

Great Lakes Water Authority  
Staffing Plan

DISCUSSION DRAFT - FY 2019 & FY 2022 Biennial Budget and Five Year Plan (FY 2019 thru FY 2023)

Benchmark  
= 33%

| Row Labels                               | Sum of FY<br>2017 Original<br>Budget | Sum of FY<br>2017 Amended<br>Budget | Sum of FY<br>2017 Activity | Sum of FY 2017<br>Actual as a % of<br>Amended<br>Budget | Sum of FY 2018<br>Original Budget | Sum of FY<br>2018 Amended<br>Budget | Sum of FY<br>2018 Activity<br>thru<br>10.31.2017 | Sum of FY<br>2018 Year-to-<br>Date % | Sum of FY 2019<br>Request | Sum of FY 2019<br>% Increase/<br>(Decrease) | Sum of FY 2020<br>Request | Sum of FY 2020<br>% Increase/<br>(Decrease) | Sum of FY 2021<br>Request | Sum of FY 2022<br>Request | Sum of FY<br>2023<br>Request |
|--|--------------------------------------|-------------------------------------|----------------------------|---|-----------------------------------|-------------------------------------|--|--------------------------------------|---------------------------|---|---------------------------|---|---------------------------|---------------------------|------------------------------|
| Salaries & Wages                         | 54,575,400                           | 54,673,800                          | 46,042,700                 | 84.2%   | 60,370,500                        | 60,370,500                          | 16,250,400                                       | 26.9%                                | 63,901,900                | 5.8%  | 66,215,400                | 3.6%  | 66,216,900                | 66,218,500                | 66,220,400                   |
| Salaries & Wages - Workforce Development | -                                    | -                                   | -                          | N/A   | 764,800                           | 764,800                             | -  | 0.0%                                 | 740,200                   | -3.2%                                       | 740,200                   | 0.0%  | 740,200                   | 740,200                   | 740,200                      |
| Employee Benefits                        | 20,684,400                           | 20,579,900                          | 19,654,800                 | 95.5%   | 22,523,600                        | 22,523,600                          | 7,365,100  | 32.7%                                | 22,243,700                | -1.2%                                       | 23,347,200                | 5.0%  | 23,796,500                | 24,243,100                | 24,694,300                   |
| Grand Total                              | 75,259,800                           | 75,253,700                          | 65,697,500                 | 87.3%   | 83,658,900                        | 83,658,900                          | 23,615,500                                       | 28.2%                                | 86,885,800                | 3.9%  | 90,302,800                | 3.9%  | 90,753,600                | 91,201,800                | 91,654,900                   |

Budget Staffing Plan

|  |           |  |  |  |           |  |  |  |           |  |           |  |           |           |           |
|--|-----------|--|--|--|-----------|--|--|--|-----------|--|-----------|--|-----------|-----------|-----------|
| Corresponding Staffing Plan (FTEs)                     | 1,148     |  |  |  | 1,177     |  |  |  | 1,194     |  | 1,215     |  | 1,215     | 1,215     | 1,215     |
| Transition Service Contracts (TSCs) in FTE count above | 110       |  |  |  | 102       |  |  |  | 92        |  | 92        |  | 92        | 92        | 92        |
| Average per FTE (excludes TSCs)                        | \$ 72,505 |  |  |  | \$ 77,822 |  |  |  | \$ 78,844 |  | \$ 80,412 |  | \$ 80,814 | \$ 81,213 | \$ 81,616 |

Actual Staffing Levels

|      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| FTEs |  |  | 6/30/2017  |  |  |  | 10/31/2017   |  |  |  |  |  |  |  |  |
|      |  |  | 882  |  |  |  | 909  |  |  |  |  |  |  |  |  |
|      |  |  | Source: 06.28.2017 Dayforce Report                                       |  |  |  | Source: 10.25.2017 Dayforce Report                                       |  |  |  |  |  |  |  |  |
|      |  |  | NOTE: This count does not include separated, retired or inactive status. |  |  |  | NOTE: This count does not include separated, retired or inactive status. |  |  |  |  |  |  |  |  |

Proposed Biennial Budget Analysis:

1. The following factors are driving the 5.8% increase in FY18 vs FY19 analysis:

- The FY 2018 budget does not reflect a pending budget amendment for FY 2018 approved merit *increases, wage adjustments & staff promotions*. Since the FY 2019 budgeted salaries are based on the actual current salary, *adjustments in salaries will show as increases with year over year analysis*.
  - \*Merit increase, assuming an 3% average increase. IMPACT: ~\$1.8M INCREASE
  - \*Other merit increases and promotions in FY18. IMPACT: \$193K INCREASE
- *Addition of new positions for FY 2019*
  - \*4 positions in Risk & Safety Management. IMPACT: \$270k INCREASE
  - \*7 positions in Water Systems Operations cost centers. IMPACT: \$956k INCREASE
  - \*13 positions in the Administrative and Other Services cost centers. IMPACT: ~\$192k INCREASE
- *Budgeting for a position in FY19 that was unbudgeted in FY18*
  - \*6 positions in the IT cost centers. IMPACT: \$446k INCREASE
  - \*General Counsel position not budgeted in FY2018. IMPACT: \$150k INCREASE

2. The following factors are driving the 3.6% increase in FY19 vs FY20 analysis:

- *Addition of new positions*
  - \*18 positions have been added to the IT cost centers. IMPACT: \$1.8M INCREASE
  - \*3 positions adding Org Dev cost center. IMPACT: \$238k INCREASE
- *Positions with partial year budgets in FY19 and full year budgets in FY20*
  - \*There are 22 positions that meet this criteria. IMPACT: ~\$359k INCREASE

3. These positions reflect most of the cuts. There are still an estimated \$618K in salary & wages cuts to be entered into BS&A by once the data entry freeze has been lifted.