expenses of Human Resources.

The sum of \$8,659,493.51 for the purpose of defraying the salaries and expenses of the City Police Department.

The sum of \$314,913.75 for the purpose of defraying the salaries and expenses of the City Animal Control Department.

The sum of \$254,300.00 for the purpose of defraying the salaries and expenses of the Emergency Management Department/Civil Defense.

The sum of \$6,506,874.00 for the purpose of defraying the salaries and expenses of the City Fire Department.

The sum of \$671,000.75 for the purpose of defraying the salaries and expenses of the Administration and Engineering Department.

The sum of \$5,693,903.00 for the purpose of defraying the salaries and expenses of the Streets Department.

The sum of \$840,300.75 for the purpose of defraying the salaries and expenses of the City Cemetery.

The sum of \$1,462,996.25 for the purpose of defraying the salaries and expenses of the City Parks Department.

The sum of \$1,945,011.75 for the purpose of defraying the salaries and expenses of the City Golf Course.

The sum of \$1,644,731.25 for the purpose of defraying the salaries and expenses of the City Civic Center.

The sum of \$2,968,984.00 for the purpose of defraying the salaries and expenses of the City Indoor Recreation Center.

The sum of \$1,938,272.10 for the purpose of paying all expenses known as Non-Departmental.

The sum of \$518,601.00 for the purpose of defraying the salaries and expenses of the Public Services Administration/Planning Department.

The sum of \$619,101.25 for the purpose of defraying the salaries and expenses of the Building Inspections Department.

The sum of \$622,626.25 for the purpose of defraying the salaries and expenses of the Vehicle Maintenance Department.

The sum of \$236,265.75 for the purpose of defraying the salaries and expenses of the Rock Springs Historical Museum.

The sum of \$20,000.00 for the purpose of defraying the Road Impact Fee Fund.

The sum of \$3,670,000.00 for the purpose of defraying the expenses of the Health Insurance Fund.

The sum of \$11,627,703.50 for the purpose of defraying the salaries and expenses of the

The sum of \$280,901.00 for the purpose of defraying the salaries and expenses of the Sewer Administration.

The sum of \$4,334,761.00 for the purpose of defraying the salaries and expenses of the Water Administration.

The sum of \$2,968,702.25 for the purpose of defraying the salaries and expenses of Water Operations and Maintenance.

The sum of \$144,021.00 for the purpose of defraying the expenses of CAP Programs.

The sum of \$380,856.50 for the purpose of defraying the salaries and expenses of the Public Housing Administration.

The sum of \$428,925.00 for the purpose of defraying the salaries and expenses of Public Housing Maintenance.

The sum of \$291,968.50 for the purpose of defraying the salaries and expenses of Section 8 Vouchers.


The sum of \$3,480,285.24 for the purpose of maintaining a Cash Reserve Fund.

The sum of \$6,015,550.68 for the purpose of maintaining a Operational Reserve Fund.

The above figures do not include appropriations for encumbered funds from the current fiscal year for projects contracted but not completed prior to June 30, 2014. The exact amount of the carry-over funds will be adjusted within appropriate departments when determined.

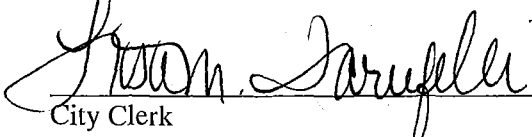
Section 3. The proposed budget for Fiscal Year 2014-2015 as approved following the Public Hearing on June 17, 2014, is hereby adopted as the official budget for said fiscal year.

PASSED AND APPROVED this 17th day of June, 2014.

  
\_\_\_\_\_  
President of the Council

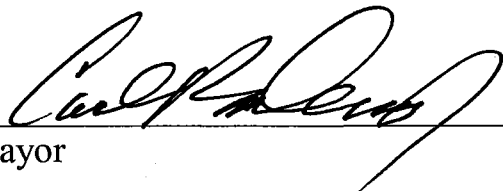
  
\_\_\_\_\_  
Mayor

Attest:

  
\_\_\_\_\_  
City Clerk

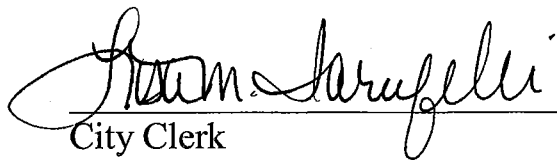
THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Carl R. Demshar, Jr., Mayor of the City of Rock Springs, Wyoming, do hereby proclaim that the foregoing Resolution of the said City of Rock Springs was, on the date thereof, duly and regularly passed and approved by the City Council of the said City of Rock Springs and by the Mayor of said City and attested by the City Clerk of said City, and I do hereby proclaim the same to be in full force and effect from and after the date of its passage and approval.

  
Mayor

THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Lisa M. Tarufelli, City Clerk of the City of Rock Springs, Wyoming, do hereby certify that on this 17<sup>th</sup> day of June, 2014, the foregoing Resolution of the City of Rock Springs was proclaimed by the Mayor of said City to be in full force and effect from and after the passage thereof as set forth in said Resolution, and that the same was posted by me in the office of the City Clerk as directed by the City Council on the 17<sup>th</sup> day of June, 2014, at 7:45 p.m. of said day.

  
City Clerk



RESOLUTION NO. 2014- 95

A RESOLUTION AUTHORIZING LISA M. TARUFELLI, THE CITY CLERK OF THE CITY OF ROCK SPRINGS, TO CERTIFY TO THE COUNTY COMMISSIONERS OF SWEETWATER COUNTY, THROUGH THE COUNTY CLERK, THE LEVIES TO BE MADE FOR THE FISCAL YEAR ENDING JUNE 30, 2015.

WHEREAS, on the 17<sup>th</sup> day of June, 2014, this council adopted a City Budget for the fiscal year ending June 30, 2015, calling for the following appropriations:

GENERAL FUND	\$39,088,241.86
TOTAL APPROPRIATION	\$39,088,241.86

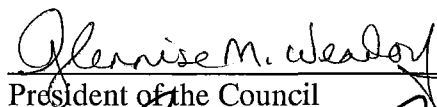
WHEREAS, after deducting all cash and other estimated revenue, it is necessary that the following amounts be raised by General Taxation and in order to raise such sums of money, it is necessary that levies be made for the fiscal year ending June 30, 2015, as shown by the following amounts for each fund:


	AMOUNT TO BE RAISED	MILL LEVY
GENERAL FUND	\$1,600,000.00	8 Mills
TOTAL APPROPRIATIONS	\$1,600,000.00	8 Mills

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ROCK SPRINGS, STATE OF WYOMING:

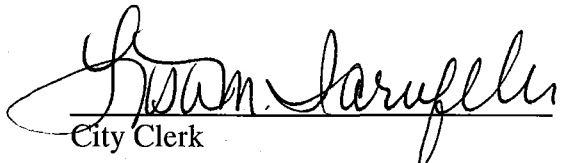
Section 1. That the foregoing levies be made for the fiscal year ending June 30, 2015, and the City Clerk certify said amounts to the County Clerk of Sweetwater County.

PASSED AND APPROVED this 17th day of June, 2014.

  
\_\_\_\_\_  
President of the Council

  
\_\_\_\_\_  
Mayor

Attest:

  
\_\_\_\_\_  
City Clerk

THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Carl R. Demshar, Jr., Mayor of the City of Rock Springs, Wyoming, do hereby proclaim that the foregoing Resolution of the said City of Rock Springs was, on the date thereof, duly and regularly passed and approved by the City Council of the said City of Rock Springs and by the Mayor of said City and attested by the City Clerk of said City, and I do hereby proclaim the same to be in full force and effect from and after the date of its passage and approval.

  
\_\_\_\_\_  
Mayor

THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Lisa M. Tarufelli, City Clerk of the City of Rock Springs, Wyoming, do hereby certify that on this 17<sup>th</sup> day of June, 2014, the foregoing Resolution of the City of Rock Springs was proclaimed by the Mayor of said City to be in full force and effect from and after the passage thereof as set forth in said Resolution, and that the same was posted by me in the office of the City Clerk as directed by the City Council on the 17<sup>th</sup> day of June, 2014, at 7:45 p.m. of said day.

  
\_\_\_\_\_  
City Clerk

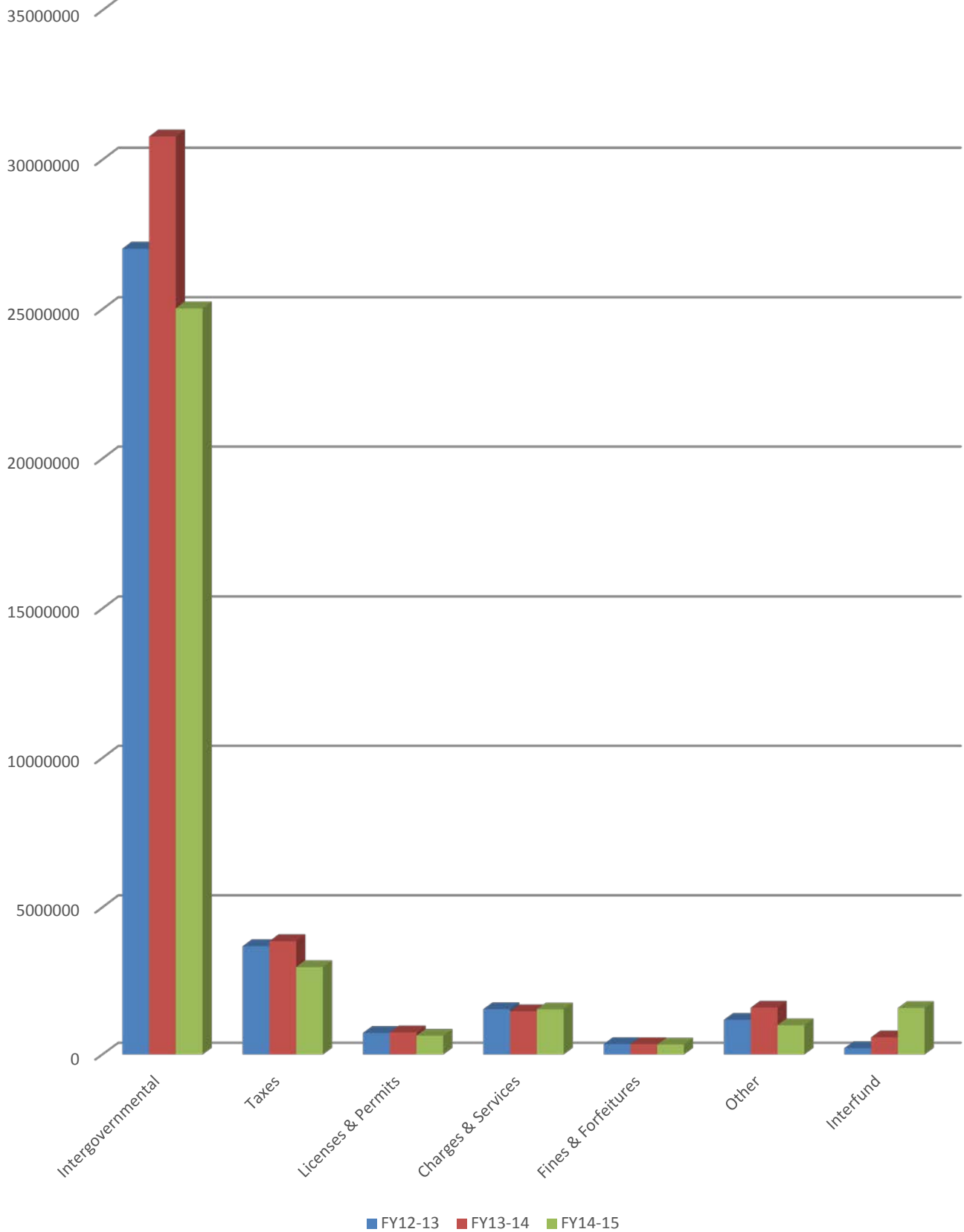
**City of Rock Springs**

**General Fund Budget Summary**

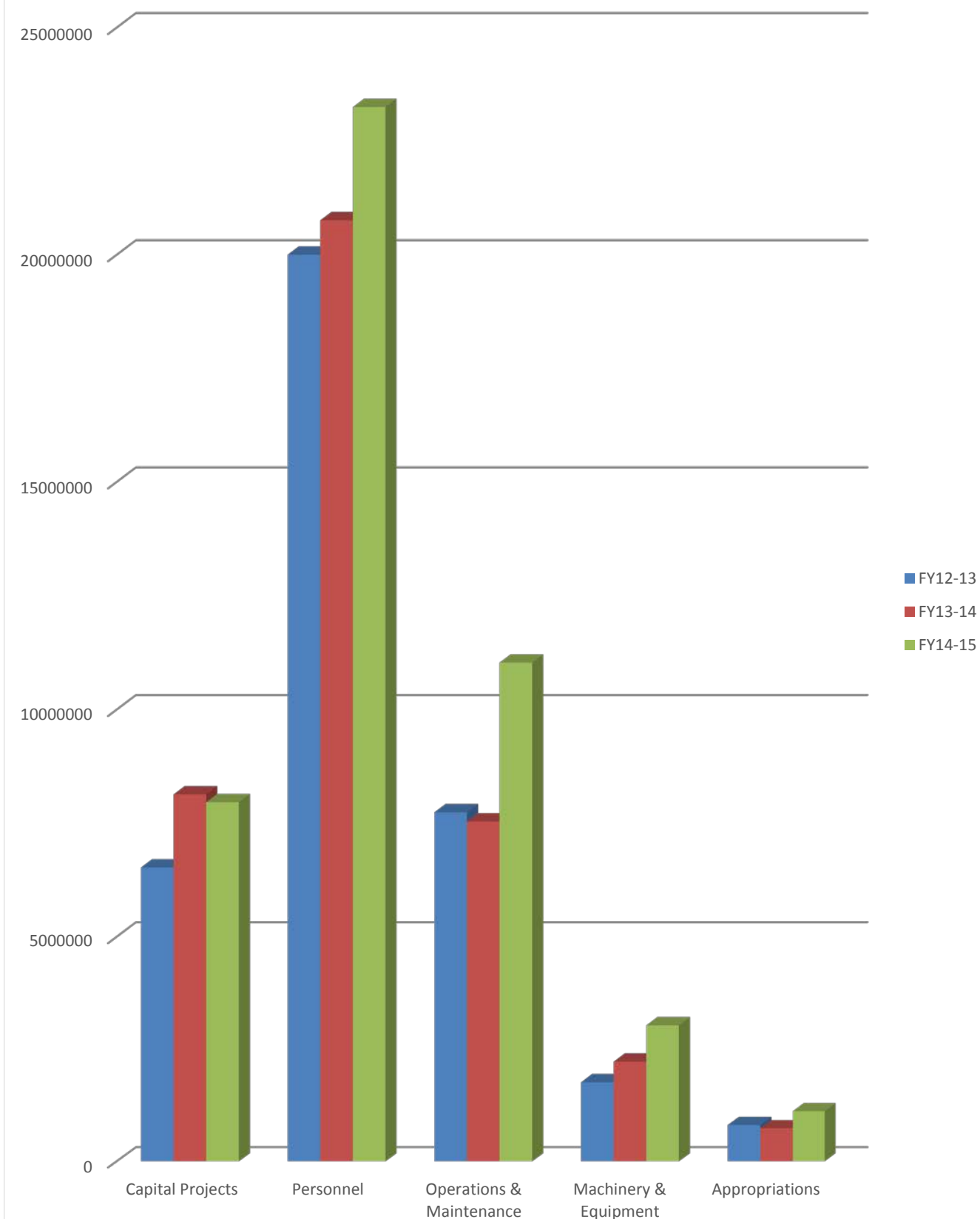
**Final Budget 2014-2015**

Cash and Investments on Hand July 1, 2014	\$	15,083,063.94	
Cash Reserve on Hand		3,480,285.24	
Operational Reserve on Hand		6,015,550.08	
Capital Facilities Funds		0.00	
Anticipated 2014-2015 Revenues		33,182,483.96	
Total Cash Available			\$ 57,761,383.22
Less Budgeted Expenditures 2014-2015	\$	46,447,511.10	
Cash Reserve ( per Resolution 94-15)		3,945,949.71	
Operational Reserve ( per Resolution 96-91)		5,549,885.61	
Capital Facilities transfer to Sewer Fund		0.00	
Undesignated		1,818,036.80	
Total in Budget			\$ 57,761,383.22

## 2014-15 Anticipated Revenues



2014-15 Budgeted Expenditures



City of Rock Springs  
2013-2014 Final Budget Index

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**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-00-0000-311100	General Property	2,165,371.83	2,286,095.57	1,600,000.00
110-00-0000-318100	Severance Taxes	861,027.78	868,157.42	857,956.00
110-00-0000-318200	Franchise Taxes	672,793.50	714,047.85	540,000.00
	Taxes	3,699,193.11	3,868,300.84	2,997,956.00
110-00-0000-321100	Liquor Licenses	65,654.01	60,794.00	60,102.00
110-00-0000-321110	Malt Beverage/Catering Permits	5,600.00	4,100.00	3,500.00
110-00-0000-321610	Occupational	65,080.00	67,530.00	50,000.00
110-00-0000-321620	Contractor Licenses	46,625.00	55,050.00	50,000.00
110-00-0000-321630	Sexually Oriented Business License	21,000.00	19,200.00	10,000.00
110-00-0000-321710	Bingo/Pull Tab Licenses	125.00	125.00	100.00
110-00-0000-322100	Building Permits	516,189.08	534,587.76	450,000.00
110-00-0000-322600	Animal Licenses	22,804.00	22,337.00	21,000.00
	Licenses & Permits	743,077.09	763,723.76	644,702.00
110-00-0000-331120	TSA/Airport Security	38,871.28	64,555.00	41,000.00
110-00-0000-331140	Bureau Of Justice Grant	37,338.00	0.00	0.00
110-00-0000-331150	BVP Program	0.00	0.00	7,000.00
110-00-0000-331155	JAG Grant	57,172.00	0.00	90,868.44
110-00-0000-331170	09 Recovery Act Funds	299,749.29	0.00	0.00
110-00-0000-334110	AML Funds	773,309.79	0.00	0.00
110-00-0000-334120	Homeland Security	64,016.22	162,860.51	261,212.59
110-00-0000-334140	Urban/Community Forestry	0.00	0.00	0.00
110-00-0000-334150	Department Of Agriculture	0.00	7,000.00	0.00
110-00-0000-334260	Highway Safety Grants	17,685.00	11,100.00	40,000.00
110-00-0000-334265	Alcohol/Tobacco Grants	16,457.75	13,677.28	13,600.00
110-00-0000-334310	Wyoming Business Council	23,435.00	9,000.00	0.00
110-00-0000-334315	Community Facilities Grant	284,087.00	0.00	0.00
110-00-0000-334320	Business Ready Community	191.00	0.00	988,682.00
110-00-0000-334420	SLIB Grant	0.00	245,500.00	0.00
110-00-0000-334430	Consensus List Projects	0.00	0.00	0.00
110-00-0000-334500	State Other Grants	0.00	0.00	0.00
110-00-0000-335010	Mineral Royalties	971,678.21	989,464.18	976,155.00
110-00-0000-335310	4% Sales Tax	10,171,329.75	8,258,282.59	7,761,500.00
110-00-0000-335315	1% Sales Tax	4,009,023.94	2,826,238.23	2,660,000.00
110-00-0000-335320	4% Use Tax	2,077,187.43	3,250,784.18	3,087,500.00
110-00-0000-335321	1% Use Tax	858,643.16	2,072,881.03	1,900,000.00
110-00-0000-335322	OOS Sales Tax - Local	4,385,849.90	3,970,029.03	3,705,000.00
110-00-0000-335323	OOS Use Tax - Local	839,864.15	578,760.88	546,250.00
110-00-0000-335325	Capital Facilities Tax Reimbursement - 6th Cent	0.00	5,226,299.12	311,911.15

# **City of Rock Springs** **Final Budget 2014-2015**

110-00-0000-335350	Supplemental Local Government Funding	1,293,068.17	1,904,947.62	1,641,304.78
110-00-0000-335410	Wholesale Gas Tax	384,446.21	572,447.93	550,000.00
110-00-0000-335415	Special Fuels Tax	137,647.64	208,304.79	150,000.00
110-00-0000-335420	Refund Of Special Fuels Tax	4,934.15	6,170.02	3,000.00
110-00-0000-335610	Cigarette Taxes	190,041.75	177,304.44	165,000.00
110-00-0000-337010	Animal Control Agreement	21,783.28	21,488.38	20,000.00
110-00-0000-337015	Senior Citizens	66,169.82	73,832.95	60,000.00
110-00-0000-337100	Weed And Pest	0.00	116,938.99	50,000.00
110-00-0000-337200	Joint Travel & Tourism Board	2,000.00	11,105.42	0.00
	Intergovernmental Revenue	27,025,979.89	30,778,972.57	25,029,983.96
110-00-0000-340010	Miscellaneous Cemetery Fees	45,450.00	21,200.00	15,000.00
110-00-0000-340015	Advertising Fees	3,830.00	2,760.00	2,500.00
110-00-0000-340020	Late Charges General	0.00	0.00	0.00
110-00-0000-342100	Special Police Services	20,180.00	23,465.13	2,000.00
110-00-0000-347100	Golf Course Receipts	724,590.77	662,496.22	750,000.00
110-00-0000-347150	Recreation Fees	-15.00	205.00	0.00
110-00-0000-347200	Civic Center Receipts	149,549.99	173,668.25	185,000.00
110-00-0000-347250	Indoor Rec Receipts	618,791.16	605,953.95	600,000.00
	Charges for Services	1,562,376.92	1,489,748.55	1,554,500.00
110-00-0000-351100	Municipal Court Fines	325,947.45	324,759.53	320,000.00
110-00-0000-351150	Animal Fines	25,554.00	24,977.00	21,000.00
110-00-0000-351200	Restitution	5,618.31	4,491.46	1,000.00
	Fines & Forfeitures	357,119.76	354,227.99	342,000.00
110-00-0000-360010	Animal Adoptions	11,595.00	9,714.00	7,500.00
110-00-0000-360020	Sale Of Cemetery Lots	10,075.00	22,300.00	5,000.00
110-00-0000-360030	Maps & Copies	3,398.00	3,022.75	2,000.00
110-00-0000-360035	Material Or Supplies	24.70	0.00	0.00
110-00-0000-360040	Field Usage Fees	12,625.00	210.00	12,000.00
110-00-0000-360041	Golf Course Pro Shop	140,745.37	134,505.18	160,000.00
110-00-0000-360042	Rec Center Retail	58,366.90	61,638.62	45,000.00
110-00-0000-360043	Sale Of Property	2,364.68	18,849.47	0.00
110-00-0000-360044	City Hall Retail	0.00	835.66	0.00
110-00-0000-360045	Museum Retail	8,779.47	7,107.61	7,000.00
110-00-0000-360046	Civic Center Retail	3,051.37	1,036.96	800.00
110-00-0000-360099	Recycling Rentals	-3,525.00	-400.00	0.00
110-00-0000-361100	Interest On Investments	91,207.07	99,286.79	50,000.00
110-00-0000-361200	Adjustment To Market Value	25,499.30	72,108.63	0.00
110-00-0000-363020	Building Rental	49,140.00	47,815.00	35,000.00
110-00-0000-363025	Theater Rental	15,020.00	5,920.00	15,000.00
110-00-0000-363030	Concessions	5,308.98	5,500.06	3,500.00
110-00-0000-365010	Contributions & Donations	1,931.50	172.50	500.00
110-00-0000-365015	RS Historical Museum	1,217.30	535.00	100.00
110-00-0000-365020	D.A.R.E. Donations	580.00	0.00	0.00
110-00-0000-365025	Safety Seat Program	1,574.00	101.00	100.00
110-00-0000-365100	WYO Community Found Grant	0.00	0.00	0.00

**City of Rock Springs**  
**Final Budget 2014-2015**

110-00-0000-366010	Prop & Liability Insurance	20,145.49	50,023.77	5,000.00
110-00-0000-366020	Reimbursement For BC/BS	139,681.80	173,037.05	168,000.00
110-00-0000-366025	Employee Share	424,872.85	447,868.05	460,000.00
110-00-0000-366110	Worker's Comp Reimbursement	9,461.76	1,435.32	0.00
110-00-0000-366200	Miscellaneous Reimbursements	107,557.11	381,895.94	5,000.00
110-00-0000-366220	Refunds For Overpayments	1,717.58	2,581.68	0.00
110-00-0000-366240	Private Match	3,319.85	0.00	0.00
110-00-0000-366250	Wyoming Main Street TAF	0.00	40,000.00	20,000.00
110-00-0000-366315	STAR Transit Reimbursement	0.00	5,491.30	5,000.00
110-00-0000-368000	Sundry Revenues	41,726.09	17,933.36	1,000.00
110-00-0000-368010	Cash Over/Short	0.00	0.00	0.00
110-00-0000-368015	Insufficient Check Charge	80.00	80.00	0.00
110-00-0000-368020	URA Main Street Revenues	9,283.00	2,880.00	2,500.00
	Miscellaneous Revenues	1,196,824.17	1,613,485.70	1,010,000.00
110-00-0000-391015	Equipment Purchases	0.00	446,793.00	1,456,082.00
110-00-0000-391020	Facility Construction Transfer	0.00	0.00	0.00
110-00-0000-391030	From Sewer Fund	59,749.24	61,582.68	61,600.00
110-00-0000-391050	From Water Fund	83,859.64	82,662.00	85,660.00
110-00-0000-391055	6th Cent Transfer from Water Fund	72,172.56	0.00	0.00
110-00-0000-391100	Audit Expenses	2,500.00	0.00	0.00
	Transfers	218,281.44	591,037.68	1,603,342.00
	General Fund Revenues	34,802,852.38	39,459,497.09	33,182,483.96

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Mayor/Council

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1101-401011	Regular	190,848.04	182,864.77	115,000.00
110-11-1101-401012	Overtime	0.00	67.81	2,000.00
	Salaries & Wages	190,848.04	182,932.58	117,000.00
110-11-1101-402010	Group Life Insurance	346.44	353.43	750.00
110-11-1101-402011	Health Insurance	7,598.12	31,659.16	31,500.00
110-11-1101-402020	Social Security	13,091.98	12,245.80	8,400.00
110-11-1101-402021	Medicare	3,062.02	2,863.99	2,025.00
110-11-1101-402030	Pension	26,272.16	26,360.82	19,000.00
110-11-1101-402050	Unemployment Compensation	0.00	0.00	500.00
110-11-1101-402060	Workers Compensation	2,200.82	1,693.76	150.00
110-11-1101-402070	Christmas Gifts	552.75	452.25	502.50
110-11-1101-402080	Compensated Absences	3,335.70	0.00	500.00
110-11-1101-402085	Council Benefit Cash Out	17,380.99	18,401.68	15,600.00
	Employee Benefits	73,840.98	94,030.89	78,927.50
110-11-1101-402201	Hepatitis B Immunizations	45.00	0.00	0.00
110-11-1101-402202	Influenza Shots	2,220.00	0.00	0.00
	Other Personnel Expense	2,265.00	0.00	0.00
110-11-1101-403210	Education & Seminars	7,805.86	2,906.85	10,000.00
110-11-1101-403220	Books, Subscriptions & Members	1,037.00	990.00	2,500.00
110-11-1101-403303	Regional Watershed Legal	2,397.80	633.33	126,758.87
110-11-1101-403310	Consulting & Technical	0.00	0.00	10,000.00
110-11-1101-404301	Maintenance Contracts	174.62	0.00	200.00
110-11-1101-405301	Telephone	1,912.29	1,777.43	1,500.00
110-11-1101-405302	Cell Phones	584.05	585.39	700.00
110-11-1101-405410	Economic Development & Promotion	50,950.41	51,422.09	85,547.59
110-11-1101-405416	Arts Committee/Visual Improv. Projects	0.00	10,000.00	0.00
110-11-1101-405500	Printing & Binding	30.00	120.00	1,000.00
110-11-1101-405801	Travel Expense	1,220.21	6,128.75	5,000.00
110-11-1101-406001	Office Supplies	668.28	898.34	1,000.00
110-11-1101-406101	Postage/Freight	362.24	467.54	500.00
110-11-1101-406120	Facility & Equipment Maintenance Suppl	163.96	0.00	500.00
110-11-1101-406130	Specialized Departmental Supplies	1,148.08	888.29	2,000.00
110-11-1101-406203	Gas, Oil & Lube	66.89	0.00	0.00
	Operations & Maintenance	68,521.69	76,818.01	247,206.46
110-11-1101-407401	New Equipment Purchases	0.00	887.00	500.00
	Machinery & Equipment	0.00	887.00	500.00
	Mayor/Council	335,475.71	354,668.48	443,633.96

**City of Rock Springs  
Final Budget 2014-2015**

**Mayor/Council Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>	
Mayor		1,200.00	6 months
		2,000.00	6 months
8 Council Members		400.00	6 months
4 Council Members		400.00	6 months
4 Council Members		1,000.00	6 months
Administrative Assistant	36	3,579.00	
Regional Watershed Legal - Carryover FY14		126,758.87	
<b>Economic Development &amp; Promotion</b>			
Avenue of Flags Donation - FY 14 Carryover		10,547.59	



**City of Rock Springs  
Final Budget 2014-2015**

General Fund  
City Attorney

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1102-401011	Regular	312,408.00	326,316.12	337,000.00
	Salaries & Wages	312,408.00	326,316.12	337,000.00
110-11-1102-402010	Group Life Insurance	160.32	160.32	200.00
110-11-1102-402011	Health Insurance	66,188.62	59,916.36	65,000.00
110-11-1102-402020	Social Security	18,305.01	19,278.93	21,100.00
110-11-1102-402021	Medicare	4,280.87	4,508.67	5,000.00
110-11-1102-402030	Pension	44,112.24	47,452.97	54,000.00
110-11-1102-402050	Unemployment Compensation	0.00	0.00	500.00
110-11-1102-402060	Workers Compensation	6,178.91	4,856.81	8,700.00
110-11-1102-402070	Christmas Gifts	201.00	201.00	201.00
110-11-1102-402080	Compensated Absences	0.00	116.53	3,000.00
	Employee Benefits	139,426.97	136,491.59	157,701.00
110-11-1102-403210	Education & Seminars	1,549.00	1,525.50	3,000.00
110-11-1102-403220	Books, Subscriptions & Members	42,466.45	33,978.32	45,000.00
110-11-1102-403301	Litigation & Consultation	105.00	817.93	2,000.00
110-11-1102-404301	Maintenance Contracts	0.00	300.00	1,000.00
110-11-1102-405301	Telephone	1,154.30	1,156.02	1,500.00
110-11-1102-405500	Printing & Binding	436.01	0.00	750.00
110-11-1102-405801	Travel Expense	963.00	1,823.40	3,000.00
110-11-1102-406001	Office Supplies	1,720.43	1,902.51	2,000.00
110-11-1102-406101	Postage/Freight	816.62	871.60	1,000.00
	Facility & Equipment Maintenance			
110-11-1102-406120	Supplies	0.00	117.50	500.00
	Operations & Maintenance	49,210.81	42,492.78	59,750.00
110-11-1102-407401	New Equipment Purchases	1,196.54	14,432.49	1,000.00
110-11-1102-407410	Replacement Equipment	0.00	0.00	0.00
	Machinery & Equipment	1,196.54	14,432.49	1,000.00
	City Attorney	502,242.32	519,732.98	555,451.00

**City of Rock Springs  
Final Budget 2014-2015**

**City Attorney Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
City Attorney	73	10,008.00
Assistant City Attorney	69	9,067.00
Assistant City Attorney - Part Time	69	4,533.50
Legal Administrative Assistant	46	4,452.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Finance/Administration

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1103-401011	Regular	556,402.92	587,393.98	592,000.00
110-11-1103-401012	Overtime	1,471.77	743.62	400.00
	Salaries & Wages	557,874.69	588,137.60	592,400.00
110-11-1103-402010	Group Life Insurance	305.88	325.74	700.00
110-11-1103-402011	Health Insurance	115,028.80	120,118.78	148,000.00
110-11-1103-402020	Social Security	32,965.06	35,406.52	39,000.00
110-11-1103-402021	Medicare	7,833.02	8,280.53	9,000.00
110-11-1103-402030	Pension	78,772.34	85,469.52	98,500.00
110-11-1103-402050	Unemployment Compensation	0.00	0.00	500.00
110-11-1103-402060	Workers Compensation	7,514.29	6,077.41	9,250.00
110-11-1103-402070	Christmas Gifts	402.00	402.00	402.00
110-11-1103-402080	Compensated Absences	12,954.46	12,357.51	20,000.00
	Employee Benefits	255,775.85	268,438.01	325,352.00
110-11-1103-403119	Tax Collections	0.00	0.00	0.00
110-11-1103-403120	Collection Costs	20.00	0.00	300.00
110-11-1103-403210	Education & Seminars	2,832.00	1,845.00	4,000.00
110-11-1103-403220	Books, Subscriptions & Members	3,766.38	3,989.30	4,500.00
110-11-1103-403310	Consulting & Technical	9,990.00	0.00	10,000.00
110-11-1103-403322	Audit Expense	55,000.00	55,000.00	60,000.00
110-11-1103-404301	Maintenance Contracts	4,320.37	3,971.20	5,000.00
110-11-1103-405301	Telephone	1,782.79	1,755.05	2,000.00
110-11-1103-405500	Printing & Binding	0.00	1,634.08	1,500.00
110-11-1103-405801	Travel Expense	1,819.71	749.74	2,000.00
110-11-1103-406001	Office Supplies	6,259.46	3,792.14	6,000.00
110-11-1103-406101	Postage/Freight	5,393.24	4,942.96	8,000.00
	Facility & Equipment Maintenance			
110-11-1103-406120	Supplies	218.98	407.25	1,000.00
110-11-1103-406130	Specialized Departmental Supplies	2,139.30	1,949.55	3,000.00
110-11-1103-406503	Miscellaneous Reimbursements	0.00	0.00	1,000.00
110-11-1103-406506	Interest On Deposits	0.00	0.00	500.00
	Operations & Maintenance	93,542.23	80,036.27	108,800.00
110-11-1103-407401	New Equipment Purchases	0.00	107.83	0.00
110-11-1103-407410	Replacement Equipment	0.00	673.59	1,000.00
	Machinery & Equipment	0.00	781.42	1,000.00
	Finance/Administration	907,192.77	937,393.30	1,027,552.00

**City of Rock Springs  
Final Budget 2014-2015**

**Finance/Administration Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Director of Administrative Services	73	10,008.00
Senior Accountant	65	7,990.00
Housing & Community Development Supervisor	62	6,605.00
Deputy City Clerk	57	6,526.00
Senior Accounting Technician	44	4,891.00
Senior Accounting Technician	44	4,891.00
Senior Accounting Technician	44	4,598.00
Senior Accounting Technician	44	4,034.00
Accounting Technician II - Vacant	40	0.00
<b>Replacement Equipment</b>		
Office equipment		1,000.00
Total		1,000.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
City Buildings

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1104-401011	Regular	101,760.00	103,974.50	111,600.00
110-11-1104-401012	Overtime	424.50	0.00	2,400.00
	Salaries & Wages	102,184.50	103,974.50	114,000.00
110-11-1104-402010	Group Life Insurance	80.16	80.16	175.00
110-11-1104-402011	Health Insurance	36,513.84	37,969.08	40,500.00
110-11-1104-402020	Social Security	5,997.52	6,133.65	7,300.00
110-11-1104-402021	Medicare	1,402.64	1,434.48	1,725.00
110-11-1104-402030	Pension	14,428.51	15,112.07	18,750.00
110-11-1104-402050	Unemployment Compensation	0.00	0.00	500.00
110-11-1104-402060	Workers Compensation	2,377.65	1,819.80	3,200.00
110-11-1104-402070	Christmas Gifts	100.50	100.50	100.50
110-11-1104-402080	Compensated Absences	0.00	0.00	4,000.00
	Employee Benefits	60,900.82	62,649.74	76,250.50
110-11-1104-403210	Education & Seminars	90.00	79.00	2,000.00
110-11-1104-404111	Water	8,848.90	8,730.54	16,000.00
110-11-1104-404112	Sewer	10,534.55	10,699.67	16,000.00
110-11-1104-404301	Maintenance Contracts	6,536.98	5,795.60	11,000.00
110-11-1104-404310	Building & Grounds Maintenance	382.43	8,582.50	25,000.00
110-11-1104-404504	Remodeling	0.00	30,527.52	15,000.00
110-11-1104-404600	Laundry Service/Uniforms	3,496.38	3,622.90	5,500.00
110-11-1104-405301	Telephone	1,968.97	1,410.42	2,400.00
110-11-1104-405302	Cell Phones	542.98	711.24	1,000.00
110-11-1104-406001	Office Supplies	99.36	20.23	200.00
110-11-1104-406120	Facility & Equipment Maintenance Suppl	8,649.41	7,762.94	14,000.00
110-11-1104-406130	Specialized Departmental Supplies	9,352.42	8,529.44	12,000.00
110-11-1104-406201	Natural Gas	40,202.69	44,845.64	45,000.00
110-11-1104-406202	Electricity	64,983.66	60,559.18	75,000.00
	Operations & Maintenance	155,688.73	191,876.82	240,100.00
110-11-1104-407202	Building Improvements	64,113.20	93,166.30	15,000.00
	Buildings	64,113.20	93,166.30	15,000.00
110-11-1104-407401	New Equipment Purchases	0.00	0.00	750.00
110-11-1104-407410	Replacement Equipment	3,074.50	3,428.95	1,900.00
	Machinery & Equipment	3,074.50	3,428.95	2,650.00
110-11-1104-507602	ADA Compliance	0.00	0.00	10,000.00
	Capital Projects	0.00	0.00	10,000.00
	City Buildings	385,961.75	455,096.31	458,000.50

**City of Rock Springs  
Final Budget 2014-2015**

**City Building Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Building Maintenance Supervisor	57	5,915.00
Custodian	29	3,377.00
<b>Building Improvements</b>		
Misc. building improvements		15,000.00
Total		15,000.00
<b>New Equipment</b>		
Recycling bins		750.00
<b>Replacement Equipment</b>		
2 vacuums		1,500.00
Carpet cleaner		400.00
Total		1,900.00



**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Municipal Court

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1105-401011	Regular	222,478.00	206,585.86	248,000.00
110-11-1105-401012	Overtime	0.00	19.97	4,000.00
	Salaries & Wages	222,478.00	206,605.83	252,000.00
110-11-1105-402010	Group Life Insurance	145.56	126.57	200.00
110-11-1105-402011	Health Insurance	44,111.84	39,924.63	63,500.00
110-11-1105-402020	Social Security	12,955.93	11,971.69	15,800.00
110-11-1105-402021	Medicare	3,030.02	2,799.79	3,700.00
110-11-1105-402030	Pension	31,164.28	29,461.00	39,600.00
110-11-1105-402050	Unemployment Compensation	0.00	0.00	500.00
110-11-1105-402060	Workers Compensation	3,942.52	2,873.69	5,000.00
110-11-1105-402070	Christmas Gifts	201.00	150.75	201.00
110-11-1105-402080	Compensated Absences	91.47	474.86	3,000.00
	Employee Benefits	95,642.62	87,782.98	131,501.00
110-11-1105-403210	Education & Seminars	548.00	15.00	1,000.00
110-11-1105-403220	Books, Subscriptions & Members	855.50	930.43	1,500.00
110-11-1105-403302	Appointed Legal Fees	21,310.00	20,330.00	25,000.00
110-11-1105-403304	Jury Fees	0.00	0.00	2,100.00
110-11-1105-403310	Consulting & Technical	1,240.30	1,876.25	2,500.00
110-11-1105-403320	DWUI Supervised Probation	10,000.00	10,000.00	10,000.00
110-11-1105-404301	Maintenance Contracts	4,742.00	4,914.00	4,500.00
110-11-1105-405301	Telephone	1,666.46	1,518.24	2,000.00
110-11-1105-405801	Travel Expense	640.56	1,646.67	1,500.00
110-11-1105-406001	Office Supplies	3,489.92	3,037.48	4,500.00
110-11-1105-406101	Postage/Freight	1,758.13	1,494.56	2,000.00
	Facility & Equipment Maintenance			
110-11-1105-406120	Supplies	2.79	5.99	500.00
110-11-1105-406130	Specialized Departmental Supplies	0.00	0.00	200.00
110-11-1105-406203	Gas, Oil & Lube	1,157.07	865.38	1,200.00
	Operations & Maintenance	47,410.73	46,634.00	58,500.00
110-11-1105-407401	New Equipment Purchases	0.00	14,207.50	5,000.00
	Machinery & Equipment	0.00	14,207.50	5,000.00
	Municipal Court	365,531.35	355,230.31	447,001.00

# **City of Rock Springs** **Final Budget 2014-2015**

## **Municipal Court Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>	
Municipal Court Judge	73	8,779.00	
Alternate Municipal Court Judge		75.00	Per Hour
Senior Court Clerk	44	4,735.00	
Court Clerk I	36	3,311.00	
Work Restitution Coordinator	38	3,377.00	

## **New Equipment Purchases**

Replacement copier	5,000.00
Total	5,000.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Urban Renewal/Main Street

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1106-401011	Regular	117,806.90	103,419.73	113,450.00
110-11-1106-401012	Overtime	273.46	19.00	100.00
	Salaries & Wages	118,080.36	103,438.73	113,550.00
110-11-1106-402010	Group Life Insurance	25.32	29.71	100.00
110-11-1106-402011	Health Insurance	9,608.21	12,217.42	15,000.00
110-11-1106-402020	Social Security	7,050.41	6,230.05	7,100.00
110-11-1106-402021	Medicare	1,648.93	1,457.06	1,675.00
110-11-1106-402030	Pension	8,701.35	9,823.64	14,200.00
110-11-1106-402050	Unemployment Compensation	0.00	0.00	100.00
110-11-1106-402060	Workers Compensation	2,763.11	1,847.80	3,100.00
110-11-1106-402070	Christmas Gifts	100.50	100.50	100.50
110-11-1106-402080	Compensated Absences	0.00	1,615.03	1,000.00
	Employee Benefits	29,897.83	33,321.21	42,375.50
110-11-1106-403210	Education & Seminars	420.00	559.00	1,000.00
110-11-1106-403220	Books, Subscriptions & Members	0.00	397.00	1,000.00
110-11-1106-403310	Consulting & Technical	300.00	692.00	1,200.00
110-11-1106-404111	Water	0.00	0.00	500.00
110-11-1106-404112	Sewer	0.00	0.00	500.00
110-11-1106-404301	Maintenance Contracts	1,574.69	2,543.28	3,000.00
110-11-1106-404310	Building & Grounds Maintenance	0.00	0.00	2,000.00
110-11-1106-404412	Building Rental	175.00	0.00	0.00
110-11-1106-405301	Telephone	4,466.31	4,966.49	5,000.00
110-11-1106-405402	Legal/Promotional	7,321.12	16,613.51	15,712.63
	Arts Committee/Visual Improvement			
110-11-1106-405416	Projects	0.00	0.00	10,000.00
110-11-1106-405500	Printing & Binding	467.63	1,588.38	2,500.00
110-11-1106-405801	Travel Expense	2,627.48	2,243.94	6,000.00
110-11-1106-406001	Office Supplies	3,928.44	1,410.57	5,000.00
110-11-1106-406101	Postage/Freight	572.75	1,533.07	3,000.00
	Facility & Equipment Maintenance			
110-11-1106-406120	Supplies	1,622.55	2,750.54	2,000.00
110-11-1106-406130	Specialized Departmental Supplies	19,722.47	12,536.20	15,000.00
110-11-1106-406140	Theater Supplies	12,313.96	7,825.00	15,000.00
110-11-1106-406141	Theater Events	0.00	0.00	20,000.00
110-11-1106-406144	Downtown Events	0.00	0.00	10,000.00
110-11-1106-406201	Natural Gas	0.00	3,062.38	4,000.00
110-11-1106-406202	Electricity	0.00	12,171.50	13,000.00
	Operations & Maintenance	55,512.40	70,892.86	135,412.63

**City of Rock Springs**  
**Final Budget 2014-2015**

110-11-1106-407401	New Equipment Purchases	4,277.87	5,481.92	20,000.00
	Machinery & Equipment	4,277.87	5,481.92	20,000.00
110-11-1106-508003	Downtown Enhancements	13,665.80	374,268.26	1,238,256.80
110-11-1106-508010	Theater Renovation Project	25,926.47	16,468.36	0.00
	Capital Projects	39,592.27	390,736.62	1,238,256.80
	Urban Renewal/Main Street	247,360.73	603,871.34	1,549,594.93

**City of Rock Springs  
Final Budget 2014-2015**

**Urban Renewal/Main Street Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Urban Renewal/Main Street Manager	61	7442
Administrative Assistant - Part Time	36	1300 hrs/year 18.54/hr

**New Equipment Purchases**

Miscellaneous office/items for transportation depot	20,000.00
Total	20,000.00

**Downtown Enhancements**

Bunning Freight Depot Improvements- Carryover FY14	1,238,256.80
Total	1,238,256.80

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Information Technology

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1107-401011	Regular	198,336.00	192,900.88	209,000.00
110-11-1107-401012	Overtime	1,383.89	576.58	4,000.00
	Salaries & Wages	199,719.89	193,477.46	213,000.00
110-11-1107-402010	Group Life Insurance	104.74	94.49	225.00
110-11-1107-402011	Health Insurance	49,810.60	48,640.55	56,000.00
110-11-1107-402020	Social Security	11,655.84	11,271.77	13,700.00
110-11-1107-402021	Medicare	2,725.94	2,636.14	3,250.00
110-11-1107-402030	Pension	28,331.85	27,807.93	35,000.00
110-11-1107-402050	Unemployment Compensation	0.00	0.00	500.00
110-11-1107-402060	Workers Compensation	4,610.93	3,319.69	5,800.00
110-11-1107-402070	Christmas Gifts	150.75	150.75	150.75
110-11-1107-402080	Compensated Absences	928.73	955.83	5,000.00
	Employee Benefits	98,319.38	94,877.15	119,625.75
110-11-1107-403210	Education & Seminars	7,042.40	5,025.00	7,000.00
110-11-1107-403220	Books, Subscriptions & Members	0.00	34.44	500.00
110-11-1107-403310	Consulting & Technical	2,183.76	82.50	7,000.00
110-11-1107-404301	Maintenance Contracts	88,107.17	111,640.71	126,054.00
110-11-1107-404310	Building & Grounds Maintenance	3,019.98	470.00	10,000.00
110-11-1107-405301	Telephone	391.75	355.55	700.00
110-11-1107-405302	Cell Phones	201.39	233.02	100.00
110-11-1107-405303	Internet Service	25,162.90	25,025.40	26,000.00
110-11-1107-405801	Travel Expense	5,483.09	-10.99	4,000.00
110-11-1107-406001	Office Supplies	157.93	40.07	500.00
110-11-1107-406101	Postage/Freight	116.82	77.40	500.00
	Facility & Equipment Maintenance			
110-11-1107-406120	Supplies	163.88	368.33	1,000.00
110-11-1107-406130	Specialized Departmental Supplies	421.97	518.61	1,000.00
110-11-1107-406203	Gas, Oil & Lube	0.00	0.00	500.00
	Operations & Maintenance	132,453.04	143,860.04	184,854.00
110-11-1107-407401	New Equipment Purchases	0.00	0.00	1,000.00
110-11-1107-407410	Replacement Equipment	0.00	0.00	0.00
110-11-1107-407415	Computer Equipment	227,743.02	155,680.52	179,860.00
110-11-1107-407416	Network Equipment Reserve	0.00	0.00	30,000.00
	Machinery & Equipment	227,743.02	155,680.52	210,860.00
110-11-1107-507802	Fiber Network Project	780,062.05	0.00	0.00
110-11-1107-507803	Chiller Replacement Reserve	10,000.00	0.00	0.00
	Capital Projects	790,062.05	0.00	0.00
	Information Technology	1,448,297.38	587,895.17	728,339.75

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## Information Technology Notes

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Technical Support Specialist	61	7,442.00
Computer Support Specialist II	50	5,492.00
Computer Support Specialist II	50	4,541.00
<b>New Equipment Purchases</b>		
Miscellaneous Equipment Costs		1,000.00
<b>Computer Equipment</b>		
Replacement computers/equipment		51,000.00
Backup software /storage		30,000.00
Servers/networking equipment		17,000.00
Fiber - expansion		8,000.00
Netmotion server		3,000.00
Netmotion licenses		9,000.00
MS Office licenses		4,000.00
Website redesign		7,500.00
Website modules - payment processor		4,000.00
Fire station #3 training room - sound & computer equipment		6,000.00
Projector - Fire		600.00
Adobe subscription - Public Services		1,000.00
7 tablets/laptops for Public Services/Engineering field work		7,000.00
Video surveillance server & lobby cameras		6,000.00
signature pads - Public Services		2,400.00
Photoshop Elements & Premier - Police Department		300.00
DAC Quick Enhance AS software		700.00
Leads Online annual subscription - Police Department		2,900.00
Rosetta Stone Fire Department/Civic Center		800.00
Civic Center phone system		6,000.00
Software - Golf Course Pro Shop		2,500.00
Fire suppression - server cabinet - Carryover FY14		4,960.00
Fluid Cooler Installation - Carryover FY14		5,200.00
Total		179,860.00
<b>Network Equipment Reserve</b>		
New nodes		30,000.00

**City of Rock Springs**  
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General Fund  
Human Resources

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-11-1109-401011	Regular	0.00	0.00	99,400.00
	Salaries & Wages	0.00	0.00	99,400.00
110-11-1109-402010	Group Life Insurance	0.00	0.00	75.00
110-11-1109-402011	Health Insurance	0.00	0.00	0.00
110-11-1109-402020	Social Security	0.00	0.00	6,300.00
110-11-1109-402021	Medicare	0.00	0.00	1,525.00
110-11-1109-402030	Pension	0.00	0.00	16,000.00
110-11-1109-402050	Unemployment Compensation	0.00	0.00	0.00
110-11-1109-402060	Workers Compensation	0.00	0.00	2,750.00
110-11-1109-402070	Christmas Gifts	0.00	0.00	50.25
110-11-1109-402080	Compensated Absences	0.00	0.00	1,000.00
	Employee Benefits	0.00	0.00	27,700.25
110-11-1109-402201	Hepatitis B Immunizations	0.00	0.00	0.00
110-11-1109-402202	Influenza Shots	0.00	0.00	14,500.00
	Other Employee Benefits	0.00	0.00	14,500.00
110-11-1109-403210	Education & Seminars	0.00	0.00	2,195.00
110-11-1109-403220	Books, Subscriptions & Members	0.00	0.00	329.00
110-11-1109-403306	Personnel Consulting	0.00	0.00	20,000.00
110-11-1109-403321	Safety, Health & Training	0.00	0.00	8,000.00
110-11-1109-405301	Telephone	0.00	0.00	200.00
110-11-1109-405801	Travel Expense	0.00	0.00	3,950.00
110-11-1109-406001	Office Supplies	0.00	0.00	1,000.00
110-11-1109-406101	Postage/Freight	0.00	0.00	100.00
	Operations & Maintenance	0.00	0.00	35,774.00
	Human Resources	0.00	0.00	177,374.25



**City of Rock Springs  
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**Human Resources**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Director of Human Resources	73	8,283.00

**City of Rock Springs**  
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General Fund  
Police Department

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-12-1201-401011	Regular	3,191,110.55	3,245,811.87	3,625,000.00
110-12-1201-401012	Overtime	490,982.05	500,849.82	595,000.00
110-12-1201-401013	Seasonal	73,088.30	84,291.04	99,000.00
110-12-1201-401018	On-Call Pay	9,679.25	10,204.87	7,500.00
	Salaries & Wages	3,764,860.15	3,841,157.60	4,326,500.00
110-12-1201-402010	Group Life Insurance	2,000.62	2,009.33	4,450.00
110-12-1201-402011	Health Insurance	835,586.00	852,875.12	1,025,000.00
110-12-1201-402020	Social Security	30,560.88	32,429.30	37,000.00
110-12-1201-402021	Medicare	49,219.26	50,439.83	59,500.00
110-12-1201-402030	Pension	61,736.81	67,139.83	79,000.00
110-12-1201-402031	Police Pension	566,797.42	573,397.22	665,000.00
110-12-1201-402050	Unemployment Compensation	0.00	1,100.95	5,000.00
110-12-1201-402060	Workers Compensation	88,105.95	67,649.84	116,050.00
110-12-1201-402070	Christmas Gifts	2,763.75	2,914.50	3,100.00
110-12-1201-402080	Compensated Absences	123,633.01	133,317.45	147,500.00
	Employee Benefits	1,760,403.70	1,783,273.37	2,141,600.00
110-12-1201-402101	Clothing Allotment	46,439.63	56,974.52	50,718.00
110-12-1201-402201	Hepatitis B Immunizations	0.00	45.00	1,575.00
	Other Personnel Expense	46,439.63	57,019.52	52,293.00
110-12-1201-403201	Civil Service Testing	11,147.82	6,780.70	10,600.00
110-12-1201-403210	Education & Seminars	24,781.18	16,262.00	26,105.00
110-12-1201-403220	Books, Subscriptions & Members	9,818.47	9,992.79	9,500.00
110-12-1201-403310	Consulting & Technical	0.00	0.00	1,000.00
110-12-1201-403401	Special Investigations	21,566.28	10,644.70	27,500.00
110-12-1201-403410	K-9 Program	7,191.53	5,406.38	6,000.00
110-12-1201-404301	Maintenance Contracts	15,776.50	62,585.50	31,200.00
110-12-1201-404310	Building & Grounds Maintenance	149.85	50.00	6,000.00
110-12-1201-404311	Radio Expense	25,608.85	4,732.00	20,000.00
110-12-1201-404502	Firing Range Repairs	395.60	245.35	26,000.00
110-12-1201-404503	Outdoor Firing Range	196.49	242.27	500.00
110-12-1201-404706	Prisoner Boarding-County	137,981.18	89,265.00	165,000.00
110-12-1201-404707	Crossing Guards	0.00	0.00	0.00
110-12-1201-405301	Telephone	16,073.74	16,232.04	13,700.00
110-12-1201-405302	Cell Phones	14,718.75	20,210.31	21,000.00
110-12-1201-405801	Travel Expense	20,930.37	22,114.47	26,105.00
110-12-1201-406001	Office Supplies	20,133.26	17,179.64	21,500.00
110-12-1201-406101	Postage/Freight	6,553.37	8,080.76	7,698.30
110-12-1201-406110	D.A.R.E./PR	15,652.07	9,870.64	15,305.00

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110-12-1201-406111	D.A.R.E. Grants /Donations	0.00	0.00	0.00
110-12-1201-406116	Camp F.E.A.T.	11,128.35	8,975.82	9,000.00
110-12-1201-406117	Camp Lite	9,247.25	10,594.16	11,180.00
	Facility & Equipment Maintenance			
110-12-1201-406120	Supplies	2,816.33	3,570.16	5,000.00
110-12-1201-406125	Vehicle Maintenance	49,568.01	54,278.78	42,200.00
110-12-1201-406130	Specialized Departmental Supplies	28,689.13	25,746.91	30,525.00
110-12-1201-406131	Firing Range Budget	14,856.89	23,234.50	49,053.60
110-12-1201-406134	Evidence Supplies	8,156.83	11,397.46	15,150.00
110-12-1201-406136	Public Relations Supplies	8,300.75	8,152.24	10,606.00
110-12-1201-406203	Gas, Oil & Lube	128,724.89	137,810.62	143,000.00
	Operations & Maintenance	610,163.74	583,655.20	750,427.90
110-12-1201-407401	New Equipment Purchases	8,501.39	8,970.51	30,865.25
110-12-1201-407410	Replacement Equipment	25,442.58	10,513.94	45,227.00
110-12-1201-407420	Vehicle Purchases	122,842.05	21,268.00	219,545.46
110-12-1201-407427	Bureau Of Justice Grant	37,337.79	43,401.32	51,187.21
110-12-1201-407430	Homeland Sec Law Enforcement	9,753.32	38,786.32	29,931.86
110-12-1201-407435	09 Recovery Act Funds	179,778.49	0.00	0.00
	Machinery & Equipment	383,655.62	122,940.09	376,756.78
110-12-1201-508305	Combined Communications Center	1,241,833.12	1,156,738.27	1,213,744.69
	Appropriation	1,241,833.12	1,156,738.27	1,213,744.69
	Police Department	7,807,355.96	7,544,784.05	8,861,322.37

# **City of Rock Springs** **Final Budget 2014-2015**

## **Police Department Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Police Chief	73	10,008.00
Police Commander	64	8,014.00
Police Commander	64	8,014.00
Police Commander	64	7,988.00
Police Sergeant	57	6,742.00
Police Sergeant	57	6,742.00
Police Sergeant	57	6,212.00
Police Sergeant	57	6,742.00
Police Sergeant	57	6,742.00
Police Sergeant	57	5,937.00
Police Officer	48	4,452.00
Police Officer	48	4,735.00
Police Officer	48	5,398.00
Police Officer	48	4,452.00
Police Officer	48	4,585.00
Police Officer	48	4,452.00
Police Officer	48	5,398.00
Police Officer	48	4,452.00
Police Officer	48	4,585.00
Police Officer	48	4,585.00
Police Officer	48	5,398.00
Police Officer	48	5,398.00
Police Officer	48	4,585.00
Police Officer	48	5,398.00
Police Officer	48	4,735.00
Police Officer	48	5,398.00
Police Officer	48	5,398.00
Police Officer	48	5,385.00
Police Officer	48	5,225.00
Police Officer	48	4,585.00
Police Officer	48	4,585.00
Police Officer	48	5,398.00
Police Officer	48	5,398.00

**City of Rock Springs  
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Police Officer	48	4,735.00
Police Officer	48	5,398.00
Police Officer	48	5,398.00
Police Officer	48	5,385.00
Police Officer	48	5,225.00
Police Officer	48	5,225.00
Police Officer	48	4,878.00
Police Officer	48	4,676.00
Police Officer	48	4,452.00
Police Officer	48	5,398.00
Police Officer -Vacant	48	4,323.00
Police Officer -Vacant	48	4,323.00
Police Officer- Vacant	48	4,323.00
Police Officer -Vacant	48	4,323.00
Police Officer -Vacant	48	4,323.00
Police Officer -Vacant	48	4,323.00
Police Records Supervisor	44	4,154.00
Police Records Technician II	36	4,014.00
Police Records Technician II	36	3,953.00
Police Records Technician I	30	2,940.00
Administrative Assistant	36	3,520.00
Senior Administrative Assistant	44	4,891.00
Evidence Technician	38	4,217.00
Parking Control Control/Nuisance Officer	34	3,352.00
Parking Control Control/Nuisance Officer	34	3,310.00
Community Service Officer	34	3,352.00

**Seasonal Positions**

9 Crossing Guards - Seasonal		39.45	per day 181days
Crossing Guard - Sub		39.45	per day
3 Camp Counselors - Seasonal	480 hrs each	1440	Hrs/Yr
Part Time Clerk - Records		1040	Hrs/Yr

**New Equipment Purchases**

Taser with video and software adapters	1,505.00
Patrol digital cameras - 5	825.00
Motorola XTS 2500 portable radio	3,024.00

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Solar panels for vehicles	900.00
Touchprint live scan system	18,000.00
Gun safes	1,000.00
Headsets for tactical team - Carryover FY2014	5,611.25
<b>Total</b>	<b>30,865.25</b>

**Replacement Equipment**

Radar Units (2)	4,150.00
Chairs (3)	900.00
Portable breath testers (4)	2,800.00
Headset/throat mics (3)	1,500.00
Ballistic helmets ( 3)	1,167.00
Pro-tech vests (3)	7,500.00
Taser X-26 training cartridges	1,600.00
Sig Sauer P226 handgun	850.00
Parts for weapons ( AR15, M14, pistol, shotguns)	2,010.00
Update door entry system	16,000.00
Firearms	3,000.00
Sniper scopes	3,750.00
<b>Total</b>	<b>45,227.00</b>

**Vehicle Purchases**

Patrol Vehicles (2)	61,000.00
Radio Units - Wyolink capable (2)	8,000.00
Gun Racks (6)	2,261.82
Cages (2)	1,500.00
Emergency Light Systems (2)	4,500.00
Computer Desk - Console Mount (2)	2,250.00
Tropos (2)	6,000.00
Patrol Vehicles - Carryover FY2014	80,961.00
Decals new vehicles - Carryover FY2014	1,200.00
Equipment new vehicles - Carryover FY 2014	51,872.64
<b>Total</b>	<b>219,545.46</b>

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Bureau of Justice Grant - Carryover FY14	9,234.21
Homeland Security Law Enforcement	
Balance - Carryover FY14	17,691.86
Helmets - Carryover FY14	12,240.00
Total	29,931.86
Combined Communication Center - annual JPB appropriation	1,213,744.69

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Animal Control

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-12-1202-401011	Regular	126,854.30	134,748.00	143,000.00
110-12-1202-401012	Overtime	24,418.95	25,491.67	26,800.00
	Salaries & Wages	151,273.25	160,239.67	169,800.00
110-12-1202-402010	Group Life Insurance	105.48	105.48	225.00
110-12-1202-402011	Health Insurance	24,327.64	39,944.28	42,100.00
110-12-1202-402020	Social Security	9,299.60	9,687.32	10,900.00
110-12-1202-402021	Medicare	2,177.00	2,265.55	2,600.00
110-12-1202-402030	Pension	20,966.08	22,685.76	27,100.00
110-12-1202-402050	Unemployment Compensation	0.00	0.00	500.00
110-12-1202-402060	Workers Compensation	3,577.88	2,820.25	4,750.00
110-12-1202-402070	Christmas Gifts	150.75	150.75	150.75
110-12-1202-402080	Compensated Absences	1,627.20	0.00	6,000.00
	Employee Benefits	62,231.63	77,659.39	94,325.75
110-12-1202-402101	Clothing Allotment	765.41	1,188.00	1,188.00
	Other Personnel Expense	765.41	1,188.00	1,188.00
110-12-1202-403210	Education & Seminars	0.00	0.00	1,500.00
110-12-1202-404111	Water	1,020.11	662.92	1,300.00
110-12-1202-404112	Sewer	593.98	1,577.59	1,700.00
110-12-1202-404310	Building & Grounds Maintenance	12,294.50	0.00	6,000.00
110-12-1202-404704	Canine Neuter/Spay Incentive	3,520.00	2,400.00	3,100.00
110-12-1202-405301	Telephone	737.78	1,060.44	1,000.00
110-12-1202-405302	Cell Phones	500.75	732.45	900.00
110-12-1202-405801	Travel Expense	0.00	0.00	250.00
110-12-1202-406001	Office Supplies	0.00	0.00	0.00
110-12-1202-406101	Postage/Freight	183.28	1.38	0.00
	Facility & Equipment Maintenance			
110-12-1202-406120	Supplies	3,073.78	2,295.49	4,000.00
110-12-1202-406130	Specialized Departmental Supplies	12,558.22	12,429.45	14,000.00
110-12-1202-406201	Natural Gas	4,623.15	4,347.88	5,000.00
110-12-1202-406202	Electricity	3,250.16	3,101.94	3,000.00
110-12-1202-406203	Gas, Oil & Lube	5,796.01	8,718.92	7,850.00
	Operations & Maintenance	48,151.72	37,328.46	49,600.00
110-12-1202-407401	New Equipment Purchases	0.00	0.00	0.00
110-12-1202-407410	Replacement Equipment	23,995.00	8,500.00	0.00
110-12-1202-407420	Vehicle Purchases	0.00	0.00	0.00
	Machinery & Equipment	23,995.00	8,500.00	0.00
	Animal Control	286,417.01	284,915.52	314,913.75



**City of Rock Springs  
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**Animal Control Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>	
Animal Control Supervisor	47	5,034.00	
Animal Control Officer I	34	3,310.00	
Animal Control Assistant	32	3,150.00	
Summer Seasonal	480 hrs	10.00	per hour

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Emergency Management

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-12-1204-403210	Education & Seminars	0.00	0.00	500.00
110-12-1204-405302	Cell Phones	670.56	585.39	700.00
110-12-1204-405801	Travel Expense	77.00	0.00	500.00
110-12-1204-406001	Office Supplies	0.00	237.93	500.00
110-12-1204-406103	Emergency Management	250.00	9,180.59	10,000.00
	Facility & Equipment Maintenance			
110-12-1204-406120	Supplies	452.00	44,023.00	5,000.00
110-12-1204-406202	Electricity	934.40	932.03	2,100.00
	Operations & Maintenance	2,383.96	54,958.94	19,300.00
110-12-1204-407401	New Equipment Purchases	0.00	0.00	103,013.00
110-12-1204-407425	Regional Response Team	118,416.31	27,961.83	236,449.94
	Machinery & Equipment	118,416.31	27,961.83	339,462.94
	Emergency Management	120,800.27	82,920.77	358,762.94

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**Emergency Management Notes**

**New Equipment**

Outdoor warning siren - Veterans Park	45,000.00
Outdoor warning sirens - Carryover FY2014	58,013.00
 Total	 103,013.00

**City of Rock Springs  
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General Fund  
Fire Department

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-12-1205-401011	Regular	2,365,377.31	2,654,999.35	2,510,000.00
110-12-1205-401012	Overtime	244,186.22	324,911.10	474,000.00
	Salaries & Wages	2,609,563.53	2,979,910.45	2,984,000.00
110-12-1205-402010	Group Life Insurance	1,326.20	1,296.66	2,700.00
110-12-1205-402011	Health Insurance	611,033.40	649,327.17	693,000.00
110-12-1205-402020	Social Security	3,367.51	3,466.11	3,700.00
110-12-1205-402021	Medicare	32,144.97	38,796.27	41,300.00
110-12-1205-402030	Pension	7,848.48	8,322.57	9,325.00
110-12-1205-402032	Firemens Pension	424,868.84	508,122.32	524,000.00
110-12-1205-402050	Unemployment Compensation	0.00	0.00	500.00
110-12-1205-402060	Workers Compensation	61,120.80	51,846.53	81,150.00
110-12-1205-402070	Christmas Gifts	1,809.00	1,758.75	1,809.00
110-12-1205-402080	Compensated Absences	74,468.42	43,616.17	55,000.00
	Employee Benefits	1,217,987.62	1,306,552.55	1,412,484.00
110-12-1205-402101	Clothing Allotment	27,469.90	8,739.16	47,644.79
110-12-1205-402104	Sick Leave Reserve	0.00	2,868.32	64,000.00
110-12-1205-402203	Physicals/Blood Tests	25,698.00	21,334.00	25,000.00
	Other Personnel Expense	53,167.90	32,941.48	136,644.79
110-12-1205-403210	Education & Seminars	8,388.35	5,557.89	13,525.00
110-12-1205-403220	Books, Subscriptions & Members	3,843.40	4,314.31	5,510.00
110-12-1205-403310	Consulting & Technical	0.00	0.00	0.00
110-12-1205-404111	Water	3,120.44	2,657.96	3,600.00
110-12-1205-404112	Sewer	1,100.20	1,186.66	1,500.00
110-12-1205-404301	Maintenance Contracts	4,636.92	6,015.92	6,235.00
110-12-1205-404310	Building & Grounds Maintenance	21,673.05	22,832.30	25,000.00
110-12-1205-404600	Laundry Service/Uniforms	2,453.85	2,232.35	2,700.00
110-12-1205-405301	Telephone	11,583.42	10,885.11	13,000.00
110-12-1205-405302	Cell Phones	1,279.39	723.10	3,800.00
110-12-1205-405500	Printing & Binding	349.47	21.00	1,500.00
110-12-1205-405801	Travel Expense	13,427.85	10,165.82	25,860.00
110-12-1205-406001	Office Supplies	1,124.38	1,150.95	1,500.00
110-12-1205-406101	Postage/Freight	895.84	330.24	1,215.42
110-12-1205-406112	Arson Task Force	1,771.93	554.35	1,270.00
110-12-1205-406113	Fire Prevention	4,711.76	4,721.89	8,141.00
110-12-1205-406114	Hazardous Mat Training	0.00	0.00	3,000.00
110-12-1205-406115	Safety Seat Program	2,625.60	954.59	2,375.52

## City of Rock Springs Final Budget 2014-2015

	Facility & Equipment Maintenance			
110-12-1205-406120	Supplies	33,610.43	43,486.73	40,000.00
110-12-1205-406130	Specialized Departmental Supplies	40,773.89	41,052.79	60,457.00
110-12-1205-406201	Natural Gas	8,470.91	9,181.67	11,000.00
110-12-1205-406202	Electricity	12,529.80	11,599.51	15,000.00
110-12-1205-406203	Gas, Oil & Lube	33,084.54	32,627.63	40,000.00
	Operations & Maintenance	211,455.42	212,252.77	286,188.94
110-12-1205-407202	Building Improvements	60,676.00	14,562.26	50,300.00
	Buildings	60,676.00	14,562.26	50,300.00
110-12-1205-407401	New Equipment Purchases	29,045.40	90,106.28	13,465.00
110-12-1205-407410	Replacement Equipment	8,099.60	16,912.00	500,506.00
110-12-1205-407420	Vehicle Purchases	0.00	504,740.00	1,200,000.00
110-12-1205-407830	Equipment Reserve	140,000.00	150,000.00	0.00
110-12-1205-407840	Fire Engine Repl-6 Year Reserve	200,000.00	300,000.00	0.00
110-12-1205-407850	Facility Construction Reserve	300,000.00	0.00	0.00
	Machinery & Equipment	677,145.00	1,061,758.28	1,713,971.00
	Fire Department	4,829,995.47	5,607,977.79	6,583,588.73

**City of Rock Springs  
Final Budget 2014-2015**

**Fire Department Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>	<b>Monthly Levels/ Certifications</b>
Fire Chief	73	10,008.00	
Fire Battalion Chief	61	7,574.00	112.50
Fire Battalion Chief	61	7,574.00	150.00
Fire Battalion Chief	61	7,574.00	187.50
Fire Captain	57	6,861.00	150.00
Fire Captain	57	6,861.00	150.00
Fire Captain	57	6,573.00	150.00
Fire Captain	57	6,386.00	150.00
Fire Captain	57	6,386.00	150.00
Fire Captain	57	6,308.00	150.00
Fire Captain	57	6,308.00	150.00
Fire Captain	57	6,308.00	150.00
Fire Captain -Vacant	57	5,769.00	150.00
Firefighter	48	5,494.00	150.00
Firefighter	48	5,494.00	150.00
Firefighter	48	5,494.00	150.00
Firefighter	48	5,494.00	150.00
Firefighter	48	5,494.00	150.00
Firefighter	48	5,494.00	150.00
Firefighter	48	5,494.00	150.00
Firefighter	48	5,494.00	187.50
Firefighter	48	5,494.00	187.50
Firefighter	48	5,211.00	150.00
Firefighter	48	5,211.00	187.50
Firefighter	48	5,013.00	150.00
Firefighter	48	5,013.00	150.00
Firefighter	48	5,013.00	150.00
Firefighter	48	4,866.00	150.00
Firefighter	48	4,866.00	150.00
Firefighter	48	4,866.00	150.00
Firefighter	48	4,807.00	112.50
Firefighter	48	4,807.00	187.50
Firefighter	48	4,807.00	112.50

## City of Rock Springs Final Budget 2014-2015

Firefighter	48	4,531.00	112.50
Senior Administrative Assistant	44	4,891.00	

### New Equipment

Traffic cones and signage	2,800.00
Winter coats	10,200.00
Warning siren installation - Carryover FY2014	465.00
 Total	 13,465.00

### Replacement Equipment

Self-contained breathing apparatus - 40	280,000.00
Cardiac monitors - 3	105,000.00
Breathing air compressor and fill station	60,000.00
Bunker gear - Carryover FY2014	55,506.00
 Total	 500,506.00

### Vehicle Purchases

Quint fire apparatus	1,200,000. 00
 Total	 1,200,000. 00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Administration/Engineering

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-13-1301-401011	Regular	259,380.00	273,321.12	292,000.00
110-13-1301-401012	Overtime	0.00	0.00	1,400.00
	Salaries & Wages	259,380.00	273,321.12	293,400.00
110-13-1301-402010	Group Life Insurance	120.24	120.24	250.00
110-13-1301-402011	Health Insurance	57,620.08	59,916.48	63,500.00
110-13-1301-402020	Social Security	15,633.80	16,539.61	18,800.00
110-13-1301-402021	Medicare	3,721.14	3,909.58	4,400.00
110-13-1301-402030	Pension	36,624.48	39,733.12	48,200.00
110-13-1301-402050	Unemployment Compensation	0.00	0.00	500.00
110-13-1301-402060	Workers Compensation	6,159.95	4,895.75	8,100.00
110-13-1301-402070	Christmas Gifts	150.75	150.75	150.75
110-13-1301-402080	Compensated Absences	6,563.08	5,633.08	9,000.00
	Employee Benefits	126,593.52	130,898.61	152,900.75
110-13-1301-403210	Education & Seminars	1,449.00	45.00	3,500.00
110-13-1301-403220	Books, Subscriptions & Members	727.90	688.00	1,000.00
110-13-1301-403310	Consulting & Technical	169,146.77	70,910.77	256,002.05
110-13-1301-404301	Maintenance Contracts	12,773.80	13,624.47	17,000.00
110-13-1301-405301	Telephone	806.62	833.03	1,000.00
110-13-1301-405302	Cell Phones	1,039.44	1,223.65	1,500.00
110-13-1301-405500	Printing & Binding	131.33	0.00	500.00
110-13-1301-405801	Travel Expense	1,022.39	14.57	4,000.00
110-13-1301-406001	Office Supplies	365.17	846.39	2,000.00
110-13-1301-406101	Postage/Freight	86.88	184.98	500.00
	Facility & Equipment Maintenance			
110-13-1301-406120	Supplies	1,149.78	419.48	2,500.00
110-13-1301-406130	Specialized Departmental Supplies	251.11	55.56	1,000.00
110-13-1301-406203	Gas, Oil & Lube	2,804.15	2,767.09	4,500.00
	Operations & Maintenance	191,754.34	91,612.99	295,002.05
110-13-1301-407401	New Equipment Purchases	16,122.82	12,600.00	35,700.00
110-13-1301-407420	Vehicle Purchases	0.00	0.00	0.00
	Machinery & Equipment	16,122.82	12,600.00	35,700.00
110-13-1301-508401	GIS System	35,720.00	35,027.50	299,045.50
110-13-1301-508410	Bitter Cr Reconstruction	481,175.45	0.00	0.00
	Capital Projects	516,895.45	35,027.50	299,045.50
	Administration/Engineering	1,110,746.13	543,460.22	1,076,048.30



**City of Rock Springs  
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**Administration/Engineering Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Director of Engineering & Operations	73	10,008.00
City Engineer	68	7,381.00
Civil Engineer I	60	6,561.00
Money is provided to allow advancement of Civil Engineer I to Civil Engineer II		

**GIS System**

Carryover FY14	279,570.00
Mapping - open contracts - Carryover FY14	19,475.50
Total	299,045.50

**New Equipment**

High density shelving	35,000.00
Collapsible cones	700.00
Total	35,700.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Street Department

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-13-1303-401011	Regular	585,229.95	620,063.98	656,500.00
110-13-1303-401012	Overtime	7,969.28	4,532.71	50,800.00
110-13-1303-401013	Seasonal	5,168.07	4,400.00	5,000.00
110-13-1303-401018	On-Call Pay	6,313.89	5,002.40	18,200.00
	Salaries & Wages	604,681.19	633,999.09	730,500.00
110-13-1303-402010	Group Life Insurance	413.57	429.96	900.00
110-13-1303-402011	Health Insurance	167,972.03	167,897.76	178,000.00
110-13-1303-402020	Social Security	36,430.87	38,379.16	47,500.00
110-13-1303-402021	Medicare	8,520.06	8,975.74	11,100.00
110-13-1303-402030	Pension	84,410.21	91,630.38	120,700.00
110-13-1303-402050	Unemployment Compensation	2,164.00	8,736.50	500.00
110-13-1303-402060	Workers Compensation	14,138.23	11,093.69	20,000.00
110-13-1303-402070	Christmas Gifts	603.00	603.00	603.00
110-13-1303-402080	Compensated Absences	3,612.37	4,959.18	10,000.00
	Employee Benefits	318,264.34	332,705.37	389,303.00
110-13-1303-402103	Safety Clothing	1,220.54	1,469.94	5,500.00
	Other Personnel Expense	1,220.54	1,469.94	5,500.00
110-13-1303-403210	Education & Seminars	1,565.00	210.00	2,000.00
110-13-1303-404111	Water	3,728.02	4,170.15	5,500.00
110-13-1303-404112	Sewer	556.50	753.51	1,800.00
110-13-1303-404310	Building & Grounds Maintenance	37,843.61	20,931.03	50,000.00
110-13-1303-404325	Council Projects	2,808.16	0.00	0.00
110-13-1303-404600	Laundry Service/Uniforms	5,435.93	5,642.29	6,800.00
110-13-1303-405301	Telephone	1,599.55	1,520.72	2,500.00
110-13-1303-405302	Cell Phones	1,294.06	783.07	1,500.00
110-13-1303-405801	Travel Expense	1,414.87	29.14	2,000.00
110-13-1303-406001	Office Supplies	0.00	350.07	500.00
110-13-1303-406101	Postage/Freight	52.04	9.81	500.00
	Facility & Equipment Maintenance			
110-13-1303-406120	Supplies	71,647.84	49,887.60	99,000.00
110-13-1303-406130	Specialized Departmental Supplies	222,362.70	244,840.26	345,000.00
110-13-1303-406201	Natural Gas	7,738.85	8,734.57	15,000.00
110-13-1303-406202	Electricity	18,128.54	38,171.79	25,000.00
110-13-1303-406203	Gas, Oil & Lube	70,078.90	60,192.15	105,000.00
110-13-1303-406204	Street Lighting	320,487.33	275,149.62	375,000.00
110-13-1303-406205	Street Light Replacement	5,033.05	4,343.26	30,000.00
	Operations & Maintenance	771,774.95	715,719.04	1,067,100.00
110-13-1303-407101	Street Rehab Program	0.00	7,485.00	250,000.00

**City of Rock Springs**  
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110-13-1303-407102	ADA Concrete Project	160,960.65	179,820.30	393,900.00
110-13-1303-407106	Crack Sealing	139,014.95	29,431.20	250,863.21
110-13-1303-407107	Channel Cleaning/Improvement	0.00	0.00	5,000.00
110-13-1303-407108	Street Overlay	954,192.83	1,123,674.08	1,371,740.67
110-13-1303-407109	Concrete Replacement	354,964.09	368,248.85	1,083,656.26
	Highway Projects	1,609,132.52	1,708,659.43	3,355,160.14
110-13-1303-407401	New Equipment Purchases	38,546.00	157,408.25	51,500.00
110-13-1303-407410	Replacement Equipment	32,528.50	147,312.00	45,000.00
110-13-1303-407830	Equipment Reserve	0.00	187,553.00	0.00
	Machinery & Equipment	71,074.50	492,273.25	96,500.00
110-13-1303-507108	ARS Projects	64,441.24	853.15	429,021.02
110-13-1303-507112	Bike Path Project	0.00	0.00	230,071.00
110-13-1303-507121	Traffic Considerations	172,791.01	87,910.51	250,000.00
110-13-1303-507124	Roadway Project Reserve	2,000,000.00	0.00	250,000.00
110-13-1303-507127	Industrial Dive Connector	5,753.54	237,601.08	1,192,296.13
110-13-1303-507128	Storm water Rehab Fund	383,679.23	1,089,015.95	2,258,323.53
110-13-1303-507205	Capital Facilities Tax Projects	511,446.76	4,763,975.17	311,911.15
	Capital Projects	3,138,111.78	6,179,355.86	4,921,622.83
	Street Department	6,514,259.82	10,064,181.98	10,565,685.97

# City of Rock Springs Final Budget 2014-2015

## Street Department Notes

Authorized Positions	Pay Range	Budgeted Monthly Salary
Street Maintenance Superintendent	61	6,994.00
Maintenance Crew Supervisor	51	5,813.00
Senior Maintenance Worker	46	5,138.00
Maintenance Worker II	40	3,763.00
Maintenance Worker II	40	4,290.00
Maintenance Worker II	40	4,291.00
Maintenance Worker II	40	4,431.00
Maintenance Worker II	40	4,004.00
Maintenance Worker II	40	3,763.00
Maintenance Worker II	40	4,431.00
Maintenance Worker II	40	3,886.00
Maintenance Worker II	40	3,886.00
3 Month Seasonal		480 hrs/yr
<b>New Equipment Purchases</b>		
2 Wanco full matrix portable message board signs		32,000.00
De-ice tank system with Garmin in cab control		16,500.00
Sheet metal sheer		3,000.00
Total		51,500.00
<b>Replacement Equipment</b>		
New or used 1/2 ton pickup		33,000.00
12" snow plow with Husting hitch		12,000.00
Total		45,000.00
Bike Path Project - Carryover FY14		230,071.00
Industrial Drive Connector - Carryover FY14		1,192,296.13
Storm water Rehab Fund - Carryover FY14		2,008,323.53

**City of Rock Springs  
Final Budget 2014-2015**

General Fund  
Cemetery

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-13-1304-401011	Regular	172,394.94	171,704.00	183,500.00
110-13-1304-401012	Overtime	2,263.71	855.26	8,500.00
110-13-1304-401013	Seasonal	81,874.57	70,080.30	109,000.00
	Salaries & Wages	256,533.22	242,639.56	301,000.00
110-13-1304-402010	Group Life Insurance	120.24	113.56	150.00
110-13-1304-402011	Health Insurance	34,614.24	30,761.94	47,000.00
110-13-1304-402020	Social Security	15,822.93	14,856.55	19,000.00
110-13-1304-402021	Medicare	3,700.52	3,474.52	4,500.00
110-13-1304-402030	Pension	24,917.58	25,223.79	30,700.00
110-13-1304-402050	Unemployment Compensation	2,810.20	4,176.89	4,000.00
110-13-1304-402060	Workers Compensation	6,076.23	4,287.73	8,200.00
110-13-1304-402070	Christmas Gifts	150.75	150.75	150.75
110-13-1304-402080	Compensated Absences	3,131.75	953.54	5,000.00
	Employee Benefits	91,344.44	83,999.27	118,700.75
110-13-1304-402103	Safety Clothing	613.04	1,204.38	1,000.00
	Other Personnel Expense	613.04	1,204.38	1,000.00
110-13-1304-403210	Education & Seminars	100.00	162.00	1,000.00
110-13-1304-404111	Water	1,273.51	904.91	5,000.00
110-13-1304-404112	Sewer	279.01	556.09	700.00
110-13-1304-404310	Building & Grounds Maintenance	54,647.82	35,475.64	46,000.00
110-13-1304-404600	Laundry Service/Uniforms	2,538.60	2,350.28	2,500.00
110-13-1304-405301	Telephone	1,905.82	1,913.58	2,300.00
110-13-1304-405302	Cell Phones	627.39	736.27	1,500.00
110-13-1304-405801	Travel Expense	219.42	563.41	1,000.00
110-13-1304-406101	Postage/Freight	99.00	9.68	100.00
	Facility & Equipment Maintenance			
110-13-1304-406120	Supplies	15,929.32	8,920.95	31,500.00
110-13-1304-406130	Specialized Departmental Supplies	12,277.11	2,362.53	9,500.00
110-13-1304-406138	Weed Chemicals	3,961.74	4,000.00	10,000.00
110-13-1304-406201	Natural Gas	1,844.33	2,121.81	4,000.00
110-13-1304-406202	Electricity	18,057.86	17,940.66	23,000.00
110-13-1304-406203	Gas, Oil & Lube	12,991.38	13,009.52	20,000.00
	Operations & Maintenance	126,752.31	91,027.33	158,100.00
110-13-1304-407401	New Equipment Purchases	0.00	0.00	1,000.00
110-13-1304-407410	Replacement Equipment	35,881.92	46,005.30	20,500.00
	Machinery & Equipment	35,881.92	46,005.30	21,500.00

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110-13-1304-507203	Washington Tank Repairs	0.00	0.00	160,000.00
110-13-1304-507407	Cemetery Improvements	20,250.00	35,739.15	0.00
110-13-1304-507409	Weed Mitigation	80,310.25	62,678.00	108,775.00
	Capital Projects	100,560.25	98,417.15	268,775.00
	Cemetery	611,685.18	563,292.99	869,075.75

# **City of Rock Springs** **Final Budget 2014-2015**

## **Cemetery Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>	
Cemetery & Weed Supervisor	57	6,742.00	
Senior Maintenance Worker	46	4,362.00	
Maintenance Worker II	40	4,163.00	
<b>Seasonal Positions</b>			
7 8-Month Seasonal	1040 hrs/ea	7280	total hrs/yr
5 3-Month Seasonal	600 hrs/ea	3000	total hrs/yr
<b>New Equipment Purchases</b>			
Small shop welder and accessories		1,000.00	
Total		1,000.00	
<b>Replacement Equipment</b>			
Zero radius turning mower		17,000.00	
Tamper		3,500.00	
Total		20,500.00	

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Parks

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-14-1401-401011	Regular	284,003.55	263,219.34	312,800.00
110-14-1401-401012	Overtime	4,933.09	3,586.62	19,050.00
110-14-1401-401013	Seasonal	166,955.04	172,481.27	194,100.00
110-14-1401-401018	On-Call Pay	418.23	2,979.12	4,000.00
	Salaries & Wages	456,309.91	442,266.35	529,950.00
110-14-1401-402010	Group Life Insurance	185.64	176.67	400.00
110-14-1401-402011	Health Insurance	61,330.40	86,970.46	110,000.00
110-14-1401-402020	Social Security	28,294.17	27,106.51	33,900.00
110-14-1401-402021	Medicare	6,617.10	6,339.46	7,950.00
110-14-1401-402030	Pension	41,160.17	38,061.72	55,100.00
110-14-1401-402050	Unemployment Compensation	11,907.76	10,425.11	20,000.00
110-14-1401-402060	Workers Compensation	10,863.78	7,731.00	14,700.00
110-14-1401-402070	Christmas Gifts	251.25	201.00	251.25
110-14-1401-402080	Compensated Absences	7,914.47	5,961.33	16,000.00
	Employee Benefits	168,524.74	182,973.26	258,301.25
110-14-1401-403210	Education & Seminars	219.82	1,884.00	1,700.00
110-14-1401-403220	Books, Subscriptions & Members	657.00	666.00	970.00
110-14-1401-403310	Consulting & Technical	5,102.07	0.00	20,000.00
110-14-1401-404111	Water	229,413.76	225,217.03	250,000.00
110-14-1401-404112	Sewer	834.11	875.56	1,300.00
110-14-1401-404310	Building & Grounds Maintenance	52,740.79	53,731.53	64,000.00
110-14-1401-404600	Laundry Service/Uniforms	1,839.25	3,519.75	3,500.00
110-14-1401-405301	Telephone	3,307.52	3,300.26	3,500.00
110-14-1401-405302	Cell Phones	1,358.63	1,169.07	3,075.00
110-14-1401-405801	Travel Expense	0.00	267.46	3,000.00
110-14-1401-406001	Office Supplies	2,195.44	776.79	2,500.00
110-14-1401-406101	Postage/Freight	238.51	73.01	100.00
	Facility & Equipment Maintenance			
110-14-1401-406120	Supplies	49,292.60	47,556.26	57,000.00
110-14-1401-406130	Specialized Departmental Supplies	74,969.19	70,525.69	70,000.00
110-14-1401-406201	Natural Gas	19,196.44	19,854.12	25,500.00
110-14-1401-406202	Electricity	32,806.81	27,571.91	28,600.00
110-14-1401-406203	Gas, Oil & Lube	22,728.05	26,006.09	30,000.00
110-14-1401-407302	Fees In Lieu Of Parks	0.00	0.00	37,597.53
	Operations & Maintenance	496,899.99	482,994.53	602,342.53
110-14-1401-407401	New Equipment Purchases	672.03	0.00	45,000.00
110-14-1401-407410	Replacement Equipment	14,078.83	91,675.50	35,000.00



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110-14-1401-407420	Vehicle Purchases	44,112.04	0.00	30,000.00
110-14-1401-407830	Equipment Reserve	0.00	45,000.00	0.00
	Machinery & Equipment	58,862.90	136,675.50	110,000.00
110-14-1401-507303	Arthur Park	11,530.00	9,657.91	0.00
110-14-1401-507305	Rahonce Park/Skate Park	0.00	0.00	3,638.00
110-14-1401-507315	Parks Improvements	195,429.26	233,698.86	8,399.00
110-14-1401-507319	Bunning Park Entrance	41,436.11	31,416.20	0.00
	Capital Projects	248,395.37	274,772.97	12,037.00
	Parks	1,428,992.91	1,519,682.61	1,512,630.78

# City of Rock Springs

## Final Budget 2014-2015

### Parks Notes

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>	
Park Superintendent	61	7,442.00	
Maintenance Crew Supervisor	51	4,813.00	
Irrigation Specialist	44	4,290.00	
Irrigation Specialist	44	4,878.00	
Park Maintenance Worker	40	3,654.00	
<b>Seasonal Positions</b>			
11 8-Month Seasonal Employees	1280 hrs/ea	14080	total hrs/yr
2 6-Month Seasonal Employees	880 hrs/ea	1760	total hrs/yr
4 3-Month Seasonal Employees	480 hrs/ea	1920	total hrs/yr
Fees in lieu of parks - carryover FY14		37,597.53	
<b>New Equipment Purchases</b>			
Large area mower - 2nd half utilize with reserve		45,000.00	
Total		45,000.00	
<b>Replacement Equipment</b>			
Utility tractor/bucket/box		35,000.00	
Total		35,000.00	
<b>Vehicle Purchases</b>			
Replacement 1/2 ton truck		30,000.00	
Rahonce Park/ Skate Park - Carryover FY14		3,638.00	
<b>Parks Improvements</b>			
Carryover FY14		8,399.00	
Total		8,399.00	

**City of Rock Springs**  
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General Fund  
Golf Course

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-14-1402-401011	Regular	418,680.24	454,918.50	448,000.00
110-14-1402-401012	Overtime	17,929.06	21,533.15	23,600.00
110-14-1402-401013	Seasonal	250,245.77	223,441.72	304,000.00
110-14-1402-401018	On-Call Pay	2,550.26	4,128.68	4,000.00
	Salaries & Wages	689,405.33	704,022.05	779,600.00
110-14-1402-402010	Group Life Insurance	265.80	275.82	550.00
110-14-1402-402011	Health Insurance	128,536.92	139,536.50	147,500.00
110-14-1402-402020	Social Security	42,119.31	43,849.60	49,400.00
110-14-1402-402021	Medicare	9,850.50	10,255.12	11,600.00
110-14-1402-402030	Pension	59,552.42	67,888.49	73,100.00
110-14-1402-402050	Unemployment Compensation	33,045.98	24,355.16	40,000.00
110-14-1402-402060	Workers Compensation	15,957.25	12,663.25	21,500.00
110-14-1402-402070	Christmas Gifts	351.75	351.75	351.75
110-14-1402-402080	Compensated Absences	5,370.91	21,225.77	10,000.00
	Employee Benefits	295,050.84	320,401.46	354,001.75
110-14-1402-403210	Education & Seminars	640.00	335.00	1,800.00
110-14-1402-403220	Books, Subscriptions & Members	1,601.00	1,201.00	2,200.00
110-14-1402-403310	Consulting & Technical	0.00	1,630.00	2,800.00
110-14-1402-404101	Television	499.60	789.32	800.00
110-14-1402-404111	Water	6,134.34	6,998.58	10,000.00
110-14-1402-404112	Sewer	7,218.89	6,798.63	11,250.00
110-14-1402-404301	Maintenance Contracts	668.90	875.00	3,000.00
110-14-1402-404310	Building & Grounds Maintenance	50,595.20	81,820.77	67,900.00
110-14-1402-404600	Laundry Service/Uniforms	2,571.09	333.94	2,665.00
110-14-1402-405301	Telephone	3,542.95	3,297.91	4,500.00
110-14-1402-405302	Cell Phones	1,282.15	1,359.77	1,845.00
110-14-1402-405403	Promotional Advertising	1,468.38	2,581.57	1,500.00
110-14-1402-405801	Travel Expense	914.50	1,065.97	4,150.00
110-14-1402-406001	Office Supplies	1,196.45	2,842.40	1,500.00
110-14-1402-406101	Postage/Freight	238.81	134.09	500.00
	Facility & Equipment Maintenance			
110-14-1402-406120	Supplies	69,505.24	57,437.19	75,000.00
110-14-1402-406130	Specialized Departmental Supplies	97,782.31	93,700.98	112,923.20
110-14-1402-406133	Special Projects	80,302.07	98,241.61	117,501.68
110-14-1402-406201	Natural Gas	15,470.72	17,644.60	25,000.00
110-14-1402-406202	Electricity	160,782.98	152,572.11	175,000.00
110-14-1402-406203	Gas, Oil & Lube	41,691.65	44,235.50	70,000.00
	Operations & Maintenance	544,107.23	575,895.94	691,834.88

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110-14-1402-407202	Building Improvements	104,674.54	76,820.53	60,000.00
	Buildings	104,674.54	76,820.53	60,000.00
110-14-1402-407401	New Equipment Purchases	3,972.51	637.93	0.00
110-14-1402-407410	Replacement Equipment	48,301.30	53,597.12	70,000.00
110-14-1402-407420	Vehicle Purchases	0.00	0.00	0.00
110-14-1402-407845	Golf Cart Replacement Reserve	25,000.00	0.00	0.00
	Machinery & Equipment	77,273.81	54,235.05	70,000.00
110-14-1402-507511	Irrigation Improvement	35,000.00	0.00	0.00
110-14-1402-507514	Overlay Cart Paths	0.00	0.00	0.00
	Capital Projects	35,000.00	0.00	0.00
	Golf Course	1,745,511.75	1,731,375.03	1,955,436.63

# City of Rock Springs

## Final Budget 2014-2015

### Golf Course Notes

Authorized Positions	Pay Range	Budgeted Monthly Salary	
Recreation Complex Superintendent	61	6,637.00	
Golf Professional	57	5,668.00	
Maintenance Crew Supervisor	51	5,813.00	
Maintenance Crew Supervisor	51	4,794.00	
Equipment Mechanic	48	5,328.00	
Irrigation Specialist	44	4,236.00	
Irrigation Specialist	44	4,290.00	
Security		300.00	
<b>Seasonal Positions</b>			
12 8-Month Seasonal	1280 hrs/ea	15360	total hrs/yr
7 3-Month Seasonal	480 hrs/ea	3360	total hrs/yr
Recreation Supervisor	40	1440	Hrs/Yr
Apprentice/Assistant Golf Pro - 2	35	2560	Hrs/Yr
2 Pro Shop Attendants	1280 hrs/ea	2560	Hrs/Yr
2 Rangers	720 hrs/ea	1440	total hrs/yr
3 Driving Range Employees	480 hrs/ea	1440	total hrs/yr
<b>Building Improvements</b>			
Clubhouse upkeep		20,000.00	
New boiler - clubhouse		40,000.00	
Total		60,000.00	
<b>New Equipment Purchases</b>			
None		0.00	
Total		0.00	
<b>Replacement Equipment</b>			
Greens tri-plex mower		70,000.00	
Total		70,000.00	

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Recreation

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-14-1403-401011	Regular	95,431.08	0.00	0.00
110-14-1403-401012	Overtime	14,683.22	0.00	0.00
110-14-1403-401013	Seasonal	85,677.19	0.00	0.00
	Salaries & Wages	195,791.49	0.00	0.00
110-14-1403-402010	Group Life Insurance	65.40	0.00	0.00
110-14-1403-402011	Health Insurance	28,704.36	0.00	0.00
110-14-1403-402020	Social Security	11,867.53	0.00	0.00
110-14-1403-402021	Medicare	2,775.51	0.00	0.00
110-14-1403-402030	Pension	15,161.05	0.00	0.00
110-14-1403-402050	Unemployment Compensation	0.00	0.00	0.00
110-14-1403-402060	Workers Compensation	4,558.69	0.00	0.00
110-14-1403-402070	Christmas Gifts	100.50	0.00	0.00
110-14-1403-402080	Compensated Absences	0.00	0.00	0.00
	Employee Benefits	63,233.04	0.00	0.00
110-14-1403-403210	Education & Seminars	1,427.00	0.00	0.00
110-14-1403-403220	Books, Subscriptions & Members	590.00	0.00	0.00
110-14-1403-403310	Consulting & Technical	2,463.50	0.00	0.00
110-14-1403-404310	Building & Grounds Maintenance	4,127.77	0.00	0.00
110-14-1403-404600	Laundry Service/Uniforms	1,808.22	0.00	0.00
110-14-1403-404708	Fireworks	50,000.00	0.00	0.00
110-14-1403-405301	Telephone	387.44	0.00	0.00
110-14-1403-405302	Cell Phones	1,208.49	0.00	0.00
110-14-1403-405403	Promotional Advertising	6,815.42	0.00	0.00
110-14-1403-405500	Printing & Binding	5,414.99	0.00	0.00
110-14-1403-405801	Travel Expense	223.13	0.00	0.00
110-14-1403-406001	Office Supplies	442.37	0.00	0.00
110-14-1403-406101	Postage/Freight	179.79	0.00	0.00
	Facility & Equipment Maintenance			
110-14-1403-406120	Supplies	25,420.97	0.00	0.00
110-14-1403-406130	Specialized Departmental Supplies	19,160.54	0.00	0.00
110-14-1403-406132	Recreation Projects	27,715.41	0.00	0.00
110-14-1403-406203	Gas, Oil & Lube	2,803.33	0.00	0.00
	Operations & Maintenance	150,188.37	0.00	0.00
110-14-1403-407401	New Equipment Purchases	9,875.10	0.00	0.00
	Machinery & Equipment	9,875.10	0.00	0.00
	Recreation	419,088.00	0.00	0.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Civic Center

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-14-1404-401011	Regular	380,374.62	495,596.72	532,400.00
110-14-1404-401012	Overtime	16,693.01	33,640.89	40,800.00
110-14-1404-401013	Seasonal	0.00	88,477.69	109,700.00
110-14-1404-401014	Part Time	150,913.29	145,544.22	165,700.00
110-14-1404-401018	On-Call Pay	0.00	0.00	1,600.00
	Salaries & Wages	547,980.92	763,259.52	850,200.00
110-14-1404-402010	Group Life Insurance	318.02	374.28	825.00
110-14-1404-402011	Health Insurance	123,326.06	132,193.74	142,000.00
110-14-1404-402020	Social Security	33,157.04	46,423.20	53,200.00
110-14-1404-402021	Medicare	7,754.50	10,856.99	12,450.00
110-14-1404-402030	Pension	54,999.70	76,280.13	90,300.00
110-14-1404-402050	Unemployment Compensation	0.00	0.00	500.00
110-14-1404-402060	Workers Compensation	12,807.08	13,411.09	23,100.00
110-14-1404-402070	Christmas Gifts	854.25	1,256.25	1,256.25
110-14-1404-402080	Compensated Absences	2,114.06	4,197.89	4,000.00
	Employee Benefits	235,330.71	284,993.57	327,631.25
110-14-1404-403210	Education & Seminars	2,761.50	3,646.00	4,600.00
110-14-1404-403220	Books, Subscriptions & Members	50.00	368.28	2,200.00
110-14-1404-403310	Consulting & Technical	750.00	3,028.55	11,500.00
110-14-1404-404101	Television	551.40	631.11	700.00
110-14-1404-404111	Water	4,193.66	5,109.59	6,200.00
110-14-1404-404112	Sewer	5,501.87	5,507.16	8,200.00
110-14-1404-404301	Maintenance Contracts	948.72	504.00	4,500.00
110-14-1404-404310	Building & Grounds Maintenance	23,628.66	39,898.96	39,850.00
110-14-1404-404600	Laundry Service/Uniforms	1,901.22	1,705.26	4,000.00
110-14-1404-404708	Fireworks	0.00	25,000.00	25,000.00
110-14-1404-405301	Telephone	1,887.52	2,254.05	3,200.00
110-14-1404-405302	Cell Phones	201.40	1,692.33	1,950.00
110-14-1404-405403	Promotional Advertising	4,906.74	16,481.06	16,266.68
110-14-1404-405500	Printing & Binding	0.00	5,418.09	6,500.00
110-14-1404-405801	Travel Expense	3,274.97	5,247.15	6,500.00
110-14-1404-406001	Office Supplies	3,958.17	4,090.41	6,000.00
110-14-1404-406101	Postage/Freight	226.75	186.70	750.00
	Facility & Equipment Maintenance			
110-14-1404-406120	Supplies	59,261.73	83,602.00	77,617.00
110-14-1404-406130	Specialized Departmental Supplies	22,196.27	38,547.71	46,874.45
110-14-1404-406132	Recreation Projects	0.00	21,484.09	21,200.00

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110-14-1404-406133	Special Projects	265.05	1,188.48	2,000.00
110-14-1404-406201	Natural Gas	32,780.26	37,392.14	50,000.00
110-14-1404-406202	Electricity	44,705.49	41,191.98	50,000.00
110-14-1404-406203	Gas, Oil & Lube	500.00	4,319.15	5,000.00
	Operations & Maintenance	214,451.38	348,494.25	400,608.13
110-14-1404-407202	Building Improvements	53,307.95	53,871.00	50,000.00
	Buildings	53,307.95	53,871.00	50,000.00
110-14-1404-407401	New Equipment Purchases	3,685.00	14,644.00	7,500.00
110-14-1404-407410	Replacement Equipment	21,466.54	22,250.21	11,000.00
	Machinery & Equipment	25,151.54	36,894.21	18,500.00
	Civic Center	1,076,222.50	1,487,512.55	1,646,939.38



# City of Rock Springs Final Budget 2014-2015

## Civic Center Notes

Authorized Positions	Pay Range	Budgeted Monthly Salary	
Recreation Center Supervisor	61	6,857.00	
Senior Recreation Supervisor	47	4,851.00	
Building Maintenance Mechanic II	46	4,452.00	
Recreation Supervisor	40	3,763.00	
Recreation Supervisor	40	4,431.00	
Recreation Supervisor	40	3,653.00	
Recreation Specialist	33	3,365.00	
Janitor	27	2,730.00	
Janitor - Vacant	27	2,574.00	
Lifeguard/Instructor	31	3,435.00	
Administrative Assistant	36	4,004.00	
<b>Part Time Positions</b>			
Substitute Janitor		1040	hrs/yr
6 Aerobics Instructors (include one substitute)		1560	total hrs/yr
5 Lifeguards	1196 hrs/ea	5980	total hrs/yr
5 Lifeguards	572 hrs/ea	2860	total hrs/yr
2 Climbing Wall Attendants	1040 hrs/ea	2080	total hrs/yr
<b>Seasonal Positions</b>			
3 Adult Supervisors - Senior Citizen's Program	520 hrs/ea	1560	total hrs/yr
5 Adult Supervisors - Summer Program	480 hrs/ea	3360	total hrs/yr
12 Lifeguards	480 hrs/ea	4800	total hrs/yr
<b>Building Improvements</b>			
Hot tub replacement		50,000.00	
Total		50,000.00	
<b>New Equipment Purchases</b>			
New cardio equipment		7,500.00	
Total		7,500.00	
<b>Replacement Equipment</b>			
Equipment & weight replacement s		11,000.00	
Total		11,000.00	

**City of Rock Springs**  
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General Fund  
Indoor Recreation Center

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-14-1405-401011	Regular	940,132.54	964,727.15	995,000.00
110-14-1405-401012	Overtime	57,547.74	56,770.04	63,200.00
110-14-1405-401013	Seasonal	68,926.12	92,384.77	74,000.00
110-14-1405-401014	Part Time	301,622.99	308,119.56	360,300.00
	Salaries & Wages	1,368,229.39	1,422,001.52	1,492,500.00
110-14-1405-402010	Group Life Insurance	596.49	592.80	1,225.00
110-14-1405-402011	Health Insurance	207,479.86	218,542.38	228,000.00
110-14-1405-402020	Social Security	84,704.17	86,900.09	94,600.00
110-14-1405-402021	Medicare	19,864.35	20,399.64	22,200.00
110-14-1405-402030	Pension	139,408.45	146,404.95	169,000.00
110-14-1405-402050	Unemployment Compensation	4,094.29	544.32	2,000.00
110-14-1405-402060	Workers Compensation	30,365.43	23,705.10	41,050.00
110-14-1405-402070	Christmas Gifts	1,959.75	1,909.50	1,960.00
110-14-1405-402080	Compensated Absences	23,538.77	9,669.79	32,000.00
	Employee Benefits	512,011.56	508,668.57	592,035.00
110-14-1405-403210	Education & Seminars	2,716.50	4,135.00	6,250.00
110-14-1405-403220	Books, Subscriptions & Members	2,561.01	1,938.67	1,765.00
110-14-1405-403310	Consulting & Technical	0.00	770.00	3,000.00
110-14-1405-404101	Television	551.40	597.31	632.00
110-14-1405-404111	Water	50,527.82	50,634.48	49,500.00
110-14-1405-404112	Sewer	64,886.93	83,402.72	83,000.00
110-14-1405-404301	Maintenance Contracts	2,394.96	1,965.35	1,300.00
110-14-1405-404310	Building & Grounds Maintenance	48,762.06	62,397.52	67,800.00
110-14-1405-404600	Laundry Service/Uniforms	4,572.87	1,598.00	6,720.00
110-14-1405-405301	Telephone	3,002.27	3,616.20	4,000.00
110-14-1405-405302	Cell Phones	1,754.76	1,400.36	1,780.00
110-14-1405-405403	Promotional Advertising	4,327.24	5,816.10	4,000.00
110-14-1405-405500	Printing & Binding	779.10	427.76	1,000.00
110-14-1405-405801	Travel Expense	3,770.98	5,501.51	7,836.00
110-14-1405-406001	Office Supplies	3,413.64	1,868.05	5,000.00
110-14-1405-406101	Postage/Freight	1,717.27	425.99	1,500.00
	Facility & Equipment Maintenance			
110-14-1405-406120	Supplies	151,874.39	166,529.56	169,412.00
110-14-1405-406121	YAH Building Supplies	4,137.13	2,547.63	4,870.00
110-14-1405-406130	Specialized Departmental Supplies	30,529.99	28,496.59	43,449.00
110-14-1405-406133	Special Projects	32,645.26	52,221.11	56,604.00
110-14-1405-406135	Ice Arena Concession	10,840.67	11,852.84	10,000.00

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110-14-1405-406201	Natural Gas	78,605.19	81,546.84	80,000.00
110-14-1405-406202	Electricity	214,823.15	204,672.67	226,000.00
110-14-1405-406203	Gas, Oil & Lube	4,060.70	4,144.87	6,800.00
	Operations & Maintenance	723,255.29	778,507.13	842,218.00
110-14-1405-407202	Building Improvements	82,831.05	176,587.00	34,500.00
110-14-1405-407211	Building Repair-Reserve	100,000.00	0.00	0.00
	Buildings	182,831.05	176,587.00	34,500.00
110-14-1405-407401	New Equipment Purchases	10,898.78	14,562.13	6,500.00
110-14-1405-407410	Replacement Equipment	25,936.07	11,841.91	9,550.00
	Machinery & Equipment	36,834.85	26,404.04	16,050.00
	Indoor Recreation Center	2,823,162.14	2,912,168.26	2,977,303.00

# City of Rock Springs

## Final Budget 2014-2015

### Indoor Recreation Center Notes

Authorized Positions	Pay Range	Budgeted Monthly Salary
Director of Parks & Recreation	73	10,008.00
Recreation Center Superintendent	61	7,442.00
Building Maintenance Supervisor	57	6,742.00
Ice Arena Supervisor	51	5,813.00
Senior Administrative Assistant	44	4,154.00
Building Maintenance Mechanic II	46	5,138.00
Building Maintenance Mechanic II	46	5,138.00
Senior Recreation Supervisor	47	5,267.00
Recreation Supervisor	40	4,431.00
Recreation Supervisor	40	4,287.00
Senior Custodian	36	4,014.00
Janitor	27	3,214.00
Janitor	27	3,214.00
Janitor	27	3,020.00
Administrative Assistant	36	4,014.00
Administrative Assistant	36	4,004.00
Lifeguard	31	3,014.00

### Seasonal Positions

6 Skate Shop Attendants	615 hrs/ea	3690	total hrs/yr
9 Ice Arena Instructors	90 hrs/ea	810	total hrs/yr
3 Child Care Workers - test year for year round	910 hrs/ea	2730	total hrs/yr

### Part Time Positions

2 Receptionists	1040 hrs/ea	2080	total hrs/yr
2 Receptionists	520 hrs/ea	1040	total hrs/yr
2 Gym Supervisors	1040 hrs/ea	2080	total hrs/yr
Senior Recreation Supervisor	47	1040	total hrs/yr
8 Aerobics Instructors		1612	total hrs/yr
2 Water Aerobics Instructors	104 hrs/ea	208	total hrs/yr
Tae Kwon Do Instructor	104	104	total hrs/yr
14 Lifeguards	1144 hrs/ea	16,016	total hrs/yr

# **City of Rock Springs** **Final Budget 2014-2015**

4 Janitors	5096	total hrs/yr
Substitute Janitor	416	total hrs/yr

## **Building Improvements**

Repair roof aquatic area	12,000.00
Jace diving automation	18,500.00
Door replacement	4,000.00
Total	34,500.00

## **Building Repair Reserve**

None	0.00
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## **New Equipment Purchases**

CO2 system - activity pool	6,500.00
Total	6,500.00

## **Replacement Equipment**

CL2 regulator/injector	1,950.00
Rental Ice Skates	6,000.00
18" Versamatic vacuum (2)	1,600.00
Total	9,550.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Non-Departmental

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-15-1501-402011	Health Insurance	138,464.50	162,669.83	168,000.00
110-15-1501-402012	Health Insurance - Early Retiree	0.00	0.00	0.00
110-15-1501-402080	Compensated Absences	75,000.00	0.00	0.00
	Employee Benefits	213,464.50	162,669.83	168,000.00
110-15-1501-403101	Elections	18,106.00	0.00	20,000.00
110-15-1501-403230	Meeting & Association Dues	31,065.00	33,129.00	32,000.00
110-15-1501-403301	Litigation & Consultation	5,244.70	4,000.00	90,000.00
110-15-1501-403321	Safety, Health & Training	13,831.45	15,428.11	0.00
110-15-1501-404410	Leases	16,137.00	13,681.11	25,000.00
110-15-1501-405201	Insurance Premiums	478,805.96	489,177.00	525,000.00
110-15-1501-405202	Surety Bond Premiums	1,883.75	1,833.75	2,500.00
110-15-1501-405203	Deductibles & Settlements	0.00	5,000.00	10,000.00
110-15-1501-405401	Legal	62,124.20	59,037.03	90,000.00
110-15-1501-406502	Adjustment To Market Value Investment	88,263.70	44,663.35	0.00
110-15-1501-406508	Loss On Sale Of Investment	0.00	0.00	0.00
110-15-1501-407103	Purchase Of Land	50,000.00	0.00	0.00
	Operations & Maintenance	765,461.76	665,949.35	794,500.00
110-15-1501-403500	Christmas Lighting	17,680.70	8,885.36	9,500.00
110-15-1501-403801	Wyoming Business Council	20,454.89	0.00	0.00
110-15-1501-404701	RS-SWCO Airport Funding	218,159.00	180,992.00	206,999.00
110-15-1501-404702	Air Service Agreement	94,668.36	163,455.97	210,650.93
110-15-1501-404703	JAIBG Grant Match Funds	771.00	607.00	368.00
110-15-1501-404801	Senior Citizens Appropriation	99,372.75	106,300.73	95,000.00
110-15-1501-404802	Fine Art Center Appropriation	30,000.00	30,000.00	28,500.00
110-15-1501-404803	Library Appropriation	74,411.47	27,000.00	25,650.00
110-15-1501-404804	Chamber Business Development	0.00	35,000.00	35,000.00
110-15-1501-404805	Star Fixed Route Funding	43,000.00	45,170.00	42,911.50
110-15-1501-404806	RS Humane Society	2,991.37	2,915.94	2,850.00
110-15-1501-404807	RECO-Recycling & Environmental	135,716.76	60,000.00	120,042.24
110-15-1501-404808	Chamber Of Commerce Appropriation	46,200.00	46,200.00	43,840.00
110-15-1501-405404	Chamber Building	0.00	0.00	276,980.00
110-15-1501-407500	Special Projects	46,000.00	48,000.00	45,600.00
	Appropriations	829,426.30	754,527.00	1,143,891.67
	SWCO Improvement Projects JPB			
110-15-1501-407593	Rental/Lease of Land/Buildings	0.00	0.00	0.00
110-15-1501-507225	National HS Rodeo/SWEC	415,863.83	0.00	0.00
	Other Expenses	415,863.83	0.00	0.00
	Non-Departmental	2,224,216.39	1,583,146.18	2,106,391.67

**City of Rock Springs  
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**Non-Departmental Notes**

Recycling Center - Carryover FY14	57,342.24
Chamber of Commerce - Building- Carryover FY14	76,980.00
<b>Special Projects</b>	
Sweetwater County Fair	28,500.00
Grant match for Drug Treatment Court	7,600.00
Red Desert Rodeo	9,500.00
Total	45,600.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Public Services Administration/Planning

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-19-1901-401011	Regular	279,334.95	292,667.82	320,700.00
110-19-1901-401012	Overtime	459.68	222.53	1,825.00
	Salaries & Wages	279,794.63	292,890.35	322,525.00
110-19-1901-402010	Group Life Insurance	134.74	136.06	300.00
110-19-1901-402011	Health Insurance	57,630.76	59,025.18	63,000.00
110-19-1901-402020	Social Security	16,957.43	17,763.87	20,200.00
110-19-1901-402021	Medicare	4,176.19	4,342.61	4,750.00
110-19-1901-402030	Pension	39,509.01	42,579.12	51,700.00
110-19-1901-402050	Unemployment Compensation	0.00	0.00	100.00
110-19-1901-402060	Workers Compensation	5,962.23	4,627.68	7,225.00
110-19-1901-402070	Christmas Gifts	201.00	201.00	201.00
110-19-1901-402080	Compensated Absences	15,522.50	11,266.16	11,000.00
	Employee Benefits	140,093.86	139,941.68	158,476.00
110-19-1901-403210	Education & Seminars	1,118.00	0.00	2,000.00
110-19-1901-403220	Books, Subscriptions & Members	884.00	932.00	2,000.00
110-19-1901-403310	Consulting & Technical	17,759.36	8,427.15	93,562.50
110-19-1901-404301	Maintenance Contracts	1,380.00	1,380.00	2,800.00
110-19-1901-405301	Telephone	1,204.55	1,194.01	1,500.00
110-19-1901-405302	Cell Phones	743.33	787.86	1,200.00
110-19-1901-405500	Printing & Binding	1,325.46	673.41	1,500.00
110-19-1901-405801	Travel Expense	2,611.54	110.57	4,000.00
110-19-1901-406001	Office Supplies	1,237.57	1,159.68	3,000.00
110-19-1901-406101	Postage/Freight	2,820.47	1,530.69	2,800.00
	Facility & Equipment Maintenance			
110-19-1901-406120	Supplies	35.54	4,561.22	2,000.00
110-19-1901-406130	Specialized Departmental Supplies	41.53	93.78	800.00
110-19-1901-406203	Gas, Oil & Lube	1,483.98	1,323.03	3,000.00
	Operations & Maintenance	32,645.33	22,173.40	120,162.50
110-19-1901-407005	Nuisance Abatement	0.00	0.00	2,000.00
	Special Programs	0.00	0.00	2,000.00
110-19-1901-407401	New Equipment Purchases	0.00	149.00	1,000.00
110-19-1901-407410	Replacement Equipment	387.99	0.00	5,000.00
110-19-1901-407420	Vehicle Purchases	0.00	0.00	0.00
	Machinery & Equipment	387.99	149.00	6,000.00
	Public Services Admin/Planning	452,921.81	455,154.43	609,163.50



**City of Rock Springs  
Final Budget 2014-2015**

**Public Services Administration/Planning Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Director of Public Services	73	10,008.00
City Planner	65	6,977.00
Senior Administrative Assistant	44	4,154.00
Assistant City Planner	47	4,473.00
<b>Consulting &amp; Technical</b>		
Software implementation - Carryover FY14		90,562.50
<b>Replacement Equipment</b>		
6 customer service chairs - planning		1,680.00
7 customer service chairs - building		1,960.00
2 customer service chairs - public services director		560.00
lobby furniture		800.00
Total		5,000.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Building Inspections

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-19-1902-401011	Regular	270,392.08	321,272.42	352,500.00
110-19-1902-401012	Overtime	457.67	1,990.47	12,000.00
110-19-1902-402010	Group Life Insurance	160.32	187.04	400.00
	Salaries & Wages	271,010.07	323,449.93	364,900.00
110-19-1902-402011	Health Insurance	78,726.32	96,567.92	110,000.00
110-19-1902-402020	Social Security	16,323.36	19,337.13	23,250.00
110-19-1902-402021	Medicare	3,817.56	4,522.48	5,450.00
110-19-1902-402030	Pension	38,584.77	47,213.10	59,500.00
110-19-1902-402050	Unemployment Compensation	0.00	0.00	100.00
110-19-1902-402060	Workers Compensation	6,373.52	5,681.88	10,100.00
110-19-1902-402070	Christmas Gifts	201.00	201.00	251.25
110-19-1902-402080	Compensated Absences	2,414.17	2,126.12	2,000.00
	Employee Benefits	146,440.70	175,649.63	210,651.25
110-19-1902-402103	Safety Clothing	0.00	98.99	150.00
	Other Personnel Expense	0.00	98.99	150.00
110-19-1902-403210	Education & Seminars	1,435.00	2,278.00	4,200.00
110-19-1902-403220	Books, Subscriptions & Members	4,249.50	3,662.85	4,500.00
110-19-1902-405301	Telephone	424.10	472.79	1,000.00
110-19-1902-405302	Cell Phones	402.72	730.20	1,400.00
110-19-1902-405500	Printing & Binding	0.00	1,140.79	3,300.00
110-19-1902-405801	Travel Expense	2,061.98	2,562.34	5,200.00
110-19-1902-406001	Office Supplies	661.93	501.59	1,700.00
110-19-1902-406101	Postage/Freight	330.79	806.77	1,200.00
	Facility & Equipment Maintenance			
110-19-1902-406120	Supplies	292.13	468.77	1,500.00
110-19-1902-406130	Specialized Departmental Supplies	219.94	241.86	1,200.00
110-19-1902-406203	Gas, Oil & Lube	3,868.49	4,471.88	5,200.00
	Operations & Maintenance	13,946.58	17,337.84	30,400.00
110-19-1902-407005	Nuisance Abatement	0.00	0.00	3,000.00
110-19-1902-407010	Dangerous Building Abatement	0.00	7,000.00	10,000.00
	Special Programs	0.00	7,000.00	13,000.00
110-19-1902-407401	New Equipment Purchases	0.00	1,574.00	0.00
110-19-1902-407410	Replacement Equipment	23,639.61	0.00	0.00
110-19-1902-407420	Vehicle Purchases	0.00	24,943.00	0.00
	Machinery & Equipment	23,639.61	26,517.00	0.00
	Building Inspections	455,036.96	550,053.39	619,101.25

**City of Rock Springs  
Final Budget 2014-2015**

**Building Inspection Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Chief Building Inspector	64	7,664.00
Plans Examiner	51	5,813.00
Electrical Inspector	51	5,813.00
Building Inspector II	51	5,036.00
Fire Inspector	51	5,033.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
Vehicle Maintenance

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-19-1903-401011	Regular	320,746.42	302,621.69	336,800.00
110-19-1903-401012	Overtime	243.35	227.90	8,925.00
110-19-1903-401018	On-Call Pay	2,300.74	3,099.44	6,600.00
	Salaries & Wages	323,290.51	305,949.03	352,325.00
110-19-1903-402010	Group Life Insurance	200.40	193.72	400.00
110-19-1903-402011	Health Insurance	90,334.72	93,596.65	107,500.00
110-19-1903-402020	Social Security	19,510.73	18,277.07	22,400.00
110-19-1903-402021	Medicare	4,563.06	4,274.65	5,250.00
110-19-1903-402030	Pension	45,258.77	42,978.48	57,300.00
110-19-1903-402060	Workers Compensation	7,546.20	5,239.37	9,700.00
110-19-1903-402070	Christmas Gifts	251.25	251.25	251.25
110-19-1903-402080	Compensated Absences	4,336.21	2,539.70	9,000.00
	Employee Benefits	172,001.34	167,350.89	211,801.25
110-19-1903-402103	Safety Clothing	399.57	484.47	1,000.00
	Other Personnel Expense	399.57	484.47	1,000.00
110-19-1903-403210	Education & Seminars	0.00	0.00	500.00
110-19-1903-404310	Building & Grounds Maintenance	558.50	292.85	160,000.00
110-19-1903-404600	Laundry Service/Uniforms	3,360.16	3,389.09	3,800.00
110-19-1903-405301	Telephone	743.75	738.73	1,000.00
110-19-1903-405302	Cell Phones	201.37	232.97	500.00
110-19-1903-405801	Travel Expense	0.00	0.00	500.00
110-19-1903-406001	Office Supplies	186.49	275.32	500.00
	Facility & Equipment Maintenance			
110-19-1903-406120	Supplies	1,232.25	2,174.90	6,500.00
110-19-1903-406123	STAR Transit Repairs	0.00	1,907.86	5,000.00
110-19-1903-406130	Specialized Departmental Supplies	1,446.77	1,203.26	2,500.00
110-19-1903-406202	Electricity	7,095.12	6,787.42	8,500.00
110-19-1903-406203	Gas, Oil & Lube	1,323.12	1,307.42	2,000.00
	Operations & Maintenance	16,147.53	18,309.82	191,300.00
110-19-1903-407401	New Equipment Purchases	53.99	1,761.99	1,000.00
110-19-1903-407410	Replacement Equipment	4,026.46	2,400.99	5,200.00
	Machinery & Equipment	4,080.45	4,162.98	6,200.00
	Vehicle Maintenance	515,919.40	496,257.19	762,626.25

# **City of Rock Springs** **Final Budget 2014-2015**

## **Vehicle Maintenance Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Equipment Maintenance Supervisor	61	7,442.00
Equipment Mechanic	48	5,398.00
Equipment Mechanic	48	5,398.00
Equipment Mechanic	48	5,398.00
Equipment Mechanic	48	4,322.00

## **Building & Grounds Maintenance**

Fabrication Shop Expansion - Carryover FY14	140,000.00
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## **New Equipment Purchases**

None specified	1,000.00
Total	1,000.00

## **Replacement Equipment**

Horizontal bandsaw	2,700.00
Hydraulic shop press	2,500.00
Total	5,200.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund  
RS Historical Museum

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
110-34-3401-401011	Regular	66,868.40	68,064.00	70,500.00
110-34-3401-401012	Overtime	193.73	0.00	1,000.00
110-34-3401-401014	Part Time	45,675.39	45,246.00	49,000.00
	Salaries & Wages	112,737.52	113,310.00	120,500.00
110-34-3401-402010	Group Life Insurance	25.32	25.32	100.00
110-34-3401-402011	Health Insurance	7,598.12	7,900.92	8,500.00
110-34-3401-402020	Social Security	6,903.07	6,937.74	8,000.00
110-34-3401-402021	Medicare	1,614.39	1,622.51	1,850.00
110-34-3401-402030	Pension	9,329.28	9,894.16	11,300.00
110-34-3401-402050	Unemployment Compensation	0.00	0.00	100.00
110-34-3401-402060	Workers Compensation	2,638.15	1,994.27	3,500.00
110-34-3401-402070	Christmas Gifts	100.50	150.75	150.75
110-34-3401-402080	Compensated Absences	0.00	0.00	1,000.00
	Employee Benefits	28,208.83	28,525.67	34,500.75
110-34-3401-403210	Education & Seminars	25.00	190.00	515.00
110-34-3401-403220	Books, Subscriptions & Members	520.00	560.00	900.00
110-34-3401-404111	Water	353.05	384.61	750.00
110-34-3401-404112	Sewer	166.89	147.11	200.00
110-34-3401-404301	Maintenance Contracts	1,681.25	1,681.25	2,000.00
110-34-3401-404310	Building & Grounds Maintenance	4,104.75	6,302.35	29,500.00
110-34-3401-405301	Telephone	1,101.62	1,128.45	1,200.00
110-34-3401-405403	Promotional Advertising	7,443.66	5,198.31	6,500.00
110-34-3401-405500	Printing & Binding	1,278.55	595.81	1,200.00
110-34-3401-405801	Travel Expense	853.84	473.60	900.00
110-34-3401-406001	Office Supplies	1,143.52	2,167.74	2,500.00
110-34-3401-406101	Postage/Freight	349.18	152.80	300.00
	Facility & Equipment Maintenance			
110-34-3401-406120	Supplies	80.40	542.92	1,500.00
110-34-3401-406130	Specialized Departmental Supplies	2,181.06	4,157.06	3,500.00
110-34-3401-406133	Special Projects	6,155.92	5,809.95	6,000.00
110-34-3401-406139	Board Projects	2,063.96	7,184.11	2,842.00
110-34-3401-406201	Natural Gas	6,902.53	7,527.59	8,800.00
110-34-3401-406202	Electricity	8,013.52	8,169.87	10,000.00
	Operations & Maintenance	44,418.70	52,373.53	79,107.00
110-34-3401-407120	Prior Fiscal Year Donations	504.00	3,168.61	2,465.69
	Donations	504.00	3,168.61	2,465.69

**City of Rock Springs**  
**Final Budget 2014-2015**

110-34-3401-407202	Building Improvements	98,663.00	4,025.32	5,000.00
	Buildings	98,663.00	4,025.32	5,000.00
110-34-3401-407401	New Equipment Purchases	0.00	0.00	0.00
110-34-3401-407410	Replacement Equipment	0.00	0.00	0.00
	Machinery & Equipment	0.00	0.00	0.00
	RS Historical Museum	284,532.05	201,403.13	241,573.44
	Total General Fund	36,898,925.76	39,442,173.98	46,447,511.10

# **City of Rock Springs** **Final Budget 2014-2015**

## **RS Historical Museum Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>	
Museum Coordinator	51	5,813.00	
<b>Part Time Positions</b>			
Exhibits Coordinator	38	1456	hrs/yr
Attendant		1456	total hrs/yr
Board Projects - Carryover FY14		2,842.00	
Prior Fiscal Year Donations - Carryover FY14		2,465.69	



**City of Rock Springs**  
**Final Budget 2014-2015**

Road Impact Fee Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
112-00-0000-341010	Road Impact Fees	60,989.95	1,372.14	100.00
112-00-0000-361100	Interest On Investments	0.00	219.45	0.00
	Road Impact Fee Revenues	60,989.95	1,591.59	100.00

Expenditures

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
112-17-1702-507113	Roadway Extension	0.00	0.00	20,000.00
	Road Impact Fee Expenditures	0.00	0.00	20,000.00

**City of Rock Springs**  
**Final Budget 2014-2015**

Health Insurance Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
113-00-0000-361100	Interest On Investments	7,957.40	6,729.67	4,000.00
113-00-0000-366020	Reimbursement For BC/BS	3,418,615.32	3,587,971.94	3,700,000.00
113-00-0000-366200	Miscellaneous Reimbursements	177,153.58	235,583.05	1,000.00
	Health Insurance Revenues	3,603,726.30	3,830,284.66	3,705,000.00

Expenditures

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
113-18-1801-403135	Insurance Administration	471,202.75	523,624.45	570,000.00
113-18-1801-403140	Insurance Claims	2,761,973.84	2,975,890.40	3,100,000.00
113-18-1801-403141	Employee Premium To City	0.00	19,059.73	0.00
	Health Insurance Expenditures	3,233,176.59	3,518,574.58	3,670,000.00

**City of Rock Springs**  
**Final Budget 2014-2015**

General Fund Reserves Fund  
Transfers In

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
115-00-0000-391010	From General Fund	2,885,000.00	495,000.00	250,000.00
	Transfers to Reserves	2,885,000.00	495,000.00	250,000.00

Transfers Out

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
115-11-1103-409210	Transfer To General Fund	0.00	446,793.00	1,456,082.00
	Transfers from Reserves	0.00	446,793.00	1,456,082.00

**City of Rock Springs**  
**Final Budget 2014-2015**

Sewer Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
	Capital Facilities Tax Reimbursement - 6th			
130-00-0000-335325	Cent	0.00	4,943,232.60	1,000,000.00
130-00-0000-337150	Rec Board Effluent	7,336.69	5,329.30	5,000.00
	Intergovernmental Revenue	7,336.69	4,948,561.90	1,005,000.00
130-00-0000-344050	Sewer Connection Fees	315,880.00	372,092.00	290,000.00
130-00-0000-344100	Sewer Use Fees	4,229,776.16	4,307,381.77	4,120,000.00
130-00-0000-344150	Late Charges	19,820.99	16,232.98	10,000.00
	Charges for Services	4,565,477.15	4,695,706.75	4,420,000.00
130-00-0000-344200	Pretreatment Permit Fees	100.00	0.00	100.00
130-00-0000-351250	Administrative Penalty	250.00	0.00	250.00
130-00-0000-361100	Interest On Investments	22,028.46	19,048.22	18,000.00
130-00-0000-361310	Capital Asset Clearing	0.00	0.00	0.00
130-00-0000-361320	Gain on Sale of Capital Assets	0.00	0.00	0.00
130-00-0000-361330	Expensed Asset Clearing Account	0.00	0.00	0.00
130-00-0000-366010	Prop & Liability Insurance	0.00	0.00	0.00
130-00-0000-366025	Employee Share	32,620.42	35,422.20	38,500.00
130-00-0000-366200	Miscellaneous Reimbursements	16,972.91	7,804.00	100.00
130-00-0000-368000	Sundry Revenues	14,477.00	5,600.00	100.00
	Miscellaneous Revenues	86,448.79	67,874.42	57,050.00
	Sewer Revenues	4,659,262.63	9,712,143.07	5,482,050.00

**City of Rock Springs**  
**Final Budget 2014-2015**

Sewer Fund  
Sewer Administration

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
130-16-1108-401011	Regular	70,830.68	74,685.27	101,600.00
130-16-1108-401012	Overtime	17.94	49.44	2,900.00
	Salaries & Wages	70,848.62	74,734.71	104,500.00
130-16-1108-402010	Group Life Insurance	52.80	52.80	150.00
130-16-1108-402011	Health Insurance	11,502.84	11,961.32	24,200.00
130-16-1108-402020	Social Security	4,185.14	4,391.46	6,700.00
130-16-1108-402021	Medicare	978.96	1,027.27	1,600.00
130-16-1108-402030	Pension	10,004.28	10,863.62	17,100.00
130-16-1108-402050	Unemployment Compensation	0.00	0.00	100.00
130-16-1108-402060	Workers Compensation	217.35	155.11	350.00
130-16-1108-402070	Christmas Gifts	75.37	75.37	101.00
130-16-1108-402080	Compensated Absences	0.00	0.00	3,000.00
	Employee Benefits	27,016.74	28,526.95	53,301.00
130-16-1108-403120	Collection Costs	0.00	0.00	150.00
130-16-1108-403136	Sewer Claims Settlement	0.00	0.00	10,000.00
130-16-1108-403210	Education & Seminars	0.00	0.00	1,000.00
130-16-1108-403220	Books, Subscriptions & Members	0.00	0.00	100.00
130-16-1108-403310	Consulting & Technical	0.00	0.00	1,500.00
130-16-1108-404301	Maintenance Contracts	7,269.15	7,715.64	8,000.00
130-16-1108-405301	Telephone	895.96	1,017.36	1,200.00
130-16-1108-405500	Printing & Binding	0.00	0.00	100.00
130-16-1108-405801	Travel Expense	0.00	0.00	500.00
130-16-1108-406001	Office Supplies	6,752.63	6,201.45	8,000.00
130-16-1108-406101	Postage/Freight	22,174.58	23,415.92	24,000.00
	Facility & Equipment Maintenance			
130-16-1108-406120	Supplies	1.76	242.68	500.00
130-16-1108-406130	Specialized Departmental Supplies	0.00	128.71	200.00
130-16-1108-406506	Interest On Deposits	417.54	1,574.75	1,500.00
	Operations & Maintenance	37,511.62	40,296.51	56,750.00
130-16-1108-407401	New Equipment Purchases	0.00	0.00	1,000.00
130-16-1108-407410	Replacement Equipment	0.00	0.00	0.00
130-16-1108-407415	Computer Equipment	0.00	155.75	3,750.00
	Machinery & Equipment	0.00	155.75	4,750.00
130-16-1108-409100	Administrative Salaries	59,199.94	61,044.48	61,000.00
130-16-1108-409110	Administrative Other	549.30	538.20	600.00
	Transfers Out	59,749.24	61,582.68	61,600.00
	Sewer Administration	195,126.22	205,296.60	280,901.00

**City of Rock Springs  
Final Budget 2014-2015**

**Sewer Administration Plant Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Senior Accounting Technician	44	2,145.00
Senior Accounting Technician	44	2,145.00
Senior Accounting Technician - vacant	44	1,958.00
Accounting Technician II	40	2,215.50
 <b>New Equipment</b>		
Credit Card Machine		1,000.00
 <b>Computer Equipment</b>		
Replacement Printer		500.00
New receipt printer		750.00
Video camera - PCI compliance		2,500.00
Total		3,750.00

**City of Rock Springs**  
**Final Budget 2014-2015**

Sewer Fund  
Wastewater Treatment Plant

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
130-16-1601-401011	Regular	770,511.63	762,987.27	848,000.00
130-16-1601-401012	Overtime	27,052.48	21,180.61	39,000.00
130-16-1601-401018	On-Call Pay	6,939.92	8,568.55	17,200.00
	Salaries & Wages	804,504.03	792,736.43	904,200.00
130-16-1601-402010	Group Life Insurance	516.84	499.79	1,100.00
130-16-1601-402011	Health Insurance	205,482.14	224,184.29	250,000.00
130-16-1601-402020	Social Security	49,076.83	47,894.77	57,250.00
130-16-1601-402021	Medicare	11,477.59	11,201.12	13,400.00
130-16-1601-402030	Pension	113,870.77	115,236.30	146,500.00
130-16-1601-402050	Unemployment Compensation	0.00	0.00	1,000.00
130-16-1601-402060	Workers Compensation	18,906.18	13,971.60	24,850.00
130-16-1601-402070	Christmas Gifts	703.50	703.50	703.50
130-16-1601-402080	Compensated Absences	18,648.10	13,775.89	19,000.00
	Employee Benefits	418,681.95	427,467.26	513,803.50
130-16-1601-402103	Safety Clothing	1,631.66	1,782.77	2,200.00
	Other Personnel Expense	1,631.66	1,782.77	2,200.00
130-16-1601-403130	EPA/DEQ Fines	12,500.00	0.00	0.00
130-16-1601-403210	Education & Seminars	3,039.00	1,769.00	6,000.00
130-16-1601-403220	Books, Subscriptions & Members	784.25	1,829.45	1,700.00
130-16-1601-403310	Consulting & Technical	50,414.00	3,120.00	350,000.00
130-16-1601-403321	Safety, Health & Training	45.00	0.00	500.00
130-16-1601-404111	Water	44,659.44	69,871.42	55,000.00
130-16-1601-404112	Sewer	23,477.49	58,995.11	55,000.00
130-16-1601-404301	Maintenance Contracts	777.50	5,615.00	9,000.00
130-16-1601-404310	Building & Grounds Maintenance	63,081.95	73,343.95	150,000.00
130-16-1601-404600	Laundry Service/Uniforms	6,581.71	6,749.27	7,000.00
130-16-1601-405201	Insurance Premiums	0.00	0.00	0.00
130-16-1601-405301	Telephone	5,078.97	3,707.00	5,600.00
130-16-1601-405302	Cell Phones	1,170.01	1,169.24	1,500.00
130-16-1601-405500	Printing & Binding	0.00	258.78	200.00
130-16-1601-405801	Travel Expense	3,195.47	5,363.67	4,500.00
130-16-1601-406001	Office Supplies	1,564.17	2,047.38	3,000.00
130-16-1601-406101	Postage/Freight	2,730.31	2,234.95	5,399.37
	Facility & Equipment Maintenance			
130-16-1601-406120	Supplies	145,667.75	157,165.14	176,236.00
130-16-1601-406130	Specialized Departmental Supplies	142,738.28	143,729.15	165,000.00
130-16-1601-406201	Natural Gas	24,731.32	22,661.69	30,000.00

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130-16-1601-406202	Electricity	295,760.65	369,109.95	320,000.00
130-16-1601-406203	Gas, Oil & Lube	25,813.85	36,095.83	40,000.00
	Operations & Maintenance	853,811.12	964,835.98	1,385,635.37
130-16-1601-407007	Sludge Management	27,788.50	0.00	50,000.00
130-16-1601-407011	Household Hazardous Waste	4,445.00	16.00	5,000.00
130-16-1601-407210	Sewer Line Replacements	158,943.64	59,284.64	800,000.00
	Sewer Projects	191,177.14	59,300.64	855,000.00
130-16-1601-407401	New Equipment Purchases	9,876.55	5,974.95	215,029.00
130-16-1601-407410	Replacement Equipment	177,397.53	68,739.76	350,000.00
130-16-1601-407415	Computer Equipment	1,230.74	2,909.89	3,500.00
130-16-1601-407420	Vehicle Purchases	23,107.00	0.00	518,206.00
	Machinery & Equipment	211,611.82	77,624.60	1,086,735.00
130-16-1601-407910	WWTP Loan Repayment	801,402.77	801,402.77	900,000.00
	Loan Payment	801,402.77	801,402.77	900,000.00
130-16-1601-501010	Depreciation Expense	800,000.00	800,000.00	800,000.00
	Transfers Out	800,000.00	800,000.00	800,000.00
130-16-1601-507003	Sewer Line Mapping	0.00	0.00	60,000.00
130-16-1601-507018	UV Disinfection	11,200.00	0.00	75,000.00
130-16-1601-507019	Aeration/Oxidation Project	0.00	0.00	250,000.00
130-16-1601-507022	2012 Miscellaneous Sewer Project - CF	1,768,607.09	622,566.95	300,000.00
130-16-1601-507023	Plant Renovation	4,620,735.10	14,115.90	220,000.00
130-16-1601-507029	Wastewater Plant Improvement	0.00	10,425.00	3,700,000.00
130-16-1601-507205	Capital Facilities Tax Projects	1,141,360.00	4,331,153.12	1,346,860.88
	Capital Projects	7,541,902.19	4,978,260.97	5,951,860.88
	Wastewater Treatment Plant	11,624,722.68	8,903,411.42	12,399,434.75
	Sewer Fund Expenditures	11,819,848.90	9,108,708.02	12,680,335.75



**City of Rock Springs  
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**Wastewater Treatment Plant Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Wastewater Treatment Plant Superintendent	64	8,014.00
Pre-Treatment and Collections Supervisor	57	5,560.00
Chief WWTP Operator	57	6,388.00
Senior Plant Mechanic	51	5,813.00
Senior Plant Mechanic	51	5,099.00
Laboratory Technician	50	5,672.00
Wastewater Plant Operator III	51	4,794.00
Wastewater Plant Operator II	47	4,562.00
Wastewater Plant Operator I	40	3,886.00
Wastewater Plant Operator I	40	3,547.00
Wastewater Plant Operator I	40	3,547.00
Collection System Worker II	44	4,637.00
Collection System Worker I	40	3,763.00
Collection System Worker I	40	3,653.00
<b>New Equipment Purchases</b>		
Carryover FY14		5,029.00
Solids balance		4,000.00
Total		9,029.00
<b>Replacement Equipment</b>		
Lab microscope		12,000.00
UV sterilizer		2,500.00
BOC incubator		4,500.00
Total		19,000.00
<b>Computer Equipment</b>		
Computer equipment - laptop		3,500.00
<b>Vehicle Purchases</b>		
Carryover FY14		418,206.00
New Jet Truck - accrual		80,000.00
Total		498,206.00
<b>Capital Facilities Tax Projects</b>		
Carryover FY14		346,860.88

**City of Rock Springs**  
**Final Budget 2014-2015**

Sewer Depreciation Fund

Transfers In

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
135-00-0000-361100	Interest On Investments	58,384.95	44,632.33	30,000.00
135-00-0000-361200	Adjustment To Market Value	-85,097.77	64,827.18	0.00
135-00-0000-361250	Gain On Sale Of Investments	-24,562.30	-5,799.06	0.00
	Miscellaneous Revenues	-51,275.12	103,660.45	30,000.00
135-00-0000-391030	From Sewer Fund	800,000.00	800,000.00	800,000.00
	Transfers In	800,000.00	800,000.00	800,000.00
	Sewer Depreciation Revenues	748,724.88	903,660.45	830,000.00

**City of Rock Springs**  
**Final Budget 2014-2015**

Water Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
150-00-0000-334325	Investment Ready Community	500,000.00	0.00	0.00
150-00-0000-334435	Reliance Water System	707,298.80	0.00	0.00
	Capital Facilities Tax Reimbursement - 6th			
150-00-0000-335325	Cent	0.00	262,620.23	0.00
	Intergovernmental Revenue	1,207,298.80	262,620.23	0.00
150-00-0000-348050	Water Connection Fee	466,716.64	380,772.00	250,000.00
150-00-0000-348060	Private Owner Connections	0.00	0.00	0.00
150-00-0000-348100	Water Use Fees	6,249,447.05	6,008,638.85	5,800,000.00
150-00-0000-348150	Late Charges	133,879.48	136,198.74	80,000.00
	Charges for Services	6,850,043.17	6,525,609.59	6,130,000.00
150-00-0000-361100	Interest On Investments	19,109.08	23,480.29	15,000.00
150-00-0000-366025	Employee Share	18,219.34	19,258.16	19,220.00
150-00-0000-366200	Miscellaneous Reimbursements	964.10	9.44	100.00
150-00-0000-366230	Service Calls & Work Orders	9,553.04	7,328.73	5,000.00
150-00-0000-368000	Sundry Revenues	1,362.00	0.00	100.00
150-00-0000-368010	Cash Over/Short	10.00	0.00	0.00
150-00-0000-368015	Insufficient Check Charge	1,720.00	1,780.00	1,200.00
	Miscellaneous Revenues	50,937.56	51,856.62	40,620.00
	Water Revenues	8,108,279.53	6,840,086.44	6,170,620.00

**City of Rock Springs**  
**Final Budget 2014-2015**

Water Fund  
Administration

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
150-33-1108-401011	Regular	70,829.32	74,679.84	101,600.00
150-33-1108-401012	Overtime	17.92	49.41	2,900.00
	Salaries & Wages	70,847.24	74,729.25	104,500.00
150-33-1108-402010	Group Life Insurance	52.68	52.68	150.00
150-33-1108-402011	Health Insurance	11,502.88	11,961.28	24,200.00
150-33-1108-402020	Social Security	4,184.91	4,391.19	6,700.00
150-33-1108-402021	Medicare	978.55	1,026.76	1,600.00
150-33-1108-402030	Pension	10,003.34	10,863.36	17,100.00
150-33-1108-402050	Unemployment Compensation	0.00	0.00	100.00
150-33-1108-402060	Workers Compensation	217.00	154.73	350.00
150-33-1108-402070	Christmas Gifts	75.38	75.38	101.00
150-33-1108-402080	Compensated Absences	0.00	0.00	3,000.00
	Employee Benefits	27,014.74	28,525.38	53,301.00
150-33-1108-403120	Collection Costs	0.00	0.00	150.00
150-33-1108-403210	Education & Seminars	0.00	0.00	1,000.00
150-33-1108-403220	Books, Subscriptions & Members	0.00	0.00	100.00
150-33-1108-403310	Consulting & Technical	0.00	0.00	1,500.00
150-33-1108-404100	Board Charges/Water Purchases	3,375,916.86	3,244,344.24	3,675,000.00
150-33-1108-404301	Maintenance Contracts	7,269.14	7,715.63	8,000.00
150-33-1108-404411	Lease/Purchase	0.00	0.00	0.00
150-33-1108-405301	Telephone	1,018.38	1,017.48	1,200.00
150-33-1108-405500	Printing & Binding	0.00	0.00	100.00
150-33-1108-405801	Travel Expense	0.00	0.00	500.00
150-33-1108-406001	Office Supplies	7,020.77	6,201.23	8,000.00
150-33-1108-406101	Postage/Freight	22,174.55	23,415.95	24,000.00
	Facility & Equipment Maintenance			
150-33-1108-406120	Supplies	1.76	242.68	500.00
150-33-1108-406130	Specialized Departmental Supplies	0.00	128.70	200.00
150-33-1108-406506	Interest On Deposits	1,026.25	3,696.63	2,000.00
	Operations & Maintenance	3,414,427.71	3,286,762.54	3,722,250.00
150-33-1108-407401	New Equipment Purchases	0.00	0.00	1,000.00
150-33-1108-407410	Replacement Equipment	0.00	0.00	0.00
150-33-1108-407415	Computer Equipment	0.00	155.74	3,750.00
	Machinery & Equipment	0.00	155.74	4,750.00
150-33-1108-407915	Water Board Debt	255,085.53	255,085.53	255,100.00
150-33-1108-407920	State Water Loans	157,149.58	157,149.58	157,200.00
	Loan Payments	412,235.11	412,235.11	412,300.00

**City of Rock Springs**  
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150-33-1108-409100	Administrative Salaries	35,310.34	34,123.80	37,000.00
150-33-1108-409110	Administrative Other	549.30	538.20	660.00
	Transfers Out	35,859.64	34,662.00	37,660.00
	Water Administration	3,960,384.44	3,837,070.02	4,334,761.00

**City of Rock Springs  
Final Budget 2014-2015**

**Water Administration Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Senior Accounting Technician	44	2,145.00
Senior Accounting Technician	44	2,145.00
Senior Accounting Technician - vacant	44	1,958.00
Accounting Technician II	40	2,215.50
<b>New Equipment</b>		
Credit Card Machine		1,000.00
<b>Computer Equipment</b>		
Replacement Printer		500.00
New receipt printer		750.00
Video camera - PCI compliance		2,500.00
Total		3,750.00

**City of Rock Springs**  
**Final Budget 2014-2015**

Water Fund  
Operations & Maintenance

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
150-33-3302-401011	Regular	474,215.80	449,250.10	504,000.00
150-33-3302-401012	Overtime	34,538.94	33,223.38	67,000.00
150-33-3302-401018	On-Call Pay	7,699.79	6,835.70	12,800.00
	Salaries & Wages	516,454.53	489,309.18	583,800.00
150-33-3302-402010	Group Life Insurance	315.33	291.00	700.00
150-33-3302-402011	Health Insurance	109,960.42	116,426.12	140,000.00
150-33-3302-402020	Social Security	31,873.15	31,103.81	37,100.00
150-33-3302-402021	Medicare	7,454.13	7,274.22	8,700.00
150-33-3302-402030	Pension	72,923.66	71,424.45	95,000.00
150-33-3302-402050	Unemployment Compensation	0.00	0.00	100.00
150-33-3302-402060	Workers Compensation	12,358.99	9,131.50	16,200.00
150-33-3302-402070	Christmas Gifts	452.25	402.00	452.25
150-33-3302-402080	Compensated Absences	11,676.98	29,516.49	15,000.00
	Employee Benefits	247,014.91	265,569.59	313,252.25
150-33-3302-402103	Safety Clothing	1,025.03	1,525.37	1,500.00
	Other Personnel Expense	1,025.03	1,525.37	1,500.00
150-33-3302-403210	Education & Seminars	760.00	158.00	500.00
150-33-3302-403310	Consulting & Technical	69,068.13	11,082.75	200,000.00
150-33-3302-404310	Building & Grounds Maintenance	848.29	1,574.47	18,000.00
150-33-3302-404600	Laundry Service/Uniforms	2,280.17	1,765.55	3,000.00
150-33-3302-405201	Insurance Premiums	0.00	0.00	0.00
150-33-3302-405301	Telephone	4,233.61	4,227.43	6,000.00
150-33-3302-405302	Cell Phones	2,287.09	2,151.63	2,750.00
150-33-3302-405801	Travel Expense	184.01	870.31	2,500.00
150-33-3302-406001	Office Supplies	571.96	54.28	500.00
150-33-3302-406101	Postage/Freight	0.00	0.00	0.00
	Facility & Equipment Maintenance			
150-33-3302-406120	Supplies	123,160.13	152,006.44	140,000.00
150-33-3302-406130	Specialized Departmental Supplies	59,946.65	43,881.57	65,000.00
150-33-3302-406201	Natural Gas	5,507.51	5,334.14	8,000.00
150-33-3302-406202	Electricity	196,187.93	236,262.73	280,000.00
150-33-3302-406203	Gas, Oil & Lube	22,283.79	21,490.46	28,000.00
	Operations & Maintenance	487,319.27	480,859.76	754,250.00
150-33-3302-407401	New Equipment Purchases	34,633.00	72,429.76	9,400.00
150-33-3302-407410	Replacement Equipment	2,495.00	0.00	123,500.00
150-33-3302-407415	Computer Equipment	4,372.40	2,642.34	10,000.00

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150-33-3302-407420	Vehicle Purchases	0.00	0.00	0.00
	Machinery & Equipment	41,500.40	75,072.10	142,900.00
150-33-3302-409115	Admin-Building Rental	48,000.00	48,000.00	48,000.00
150-33-3302-409120	Street Department Services	0.00	0.00	10,000.00
150-33-3302-409245	6th Cent Transfer to General Fund	72,172.56	0.00	0.00
150-33-3302-501010	Depreciation Expense	150,000.00	150,000.00	150,000.00
	Transfers Out	270,172.56	198,000.00	208,000.00
150-33-3302-507205	Capital Facilities Tax Projects	51,698.47	864,963.44	1,090,101.59
150-33-3302-507902	Water Line Upgrade/Replacement	0.00	0.00	4,426,265.75
150-33-3302-507904	Decommission Tanks/Pumphouses	0.00	0.00	10,000.00
150-33-3302-507908	Fire Hydrant Replacement	0.00	20,020.27	25,000.00
150-33-3302-507910	Palisades Elk St Project	0.00	0.00	0.00
150-33-3302-507912	Water Quality/Chlorine Re	412,404.77	39,597.37	0.00
150-33-3302-507913	Signal Water Improvements	45,846.81	0.00	0.00
150-33-3302-507914	Reliance Tank	734,863.95	6,941.77	0.00
150-33-3302-507927	Meter Replacement	87,319.30	115,768.07	100,000.00
150-33-3302-507928	Back Flow Prevention Program	0.00	0.00	30,000.00
150-33-3302-507930	Storage Tank Cleaning	0.00	0.00	620,000.00
150-33-3302-507931	Reliance Water Rehab	1,573,729.02	90.00	95,808.36
	Capital Projects	2,905,862.32	1,047,380.92	6,397,175.70
	Water Operations & Maintenance	4,469,349.02	2,557,716.92	8,400,877.95
	Water Fund Expenditures	8,429,733.46	6,394,786.94	12,735,638.95



# City of Rock Springs Final Budget 2014-2015

## Operations & Maintenance Notes

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Water Distribution Superintendent	61	7,442.00
Water Crew Supervisor	51	5,447.00
Water System Worker II	44	4,873.00
Water System Worker II	44	4,154.00
Water System Worker II	44	4,891.00
Water System Worker I	40	3,654.00
Water System Worker I	40	3,547.00
Water System Worker I	40	3,547.00
Water System Worker I	40	3,763.00
<b>New Equipment</b>		
Wheeler-Rex model 2990-8 hydraulic pipe cutter		2,500.00
Wheeler-Rex model 5590-36 hydraulic pipe cutter		5,500.00
Multi-gas monitor		1,400.00
Total		9,400.00
<b>Replacement Equipment</b>		
590 Case backhoe		121,000.00
3" trash pump		2,500.00
Total		123,500.00
<b>Computer Equipment</b>		
Software maintenance		10,000.00
Total		10,000.00
<b>Capital Facilities Tax Projects</b>		
Carryover FY14		1,090,101.59
<b>Water Line Upgrade &amp; Replacements</b>		
Carryover FY14		3,676,265.75

**City of Rock Springs**  
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Water Depreciation Fund  
Transfers In

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
155-00-0000-391050	From Water Fund Transfers In	150,000.00 150,000.00	150,000.00 150,000.00	150,000.00 150,000.00

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Water/Sewer Unapplied Credits Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
170-00-0000-367300	Customer Deposits	424.80	-355.57	1,000.00

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Grant Funds  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
202-00-0000-331040	HPRP HUD Payments Intergovernmental Revenue	11,248.11	0.00	0.00

HPRP Program

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
202-37-3705-401011	Regular	848.90	0.00	0.00
	Salaries & Wages	848.90	0.00	0.00
202-37-3705-402010	Group Life Insurance	0.33	0.00	0.00
202-37-3705-402011	Health Insurance	53.03	0.00	0.00
202-37-3705-402020	Social Security	51.52	0.00	0.00
202-37-3705-402021	Medicare	12.05	0.00	0.00
202-37-3705-402030	Pension	70.45	0.00	0.00
202-37-3705-402060	Workers Compensation	9.80	0.00	0.00
	Employee Benefits	197.18	0.00	0.00
202-37-3705-403110	Rent, Mortgage & Utilities	5,805.00	0.00	0.00
202-37-3705-403111	Sec Deposits, Relocation	477.86	0.00	0.00
202-37-3705-403112	Short Term Emergency	0.00	0.00	0.00
202-37-3705-403114	Supportive Services	489.65	0.00	0.00
202-37-3705-403115	Case Management-Miscellaneous	1,339.52	0.00	0.00
202-37-3705-403117	Security Deposit Assistance	2,090.00	0.00	0.00
202-37-3705-403118	Utility Deposit Assistance	0.00	0.00	0.00
	Administrative Services	10,202.03	0.00	0.00
	HPRP Program	11,248.11	0.00	0.00

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**CAP Funds  
Revenues**

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
215-00-0000-331020	CAP HUD Payments	93,711.00	191,401.00	144,021.00
	Intergovernmental Revenues	93,711.00	191,401.00	144,021.00

**Expenditures**

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
215-35-3525-404525	Site Improvements	0.00	51,707.00	0.00
	Operations & Maintenance	0.00	51,707.00	0.00
215-35-3525-409250	Transfer To Public Housing	0.00	139,694.00	0.00
215-35-3525-409260	CAP Grant Transfer To Operation	93,711.00	0.00	144,021.00
	Transfers Out	93,711.00	139,694.00	144,021.00
	CAP Funds	93,711.00	191,401.00	144,021.00

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CAP Emergency Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
235-00-0000-331025	CAP Emergency Funds	0.00	52,473.00	0.00
	Intergovernmental Revenue	0.00	52,473.00	0.00

Expenditures

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
235-35-3525-404525	Site Improvements	0.00	52,473.00	0.00
	Administrative Services	0.00	52,473.00	0.00
	CAP Emergency Fund	0.00	52,473.00	0.00

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Supportive Housing Program  
Expenditures

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
245-35-3509-403115	Case Management-Miscellaneous	897.99	0.00	0.00
245-35-3509-403121	Collection Losses	-2,050.74	-535.00	0.00
	Administrative Services	-1,152.75	-535.00	0.00
	Supportive Housing Program	-1,152.75	-535.00	0.00

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Public Housing  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
250-00-0000-331010	HUD Operating Subsidy	286,134.00	254,665.00	320,000.00
	Intergovernmental Revenue	286,134.00	254,665.00	320,000.00
250-00-0000-361100	Interest On Investments	409.29	324.30	400.00
250-00-0000-363010	Dwelling Rental	295,916.00	299,409.00	300,000.00
250-00-0000-366025	Employee Share	14,703.25	11,290.12	11,400.00
250-00-0000-366260	Recycling Center Reimbursement	2,921.61	126.39	500.00
250-00-0000-368000	Sundry Revenues	5,772.02	151.42	2,000.00
250-00-0000-368030	Other Operating Receipts	14,491.74	14,090.98	15,000.00
	Miscellaneous Revenues	334,213.91	325,392.21	329,300.00
250-00-0000-391191	Transfer from CAP Projects	93,711.00	139,694.00	139,694.00
	Transfers In	93,711.00	139,694.00	139,694.00
	Revenues	714,058.91	719,751.21	788,994.00



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Public Housing  
Administration

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
250-35-3501-401011	Regular	137,522.39	94,643.12	134,350.00
250-35-3501-401012	Overtime	579.05	93.75	500.00
250-35-3501-401013	Seasonal	24,784.88	4,130.00	0.00
250-35-3501-401014	Part Time	0.00	0.00	5,330.00
250-35-3501-401015	Maintenance	169,219.34	164,738.67	0.00
250-35-3501-401016	Maintenance Overtime	1,158.42	969.34	0.00
	Salaries & Wages	333,264.08	264,574.88	140,180.00
250-35-3501-402010	Group Life Insurance	232.11	200.73	226.50
250-35-3501-402011	Health Insurance	94,982.92	75,266.62	36,700.00
250-35-3501-402020	Social Security	19,993.44	16,896.11	8,350.00
250-35-3501-402021	Medicare	4,675.78	3,951.47	1,950.00
250-35-3501-402030	Pension	43,345.70	38,120.70	21,275.00
250-35-3501-402050	Unemployment Compensation	-64.00	0.00	0.00
250-35-3501-402060	Workers Compensation	4,955.20	3,223.18	500.00
250-35-3501-402070	Christmas Gifts	351.75	251.25	175.00
250-35-3501-402080	Compensated Absences	4,657.11	1,918.43	2,500.00
	Employee Benefits	173,130.01	139,828.49	71,676.50
250-35-3501-403120	Collection Costs	1,926.21	174.70	1,000.00
250-35-3501-403121	Collection Losses	-3,206.38	2,726.39	-2,500.00
250-35-3501-403210	Education & Seminars	0.00	2,943.00	4,500.00
250-35-3501-403308	Administration	6,850.00	6,900.00	7,000.00
250-35-3501-403322	Audit Expense	2,000.00	4,000.00	2,000.00
250-35-3501-404111	Water	41,132.96	38,911.96	46,000.00
250-35-3501-404112	Sewer	23,889.68	25,089.69	26,000.00
250-35-3501-404310	Building & Grounds Maintenance	7,059.20	26,241.79	0.00
250-35-3501-404515	Extraordinary Maintenance	58,532.10	31,961.15	0.00
250-35-3501-405201	Insurance Premiums	23,015.00	23,015.00	25,000.00
250-35-3501-405301	Telephone	1,549.53	1,517.87	1,800.00
250-35-3501-405302	Cell Phones	653.26	1,088.06	0.00
250-35-3501-405801	Travel Expense	231.53	894.31	2,000.00
250-35-3501-406001	Office Supplies	3,909.77	3,754.80	4,500.00
250-35-3501-406101	Postage/Freight	1,854.72	2,101.31	2,000.00
	Facility & Equipment Maintenance			
250-35-3501-406120	Supplies	49,359.54	40,467.17	0.00
250-35-3501-406201	Natural Gas	10,861.21	10,948.39	11,000.00
250-35-3501-406202	Electricity	14,238.51	14,635.25	16,000.00
250-35-3501-406203	Gas, Oil & Lube	5,638.60	5,140.47	6,200.00
250-35-3501-406501	Sundry	12,970.77	11,799.17	15,000.00

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250-35-3501-406510	Ten Svc-Recr, Publ & Other	116.58	0.00	500.00
250-35-3501-406511	Ten Svc-Contract Costs	0.00	0.00	500.00
250-35-3501-406512	Recycling Services	2,921.61	126.39	500.00
	Operations & Maintenance	265,504.40	254,436.87	169,000.00
250-35-3501-501020	Depreciation Expense	315,166.11	314,192.31	0.00
	Public Housing Administration	1,087,064.60	973,032.55	380,856.50

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Public Housing  
Maintenance

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
250-35-3502-401011	Regular	0.00	0.00	174,000.00
250-35-3502-401012	Overtime	0.00	0.00	500.00
	Salaries & Wages	0.00	0.00	174,500.00
250-35-3502-402010	Group Life Insurance	0.00	0.00	250.00
250-35-3502-402011	Health Insurance	0.00	0.00	62,000.00
250-35-3502-402020	Social Security	0.00	0.00	11,000.00
250-35-3502-402021	Medicare	0.00	0.00	2,500.00
250-35-3502-402030	Pension	0.00	0.00	28,000.00
250-35-3502-402050	Unemployment Compensation	0.00	0.00	500.00
250-35-3502-402060	Workers Compensation	0.00	0.00	4,100.00
250-35-3502-402070	Christmas Gifts	0.00	0.00	175.00
250-35-3502-402080	Compensated Absences	0.00	0.00	5,000.00
	Employee Benefits	0.00	0.00	113,525.00
250-35-3502-403210	Education & Seminars	0.00	0.00	1,200.00
250-35-3502-404310	Building & Grounds Maintenance	0.00	0.00	28,000.00
250-35-3502-404515	Extraordinary Maintenance	0.00	0.00	30,000.00
250-35-3502-405302	Cell Phones	0.00	0.00	1,100.00
250-35-3502-405801	Travel Expense	0.00	0.00	600.00
	Facility & Equipment Maintenance			
250-35-3502-406120	Supplies	0.00	0.00	80,000.00
250-35-3502-406203	Gas, Oil & Lube	0.00	0.00	0.00
	Operations & Maintenance	0.00	0.00	140,900.00
	Public Housing Maintenance	0.00	0.00	428,925.00
	Public Housing	1,087,064.60	973,032.55	809,781.50

**City of Rock Springs  
Final Budget 2014-2015**

**Public Housing Notes**

<b>Authorized Positions</b>	<b>Pay Range</b>	<b>Budgeted Monthly Salary</b>
Housing Technician	47	4,758.00
Housing Accounting Coordinator	47	4,217.00
Administrative Assistant	36	3,520.00
Building Maintenance Supervisor	57	5,727.00
Building Maintenance Mechanic II	46	5,138.00
Housing Maintenance Mechanic I	36	3,627.00

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**Section 8 Vouchers Programs**  
**Revenues**

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
295-00-0000-322320	Portable Reimbursements	0.00	0.00	0.00
295-00-0000-331030	Subsidy - HAPS	225,718.00	286,899.00	270,000.00
295-00-0000-331035	Subsidy - Admin	28,038.00	28,261.00	28,000.00
295-00-0000-331050	Portable Admin	0.00	0.00	0.00
	Intergovernmental Revenues	253,756.00	315,160.00	298,000.00
295-00-0000-361100	Interest On Investments	93.05	135.19	100.00
	Miscellaneous Revenues	93.05	135.19	100.00
	Section 8 Voucher Revenue	253,849.05	315,295.19	298,100.00

**Expenditures**

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
295-35-3508-401011	Regular	10,200.71	13,070.30	17,150.00
	Salaries & Wages	10,200.71	13,070.30	17,150.00
295-35-3508-402010	Group Life Insurance	8.04	9.69	23.50
295-35-3508-402011	Health Insurance	2,985.65	0.00	0.00
295-35-3508-402020	Social Security	603.47	811.42	1,065.00
295-35-3508-402021	Medicare	141.13	189.79	250.00
295-35-3508-402030	Pension	1,440.30	1,901.88	2,725.00
295-35-3508-402060	Workers Compensation	31.58	27.43	55.00
	Employee Benefits	5,210.17	2,940.21	4,118.50
295-35-3508-403322	Audit Expense	500.00	1,000.00	500.00
295-35-3508-404010	Rental Assistance Payments	245,558.00	241,100.00	270,000.00
295-35-3508-404011	Utility Reimbursement Payments	22.00	432.00	200.00
295-35-3508-404012	Portable Rental Assistance Payments	0.00	1,170.03	0.00
	Operations & Maintenance	246,080.00	243,702.03	270,700.00
	Section 8 Vouchers	261,490.88	259,712.54	291,968.50

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Combined Improvement Districts Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
550-00-0000-355010	Principal	0.00	0.00	50.00
	Combined Improvement District Revenue	0.00	0.00	50.00

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LID#109 Bond Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
552-00-0000-355010	Principal	0.00	0.00	50.00
	LID#109 Bond Fund	0.00	0.00	50.00

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LID#118 Bond Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
556-00-0000-355010	Principal	0.00	0.00	50.00
	LID#118 Bond Fund	0.00	0.00	50.00



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LID #119 Bond Fund  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
559-00-0000-355010	Principal	0.00	0.00	50.00
	LID#119 Bond Fund	0.00	0.00	50.00

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Sunset Sewer Line Improvement District  
Revenues

Account	Description	2012-2013 Actual	2013-2014 Actual	2014-2015 Budget
569-00-0000-355010	Principal	0.00	0.00	0.00
569-00-0000-355015	Interest	23.76	4.58	0.00
	Sunset Sewer District Revenues	23.76	4.58	0.00

**City of Rock Springs**  
**Salary Chart Adopted 7/1/2014**

Range Number	Recommended Title	Pay Period	Minimum	Maximum
27	Janitor	Monthly	\$2,574	\$3,214
		Annual	\$30,883	\$38,569
28		Monthly	\$2,638	\$3,294
		Annual	\$31,656	\$39,533
29	Custodian	Monthly	\$2,704	\$3,377
		Annual	\$32,447	\$40,522
30	Police Records Technician I	Monthly	\$2,772	\$3,461
		Annual	\$33,258	\$41,535
31	Accounting Technician I Lifeguard/Instructor	Monthly	\$2,841	\$3,548
		Annual	\$34,090	\$42,573
32	Animal Control Assistant	Monthly	\$2,912	\$3,636
		Annual	\$34,942	\$43,637
33	Recreation Specialist	Monthly	\$2,985	\$3,727
		Annual	\$35,815	\$44,728
34	Animal Control Officer I Parking and Nuisance Control Officer Community Service Officer	Monthly	\$3,059	\$3,821
		Annual	\$36,711	\$45,847
35	Maintenance Worker I Apprentice/Assistant Golf Pro	Monthly	\$3,136	\$3,916
		Annual	\$37,628	\$46,993
36	Administrative Assistant	Monthly	\$3,214	\$4,014
	Building Maintenance Mechanic I	Annual	\$38,569	\$48,168
	Court Clerk			
	Police Records Technician II			
	Senior Custodian			
37	Housing Maintenance Mechanic I	Monthly	\$3,294	\$4,114
		Annual	\$39,533	\$49,372
38	Evidence Technician	Monthly	\$3,377	\$4,217
	Work Restitution Coordinator	Annual	\$40,522	\$50,606
	Exhibit Coordinator Theater Coordinator			
39		Monthly	\$3,461	\$4,323
		Annual	\$41,535	\$51,871
40	Accounting Technician II	Monthly	\$3,548	\$4,431
	Animal Control Officer II	Annual	\$42,573	\$53,168
	Collection System Worker I			
	Maintenance Worker II			
	Wastewater Treatment Plant Operator I			
	Water System Operator I			
	Recreation Supervisor			
	Park Maintenance Worker Building Inspector I			

Range Number	Recommended Title	Pay Period	Minimum	Maximum
41		Monthly Annual	\$3,636 \$43,637	\$4,541 \$54,497
42	Computer Support Specialist I	Monthly Annual	\$3,727 \$44,728	\$4,655 \$55,860
43		Monthly Annual	\$3,821 \$45,847	\$4,771 \$57,256
44	Collection System Worker II Irrigation Specialist Police Records Supervisor Senior Accounting Technician Senior Administrative Assistant Senior Court Clerk Water System Operator II Housing Maintenance Mechanic II	Monthly Annual	\$3,916 \$46,993	\$4,891 \$58,688
45		Monthly Annual	\$4,014 \$48,168	\$5,013 \$60,155
46	Building Maintenance Mechanic II Legal Administrative Assistant Senior Maintenance Worker	Monthly Annual	\$4,114 \$49,372	\$5,138 \$61,659
47	Animal Control Supervisor Senior Recreation Supervisor Wastewater Treatment Plant Operator II Housing Technician Housing Accounting Coordinator Assistant City Planner	Monthly Annual	\$4,217 \$50,606	\$5,267 \$63,200
48	Equipment Mechanic Police Officer	Monthly Annual	\$4,323 \$51,871	\$5,398 \$64,780
49		Monthly Annual	\$4,431 \$53,168	\$5,533 \$66,400
50	Computer Support Specialist II Laboratory Technician	Monthly Annual	\$4,541 \$54,497	\$5,672 \$68,060
51	Electrical Inspector Ice Arena Supervisor Maintenance Crew Supervisor Plans Examiner Wastewater Treatment Plant Operator III Water Crew Supervisor Water System Worker III Senior Plant Mechanic Building Inspector II Museum Coordinator Fire Inspector	Monthly Annual	\$4,655 \$55,860	\$5,813 \$69,761
52		Monthly Annual	\$4,771 \$57,256	\$5,959 \$71,505

Range Number	Recommended Title	Pay Period	Minimum	Maximum
53		Monthly Annual	\$4,891 \$58,688	\$6,108 \$73,293
54		Monthly Annual	\$5,013 \$60,155	\$6,260 \$75,125
55		Monthly Annual	\$5,138 \$61,659	\$6,417 \$77,003
56	Building Inspector III	Monthly Annual	\$5,267 \$63,200	\$6,577 \$78,928
57	Building Maintenance Supervisor Cemetery, Weed & Pest Supervisor Chief Wastewater Treatment Plant Operator Deputy City Clerk Golf Course Professional Police Sergeant Pre_Treatment & Collection Supervisor	Monthly Annual	\$5,398 \$64,780	\$6,742 \$80,901
58		Monthly Annual	\$5,533 \$66,400	\$6,910 \$82,924
59		Monthly Annual	\$5,672 \$68,060	\$7,083 \$84,997
60	Civil Engineer I Information Technology Specialist	Monthly Annual	\$5,813 \$69,761	\$7,260 \$87,122
61	Equipment Maintenance Supervisor Park Superintendent Recreation Center Superintendent Recreation Complex Superintendent Recreation Program Director Technical Support Specialist Water Distribution Superintendent URA Manager	Monthly Annual	\$5,959 \$71,505	\$7,442 \$89,300
62	Housing and Community Resources Supervisor	Monthly Annual	\$6,108 \$73,293	\$7,628 \$91,533
63		Monthly Annual	\$6,260 \$75,125	\$7,818 \$93,821
64	Police Commander Wastewater Treatment Plant Superintendent Civil Engineer II Chief Building Inspector	Monthly Annual	\$6,417 \$77,003	\$8,014 \$96,166
65	City Planner Senior Accountant	Monthly Annual	\$6,577 \$78,928	\$8,214 \$98,571
66		Monthly Annual	\$6,742 \$80,901	\$8,420 \$101,035
67		Monthly Annual	\$6,910 \$82,924	\$8,630 \$103,561
68	City Engineer	Monthly Annual	\$7,083 \$84,997	\$8,846 \$106,150

Range Number	Recommended Title	Pay Period	Minimum	Maximum
69	Assistant City Attorney	Monthly Annual	\$7,260 \$87,122	\$9,067 \$108,803
70		Monthly Annual	\$7,442 \$89,300	\$9,294 \$111,524
71		Monthly Annual	\$7,628 \$91,533	\$9,526 \$114,312
72		Monthly Annual	\$7,818 \$93,821	\$9,764 \$117,169
73	City Attorney Director of Administrative Services Director of Engineering and Operations Director of Parks and Recreation Director of Public Services Fire Chief Municipal Court Judge Police Chief Human Resources Director	Monthly Annual	\$8,014 \$96,166	\$10,008 \$120,099

4/9/14  
RESOLUTION NO. 2014- 65

A RESOLUTION ACCEPTING AND APPROVING A 2014-2016 COLLECTIVE LABOR AGREEMENT WITH THE FIREFIGHTERS LOCAL 1499, I.A.F.F. AND AUTHORIZING AND DIRECTING CARL R. DEMSHAR, JR., AS MAYOR OF THE CITY OF ROCK SPRINGS, WYOMING, AND LISA M. TARUFELLI, AS CITY CLERK, OF THE CITY OF ROCK SPRINGS TO EXECUTE SAID COLLECTIVE LABOR AGREEMENT ON BEHALF OF SAID CITY OF ROCK SPRINGS, WYOMING.

WHEREAS, the Firefighters Local 1499, I.A.F.F., has tendered to the City of Rock Springs, a 2014-2016 Collective Labor Agreement setting forth wages and working conditions of employment of the Rock Springs Fire Department employees; and

WHEREAS, the Governing Body of the City of Rock Springs has before it the proposed 2014-2016 Collective Labor Agreement, and given it careful review and consideration; and

WHEREAS, it is considered in the best interest of said City to enter into said 2014-2016 Collective Labor Agreement with the Firefighters Local 1499, I.A.F.F.

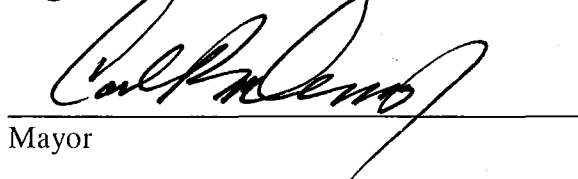
NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ROCK SPRINGS, STATE OF WYOMING:

Section 1. That the terms and provisions of the 2014-2016 Collective Labor Agreement with the Firefighters Local 1499 I.A.F.F. be, and they are hereby, accepted and approved by the City of Rock Springs, State of Wyoming.

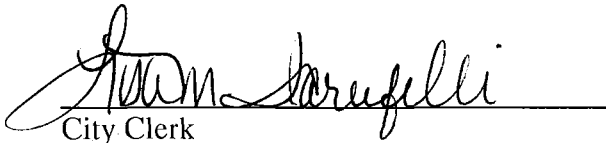
Section 2. That the Mayor of said City be, and he is hereby, authorized, empowered and directed to execute said 2014-2016 Collective Labor Agreement on behalf of said City; and that the City Clerk of said City is hereby authorized and directed to attest said Collective Labor Agreement and to attach to each duplicate original a certified copy of this Resolution.

PASSED AND APPROVED this 15th day of April, 2014.

  
\_\_\_\_\_  
President of the Council

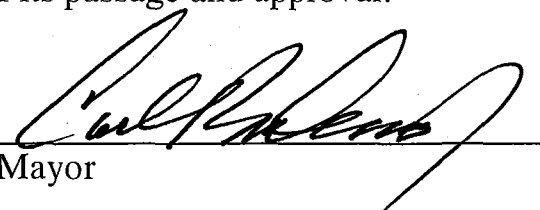
  
\_\_\_\_\_  
Mayor

Attest:

  
\_\_\_\_\_  
City Clerk

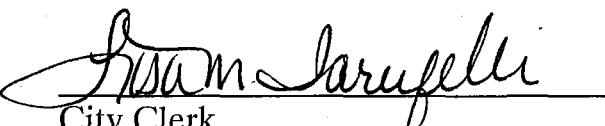
THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Carl R. Demshar, Jr., Mayor of the City of Rock Springs, Wyoming, do hereby proclaim that the foregoing Resolution of the said City of Rock Springs was, on the date thereof, duly and regularly passed and approved by the City Council of the said City of Rock Springs and by the Mayor of said City and attested by the City Clerk of said City, and I do hereby proclaim the same to be in full force and effect from and after the date of its passage and approval.

  
Mayor

THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Lisa M. Tarufelli, City Clerk of the City of Rock Springs, Wyoming, do hereby certify that on this 15<sup>th</sup> day of April, 2014, the foregoing Resolution of the City of Rock Springs was proclaimed by the Mayor of said City to be in full force and effect from and after the passage thereof as set forth in said Resolution, and that the same was posted by me in the office of the City Clerk as directed by the City Council on the 15<sup>th</sup> day of April, 2014, at 7:30 p.m. of said day.

  
City Clerk



2014-2016

COLLECTIVE LABOR AGREEMENT

Between

THE CITY OF ROCK SPRINGS

and .

THE FIREFIGHTERS LOCAL 1499, I.A.F.F.

## COLLECTIVE LABOR AGREEMENT

This Agreement made and entered into on this \_\_\_\_\_ day of \_\_\_\_\_ 2014 by and between the CITY OF ROCK SPRINGS, a municipal corporation of the State of Wyoming, hereinafter referred to as "City", and the FIREFIGHTERS LOCAL 1499, I.A.F.F.

The paid members of the Rock Springs Fire Department of the City of Rock Springs, Wyoming, by a majority, have selected Local 1499 as their exclusive bargaining agent.

Representatives of Local 1499 have asked the corporate authorities for collective bargaining to negotiate a written contract as to wages and working conditions of employment by said Fire Department employees.

The members of IAFF Local #1499 and the Rock Springs Fire Department will have primary first response responsibilities for all calls within the City limits of Rock Springs. This Section does not preclude the City from entering into any secondary mutual aid agreements with any outside agency.

THE PARTIES AGREE AS FOLLOWS:

### ARTICLE I - EFFECTIVE DATE

Pursuant to the parties' agreement, this Collective Labor Agreement shall have a term of two years, commencing on July 1, 2014 and continuing through June 30, 2016. At that time, the Agreement shall be renegotiated for a period of two (2) years.

### ARTICLE II - APPLICATION

This Collective Labor Agreement shall apply to all Fire Department employees of the City of Rock Springs.

### ARTICLE III - COMPENSATION

SECTION 1. WAGES. It is agreed that on the effective dates of this contract Firefighters shall be paid on an hourly basis for all work performed during each of the monthly pay periods identified by the City.

The Firefighters agree to recognize the comprehensive wage and classification study conducted by Personnel Concepts, Inc., and accepted by the City of Rock Springs pursuant to Resolution numbers 2000-174 and 2000-176, which, among other things, included a

recommendation that Fire Department employees be paid within certain ranges having a minimum and a maximum monthly pay rate as identified within the study. The Firefighter Union agrees to have its members placed within the ranges recommended by the study as follows: Firefighter - Range No. 48, Captain - Range No. 57, Battalion Chief - Range No. 61. The Union agrees that once a member reaches the maximum monthly base rate within the range, the member may receive a base wage increase based exclusively upon the increase in the cost of living for southwest Wyoming, as negotiated and agreed upon by the Firefighters Union and the City.

Attached and incorporated herein by this reference is "Exhibit A", which is a chart showing the minimum and maximum pay within the ranges referred to above and the exact placement of each union employee within these ranges. Also included in Exhibit "A" are the following current job descriptions:

Firefighter (Approved by Resolution No. 2009-21, February 3, 2009)

Fire Captain (Approved by Resolution No. 2009-21, February 3, 2009)

Fire Battalion Chief-Fire Inspector (Approved by Resolution No. 2009-21, February 3, 2009)

Fire Battalion Chief (Approved by Resolution No. 2009-21, February 3, 2009)

The City agrees that it may undertake a review of the wage and classification study referred to above as recommended by Personnel Concepts as a part of the study.

Effective July, 1, 2014, the maximum rate of wages for City firefighters shall be increased by 2.5% of its present rate.

Effective July 1, 2015, the maximum rate for such firefighters shall be increased by an additional 2.5%.

Effective July 1, 2014, and July 1, 2015, respectively, the minimum rate for the City's firefighters shall be increased to 80% of the then maximum rate.

All firefighters who have achieved seven or more years of service from the date of their employment with the department or seven or more years of service from the date of promotion within the department, and who were not being paid the maximum rate, shall have their salaries increased to the maximum rate of pay.

All other firefighters who are not receiving the maximum rate of pay shall have their pay increased an additional 3% at the beginning of each fiscal year; however, no firefighter shall have his or her wages increased to more than the maximum rate.

**SECTION 2. HOLIDAY PAY.** Each person employed in the Fire Department who is scheduled to work or called in to work any part of the 24 hour shift beginning at 7:00 AM on all designated City holidays shall be paid at a rate two and one half (2½) times their regular hourly

base rate of pay excluding overtime for those hours actually worked. Those holidays shall include:

New Year's Day January 1	Washington/Lincoln B-day 3rd Monday in February	Good Friday Friday before Easter
Memorial Day Last Monday in May	Independence Day July 4	Labor Day 1st Monday in Sept.
Columbus Day 2nd Monday in October	Veteran's Day November 11	Thanksgiving Day Last Thursday in Nov.
Day after Thanksgiving	Christmas Eve December 24	Christmas Day December 25
New Year's Eve December 31		

Holidays observed during a scheduled vacation period will not be counted as vacation time.

SECTION 2.1. HOLIDAY PAY-Day Personnel. The City agrees to recognize the following holidays *off with pay* for each person employed in the Fire Department who is scheduled to day work.

New Year's Day	January 1
Good Friday	Friday before Easter
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1 <sup>st</sup> Monday in September
Veteran's Day	November 11 <sup>th</sup>
Thanksgiving Days	Last Thursday and Friday in November
Christmas Eve	December 24 <sup>th</sup>
Christmas	December 25 <sup>th</sup>
New Year's Eve	31 <sup>st</sup> of December

When any of the recognized holidays fall on a Sunday, the Monday succeeding shall be recognized as the legal holiday. When any holiday falls on a Saturday, the Friday preceding shall be designated as the legal holiday. If Christmas Eve, falls on a Friday and Christmas falls on a Saturday, or if New Year's Eve falls on a Friday and New Year's Day falls on a Saturday, the following Monday shall be observed as a holiday. If Christmas Eve falls on a Sunday and Christmas day falls on a Monday or if New Year's Eve falls on a Sunday and New Year's Day falls on a Monday, the preceding Friday shall be observed as a holiday.

Holidays observed during a scheduled vacation period will not be counted as vacation time.

Employees that have been on sick leave prior to a holiday will not have the holiday counted as a sick day.

Each person employed in the Fire Department who is assigned to day work who is called in to work any part of the 24 hour day on a designated holidays shall be paid at a rate two and one half (2½) times their regular hourly base rate of pay excluding overtime for those hours actually worked.

For the purpose of calculating unscheduled overtime pay, holidays shall be included in the calculation as though worked.

SECTION 3. FIRE SERVICE TRAINING. Each Firefighter hired before 9/19/2005 through the position of Battalion Chief, who successfully completes a phase of the National Fire Protection Association (NFPA) 1001: Standard for Firefighter Professional Qualifications (the phases being for certification of Firefighter Levels 1 and 2) and NFPA 1002: Standard for Apparatus Driver/Operator Professional Qualifications (the phase being for certification of Fire Apparatus Operator) and receives certification from the State of Wyoming Fire Marshals' office, shall receive a \$25.00 per month increase in salary for each phase.

Each firefighter hired after 9/19/2005 through the position of Battalion Chief who successfully completes a phase of the NFPA 1001: Standard for Firefighter Professional Qualifications, NPQS (Pro Board) accredited (the phases being for certification of Firefighter Levels 1 and 2) and NFPA 1002: Standard for Apparatus Driver/Operator Professional Qualifications, NPQS accredited (Apparatus Driver Operator: Pumper and Apparatus Driver Operator: Aerial being considered one phase of certification), and receives certification from the State of Wyoming Fire Marshals' office, shall receive a \$25.00 per month increase in salary for each phase.

The Fire Department encourages all personnel interested in becoming an Emergency Medical Technician to do so and will pay all fees to attend classes and to obtain certification. With the approval of the Fire Chief and Mayor, employees will be allowed to attend class while on duty. If manpower would be reduced in the City to less than nine (9), the City will make arrangements to cover one duty station at any one time. The Fire Department will provide all documentation, training, and testing fees associated with maintaining certification. Each firefighter, through the position of Battalion Chief, who successfully completes and maintains a phase of the Wyoming Office of Emergency Medical Services Emergency Medical Technician training (the phases being for certification of EMT- Basic, EMT-Intermediate, and EMT-paramedic certification standards), and receives certification from the State of Wyoming Office of Emergency Medical Services, shall receive a cumulative increase in salary of \$37.50 per month for each phase of certification, i.e. - EMT Basic \$37.50, Intermediate \$75.00, and Paramedic \$112.50.

As each phase is completed, the Firefighter shall receive an additional increase in monthly salary for the completed phase. Each increase in salary shall take effect at the beginning of the payroll period following the date on which certification of successful taking, completion and passing of a phase is presented to the City Clerk for verification purposes. The

City Clerk shall include the maximum monthly amount available under this section when computing the maximum monthly salary of a fireman first class.

SECTION 4. OVERTIME PAY. Eligibility for overtime pay shall be determined pursuant to Article 4 of this contract. Unless otherwise specifically identified within this contract all overtime hours worked shall be compensated for at a rate of one and one-half the regular hourly rate of pay. For the purpose of calculating unscheduled overtime pay, all vacation, comp and floating time shall be included in the calculation as though worked. Sick leave shall not be considered as hours worked or included in this calculation. Incentive pay, referred to in Section 3, above, shall be converted to hourly amounts and added to the firefighter's regular rate of pay for purposes of calculating the appropriate overtime rate of pay.

SECTION 5. COMPENSATORY TIME. Firefighters shall be eligible for compensatory time for time worked in addition to their regularly scheduled shifts. Compensatory time shall be accumulated at one and one half (1½) times regular rate (except where otherwise provided in Article III, Section 2, Holiday Pay), for additional hours worked beyond 204 hours as set forth in Article IV, Section 1., Shift Employees. Sick leave shall not be considered as hours worked. Compensatory time will be allowed to accumulate to a maximum of 240 hours with no limit of hours that can be turned in for payment. Any time over 240 hours must be used within 30 days of being earned or monetary pay in lieu of compensatory time shall be given.

Compensatory time must be taken in increments of not less than four (4) hours. Compensatory time which is requested to be taken after 7:00 p.m. must be for the remainder of the 24 hour shift. Compensatory time taken prior to 7:00 p.m. must be taken and used by 11:00 p.m., or the remainder of the 24 hour shift must be taken.

No compensatory time shall be granted during any time in which the number of Firefighters on duty is reduced, for any reason, to less than nine (9) Firefighters for the presently existing three stations. Notification of shift supervisor one (1) hour prior to utilization of compensatory time to allow for station coverage will be required.

SECTION 5.1 COMPENSATORY TIME-DAY PERSONNEL. Day Personnel shall be eligible for compensatory time for time worked in addition to their regularly scheduled shifts. Compensatory time shall be accumulated at one and one half (1½) times regular rate, (except where otherwise provided in Article III, Section 2.1, Holiday Pay), for additional hours worked beyond 40 hours as set forth in Article IV, Section 2., Day Personnel. Sick leave shall not be considered as hours worked. Compensatory time will be allowed to accumulate to a maximum of 240 hours with no limit of hours that can be turned in for payment. Any time over 240 hours must be used within 30 days of being earned or monetary pay in lieu of compensatory time shall be given.

Compensatory time must be taken in increments of not less than *one* (1) hours.

SECTION 6. OVERTIME COMPENSATION. Fire Department employee will have discretion whether overtime compensation will be pay or compensatory time.

SECTION 7. PENSION CONTRIBUTION. The City shall pay its proportionate share into the Firemen's Pension Fund as required by State Law. The City shall make the pension contribution on behalf of all Firefighters required to contribute to the State Plan B pension fund. The City's contribution on behalf of such firefighters shall not exceed six percent (6%) of the firefighter's salary total compensation as defined by W.S. §15-5-402(a)(iii), as amended effective 7-1-2002.

SECTION 8. PROMOTION OR TEMPORARY ASSIGNMENT INTO A HIGHER RANK. At such time as a member of the Fire Department is promoted into a higher ranking position within the Department, he shall be paid in the new pay range at a rate not less than five percent (5%) greater than his existing rate of pay, not to exceed the maximum salary in the new range. In the event an employee is temporarily assigned into a higher rank by the Fire Chief, the employee shall be paid in the new range not less than five percent (5%) greater than his existing rate of pay.

#### ARTICLE IV - HOURS OF WORK

SECTION 1. SHIFT EMPLOYEES. The work period established in this section is recognized as being in conformance with the Fair Labor Standards Act, and to utilize those standards allowed within Section 7(k) of the Act. The work period for employees assigned to shift duty shall be two hundred four (204) hours within a twenty-seven consecutive day period and shall be served in twenty-four (24) hour shifts. For purposes of initiating this work schedule the following dates shall be used:

Platoon A	July 1, 1989
Platoon C	July 4, 1989
Platoon B	July 7, 1989

It is further recognized that the needs of the City will require that overtime hours be scheduled in addition to regular hours on an on-going basis.

SECTION 2. DAY PERSONNEL. The normal work week for day personnel shall be an average of forty (40) hours per week on a basis of eight (8) hours per day. The number of employees assigned as day personnel, including the Fire Chief and Fire Inspector, shall not exceed a total of six (6) persons. All personnel assigned to day work shall have their pay rates calculated on the basis of a forty (40) hour work week using the employee's annual salary divided by two thousand and eighty (2080) hours to determine the hourly pay rate.

SECTION 3. SHIFT TRADES. Shift trades shall be allowed subject to the following conditions:

- a) All trades must be authorized in advance, in writing, by a shift supervisor.

b) All shift trades agreements must be fulfilled within a twelve (12) month period.

c) All shift trades taken must be acknowledged as being voluntary with the employee's signature on the appropriate time card.

SECTION 4. CALL BACK. Any Firefighter called in for duty, while off-duty, shall receive a two-hour (2 hr.) minimum overtime payment.

SECTION 5. OFF-DUTY TRAINING. When a firefighter is called in for mandatory training, he shall be compensated in the usual manner, receive straight time pay for every hour actually worked or spent in training during the 27 consecutive day work period, up to 204 hours. Each firefighter shall receive time and one-half (1 1/2) pay for every hour actually worked or spent in training in excess of 204 hours during the 27 consecutive day work period, except where otherwise provided in this contract. In the event any firefighter is called in for mandatory training during a 27 day work period for which he had vacation time scheduled pursuant to Article V, Section 3, the firefighter shall receive 1½ times regular pay for such training, provided that the vacation time was scheduled prior to the time when the mandatory training was scheduled.

SECTION 6. Transferability. In the event that a vacancy exists in a day personnel position, that is forty (40) hours per week on a basis of eight (8) hours per day, then shift employees within the same rank as the vacancy, shall be given the opportunity to fill the day position. Priority shall be on the basis of seniority within the rank.

In the event that a vacancy exists in a shift employee position, that is two hundred four (204) hours within a twenty-seven consecutive day period and shall be served in twenty-four (24) hour shifts, then day personnel within the same rank as the vacancy, shall be given the opportunity to fill the shift work position. Priority shall be on the basis of seniority within the rank.

## ARTICLE V - VACATIONS AND FLOATING DAYS OFF

SECTION 1. VACATION ELIGIBILITY. Annual vacations shall be determined for the period from January 1st to December 31st of each year. Vacations will be determined by anniversary and seniority dates. The vacation accumulation schedule for employees shall be:

### TOURS OF DUTY

### MONTHS OF CONTINUAL SERVICE

12 hours per month

(1) through (60)

18 hours per month

(61) through (120)



24 hours per month	(121) through (180)
30 hours per month	(181) through (276)
36 hours per month	(277) and up

Firefighters will be allowed to carry over one (1) year's worth of accumulation of vacation from anniversary to anniversary.

## SECTION 2. DAY EMPLOYEE ACCRUAL.

a) Employees assigned to day work, rather than shift work, shall be entitled to annual vacation leave.

Vacation leave shall be computed from the first of the month in which the employee begins employment and shall be based upon continuous service.

Vacation leave shall accrue at the following rates for day shift employees:

YEARS OF SERVICE	RATE
0-5	1 working day per month
6-10	1 1/2 working days per month
11-15	1 3/4 working days per month
16-23	2 working days per month
24 and up	2 1/2 working days per month

b) Vacation leave shall, to the extent possible, be taken during the 12-month period following accrual. Firefighters will be allowed to carry over one (1) year's worth of accumulation of vacation from anniversary to anniversary.

An employee may be allowed to carry over in excess of one (1) year's worth of accumulation of vacation leave with the prior permission of the Chief and Mayor. All hours in excess of one (1) year's worth of accumulation of vacation which have accrued but remain unused shall be paid out pursuant to the provisions of sub-section (d).

c) Requests for annual leave shall be prepared by the employee and submitted to the Chief for approval. Vacation schedules shall be determined by the Chief after considering employee requests, departmental needs and policy, and all other attendant circumstances.

d) Pay in lieu of annual vacation leave will not be granted except as follows:

1. If a day shift employee with one year or more service terminates employment, the employee shall be paid a salary equivalent to the amount of vacation leave available for use at time of termination.

2. If a day shift employee dies and has annual leave to his or her credit, the salary equivalent to the accrued annual leave, together with any unpaid wages owed, shall be paid to his or her estate.
3. When the day employee is unable to take vacation day because of illness or scheduling.

**SECTION 3. VACATION SCHEDULING.** To maximize scheduling opportunities, vacations should be chosen in increments of three (3) 24 hour regularly assigned tours of duty during any five (5) day period for shift employees. However, an employee may choose to use a priority pick for less than three (3) days of that tour of duty. Example: preference would be for an employee to choose scheduled work days – January 1<sup>st</sup>, 3<sup>rd</sup> and 5<sup>th</sup> for one priority pick. Option for one priority pick would be to choose only 2 consecutive shifts or only one of those shifts. Any vacation time not used as a priority pick shall have the same preference as compensatory time and floating days, and shall be granted on a first come first granted basis. Single shift vacation time not chosen as part of the seniority selection process will have the same preference as compensatory time and floating days. Vacation hours taken shall be deducted on an hour for hour basis from the employee's scheduled work period, without differentiation as to regular or overtime scheduled hours of work. Two Firefighters can be scheduled to take vacation at the same time; however, only one may be an officer. The Fire Chief shall have authority to "block out" days for the purpose of scheduling training and to address anticipated manpower shortages during which vacations may not be scheduled. The Fire Chief shall not "block out" days for the purpose of scheduling training until after March 15<sup>th</sup> of the calendar year.

The Union and the City will develop and mutually agree to a plan for vacation scheduling to be implemented and administered by the Fire Chief.

Vacations requested after April 1st will not have priority over floating days, compensatory time or single shift vacation days. Granting of floating days, compensatory time or vacation days will be on a first asked, first granted basis.

**Cancellation.** The employee shall notify their shift officer in charge at least five (5) days prior to the date of the scheduled vacation.

**Exceptions.** Emergencies, i.e. illness, funeral leave, etc., will be reviewed by the Fire Chief. Cancellation of a vacation later than five (5) days prior to the scheduled date shall be at the Fire Chief's discretion.

**Allocation:** The selection of vacation will be based upon seniority, crew by crew. The employee with the most seniority shall have preference for each choice. However, a first choice vacation by a less senior employee shall be given priority over a second choice by an employee with more seniority, etc. Vacation requests after deadlines shall not be given preference and shall be granted on a first asked, first granted basis.

Shift employees will get a priority pick according to years of service.

Months of continuous service:

(1) through (60)	2 Priority Picks
(61) through (120)	3 Priority Picks
(121) through (180)	4 Priority Picks
(181) through (276)	5 Priority Picks
(277) and up	6 Priority Picks

SECTION 4. FLOATING DAYS. Each member of the Fire Department shall be entitled to two (2) floating days off for personal reasons during the period of this agreement, provided, however:

- a) No floating days shall be granted during any time in which the number of Firefighters available on duty is reduced, for any reason, to less than nine (9) Firefighters for the presently existing three stations. Notification of shift supervisor one (1) hour prior to utilization of floating time to allow for station coverage will be required.
- b) It is intended that floating days are to be used during the term of this agreement. Floating days may be substituted for scheduled vacation days in the same pay period. Any floating day not used during the contract period, will be lost or forfeited.
- c) Day personnel must notify the Fire Chief at least (1) one hour prior to utilizing floating days. Day personnel are not subject to the staffing requirements of Article V, section 4;a, when utilizing floating time.

#### SECTION 5. PAYMENT IN LIEU OF VACATION - SHIFT EMPLOYEES.

- a) Pay in lieu of annual vacation leave will not be granted except as follows:
  1. When the shift employee is unable to take vacation day because of illness or scheduling.
  2. If an employee terminates employment, the employee shall be paid a salary equivalent to the amount of vacation leave available for use at time of termination.
  3. If an employee dies and has leave to his or her credit, the salary equivalent to the accrued annual leave, together with any unpaid wages owed, shall be paid to his or her estate.

## ARTICLE VI - SICK LEAVE

**SECTION 1. ACCUMULATION AND DEFINITION.** Those employees of the Fire Department who are regularly scheduled to work shift duty (that being a twenty-four (24) hour shift) shall be entitled to 2/3rds shift (16) hours of sick leave with pay for each month of service and may accumulate sick leave without limit.

Sick leave is earned, paid leave granted to eligible employees which may be used for periods of absence because of personal illness, injury, medical quarantine, medical, dental or optical examinations and treatments, or any temporary disability caused or contributed to by pregnancy, miscarriage or childbirth, when employees are not capable of performing their duties or when health-related services are not available outside of regular working hours.

An employee may also use sick leave for an illness, injury, medical quarantine, medical, dental or optical examination and treatment to immediate family, and for the purpose of attending to immediate family at the time of birth or adoption of a child. Time available may be used when the presence of the employee is necessary and/or when health-related services are not available outside of regular working hours.

Immediate family is defined as parent, stepparent, spouse, brother or sister, child or stepchild, spouse's parent, grandparent, spouse's grandparent or legal guardian. In addition, the Fire Chief may designate as immediate family, an individual who is related by blood or affinity and whose close association with the employee is the equivalent of a family relationship.

**SECTION 2. TIME KEEPING.** Sick leave shall be charged on an hour for hour basis when granted. An employee who is absent from the job for illness or non-occupational injury shall be compensated by sick pay from the first moment of absence, but none of the hours of absence will be considered time worked for FLSA purposes. This will result in a reduction of one-half time pay for the first 12 hours of absence.

**SECTION 3. DOCTOR'S RELEASE.** The Fire Department supervisory personnel shall have the right to require a doctor's release for any Fire Department personnel missing two (2) or more consecutive scheduled work (not including vacation or other scheduled leave) shifts due to sick leave, if misuse of sick leave is suspected or if there is any question as to the ability of the employee to perform his or her duties.

The Fire Chief may, at his discretion, require a doctor's release for an employee, prior to returning to duty, signed by the Department physician and at the Department's expense, following a long-term illness or injury.

**SECTION 4. DAY PERSONNEL.** Those employees of the Fire Department, who are regularly scheduled to work as day personnel (that being an eight (8) hour shift) shall be entitled

to one working day of sick leave with pay for each month of service and may accumulate sick leave without limit.

**SECTION 5. NOTIFICATION.** In order to utilize sick leave, an employee must notify, or cause to be notified, his supervisor, or the supervisor of the preceding shift, at least one (1) hour prior to the start of the employee's shift. An employee must also provide the Fire Chief a brief written and signed statement specifying the relevant date(s) of absence and the general nature of the illness or injury preventing the employee from performing their duty. This statement must be provided as soon as reasonably possible.

In order to utilize family sick leave, an employee must also provide the Fire Chief a brief written and signed statement specifying the relevant date(s) of absence, the relationship of the affected family member, and the necessity of required care. This statement must be provided as soon as reasonably possible. The Fire Chief shall destroy all such documentation after one (1) year's time.

**SECTION 6. SEVERANCE PAYMENT.** Any member of the Fire Department, covered by this agreement, upon completion of 20 years or eligibility to collect disability pension payments at the date of separation, shall be paid for sick leave accumulated up to 1440 hours at 25% of employee current hourly rate on date of separation.

When any member or members of the Rock Springs Fire Department are involved in a layoff or reduction in force, said member or members of the Department shall be notified in writing one hundred eighty (180) days prior to such action.

All such members or member shall receive payment for accumulated sick leave at twenty five percent (25%) of employee current hourly rate up to 1440 hours sick leave.

**SECTION 7. OFF-DUTY EMPLOYMENT WHILE ON SICK LEAVE.** While an employee is placed on sick leave, the employee may not undertake any other employment outside the department during scheduled duty shifts.

**SECTION 8. SICK LEAVE TRANSFER.**

1. To apply for transferred sick leave, fire department personnel must have exhausted all vacation leave, comp time, and sick leave.

2. Full time fire department employees are eligible for transferred sick leave. To apply for transferred sick leave, the eligible employee or his agent must submit a written request for transferred sick leave, accompanied by a medical doctor's verification, to the Fire Chief. Such written request must be submitted at least five (5) days prior to the date when the eligible employee is scheduled to receive a regular pay check from the City. No request will be approved for pay periods preceding the pay period in which a request is submitted.

3. A sick leave transfer may be granted to an eligible employee upon a showing the eligible employee (or a member of the eligible employee's immediate family) has become seriously injured or ill. For purposes of this section, immediate family shall include

grandparents, parents, siblings, children or grandchildren of an eligible employee or an eligible employee's spouse.

- A. No employee shall receive transferred sick leave valued in excess of the gross monthly salary of said employee.
- B. Regular hourly pay will be full payment of these transferred hours. Overtime shall not be a consideration.
- C. In case of emergency, such as incapacity, request for transferred time may be done so by an "agent", (Union Officer), with all other rules applying.
- D. If an employee's illness or injury is permanent in nature, the matter shall be referred to the Mayor by the Fire Chief, who shall advise the employee of alternatives and options, including, but not limited to, disability retirement. (Ord. No. #94-22, 6-21-94)
- E. If retirement is in order, no donated hours in balance shall be allowed by "buy out" upon termination.

4. The Fire Chief may, on behalf of an employee, submit a verbal request followed by a written request to the Sick Leave Transfer Committee, in case of an emergency. An emergency shall include, but not be limited to, situations wherein the eligible employee is unable, for legitimate medical reasons, to submit a written request on his or her own behalf.

The Fire Chief or his designee must notify the Sick Leave Transfer Committee within two (2) working days of the request for sick leave when an emergency occurs under this paragraph.

5. The Sick Leave Transfer Committee shall consist of the Fire Chief, one Battalion Chief, two representatives from Firefighters Local 1499, and a City Councilmember who shall serve on a rotating basis. The Sick Leave Transfer Committee shall meet within three (3) working days after receiving a request for transferred sick leave.

Upon all requests, the Sick Leave Transfer Committee shall consider the nature and extent of the illness or injury, the estimated time of recovery in determining whether an injury or illness is serious.

6. In the event the Sick Leave Transfer Committee approves the request, the matter shall be referred to the Fire Chief who shall solicit the donation of sick leave from all eligible employees in the Fire Department. The names of any donor(s) shall be kept confidential by the Sick Leave Transfer Committee, and any other City employee who must receive such information in order to appropriately track the sick leave of the applicant and all donors. However, the name of the employee who has received approval for his or her request shall be released to potential donors, upon request.

7. Donation: An employee may transfer sick leave hours at the following rate per calendar year:

DONOR'S ACCRUED  
SICK LEAVE

MAXIMUM ANNUAL HOURS  
WHICH CAN BE TRANSFERRED

0 - 80  
81 - 120

16 Hours Maximum  
32 Hours Maximum

121 - 160  
161 - 200  
201 - -----

48 Hours Maximum  
64 Hours Maximum  
20% of Donor's accrued sick leave

Transferred Sick Leave will be applied on a "first donated, first used" basis. All hours first donated, regardless of number, shall be applied to the request prior to applying the hours second donated.

8. The employee may request additional transferred sick leave by filing a written request with the Sick Leave Transfer Committee, which shall rule on the request within three (3) working days.

9. There shall be no limit to the amount of transferred sick leave for which an eligible employee may apply. However, the Sick Leave Transfer Committee shall have the authority to request additional information such as it deems necessary to determine whether the illness or injury is permanent in nature.

10. Transferred sick leave shall not exceed 204 hours per 27 day work cycle per request.

11. Any employee who willfully violates or misuses this sick leave policy or who misrepresents any statement or condition under said policy shall be subject to disciplinary action.

12. It is specifically understood and agreed that firefighters covered by this Agreement shall be permitted to participate in the City of Rock Springs' Sick Leave Transfer program as set forth in the Personnel Policies and Procedures of the City of Rock Springs, Section 801 (i), likewise non-union employees of the City of Rock Springs not covered by this Agreement shall be permitted to participate in this Sick Leave Transfer Program as follows;

- a) The Firefighter Sick Leave Transfer Committee shall provide notice of approved sick leave transfer requests to the City and the City shall provide notice of approved sick leave transfer requests to the Fire Department.
- b) Firefighters shall be permitted to donate sick leave on and hour for hour basis to non-union employees of the City and non-union employees of the City shall be permitted to donate sick leave on and hour for hour basis to firefighter union employees covered by this Agreement.

13. Donors shall be notified (in writing) of the transferred sick leave hours used, immediately following the pay period in which the transferred sick leave hours were used.

**SECTION 9. ORGAN AND TISSUE DONATION.** The City of Rock Springs recognizes the public interest served by organ and tissue donations. The City of Rock Springs shall permit any employee to make a voluntary organ and/or tissue donation without loss of any accumulated sick leave. The employee shall provide as much advance notice of the date of the procedure as reasonably possible and shall provide a physician's statement as to the anticipated length of time required for the employee to recover and return to work. In the event the employee's recovery exceeds the anticipated time, the employee shall provide additional documentation as to the additional time required for the employee to recover and return to work.

## ARTICLE VII - INJURY LEAVE

SECTION 1. FULL PAYMENT. When a member of the Fire Department is incapacitated from duty because of an injury or illness sustained in the performance of his duty, he shall be entitled to injury leave with no deduction from accumulated sick leave. The member shall apply for benefits as provided by the Wyoming Worker's Compensation Act and will be paid full differential pay over and above Worker's Compensation benefits as per grade pay during the period in which he is unable to perform his duties or receive a work release from his position. Injury Leave benefits paid by the City shall be paid until such time as temporary disability benefit payments by Wyoming Worker's Compensation are ceased. If, at the time Wyoming Worker's Compensation benefits cease, the nature of the injury prevents the member from returning to duty, the member shall exercise one of the following options:

1. Immediately apply for retirement or disability pension in accordance with the provisions of the Firemen Pensions and Death Benefits Act. The member will have the option of using sick leave and, when sick leave is exhausted, vacation leave, until such time as he has been accepted for retirement by the Firemen's Pension Fund.

2. Appeal the decision by Wyoming Worker's Compensation to cease benefit payments. During the time the appeal is processed, the member shall use sick leave and, when sick leave is exhausted, vacation benefits and shall continue to be recognized as a full time employee of the City for a period not to exceed six (6) months. If such appeal is successful, any sick leave or vacation benefits used during the period of appeal shall be reinstated and any "back-pay" benefits paid by Wyoming Worker's Compensation to the member shall be turned over to the City. In the event the member is unsuccessful, he shall immediately apply for retirement or disability pension in accordance with the provisions of the Firemen Pensions and Death Benefits Act. The member will have the option of using sick leave and, when sick leave is exhausted, vacation benefits, until such time as he has been accepted for retirement by the Firemen's Pension Fund.

3. Begin using sick leave and, when sick leave is exhausted, vacation benefits for a period not to exceed six (6) months, during which the member shall have an opportunity to apply for any opening within the City for which he is qualified and capable of performing the duties associated with the position. The member will be considered as a full time employee of the City for the purposes of determining the priority of applicants for the position. In the event the member is selected for employment in another department of the City, the member shall not be permitted to carry over any sick leave, vacation or seniority.

SECTION 2. ADDITIONAL COSTS. The City shall pay reasonable and necessary doctor, hospital, medical and surgical expenses incurred by any member of the Department who is injured in the performance of his duties, when not otherwise paid for by Worker's Compensation after the injured employee has exercised all of his rights under Wyoming Worker's Compensation Laws.

SECTION 3. OFF-DUTY EMPLOYMENT WHILE ON INJURY LEAVE. While an employee is placed on injury leave, the employee may not undertake any other employment outside the department during scheduled duty shifts (subject to Wyoming Worker's Compensation guidelines, where applicable).



## ARTICLE VIII - CLOTHING ALLOWANCE

The City of Rock Springs will provide Fire Resistant uniforms for the Fire Department's personnel.

For 24 hour personnel, a maximum of two (2) shirts, two (2) pair of pants and one (1) pair of steel toe boots or shoes will be provided each year. One (1) belt, one (1) pair of coveralls provided every two (2) years. A coat, name plates and badges will be given as needed. Eight hour personnel will receive a maximum of four (4) shirts and four (4) pair of pants, a pair of steel toe shoes or boots each year. A belt and one pair of coveralls every two (2) years along with coats, name plates and badges as needed.

Each Fire Department employee will have the responsibility of the upkeep and maintenance of said apparel. The City will provide all necessary patches. Substitutions of items listed as well as additional uniform items will be considered on a case-by-case, item for item basis, pending approval of the Fire Chief.

## ARTICLE IX - CORRECTIVE LENSES

Any Firefighter losing or damaging his corrective lenses as a direct and proximate result of performing his duties as a Firefighter, shall be reimbursed for the cost of repairs or replacement, unless the same are covered under Worker's compensation. Only one set of lenses for each Firefighter may be repaired or replaced during the period of this agreement. It is not the intent herein to repair or replace corrective lenses which are casually damaged or lost, but only those damaged or lost while the Firefighter was engaged in the extra-hazardous duties of a Firefighter. The loss or damage must be timely reported to the Chief, in writing, within twenty-four (24) hours after the occurrence creating the claim. Fire Fighters in need of corrective lenses in their Self Contained Breathing Apparatus Mask will be provided the lenses at no cost to them.

## ARTICLE X - COMPENSATION FOR WORK IN A HIGHER JOB CLASSIFICATION

Whenever a member of the Fire Department is assigned by the Fire Chief to work in a higher job classification in an acting capacity, he shall receive pay in the assigned pay range at a rate not less than five percent (5%) greater than his existing rate of pay, not to exceed the maximum salary in the new range.

## ARTICLE XI - INSURANCE

The City shall maintain Health/Major Medical Insurance benefits as follows:

## SCHEDULE OF BENEFITS

### DEDUCTIBLES:

Your Deductible per Person per calendar year: \$500

Your Maximum Aggregate Deductible per calendar year: \$1000

NOTE: There is also a separate \$50.00 Deductible per Participant for each Outpatient emergency room admission. This Deductible is in addition to the Deductible amount shown above.

Effective July 1, 2014, the City shall pay eighty-two and one-half percent (82.5%), and each employee shall pay seventeen and one-half percent (17.5%), of the applicable monthly insurance premium.

Effective July 1, 2015, the City shall pay eighty percent (80%), and each employee shall pay twenty percent (20%), of the applicable monthly insurance premium.

These amounts shall be calculated for each employee based upon the overall funding requirements for the insurance plan and the coverage required for the particular employee. The parties recognize and agree that the overall cost of funding the employee health insurance plan is subject to change during the term of this agreement. Any increase in the overall cost of funding this plan will be shared by the parties in the same percentage ratio referred to above. In the event funding levels result in excess amounts over and above the amount necessary to meet the funding requirements for the health insurance plan, these excess amounts will be held in the insurance fund. If excess funds are available in the insurance fund, then, by a majority vote of all covered city employees, such employees will receive a reduction in premium costs, increased or improved benefits or the funds will be used for such purposes as will benefit the employees covered by the plan. These options shall be recommended by the Ad Hoc Insurance Committee after prudent investigation and review.

In addition, the Employer shall provide a term life insurance policy in the amount of Twenty-Five Thousand Dollars (\$25,000) for each employee. From the effective date of this agreement the Term Life Insurance Policy full premium is to be paid by the employer.

The parties agree that the Mayor will appoint a member of the Firefighters Union to the Ad Hoc Insurance Committee.

## ARTICLE XII - FITNESS PROGRAM

Section 1. Recreation Passes. The City will provide, at no cost to the employee, individual and family memberships to the Rock Springs Civic Center and the Rock Springs Family Recreation Center. The City will provide memberships to the Rock Springs White Mountain

Golf Course at fifty percent (50%) of the regular cost for such memberships. For the purposes of this section, a family member is defined as any person who would qualify for coverage under the employee's health insurance plan with the City of Rock Springs.

Section 2. Physical Fitness. During the 2014-2016 contract term, the Union and the City, acting through the Peer Fitness Trainers and Fire Chief, will develop and mutually agree to adopt a policy for implementing and maintaining an on-duty physical fitness program. The physical fitness policy shall include provisions that allow each member to earn up to forty-eight (48) hours of floating time for participating in an annual fitness evaluation and achieving specific individual performance metrics. Floating time earned under this section of the contract shall be classified as "Floating Fitness" and shall be awarded to each employee at the beginning of the next fiscal year. Floating Fitness is intended to be used exclusively as time-off, subject to all benefit time-off and minimum staffing requirements outlined within this Agreement, during the fiscal year, with no additional cash-out or carry-over allowances. Otherwise, the scheduling and use of Floating Fitness time shall be subject to the same limitations as regular floating time.

Section 3. Exemptions. At the discretion of the Fire Chief, personnel who are injured, in recovery from injury, pregnant, etc. may be exempt for that year's fitness evaluation. However, these personnel will need to be monitored by one of the Department fitness trainers for the year the evaluation was not completed.

## ARTICLE XIII - OUTSIDE TRAINING

SECTION 1. OPPORTUNITY. There is hereby created an opportunity for outside training for Firefighters, in addition to the normal training courses provided within the Fire Department.

SECTION 2. AUTHORIZATION. A representative of the Fire Department may approach the City to obtain approval for one or more Firefighters to attend certain courses of study which may be available. The courses of study shall be for the purpose of increasing their knowledge and proficiency as Firefighters, to the general benefit of the Department and the City. The City may approve attendance of the proposed courses, taking fully into consideration budgetary factors and the extent of the benefits derived by the City and its Firefighters from said courses. Paid time off may be granted for authorized union functions upon review of course outline and approval of the Fire Chief and Mayor.

SECTION 3. REIMBURSEMENT. Any member of the Department who successfully completes an approved course of study shall be reimbursed by the City for reasonable and necessary costs involved.

## ARTICLE XIV - SENIORITY

The City shall establish a seniority list of continuous service from the date of appointment. This list shall specify each Fire Department member's name, effective hiring date, current classification, and effective date of promotion into the current classification. This list shall be brought up to date on January 1st of each year and following each Department promotion and immediately posted thereafter on the central fire station and substation bulletin boards for a period of not less than thirty (30) days. Any objections to the seniority list as posted shall be reported to the City within ten (10) days or it shall stand as approved.

## ARTICLE XV - GRIEVANCES

SECTION 1. GRIEVANCE COMMITTEE. Firefighters Local 1499 may form a Grievance Committee. This Committee shall, from time to time, acquaint itself with the grievances which any Firefighters governed by this agreement desire to submit to it. The Committee may make representation to the Chief of the Rock Springs Fire Department for the purpose of obtaining rectification of grievances. Furthermore, this Committee can make grievances in all cases of non-observance of this agreement by the City.

SECTION 2. PROCEDURES. The method of settlement of grievances shall be as follows:

- Step 1. The grievance must be entered in writing and presented to the Chief of the Rock Springs Fire Department within fifteen (15) calendar days of the occurrence upon which it is based or fifteen (15) calendar days of receipt by the aggrieved party of the paycheck if the grievance involves payroll or benefits. The Chief shall set a hearing date for the representative of the Grievance Committee within eight (8) days after such presentation of grievance. The Chief shall thereafter render a decision in writing within fifteen (15) days after said hearing.
- Step 2. If the Chief's decision is considered unsatisfactory, the Grievance Committee may, within fifteen (15) days thereafter, appeal such decision, in writing, to the corporate authorities. The corporate authorities shall then render their decision within fifteen (15) days after said written appeal.
- Step 3. If the decision of the corporate authorities is not considered satisfactory, within fifteen (15) days thereafter, Local 1499 may inform the City, in writing, of its desire to exercise its right to arbitration in accordance with the provisions of the Uniform Arbitration Act.

## ARTICLE XVI - STRIKES

The members of Local 1499 agree not to engage in any form of strike or work stoppage against the City.

## ARTICLE XVII - RULES, REGULATIONS AND LAWS

All Federal, State and Local laws and regulations including the Fair Labor Standards Act, State Statute, and local Civil Service Regulations will be upheld by the City and Local 1499.

## ARTICLE XVIII - UNION BUSINESS TIME OFF

SECTION 1. GRIEVANCE COMMITTEE TIME. The members of the Union Grievance Committee shall be granted leave from regularly assigned duties, with full pay, for actual time spent at all meetings between the City and the Union for the purpose of processing valid grievances.

SECTION 2. GRIEVANCE COMMITTEE RELIEF. Those members of the Fire Department who relieve said Union Grievance Committee officials while they are engaged in processing grievances shall receive overtime pay for each relief hour worked.

## ARTICLE XIX - MANAGEMENT RIGHTS

The City shall have the right to direct and manage the operations of the Fire Department, except as otherwise provided in this agreement or contrary to any and all Civil Service Rules, Regulations and Laws.

## ARTICLE XX – DEPARTMENT PHYSICALS; DRUG AND ALCOHOL TESTING

SECTION 1. DEPARTMENT PHYSICAL EXAMINATIONS. It is recognized that due to the nature of the job of fire fighting periodic physical examinations will be required of all Fire Department personnel.

A. Periodic physical examinations shall be conducted, no more often than once per year, and a fit-for-duty recommendation must be obtained from the Department physician.

SECTION 2. DRUG AND ALCOHOL TESTING. The Fire Department recognizes illegal drug usage and abuse of alcohol as a threat to the public health, safety and welfare and the employees of the department. Thus, the City of Rock Springs management will take necessary steps, including random drug and alcohol testing, to eliminate illegal drug usage, and to eliminate the abuse of alcohol on the job. It is the goal of this policy to prevent and rehabilitate rather than terminate the employment of workers who may be abusing drugs or alcohol. No member of the Fire Department shall be discharged for illegal drug use or abuse of alcohol without first having been offered the opportunity to discontinue use either through personal choice or by treatment for chemical dependency, if such treatment is needed.

Drug and alcohol testing shall be administered at a facility authorized to conduct random drug and alcohol screening related to Commercial Drivers Licenses, as regulated by the Department of Transportation pursuant to 49 C.F.R. § 40 et. seq. It is the intent of the parties that the testing procedures used shall be consistent with those used to test other employees of the City of Rock Springs who are required to possess a Commercial Driver's License. Details relative to procedures for testing pursuant to these provisions shall be specified in a Fire Department Policy adopted pursuant to subsection O., below.

A. All employees subject to said tests will be fully informed of the testing policies and procedures in the Fire Department Policy Manual and Regulations before the test is administered. No employee shall be tested until this information is provided to him or her.

B. An employee will be placed on immediate sick leave or, if sick leave is unavailable, leave without pay, and alcohol and drug screening tests will be administered under any or all of the following conditions:

1. There is reasonable suspicion to believe that the employee to be tested is under the influence of alcohol or any illegal substance. (Definition of reasonable suspicion - glazed eyes, smell of alcohol, slurred speech, wobbly walk, change of attitude, aggressiveness, passed out, change in normal appearance, etc.)

a. Reasonable suspicion will be determined by one on duty officer and the Fire Chief, or Fire Inspector or Battalion Chief. If the Chief, or Fire Inspector, or Battalion Chief cannot be reached, an off duty officer will be called in to help make the determination. (Both officers have to agree and document observations.) Training will be given to officers on how to recognize drug and alcohol use and proper methods of confrontation.

b. If alcohol use is reasonably suspected, alcohol testing shall be performed. The suspected employee shall be tested by means of a certified breathalyzer test to determine if the employee has a prohibited blood alcohol concentration (BAC) of 0.05% in his/her system. If the breathalyzer shows a prohibited concentration of alcohol, a second breathalyzer test will be performed to verify the first breathalyzer test. If the second test is below 0.05% BAC the result will be reported as a negative test.

2. Chemical tests of employees may be required immediately following work related accidents which involve death or personal injury to self or others and/or significant property damage, if any question exists as to who was at fault.

a. If alcohol use is reasonably suspected as being a factor in a work related accident which involves death or personal injury to self or others, and/or significant property damage, alcohol testing shall be performed. The suspected employee shall be tested by means of a certified breathalyzer test to determine if the employee has a prohibited blood alcohol concentration (BAC) of 0.05% in his/her system. If the

breathalyzer shows a prohibited concentration of alcohol, a second breathalyzer test will be performed to verify the first breathalyzer test. If the second test is below 0.05% BAC, the result will be reported as a negative test.

C. Each member of each fire crew will be selected at random for drug and alcohol testing once each contract year. The parties agree that each fire crew, as a whole, will be selected for random testing. In the event that any member of the fire crew is not available on the date selected for random testing, such member will be selected for testing on the next duty shift. In the event a member of another crew is filling in for an absent crew member, that member will not be tested until such time as his or her crew is selected for random testing. Day personnel (8 hour) shall be treated as a separate crew for purposes of drug and alcohol testing under this Article.

The method for selecting employees for random alcohol and drug testing shall be mutually agreed upon by the parties; however, the method must be scientifically valid and must result in each firefighter having an equal chance of being tested each time a selection is made.

Tests will be unannounced and spread throughout the contract year.

Testing specimens may be collected either on-site or off-site, utilizing appropriate methods and facilities. Upon notification of selection, firefighters shall proceed immediately to the test site; provided, however, that if a firefighter is performing a safety-sensitive function at the time of notification, he or she shall be properly relieved of his or her performance of that function before proceeding to the test site.

D. When drug and/or alcohol testing is to be done for any reason other than random testing the employee to be tested shall be advised, in writing, of the fact that he will be tested and the reasons therefor.

E. Employees who refuse to submit to testing pursuant to the provisions of this agreement will be subject to disciplinary and/or administrative actions in accordance with Chapters VI and VII of the City of Rock Springs Fire Department Civil Service Rules and Regulations.

F. Test results shall be treated with the same confidentiality as other employee personnel records.

G. A positive and confirmed test result will be the basis for immediate placement on sick leave until an investigative or disciplinary review by the Chief is concluded. If, at the time a drug or alcohol screening test is administered, the employee is placed on sick leave, and the results of the test are later confirmed negative, the employee will be compensated as to his regular duty assignment with no time lost and no sick leave deducted. In the case of alcohol, a negative test would be a confirmed blood alcohol content below .05%.

H. An employee's legal and medically approved drug use shall not result in any

disciplinary action to that employee. All firefighters will notify their supervisor in writing when taking any prescription medication and agree that a letter from their physician may be required stating that any medications the physician has prescribed for the firefighter will not impede his job performance.

I. With the exception of first time detection under Article XX of this Collective Labor Agreement, positive, confirmed results of alcohol and drug screening tests may result in disciplinary action. First time detection under Article XX shall not result in dismissal. It shall be the policy of the City, however, to consider seeking the rehabilitation of employees with a self-admitted or detected alcohol or substance abuse problem. Exceptions shall be employees who have previously, under the terms of Article XX, been referred one or more times for an alcohol or substance abuse problem. Employees who have been referred more than one time may be refused sick leave benefits under this section.

J. At any time, an employee may voluntarily enter a chemical dependency program without fear of disciplinary actions against him or her. While undergoing evaluation and treatment, the employee may receive the usual compensation and fringe benefits provided for any other sick leave.

K. Once an employee successfully completes rehabilitation, he shall be returned to his regular duty assignment. Once treatment and any follow-up care is completed, at the end of five years the records of treatment and positive drug or alcohol test results will be expunged from the employees City Personnel file. The employee will be given a fresh start with a clean administrative record.

L. With the adoption of Article XX in this Collective Labor Agreement, any records relating to employees who may have been involved in rehabilitation or disciplinary action relating to drug or alcohol abuse, will be considered null and void.

M. Upon the request of an individual employee, the employee shall be entitled to the presence of a union representative during the administration of any chemical test administered pursuant to this agreement. If, however, a union representative is unavailable or not readily available, the employee shall self-appoint a Rock Springs Fire Department Union member and then proceed to be tested in a timely manner, so as not to affect the outcome of the test(s).

N. The union may inspect individual test results only if the release of this information is authorized by the individual involved.

O. The Union and the City agree that the details relative to the testing will be specified in a written Fire Department Policy. The Union will be consulted and informed during the policy making process and shall have input in these processes. The Union and the City agree to meet as a committee of two City and two Union during this process.

P. The adoption of Article XX is in no way intended to supersede or waive an



employee's Federal or State Constitutional Rights.

#### ARTICLE XXI - REDUCTION IN FORCE

SECTION 1. NOTIFICATION. When any member or members of the Rock Springs Fire Department are involved in a layoff or reduction in force, said member or members of the Department shall be notified in writing one hundred eighty (180) days prior to such action and agree to meet to renegotiate within 15 days of notification.

SECTION 2. SEVERANCE PAY. When any member or members are involved in a reduction in force, all such members or member shall receive one (1) week salary for each completed year or fraction of a year service, with a maximum of twelve (12) weeks, severance pay. Any member involved in a layoff or reduction in force shall also be eligible for severance payment as set forth in Article VI, Section 6.

#### ARTICLE XXII - RENEWAL CLAUSE

Either party desiring to amend this agreement shall notify the other, in writing, at least one hundred twenty (120) days before the last day on which money can be appropriated by the City to cover the agreement period. If such notice is given, the original provisions shall remain in full force and effect until such time as any amendments are agreed upon by both of the parties hereto.

#### ARTICLE XXIII - SAVINGS CLAUSE

SECTION 1. SAVINGS CLAUSE. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

#### ARTICLE XXIV - OTHER BENEFITS

Fire Department personnel and retired Fire Department personnel will be allowed to use Apparatus Floor for personal use on or off duty, subject to Fire Department Rules and Regulations.

#### ARTICLE XXV - ON THE JOB DEATHS

The City agrees to provide health insurance benefits (through the City's Health/Major

Medical Insurance Plan for the spouse (until he/she remarries) and all eligible dependents (until otherwise ineligible) for any Firefighter killed in the line of duty.

#### ARTICLE XXVI - MISCELLANEOUS

Budget Chairman agrees to inform Firefighters Local 1499 President in writing monthly on expenditures, revenues, unanticipated revenues and general financial condition of the City beginning July 1, 1995.

#### ARTICLE XXVII - ADDITIONAL LEAVE

Section 1. Paid Funeral Leave. A 24-hour employee of the Fire Department may be granted up to three (3) tours of duty in each such case, or an 8-hour employee of the Fire Department may be granted up to five (5) working days in each such case, to attend the funeral of immediate family as approved by the Fire Chief. Requests for funeral leave to attend the funeral of others of a close personal relationship to an employee may be approved by the Fire Chief. The Fire Chief may grant in excess of three (3) tours of duty for 24-hour employees, or five (5) working days for 8-hour employees, if in his judgment, the circumstances warrant it.

Section 2. Leave of Absence Without Pay. Upon application, the Fire Chief with approval of the Mayor, may grant an employee a leave of absence without pay for a period not to exceed one year, but no vacation or sick leave credit shall accrue during any such leave period. Employees on a leave of absence must pay their own insurance premiums, and must gain prior approval of the governing body if they wish to maintain coverage.

Section 3. Family and Medical Leave. The City of Rock Springs and Firefighters Local 1499 agree to comply with all the mandates of the Family Medical Leave Act.

#### ARTICLE XXVIII - COMPANY STRENGTH

The City of Rock Springs shall maintain a minimum of nine (9) firefighters on duty for the existing 3 stations.

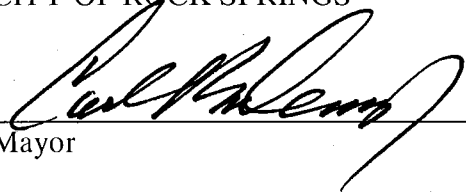
#### ARTICLE XXIX - SAFETY AND HEALTH

The Fire Department will establish an occupational safety and health committee in accordance with the current edition of N.F.P.A. 1500, Section 4.5 Occupational Safety and Health Committee.

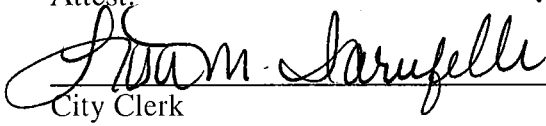
IN WITNESS WHEREOF, this agreement has been executed in duplicate the day and year first above written.

CITY OF ROCK SPRINGS

By:

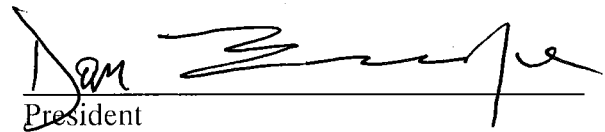
  
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Mayor

Attest:

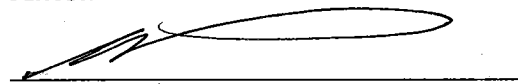
  
\_\_\_\_\_  
City Clerk

FIREFIGHTER'S LOCAL 1499 I.A.F.F.

By:

  
\_\_\_\_\_  
President

Attest:

  
\_\_\_\_\_  
Secretary / Treasurer

**Exhibit A**

**Effective July 1, 2014**

**2.50% cola  
3.00% movement**

Range No.	Title	Minimum Monthly	Maximum Monthly	Hourly Rate	Overtime Rate	Maximum Hourly	Max Overtime Rate
61	Battalion Chief	6,064.00	7,574.00	26.39	38.63	32.96	49.44
	Blanksvard, Carl			32.96	49.44		
	Gatti, Ron			32.96	49.44		
	Cozad, Rick			32.96	49.44		
57	Captain	5,494.00	6,861.00	23.91	35.87	29.85	44.78
	Wissel, Scott			29.85	44.78		
	Hinesley, Dan			29.85	44.78		
	Reese, Lee			28.60	42.90		
	Paulson, Scott			27.79	41.69		
	Colbert, Tony			27.79	41.69		
	Ransom, Chris			27.45	41.18		
	Atkins, Ron			27.45	41.18		
	Reese, Nathan			27.45	41.18		
48	Firefighter	4,399.00	5,494.00	19.13	28.70	23.91	35.87
	Hildebrant, Dale			23.91	35.87		
	Fausett, Ben			23.91	35.87		
	Erramouspe, Dom			23.91	35.87		
	Hafner, Kevin			23.91	35.87		
	Gil, Christopher L.			23.91	35.87		
	Swedlund, Mitchell			23.91	35.87		
	Forrest, Michael			23.91	35.87		
	Kourbelas, Steven			23.91	35.87		
	Taylor, Amy			23.91	35.87		
	Cristanelli, Jason			22.68	34.02		To Max 12/6/2014
	Cox, Dillon L			22.68	34.02		To Max 1/8/2015
	East, Lance			21.81	32.72		
	Mathis, Kelly			21.81	32.72		
	Casey, Steve			21.81	32.72		
	Bryant, Justin			21.17	31.76		
	Floyd, Keith L			21.17	31.76		
	Lancaster, Seth			21.17	31.76		
	Wells, Shawn W.			20.92	31.38		
	Corbin, Darnell			20.92	31.38		
	McClendon, Kyle			20.92	31.38		
	Brasington, Nathan			19.70	29.55		

\*All calculations are based on employee hourly rate. Monthly rates listed are approximate.

Exhibit A**Effective July 1, 2015**

2.50% cola

3.00% movement

Range No.	Title	Minimum Monthly	Maximum Monthly	Hourly Rate	Overtime Rate	Maximum Hourly	Max Overtime Rate
61	Battalion Chief	6,216.00	7,763.00	27.05	40.58	33.78	50.67
	Blanksvard, Carl			33.78	50.67		
	Gatti, Ron			33.78	49.44		
	Cozad, Rick			33.78	49.44		
57	Captain	5,631.00	7,033.00	24.51	36.77	30.60	45.90
	Wissel, Scott			30.60	45.90		
	Hinesley, Dan			30.60	45.90		
	Reese, Lee			30.20	45.30		To Max 12/15/2015
	Paulson, Scott			29.33	44.00		
	Colbert, Tony			29.33	44.00		
	Ransom, Chris			28.98	43.47		
	Atkins, Ron			28.98	43.47		
	Reese, Nathan			28.98	43.47		
48	Firefighter	4,509.00	5,631.00	19.61	29.42	24.51	36.77
	Hildebrant, Dale			24.51	36.77		
	Fausett, Ben			24.51	36.77		
	Erramouspe, Dom			24.51	36.77		
	Hafner, Kevin			24.51	36.77		
	Gil, Christopher L.			24.51	36.77		
	Swedlund, Mitchell			24.51	36.77		
	Forrest, Michael			24.51	36.77		
	Kourbelas, Steven			24.51	36.77		
	Taylor, Amy			24.51	36.77		
	Cristanelli, Jason			24.51	36.77		
	Cox, Dillon L			24.51	36.77		
	East, Lance			23.03	34.55		To Max 7/7/2015
	Mathis, Kelly			23.03	34.55		To Max 12/8/2015
	Casey, Steve			23.03	34.55		To Max 3/30/2016
	Bryant, Justin			22.35	33.53		
	Floyd, Keith L			22.35	33.53		
	Lancaster, Seth			22.35	33.53		
	Wells, Shawn W.			22.08	33.12		
	Corbin, Darnell			22.08	33.12		
	McClendon, Kyle			22.08	33.12		
	Brasington, Nathan			20.80	31.20		

\*All calculations are based on employee hourly rate. Monthly rates listed are approximate.

6/25/14  
RESOLUTION NO. 2014- 113

A RESOLUTION ACCEPTING AND APPROVING A LABOR AGREEMENT BETWEEN THE INTERNATIONAL UNION OF UNITED MINE WORKERS OF AMERICA AND THE CITY OF ROCK SPRINGS, WYOMING, AND DIRECTING CARL R. DEMSHAR, JR., AS MAYOR OF THE CITY OF ROCK SPRINGS, WYOMING, AND LISA M. TARUFELLI, AS CITY CLERK OF THE CITY OF ROCK SPRINGS, WYOMING, TO EXECUTE SAID AGREEMENT ON BEHALF OF SAID CITY.

WHEREAS, the International Union of the United Mine Workers of America has tendered to the City of Rock Springs a Labor Agreement, setting forth wages and working conditions of employment of the bargaining unit comprised of regular full-time nonexempt personnel of the City of Rock Springs; and

WHEREAS, the Governing Body of the City of Rock Springs has before it the proposed Labor Agreement, and has given it careful review and consideration; and

WHEREAS, it is considered in the best interest of said City to enter into said Labor Agreement with the International Union of the United Mine Workers of America.

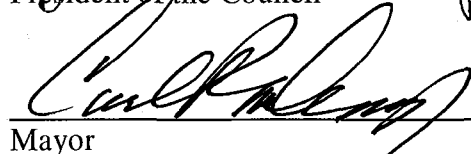
NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ROCK SPRINGS, STATE OF WYOMING:

Section 1. That the Labor Agreement with the International Union of United Mine Workers of America, attached hereto and by this reference made a part hereof, be and it is hereby accepted and approved by the Governing Body of said City.

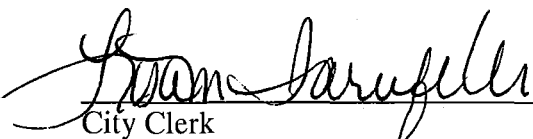
Section 2. That the Mayor of the City of Rock Springs, be, and he is hereby authorized, empowered and directed to execute said Labor Agreement on behalf of said City; and that the City Clerk of said City, be, and she is hereby, authorized and directed to attest said Labor Agreement and to attach to each duplicate original of said Labor Agreement a certified copy of this Resolution.

PASSED AND APPROVED this 1st day of July, 2014.

  
\_\_\_\_\_  
President of the Council

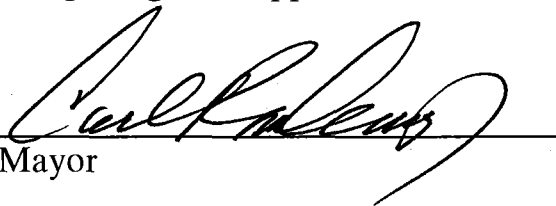
  
\_\_\_\_\_  
Mayor

Attest:

  
\_\_\_\_\_  
City Clerk

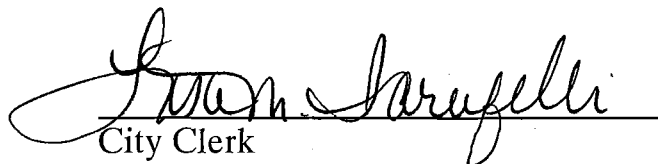
THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Carl R. Demshar, Jr., Mayor of the City of Rock Springs, Wyoming, do hereby proclaim that the foregoing Resolution of the said City of Rock Springs was, on the date thereof, duly and regularly passed and approved by the City Council of the said City of Rock Springs and by the Mayor of said City and attested by the City Clerk of said City, and I do hereby proclaim the same to be in full force and effect from and after the date of its passage and approval.

  
Mayor

THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Lisa M. Tarufelli, City Clerk of the City of Rock Springs, Wyoming, do hereby certify that on this 1<sup>st</sup> day of July, 2014, the foregoing Resolution of the City of Rock Springs was proclaimed by the Mayor of said City to be in full force and effect from and after the passage thereof as set forth in said Resolution, and that the same was posted by me in the office of the City Clerk as directed by the City Council on the 1<sup>st</sup> day of July, 2014, at 8:15 p.m. of said day.

  
City Clerk

**LABOR AGREEMENT  
BETWEEN**

**UNITED MINE WORKERS  
OF AMERICA  
LOCAL UNION 4893**

**AND**

**CITY OF ROCK SPRINGS, WY**

**JUNE 2014**



## **ARTICLE I - ENABLING CLAUSE - PURPOSE**

This agreement is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2014, between the International Union of the United Mine Workers of America (UMWA) (hereinafter referred to as the "Union") and the City of Rock Springs, Wyoming (hereinafter referred to as the "City"). Both parties being desirous of maintaining a harmonious relationship between themselves for the benefit of protecting the best interest and fraternal relations of both the Union and the City, and for the purpose of defining their mutual rights and obligations, do agree as follows:

## **ARTICLE II - SCOPE AND COVERAGE**

### **Section (a) Recognition**

The City, pursuant to Ordinance 95-03, hereby recognizes the Union as the sole and exclusive bargaining representative for the bargaining unit comprised of regular full time nonexempt personnel. The bargaining unit shall not include Rock Springs Fire Department firefighters who are represented by Local 1499 of the I.A.F.F.

### **Section (b) Preservation of Bargaining Unit Work**

The City may contract out or subcontract any work normally performed by employee members of the bargaining unit in emergency situations, government(s) service consolidation or reorganization, and in cases of unexpected revenue losses. Emergencies are defined as anything that threatens City property or the health and safety of any employee and/or the public as determined by the governing body or the Mayor.

The City shall, in cases other than emergencies and if practicable, provide the Union at least six (6) months notice of any such action. The City shall make a good faith attempt to keep the affected employees employed. The City may assign employees to other similar positions, in the same grade and pay level, if available within the City, without loss of pay, benefits and seniority. If no jobs are available in their field, an earnest attempt will be made to assign employees to other available positions for which they are qualified. If no jobs are available, employees will be subject to layoff. The City shall meet with Union representative two (2) weeks prior to any layoff date and shall inform the Union of the employees who are to be laid off.

Supervisory employees who are exempt from membership in the bargaining unit may perform work as they deem necessary in the course of efficiently maintaining services or production. The City will endeavor to avoid laying off bargaining unit employees due to the assumption of work duties by said supervisory employees.

### **Section (c) No Discrimination**

Neither the City nor the Union shall discriminate against any applicant for employment or employee on the basis of Union or non-union affiliation. Both the City and the Union agree to comply with all State and Federal anti-discrimination laws.

### **Section (d) Scope of Bargaining**

The City and the Union shall bargain in good faith on wages, benefits and other terms and conditions of employment not in conflict with the exclusive rights of the employer as set forth in Ordinance 95-03, Section 6.

### **Section (e) Terms of Agreement**

This agreement shall be in effect for the period of three (3) years from the 1<sup>st</sup> day of July, 2014 through the 30<sup>th</sup> day of June 2017. EXCEPT that provisions relating to wages and insurance (subject to Rock Springs Ordinance 93-23) shall be reviewed annually and other economic benefits may be reviewed upon the agreement of both parties.

### **Section (f) Negotiations for a Successor Agreement**

Negotiations for a successor agreement shall open upon receipt of written notification by either party to the other no earlier than 120 days nor later than 60 days prior to the expiration of this Agreement.

### **Section (g) Severability Clause**

If any provisions of this Agreement declared to be invalid or in conflict with any federal or state statute or any municipal ordinance, all other provisions of this Agreement will remain in full force and effect.

### **Section (h) No Strike/Lockout**

Strikes and/or lockouts are completely and exclusively subject to the provisions of Ordinance 95-03, and neither shall occur in conflict with those provisions.

### **Section (i) Probationary Period**

All newly hired employees shall be considered probationary employees for a period of six (6) months unless: (1) such employee is hired to fill a vacancy left by an employee who is on probation in a new position and who could be returned to the former position, in which case such employee's probation shall be extended to match that of the former employee, or, (2) such employee must receive training and/or certifications. In the event that the employee's employment requires that he/she receive training and/or certifications, such employee's probationary period shall be extended for a period of

six (6) months beyond the completion of such training and/or certification. Employees shall be subject to dismissal or termination from employment without cause during this probationary period and shall have no recourse whatsoever under the terms of this agreement. The six (6) month probationary period may be shortened to a lesser period of time with the approval of the Department Head and the Mayor.

Employees who are appointed into a new position or job shall be on probation for a period of six (6) months unless such employee must receive additional training and/or certifications. In the event that the employee must receive additional training and/or certifications, such employee's probationary period shall be extended for a period of six (6) months beyond the completion of such training and/or certifications. Employees who are unable to achieve the required certification during this period shall be returned to their former positions at their former rates of pay, but without loss of seniority or benefits.

The probationary period for police officers shall be set forth in Wyoming Statutes Section 15-5-101 et.seq. and the Rules and Regulations of the Rock Springs Police Civil Service Commission.

#### **Section (j) Prior Practice and Custom**

This Agreement is intended to supersede all existing and previous policies, practices and/or customs which it affects and with which it would otherwise conflict. All existing and prior policies, practices and/or customs which do not conflict with these provisions shall remain in full force and effect. The provisions of this Agreement as well as any policies, practices and/or customs shall be superseded by and subject to any Federal or State statute or municipal ordinance with which it conflicts.

The Policy and Procedures Manuals covering the Police Department and all other City Departments which are in effect as of the start of this Agreement, shall not be considered part of this Agreement. Whenever a dispute arises between this Agreement and the Policy and Procedures Manual this Agreement shall prevail.

### **ARTICLE III - MANAGEMENT RIGHTS**

Management rights shall be completely and exclusively subject to and exercised in accordance with the provisions of Ordinance 95-03.

### **ARTICLE IV - UNIONS RIGHTS**

Union rights shall be completely and exclusively subject to and exercised in accordance with the provisions of Ordinance 95-03.

### **Section (a) Union Business**

The Authorized Representative of the Union shall be permitted reasonable access to facilities of the City, for the purpose of conferring with the City and administering the terms of this Agreement. The time and place of any meeting involving the administration of this Agreement shall be agreed upon by the parties and shall, to the extent possible, be held at times and places which do not require the Authorized Representative or employees to be taken away from their assigned duties or to interfere with the rights of the parties under Article III and Article IV of this Agreement. Employees who are required to attend such a meeting during working hours shall suffer no lost wages for time spent at the meeting. Nothing in this section shall diminish an employees rights to representation under Article X Grievance Procedure.

Employees shall have the right to campaign for Union office or on behalf of others seeking Union office during non-work time in non-work areas, provided there is no interference with operation of the City.

The City recognizes the right of the Union to designate no less than one grievance committee person per department and one alternate grievance committee person in each department.

The City further agrees to permit a Union spokesperson a brief opportunity to introduce the new employee to the Union, during orientation.

### **Section (b) Leave for Union Business**

Employees who have an official request from the International Union (United Mine Workers of America) for a temporary leave of absence to participate in Union activities and to serve as District or International Officers or Representatives, shall be granted such leave if the Mayor agrees that the leave will not create an unreasonable hardship for the City. Employees granted such a leave shall retain their seniority while on leave. Upon expiration of such leave, the employee shall be entitled to return to work at the same job classification and rate of pay.

No more than one (1) employee, at any one time covered by this Agreement shall be granted a temporary unpaid leave of absence for Union business not to exceed four (4) months. If there is more than one official request for temporary leave, it must be mutually agreed upon by the City and the Union.

Permanent Union appointees and those employees who are elected to District or International office shall be granted leaves without pay not to exceed their respective terms of office or appointment. No more than one (1) employee will be granted leave as a permanent appointee, or to serve as a District or International Officer. During such leave the employees shall be required to make payments for health insurance.

### **Section (c) Union Bulletin Board**

The City agrees to provide bulletin boards or bulletin spaces for the Union's use, and the Union agrees to post notices or information of interest to the Union membership including findings of the Communications Committee (Article V).

### **ARTICLE V - COMMUNICATIONS COMMITTEE**

Both parties to this Agreement recognize that City services and property must always be provided and maintained in a safe, efficient and productive manner. The Bargaining Unit and the City realize that they are ultimately responsible to the citizens for their job responsibilities.

In order to further implement this expression of purpose, the Communication Committee shall continue to function during the term of this Agreement. The Union representation of the Committee shall be the Local President, the Grievance Committee Chair, and the Safety Committee Chair. The City representation of the Committee shall be the Mayor, appropriate Department Heads, and a member at large. The Employer and Union members of the Committee shall meet at mutually agreeable times, but no less than once each month. The function of the Committee shall be to identify and discuss any problems or potential problems.

The functioning of this Committee shall not affect the existing rights of either party under any other provision of this Agreement.

### **ARTICLE VI - CHECK-OFF**

The membership dues, including initiation fees, and assessments of the United Mine Workers of America and its various subdivisions, and other voluntary deductions, for all bargaining unit employees, from whom written authorization is received and as authorized and approved by the International Union United Mine Workers of America, shall be checked off the wages of the Employees by the Employer covered by this Agreement, and shall be remitted monthly to the properly designated officers of the United Mine Workers of America, within thirty (30) days of the deduction. Within thirty (30) days of the deduction, the City shall also submit an itemized statement showing the name of each employee, the employee's social security number, the amount deducted and year to date totals.

### **ARTICLE VII - PERSONNEL FILES**

All employees within the bargaining unit will have the right, upon request, to review the contents of their personnel file. All employees shall have the right to submit a statement concerning any adverse material in the employee's file within thirty (30) days from the date the adverse action is taken or within thirty (30) days from the time the employee is notified of the filing of the adverse material. Such statement shall become part of the employee's personnel file. The personnel file shall not contain adverse records unrelated to employment. No adverse material shall be placed in the

personnel file without notification to the employee or without an opportunity for the employee to read and sign the material. In the event an employee fails or refuses to sign the material, such failure or refusal shall be noted by the Department Head or Supervisor on the material to be filed. The employee shall have the right to respond within thirty (30) days in writing to any material so filed and the employee's response shall become part of the employee's personnel file.

If an employee is disciplined and subsequently through utilization of the grievance procedure, is completely exonerated and the disciplinary action is rescinded, all material pertaining to the disciplinary action shall be removed from the employee's file.

## **ARTICLE VIII - SENIORITY**

### **Section (a) Seniority and the Selection of Employees**

The selection of employees for a particular position shall be based on seniority (length of service), and the possession of the highest qualifications of all applicants for the position. Seniority shall be defined as the length of service of an employee, including the probationary period. Upon successful completion of the probationary period, seniority shall be calculated from the date of hire. Seniority rights shall apply exclusively to full-time employees. A part-time employee shall have no seniority rights until he becomes a full-time employee. The date the employee becomes a full-time employee shall be the date from which seniority will be calculated, if the employee satisfies the probationary requirements of the full-time position.

There shall be two (2) separate seniority lists, one for the Police Department and one combining all other departments. Wherever seniority is used, the seniority of those on the Police Department list shall be considered separately from those on the list combining all other departments, and seniority within the Police Department shall not be considered if it creates any conflict with the provisions of Wyoming law relating to Police Civil Service or the Rules and Regulations of the Rock Springs Police Civil Service Commission. Regular full-time employees who are members of the bargaining unit, shall be placed upon the seniority lists to be maintained and updated at all times by the City. In the event an employee retires or terminates employment with the City, such employee shall lose all seniority. In the event a Civil Service member of the Rock Springs Police Department wishes to be considered for a position outside the Department, the applicant's seniority within the Department shall be considered.

### **Section (b) Revised Job Classification**

In the event substantial changes are made in the duties and responsibilities of a job outside of the existing job description, and the employee employed in such job disagrees with the rate of pay for such job as revised, he/she may grieve the rate of pay through the grievance procedure contained in the Agreement.

### **Section (c) Protection Against Discrimination**

In no case may the Employer make a temporary assignment for the purpose of disciplining or discriminating against the Employee.

## **ARTICLE IX - SAFETY**

The Employer, The Union and all employees covered by this Agreement jointly pledge their individual and joint efforts to attain and maintain a safe and healthy workplace. The City recognizes its coverage by the Wyoming Occupational Health and Safety Act. In recognition thereof, the City of Rock Springs shall twice annually provide a program of occupational safety and health training which is adequate to address the needs of every position within the City. The length of these training sessions will depend upon the subject matter. Employees who attend this safety training will be compensated for their time.

A Safety Committee consisting of a "Safety Officer" chosen by the employees of each department will be created. The Safety Committee will meet with the Mayor and Department Heads four times per year during working hours to discuss safety problems, to work out solutions to a more efficient and safe operation in each of said departments, and in conjunction with the Mayor and Department Heads plan the bi-annual safety training sessions provided in this Article. The Union shall be responsible for making arrangements for and providing notices of quarterly safety meetings.

No employee shall be required to work under conditions which he or she believes to be unreasonably or abnormally dangerous or hazardous. At a minimum, working conditions should comply with OSHA and WOSHA standards. If an employee believes that working conditions present an unreasonable risk or hazard, the employee is encouraged and expected to report the risk or hazard to the immediate supervisor or department head immediately.

## **ARTICLE X - GRIEVANCE PROCEDURE**

### **Section (a) Grievance Definition**

A grievance is hereby defined to be any claim (request or complaint) by a bargaining unit member of the City regarding the application of the specific terms of this Agreement.

All disputes between the City and the Union or between the City and any of its employees relating to the application or interpretation of the terms and conditions of this agreement shall be settled in accordance with the following procedure:

### **Section (b) - Employee Representative**

A bargaining unit member shall have the right to have a Union Representative participate in and be present at any, or all steps of the grievance procedure or at any investigatory interview where

the employee believes the investigation will result in disciplinary action. It shall be the responsibility of the employee to have the Union Representative present.

### **Section (c) Grievance Process**

A grievance initiated by a bargaining unit member shall be set forth in the following manner:

- Step 1) All grievances must be initiated within ten (10) working days of the alleged occurrence. The grievant must reduce his/her grievance to writing and forward a copy of same to the appropriate Department Head. The grievant and Local Union Representative(s) shall meet with the appropriate Department Head in an effort to settle the dispute. A written response must be given by the City within five (5) working days of such meeting.
- Step 2) In the event no agreement is reached at Step One within , five (5) working days after receipt of the Step One answer, the Mayor and appropriate Department Head(s) shall meet with the grievant, Local and International or District Representative. At this time any and all witnesses or evidence may be presented. The parties shall review the facts and pertinent contract provisions in an effort to reach an agreement. A written response must be given by the City within five (5) working days of such meeting.
- Step 3) In the event no agreement is reached at Step Two, the Union may, within five (5) working days after receipt of the Step Two answer, appeal the grievance to a grievance review committee. The grievance review committee shall consist of three (3) persons; one (1) chosen by the Union, one (1) chosen by the City and one (1) mutually agreed upon by the Union and the City. The grievance review committee shall conduct a hearing in order to hear testimony, receive evidence and consider arguments. Members of the grievance review committee shall be compensated at the rate of \$120.00 per day with one half to be paid by the City and one half to be paid by the Union unless a member chosen is a City employee in which case the employee shall receive his or her regular rate of pay. The decision of the grievance review committee shall be based on majority rule. Furthermore, the decision shall be reduced to writing and sent to the governing body for approval. In the event the governing body does not approve of the decision, it shall formulate an alternate remedy or choose to take no action which shall be final and binding. Such remedy shall not change the content or provisions of this contract nor shall it be discriminatory.

### **Section (d) Waiver of Time Limits**

The time limits and/or steps listed in this Article may be extended or waived at any step of the procedure by mutual agreement of the parties or their designated representatives.



## **ARTICLE XI - LEAVES**

### **Section (a) Unpaid Leave of Absence**

Upon application, the Department Head with approval of the Mayor, may grant an employee a leave of absence without pay not to exceed one year, but no vacation or sick leave credit shall accrue during any such leave period. It is understood that employees may be required to make payments for insurance.

### **Section (b) Reinstatement From Leave Without Pay**

Reinstatement from any authorized leave without pay is permitted only when a proper leave of absence has been in effect; reinstatement must be requested no later than ten (10) working days before returning to work. Such requests will be made to the employees Department Head.

The employee will return to the employee's former job, and will not lose their previous seniority, pay grade, classification, or benefits in such cases where approved leave has been granted.

### **Section (c) Disability / Workers Compensation Leave**

A regular full-time employee who becomes temporarily disabled due to an occupational injury and as a result is unable to work at full capacity for an extended period of time shall be granted, upon a physician's confirmation of disability, a temporary leave of absence for up to one (1) year. The City shall have the authority to request a second opinion from a physician of its choosing at the City's expense. During the temporary leave the City will pay the difference between the employee's regular wages, excluding overtime, and workers compensation payments. Furthermore, the City shall maintain the employees medical coverage during said leave.

During the period of leave and until such time the employee returns to work, the employee's position may be temporarily filled.

### **Section (d) Family and Medical Leave Act**

City employees may be granted an unpaid temporary leave of absence for up to twelve (12) weeks, in accordance with the Family and Medical Leave Act (FMLA).

### **Section (e) Military Leave**

A member of the bargaining unit who is also a member of the Wyoming National Guard or United States Military Forces Reserve, shall be entitled to a leave of absence not to exceed fifteen (15) calendar days in any one calendar year to attend duly authorized encampments, training cruises and similar training programs in addition to any other leave or vacation time to which the employee is otherwise entitled. Employees who are eligible for the leave in this paragraph must submit copies of

the official orders within ten (10) days of receipt. For leaves in this paragraph, the City agrees to pay the employees the difference between their regular salary with the City and their military pay, if military pay is less than the regular salary with the City. The employees also must submit their military pay statement to the City Clerk on a timely basis to permit the City Clerk to make the necessary adjustments.

A member of the bargaining unit who has been employed with the City for one (1) year and who is a member of the National Guard or any other component of the military forces of the state, a member of the Reserve Forces of the United States, or who is inducted into the military service of the United States is entitled to an unpaid leave of absence while he is engaged in active military training or service ordered or authorized pursuant to law exceeding fifteen (15) days in any calendar year. All employees who have been ordered to active duty or inducted into military service shall provide copies of the official orders to their Department Head.

During times the employee is activated to military service for longer than fifteen (15) days, in a calendar year, and in the event the employee's military is less than the City pay, the City shall, at the option of the employee, pay the employee the difference between the base military pay and the base City pay. All other employee benefits shall be maintained as required by Wyoming law.

#### **Section (f) Temporary and Occupational Leave**

The Department Head, and Mayor, may approve temporary leave and occupational leave with pay to permit employees to attend conventions, short training sessions, seminars and workshops, to observe operations in other cities or counties when deemed beneficial to the City, or for other purposes. The City may pay for all or any portion of expenses related to said training.

#### **Section (g) Sick Leave**

- 1) All regular full-time employees working forty (40) hours per week shall be entitled to one (1) 8-hour day of sick leave with pay for each month of service and may accumulate sick leave without limit.
- 2) Payment in lieu of sick leave shall not be permitted upon termination of employment, except as follows: Full-time employees who have retired or terminated their employment shall receive payment according to the following schedule:

<u>Full-time Continuous Service</u>	<u>Rate</u>	<u>Maximum</u>
0-5 years	5%	1440 hours
6-10 years	10%	1440 hours
11-15 years	15%	1440 hours
16-20 years	20%	1440 hours
20 and up	25%	1440 hours

Full time employees who have retired from their employment with the City shall have the

option of applying accrued sick leave payments to insurance payments if they meet the insurance plan requirements. The retiring employee shall pay the appropriate tax on the final paycheck.

3) To utilize sick leave, an employee must notify, or cause to be notified, the employee's supervisor a reasonable amount of time prior to the start of the employee's scheduled shift, or give such notification in accordance with department rules.

4) If sick leave exceeds three (3) consecutive days, or if abuse of sick leave is suspected, the Department Head or Director of Human Resources may:

- a) Require employees to submit a certification from their physician stating that the illness prevented them from working, and/or;
- b) Require employees to receive a medical examination from a physician selected and paid for by the City.

The physician's documentation in 1) or 2) above must include the nature of the illness, the dates of treatment, whether the employee is able to perform normal work duties, and an indication of when the employee may return to work.

When applicable, the attending physician should specify whether light duties can be resumed.

If the employee does not obtain or submit the documentation required above, or if documentation is inadequate/incomplete, paid sick leave may be denied.

Should a conflict arise between the decisions of the physician selected by the employee and the one selected by the City, a third physician shall be agreed upon by the City and Union who will be used in determining eligibility for paid sick leave. Cost for this third physician shall be limited to specific illness or injury for which sick leave was initially requested and physician approved.

5) Pregnancy shall be treated as any other temporary disability and all sick leave provisions for notification, documentation, and approval shall apply, unless for a FMLA qualifying purpose. (Ordinance 94-08, 3-51-94).

6) Sick leave may be granted an employee by the Department Head in the event of an illness of a member of an employee's immediate family or a person of a close personal relationship to the employee, as verified by a physician. All notification and certification requirements shall apply if such sick leave is granted. For FMLA qualifying sick leave, please refer to Section 817 of the Personnel Policies and Procedures of the City of Rock Springs, a copy of which is attached.

7) When an employee has been on continuous sick leave for a period exceeding thirty

(30) calendar days, further sick leave benefits shall not accrue for the additional period of time the employee is on sick leave.

8) The City of Rock Springs recognizes the public interest served by organ and tissue donations. Upon approval of the Mayor, the City of Rock Springs shall permit any employee to make a voluntary organ and/or tissue donation without loss of any accumulated sick leave. The employee shall provide as much advance notice of the date of the procedure as reasonably possible and shall provide a physician's statement as to the anticipated length of time required for the employee to recover and return to work. In the event the employee's recovery exceeds the anticipated time, the employee shall provide additional documentation as to the additional time required for the employee to recover and return to work.

#### **Section (h) Sick Leave Bank**

An employee may donate a portion of their sick leave to the City's established sick leave bank, as set forth in Ordinance 93-19, and further revised in Ordinance 94-22. The City and Union agree that bargaining unit employees may participate in the Sick Leave Transfer program as set forth in the Personnel Policies and Procedures of the City.

#### **Section (i) Funeral Leave**

An employee shall be granted five (5) working days in each such case with pay to attend the funeral of immediate family members. Employees may, with the approval of the Department Head, be granted up to three (3) working days to attend the funeral of others of a close personal relationship to an employee. Department Heads may grant in excess of five (5) working days to an employee, if in his or her judgment, the circumstances warrant it.

Definition of immediate family:      parents, grandparents, brother, sister, grandchild, child, spouse, and equivalent relationships by marriage or adoption.

#### **Section (j) Jury / Witness Duty**

Any employee required to appear in court or before a Grand Jury as a potential juror, or witness in a civil or criminal court action, shall be granted leave with pay. The City agrees to continue to pay the employee as before, with the City being reimbursed the difference between jury duty pay, as set forth under W.S.S. 1-11-303, and his or her regular amount of pay. The employee shall not lose pay to sit on a jury.

#### **Section (k) Voting Leave**

All City employees shall be granted one (1) hour paid leave not including their lunch period to vote in any election during which he/she can cast a ballot as provided by Wyoming law.

## **ARTICLE XII - HOURS OF WORK**

### **Section (a) Overtime**

A work week shall be defined as 12:00 a.m. Monday to 11:59 p.m. Sunday for the purpose of computing overtime.

When the City requires any overtime work beyond the normal forty (40) hour work week, the City shall, at a minimum, comply with the provisions of the Fair Labor Standards Act. Employees shall receive one and one-half ( $1 \frac{1}{2}$ ) times their calculated hourly rate for the overtime performed.

For the purpose of calculating overtime pay, all vacations, holiday and comp time shall be included in the calculation as if worked. Sick leave shall not be considered as hours worked or included in this calculation.

When an employee is required to work on the sixth ( $6^{\text{th}}$ ) day he or she shall be compensated at one and one-half ( $1 \frac{1}{2}$ ) times his or her normal hourly rate. Time worked on the seventh ( $7^{\text{th}}$ ) day shall be compensated at one and one-half ( $1 \frac{1}{2}$ ) times the employees normal hourly rate. When required to work on a recognized holiday the employee shall be compensated at two and one-half ( $2 \frac{1}{2}$ ) his or her normal hourly rate.

When employees are scheduled to work a regular work week and as a part of that work week the weekend is a regular day, overtime for hours worked in excess of forty (40) hours per regular work week shall apply to the sixth ( $6^{\text{th}}$ ) and seventh ( $7^{\text{th}}$ ) day. All other aspects of this section shall apply as written. For the purposes of this section, sixth ( $6^{\text{th}}$ ) and seventh ( $7^{\text{th}}$ ) days shall refer to the employee's regularly scheduled days off.

Meal Allowance - One-half ( $\frac{1}{2}$ ) hour after first two (2) hours beyond regular shift, then one-half ( $\frac{1}{2}$ ) hour every four (4) hours thereafter.

### **Section (b) Compensatory Time Off**

When an employee is required to work overtime the employee shall be able to take said overtime as either paid overtime or compensatory time. All compensatory time which is earned shall be computed at the rate of one and one-half ( $1 \frac{1}{2}$ ) times for each hour of overtime performed beyond the normal forty (40) hour work week. Compensatory time for working on a holiday shall be accumulated at two and one-half ( $2 \frac{1}{2}$ ) times hourly rate. Accumulated compensatory time shall be limited to eighty (80) hours per employee. Any time over eighty (80) hours must be used within thirty (30) days of being earned or monetary pay in lieu of compensatory time shall be given. Provisions of this section shall not apply to positions set out in the Memorandum of Understanding entered into by the parties for the purpose of permitting certain positions to accumulate more than eighty (80) hours of compensatory time.

### **Section (c) Overtime Compensation for Compensatory Time**

The administration and the use of accumulated compensatory time shall be in accordance with the requirements of the Fair Labor Standards Act. The administration and use of accumulated vacation time shall be in accordance with the provisions of this agreement.

## **ARTICLE XIII - CLOTHING ALLOWANCE AND SAFETY EQUIPMENT**

The City agrees to provide the following:

- 1) Members of the Rock Springs Police Department shall receive the following clothing and equipment allowance:
  - a) Sworn Officers - \$660.00 per year
  - Animal Control - \$396.00 per year
  - Parking Control - \$396.00 per yearFunds will be coordinated through payroll on a semi-annual basis.
- 2) Employees who are required to wear uniforms shall receive ten (10) uniforms and six (6) coveralls per year. The City shall pay for one (1) cleaning per week.
- 3) Safety equipment and clothing provided by the City shall include but not be limited to: work gloves, hard hats, steel toe shoes, welding and asbestos gloves, insulated coveralls and rubber boots. Steel toe shoes shall be limited to one (1) pair per year for each employee, not to exceed one hundred sixty five dollars (\$165.00), unless the Department Head concludes damage to the shoes was work related.
- 4) To help cover the cost of ANSI approved prescription safety glasses, the City agrees to pay the difference between insurance and the cost, not covered by Workers Compensation, up to one hundred sixty five dollars (\$165.00) annually and up to eighty two dollars and fifty cents (\$82.50) annually on broken lenses of safety glasses when broken while performing work.

## **ARTICLE XIV - TOOLS OF TRADE**

The Employer shall furnish all necessary hand tools not required as a condition of employment for all employees covered by this Agreement. The Department Head shall determine what are necessary tools of the trade. All such equipment shall remain the property of the City.

The Employer shall provide at least forty dollars (\$40.00) per month, not to exceed five hundred dollars (\$500.00) per year tool allowance to each equipment mechanic at the City shop and the

mechanic working at the Municipal Golf Course.

## **ARTICLE XV - SKILLS TRAINING PROGRAMS**

### **Section (a) New Technology and Equipment**

When new technology or equipment are introduced and new skills are needed to utilize such new technology, the employer shall provide the employees whom it deems necessary with the skill and training necessary for the safe and efficient operation of the component, machine or equipment introduced. The skills training shall emphasize health and safety in addition to other requirements of the job and may be performed at any site appropriate for such training. The City shall provide such training at its expense, and will compensate the employee during said training. This section shall also apply to job skills directly related to job performance, but not necessary related to new equipment.

### **Section (b) Certification and Licensing**

The City shall provide the necessary training for those employees required to attain or maintain certification or licensing and testing for certification in their job classification. The City will pay the employee's salary to attend such training and/or testing for certification, the cost of the course, the cost of traveling to and from the course site, and of room and board.

### **Section (c) Additional Certifications**

- 1) With approval of the Mayor and appropriate Department Head, each bargaining unit employee that successfully completes and maintains a phase of the Wyoming Office of Emergency Medical Services emergency Medical Technician training (the phases being for certification of EMT Basic and EMT Intermediate certification standards) and passes a test thereon given by the State of Wyoming Office of Emergency Medical Services, shall receive a thirty seven dollar and fifty cent (\$37.50) per month increase in salary for each phase.
- 2) With the approval of the Mayor and appropriate Department Head, certificates and/or licenses acquired by employees that are directly related to job duties, and are not described in the job description, and are considered above the level of work described in that job classification, and therefore benefit the bargaining unit employee and the City, shall be compensated at twenty seven dollars and fifty cents (\$27.50) per month increase in the salary for each phase completed, maintained and utilized.
- 3) Police officers who are certified as Field Training Officers and who are actively involved and working in the Police Department Field Training Program shall be compensated an additional thirty-five dollars (\$35.00) per month.

## ARTICLE XVI - VACATIONS

This section provides for vacation for all employees covered under this Agreement. Longer vacation periods are provided for more senior employees.

All employees earn vacation days in accordance with the following schedule:

<u>Full-Time Continuous Service</u>	<u>Rate of Accrual</u>
0-5 years	One (1) day per month
6-10 years	One and one-half (1 ½ ) days per month
11-15 years	One and three quarter (1 ¾ ) days per month
16-23 years	Two (2) days per month
24 years and up	Two and one-half (2 ½ ) days per month

Vacation days shall continue to accrue for sick leave, personal days, funeral leave, and vacation days.

As of the first day of each month, vacation days shall be allocated to the individuals payroll and personnel record. Selection of vacation time is by seniority. In the event of vacation scheduling conflict with another employee, the most senior employee shall have his/her preference.

It is intended that vacation leave is to be taken during the calendar year following accumulation.

Employees may carry over into the next calendar year the following additional hours:

<u>Full Time Continuous Service</u>	<u>Hours</u>
0-5 years	40
6 years or more	80

The calendar year shall begin January 1<sup>st</sup>. Any additional hours of vacation carried over into the calendar year shall be used in the first six (6) months of the calendar year.

If an employee is unable to use his or her accumulated vacation in accordance with this Article, the employee's surplus vacation shall be used by the employee at the direction of the Department Head. If no dates can be scheduled and the employee is not able to take vacation in the first six (6) months of the following year, said employee shall be compensated for the unused portion of vacation days earned by the next pay period following the six (6) month period. Injured or ill employees must apply all of their accrued vacation benefits from the vacation fund as sick leave prior to applying to the Sick Leave Bank.



## **ARTICLE XVII - HOLIDAYS**

The City agrees to recognize eleven (11) regular Holidays, plus two floating Holidays with pay will be provided to all regular full-time employees.

The Holidays shall include:

New Year's Day	January 1
Good Friday	Friday before Easter
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1 <sup>st</sup> Monday in September
Veterans Day	November 11 <sup>th</sup>
Thanksgiving Days	4 <sup>th</sup> Thursday and Friday in November
Christmas Eve	December 24 <sup>th</sup>
Christmas Day	December 25 <sup>th</sup>
New Year's Eve	December 31 <sup>st</sup>

When any of the recognized holidays fall on a Sunday, the Monday succeeding shall be designated as the legal holiday. When any holiday falls on a Saturday, the Friday preceding shall be designated as the legal holiday. If Christmas Eve, falls on a Friday and Christmas falls on a Saturday, or if New Year's Eve falls on a Friday and New Year's Day falls on a Saturday, the following Monday shall be observed as a holiday. If Christmas Eve falls on a Sunday and Christmas Day falls on a Monday, or if New Year's Eve falls on a Sunday and New Year's Day falls on a Monday, the preceding Friday shall be observed as a holiday.

When recognized Holidays fall on an employee's day off, the Department Head and employee will jointly designate the work day that shall be observed, or the employee will receive eight (8) hours of regular pay.

Holidays observed during a scheduled vacation period will not be counted as vacation time.

Employees that have been on sick leave prior and during a holiday will not have the holiday counted as a sick day.

Floating Holidays shall be scheduled by the employees at least five (5) days in advance, with approval of their immediate supervisor.

## **ARTICLE XVIII - RESTRICTED DUTY**

The City and Union recognize that, from time to time, employees may be unable to perform their full range of duties required by their regular job due to injury or disease. In very limited cases the City may allow these employees to work in restricted duty positions. The City has no obligation to provide restricted duty positions to any employee and restricted duty shall be granted at the sole

discretion of the Department Head and Mayor.

- 1) Assignment to restricted duty jobs shall be subject to the nondiscrimination provisions of Article X, section (i).
- 2) Restricted duty jobs shall not be used to erode the Bargaining Unit or reduce permanent staffing requirements.
- 3) In the event of a layoff, restricted duty employees shall not be used to perform work which would otherwise have been performed by employees on layoff.
- 4) Except as otherwise set forth herein, employees assigned to restricted duty jobs shall not lose seniority or other contractual benefits as a result of said assignment.
- 5) The hourly pay rate for an employee assigned to a restricted duty job shall be at the hourly pay rate earned by said employee at the time he/she became disabled.

#### **ARTICLE XIX - REPORTING / COURT PAY**

An employee who is called back to work, or to court in the case of a police officer, after completing his or her regular day's work or before the start of a regularly scheduled work shift, or on his or her day off, shall receive a two (2) hour minimum overtime payment.

##### **Section (a) Travel Time for Emergency Calls**

The actual time an employee spends responding to an emergency call is considered to be work time, and the employee shall be paid accordingly. This shall include travel to and from the work site from the employee's home.

#### **ARTICLE XX - HEALTH INSURANCE**

The City shall maintain Health/Major Medical Insurance benefits as follows:

##### **SCHEDULE OF BENEFITS**

##### **DEDUCTIBLE:**

Your Deductible per person per calendar year:	\$500.00
Your Maximum Aggregate Deductible per calendar year	\$1000.00

Note: There is also a separate \$50.00 Deductible per Participant for each Outpatient emergency room admission. This Deductible is in addition to the Deductible amount shown above.

Effective July 1, 2014, the parties agree that the City shall pay eighty two and one-half percent (82.5%) of the monthly insurance premium for each employee and each employee shall pay seventeen and one-half percent (17.5%) of such monthly insurance premium. Effective, July 1, 2015, the City shall pay eighty percent (80%) of the monthly insurance premium for each employee and each employee shall pay twenty percent (20%) of such monthly insurance premium. These amounts shall be calculated for each employee based upon the overall funding requirements for the insurance plan and the coverage required for the particular employee. The parties recognize and agree that the overall cost of funding the employee health insurance plan is subject to change during the term of this Agreement. Any increase in the overall cost of funding this plan will be shared by the parties in the same percentage ratio referred to above. In the event funding levels result in excess amounts over and above the amount necessary to meet the funding requirements for the health insurance plan, these excess amounts will be held in the insurance fund. If excess funds are available in the insurance fund, then, by a majority vote of all covered City employees, such employees will receive a reduction in premium costs, increased or improved benefits or the funds will be used for such purposes as will benefit the employees covered by the plan. These options shall be recommended by the AdHoc Insurance Committee after prudent investigation and review.

1) The Union and City understand the importance of good physical health of the employees of the City. To that end, the Fitness Incentive Standards Program being utilized by the Police Department will apply to all full-time employees. The Police Department will still be responsible for setting testing dates twice per year. Any employee wishing to participate is responsible for any expenses related to participating in the testing; any medical check-ups needed prior to testing; and for taking off whatever time is necessary in order to participate in the testing. Testing will be held twice per year (at the Family Recreation Center) with appointments at each session.

#### **ARTICLE XXI - LIFE INSURANCE**

The City agrees to fund and provide the current life insurance coverage in the amount of \$25,000 to the employees covered by this Agreement.

#### **ARTICLE XXII - PENSION PLANS**

The City agrees to continue to fund the pension plans at a rate sufficient to keep such pension fund actuarially sound for the term of this Agreement. This could result in an increase or a reduction in the rate of funding.

#### **ARTICLE XXIII - RECREATION PASSES**

1) The City will provide, at no cost to the employee, individual and family memberships to the Rock Springs Civic Center and the Rock Springs Family Recreation Center. The City will provide memberships to the Rock Springs White Mountain Golf Course at fifty percent (50%) of the regular cost for such memberships. For the purpose of

this section, a family member is defined as any person who would qualify for coverage under the employee's health insurance plan with the City of Rock Springs.

- 2) Upon retirement from City service, a retiree is eligible for a lifetime single membership to the Civic Center, Recreation Center and White Mountain Golf Course at no charge, if the following criteria are met:
  - a. eligible for full retirement benefits under the Wyoming Retirement System
  - b. or sixty two (62) years of age or older at time of retirement
  - c. Retired employee is responsible for initiating benefit.

#### **ARTICLE XXIV - ON CALL PAY**

Employees, who with the approval of the Department Head, are scheduled to be available or "on call" during regularly scheduled days off, and who are not otherwise qualified to receive on call time compensation pursuant to the provisions of the Federal Fair Labor Standards Act (FLSA), may receive payment for such scheduled available or "on call" time at a rate of one and one half (1 1/2) hour of regular straight time pay for each twelve hour period or portion thereof during which an employee is required to be available or "on call". This payment shall be in addition to payments made to the employees for actual time worked. All payments made pursuant to the provisions set forth herein shall be made in conformity with provisions set forth in the FLSA.

#### **ARTICLE XXV - WAGES**

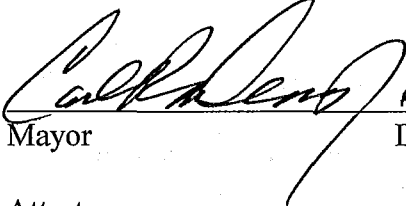
The City will give each employee a cost of living increase of two and one-half percent (2.5%). In addition, each employee will be given a three percent (3%) movement or increase in the appropriate pay range for a total of five and one-half percent (5.5%). It is understood that employees who have reached the maximum pay in their range may receive less than three percent (3%) and therefore may receive less than five and one-half percent (5.5%) total. However, all employees would receive a cost of living increase of two and one-half percent (2.5%).

#### **ARTICLE XXVI - DRUG AND ALCOHOL TESTING**

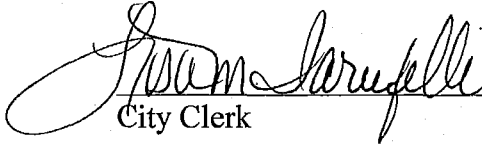
In addition to and notwithstanding the drug and alcohol testing provisions set forth in Section 902(c) and Section 904 of the City of Rock Springs Personnel Policies and Procedures, the City and Union agree that a program of unannounced random drug and alcohol testing for bargaining unit employees. The procedures to be followed in conducting such testing has been established by a joint committee made up of representatives of the City and Union.

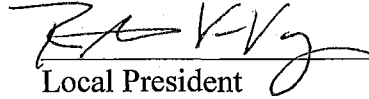
In witness whereof the parties hereto affix their authorized signatures.

THE CITY OF ROCK SPRINGS, WYOMING

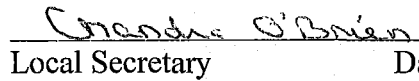
 6-24-14  
Mayor Date

Attest:

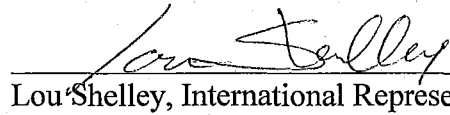
 6/24/14  
City Clerk Date

 6-25-14  
Local President Date

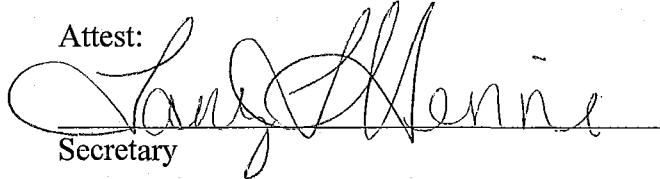
Attest:

 6-24-14  
Local Secretary Date

UNITED MINE WORKERS OF AMERICA

  
Lou Shelley, International Representative

Attest:

  
Secretary

6/13/14  
RESOLUTION NO. 2014- 106

A RESOLUTION ESTABLISHING A PAY PLAN AND INSURANCE BENEFITS FOR DEPARTMENT HEADS AND NON-BARGAINING UNIT EMPLOYEES OF THE CITY OF ROCK SPRINGS, AND AUTHORIZING CARL R. DEMSHAR, JR., AS MAYOR OF THE CITY OF ROCK SPRINGS AND LISA M. TARUFELLI AS CITY CLERK FOR THE CITY OF ROCK SPRINGS, TO IMPLEMENT SAID PAY PLAN AND INSURANCE BENEFITS FOR THE 2014-2015 FISCAL YEAR.

WHEREAS, the City of Rock Springs wishes to establish a pay plan and insurance benefits for the 2014-2015 year, for department heads and employees who are not members of the bargaining unit represented by the International Union of the United Mine Workers of America, herein referred to as non-bargaining unit employees; and

WHEREAS, the City of Rock Springs wishes to establish and authorize the pay for Alternate Municipal Judges pursuant to Rock Springs Ordinances Section 1-605.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ROCK SPRINGS, STATE OF WYOMING:

Section 1. "Non-bargaining unit employees" shall include Department Heads for the purposes of this resolution.

Section 2. That each non-bargaining unit employee shall receive a 2.50% cost of living increase in wages. In addition, each employee will be given a 3.00% movement in the appropriate pay range for a total of 5.50%. It is understood that the employees who have reached the maximum pay in their range may receive less than 3.00% and therefore may receive less than 5.50% total.

Section 3. The City shall pay eighty two and one half percent (82.5%) of the monthly insurance premium for each non-bargaining unit employee and each non-bargaining unit employee shall pay seventeen and one half percent (17.5%) of such monthly insurance premium. These amounts shall be calculated for each employee based upon the overall funding requirements for the insurance plan and the coverage required for the particular employee. The overall cost of funding the employee health insurance plan is subject to change during the term of this agreement. The parties in the same percentage ratio referred to above will share any increase in the overall cost of funding this plan. In the event funding levels result in excess amounts over and above the amount necessary to meet the funding requirements for the health insurance plan, these excess amounts will be held in the insurance fund. If excess funds are available in the insurance fund, then, by a majority vote of all covered city employees, such employees will receive a reduction in premium costs, increased or improved benefits or the funds will be used for such purposes as will benefit the employees covered by the plan. These options shall be recommended by the AdHoc Insurance Committee after prudent investigation and review. Within the Collective Bargaining Agreement with the International Union of the United Mine Workers of America, there exists a Schedule of Benefits which includes

deductibles, co-payments and coinsurance. That Schedule of Benefits is hereby incorporated in this resolution.

Section 4. The City will provide, at no cost to all non-bargaining unit employees, individual and family memberships to the Rock Springs Civic Center and the Rock Springs Family Recreation Center. The City will provide memberships to the Rock Springs White Mountain Golf Course at fifty percent (50%) of the regular cost for such memberships. For the purposes of this section, a family member is defined as any person who would qualify for coverage under the employee's health insurance plan with the City of Rock Springs.

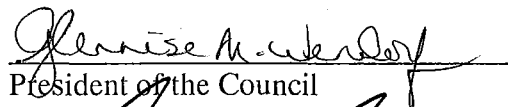
Upon retirement from City service, a retiree is eligible for a lifetime single membership to the Civic Center, Recreation Center and White Mountain Golf Course at no charge, if the following criteria are met:

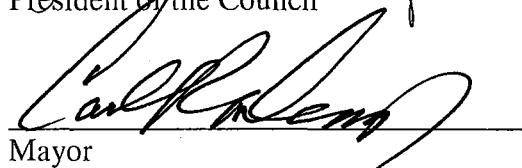
- a. eligible for full retirement benefits under the Wyoming Retirement System, or;
- b. sixty two (62) years of age or older at time of retirement
- c. Retired employee is responsible for initiating the benefit.

Section 5. Alternate Municipal Judges. Pursuant to the provisions of Rock Springs Ordinance Section 1-605, Alternate Municipal Judges shall receive an amount not to exceed \$75.00 for each hour of service in the Municipal Court.

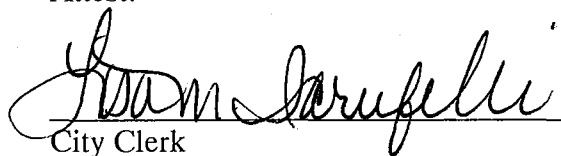
Section 6. This resolution shall become effective July 1, 2013.

PASSED AND APPROVED this 17th day of June, 2013.

  
President of the Council

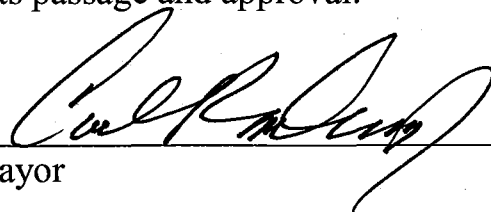
  
Mayor

Attest:

  
City Clerk

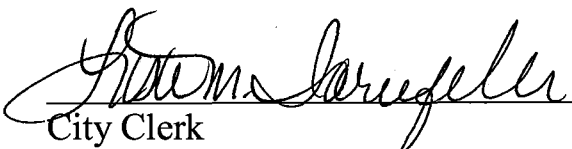
THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Carl R. Demshar, Jr., Mayor of the City of Rock Springs, Wyoming, do hereby proclaim that the foregoing Resolution of the said City of Rock Springs was, on the date thereof, duly and regularly passed and approved by the City Council of the said City of Rock Springs and by the Mayor of said City and attested by the City Clerk of said City, and I do hereby proclaim the same to be in full force and effect from and after the date of its passage and approval.

  
Mayor

THE STATE OF WYOMING )  
COUNTY OF SWEETWATER) ss.  
CITY OF ROCK SPRINGS )

I, Lisa M. Tarufelli, City Clerk of the City of Rock Springs, Wyoming, do hereby certify that on this 17<sup>th</sup> day of June, 2014, the foregoing Resolution of the City of Rock Springs was proclaimed by the Mayor of said City to be in full force and effect from and after the passage thereof as set forth in said Resolution, and that the same was posted by me in the office of the City Clerk as directed by the City Council on the 17<sup>th</sup> day of June, 2014, at 7:45 p.m. of said day.

  
City Clerk