Beach Cities Health District

Serving the residents of Hermosa Beach, Manhattan Beach and Redondo Beach, California

Fiscal Year 2015–16

Funding to create a healthy beach community.

May 27, 2015



Beach Cities Health District

District Officials At July 1, 2015



Michelle Bholat, M.D. MPH Director



Vanessa Poster, President



Robert Grossman, M.D., President Pro Tem



Jane Diehl, Director

BOARD OF DIRECTORS

Noel Chun, M.D.,

Secretary-Treasurer

Vanessa Poster, President
Robert Grossman, M.D., President Pro Tem
Noel Chun, M.D., Secretary-Treasurer
Michelle Bholat, M.D., Director
Jane Diehl, Director

DISTRICT EXECUTIVE LEADERSHIP

Susan Burden, Chief Executive Officer Lisa Santora, M.D., Chief Medical Officer Jackie Berling, Chief Wellness Officer Misty V. Cheng, Interim Finance Director

FINANCE DEPARTMENT

Bea Chan, PR Accountant Germaine Fisher, AP/AR Accountant Juliana Jenkins, Sr. Accountant Frances Mitoma, Billing



Susan Burden CEO



Lisa Santora, M.D. CMO



Jackie Berling CWO

Length of Service 18 years

6 years
9 years
.5 years
.5 years
11 yooro
11 years
7 years
13 years
.5 years

2 years 3 years 11 years 14 years



Live Well. Health Matters.



This is the 8th consecutive year this award was achieved by Beach Cities Health District. The effort to seek and attain this award reflects the District's commitment to meet the highest standards of governmental budgeting and reporting.

The California Society of Municipal Finance Officers (CSMFO), established in 1957, exists to promote excellence in financial management through innovation, continuing education and professional development.



Live Well. Health Matters.

FY2015-2016 BUDGET

Table of Contents

Page#

Board of Directors	. 2
Budget Award	. 3

General Information

Budget Message	5
Budget Adoption Resolution	
Summary Charts	17
Health Priorities	21
Organizational Chart	23
Personnel	24
Contract Services	29
District Profile / Demographics	31

District-wide Information

District-wide Financial Summaries	. 33
Capital Expenditures	. 38
Department Overview	40

Departmental Information

Lifespan	Services	
Schoo	l Programs, Blue Zone Project, Community Sv	/cs 42
Fitness C	enters	
Adven	turePlex, Center for Health & Fitness	53
Administi	rative Support Services	61
Work We	II	71
Supplemen	itary Information	
Budget P	rocess Timeline and Accounting Basis	75
Description	on of Funds	77
Budget F	und Summary	79
Glossary	of Budget Terms	83
Acronym	S	92



Budget Message





May 27, 2015

FY2015–16 BUDGET MESSAGE

This budget serves the Beach Cities Health District's mission, serving the health needs of the residents of Hermosa Beach, Manhattan Beach and Redondo Beach based on the board-approved health priorities. In this 7-page message, you will read about the district-wide budget; the support material provides more detail. This report highlights issues and opportunities facing the agency, identifies material changes from last year's budget, discusses steps to improve our capacity to deliver services and discloses major assumptions. The purpose of this message is to clearly summarize the complex and detailed information contained throughout the budget documents. This District Budget becomes the guide for services and financial activity for the year July 1st 2015 through June 30th, 2016.

The balanced approach taken by the Board, CEO and Finance staff provides services in the current year, maintains the necessary infrastructure of capital assets and provides security to grow our ability to pay for services keeping pace with inflation.

This year's budgeted revenue increases slightly compared to prior year, providing for all existing services within a balanced budget. The District's budget this year projects services at a total delivery cost of \$11 million on a property tax base of \$3.0 million. This leveraging is made possible by the supplemental funding streams of user fees, leases, investments and public-private partnership revenues. The high degree of user-fee participation is an indicator that residents find value in the health services offered by the District.

Beach Cities Health District will leverage \$3 million from Property Taxes to provide \$11 million in services to the community in 2015-16

BUDGET SUMMARY

The District budgets increased revenues and navigates the economics of recovering property values, record-low interest rates, and volatile partnership revenues, while maintaining the existing array of existing services.

COMPARISON TO PRIOR YEAR BUDGET				
	FY 15–16	FY 14–15	Increase	
	Budget	Budget	(Decrease)	%
Revenue	11,752,463	11,384,427	368,036	3.2%
Operating Expenses	(11,052,541)	(10,938,696)	(113,845)	1.0%
Net Income Before Capital	699,922	445,731	254,191	57%
Capital Expenditures	(916,000)	(445,700)	(470,300)	105.5%
	(216,078)	31	(216,109)	

COMPARISON TO PRIOR YEAR BUDGET



Financial accomplishments of this budget are:

- 1. Achieves increased funding of \$368,036 through management of partnership income, leasing property tax and user fees
- 2. Includes capital expenditures
- 3. Covers all expense increases, most significantly in salaries and facilities costs and achieves a balanced budget
- Streamlining the budget to reflect a better depiction of each department's expenditures by eliminating the internal BOE allocation, indirect administrative services expense, business promotion allocation and transfers in and out accounts
- 5. Using a modified accrual method of accounting to be consistent with best practices for governmental entities, the governmental accounting standards board (GASB), and generally accepted governmental accounting standards (GAGAS)

	FY15-16	FY14-15	Increase	
	Budget	Budget	(Decrease)	%
Property Tax	3,091,224	2,838,000	253,224	8.9%
Leases	2,949,918	2,723,555	226,363	8.3%
User Fees	2,397,952	2,579,033	(181,081)	-7.0%
Limited Partnerships	2,322,000	2,224,300	97,700	4.4%
Interest Income	931,990	935,239	(3,249)	-0.3%
Other	59,379	84,300	(24,921)	-29.6%
Total Revenues	11,752,463	11,384,427	368,036	3.2%

REVENUE COMPARISON TO PRIOR YEAR BUDGET

Program accomplishments this budget provides are:

- Continued growth of the Blue Zones Project with the cities of Hermosa Beach, Manhattan Beach and Redondo Beach. The Blue Zones effort represents the concerted efforts across the multiple sectors, from schools to restaurants to worksites, to build a community where the healthy choice is the default choice.
- Partnership with local school districts to create healthy school environments where our youngest residents develop into physically, socially, and emotionally healthy adults, prepared to become contributing members of society.
- Promote active independent aging and strategies that make our community become more age-friendly through professional care management, volunteer programs, and evidence-based home- and community-based programs and services.
- Ensure access to health care and increase health literacy for qualifying beach cities residents through enrollment in Covered California and ongoing education and advocacy.
- Increase youth physical activity at our AdventurePlex facility, making fitness fun and serving over 2,711 through summer camp and 23,803 through drop-in play over the year.
- Continue to deliver community fitness center services, delivering 12,232 exercise class encounters, and 5,822 personal training sessions, measurably improving active aging.



The District's health priorities are an integral part of this budget. Across the three lifespan categories of youth, adult and older adults, specific health targets remain at the core of this budget, including services for the uninsured or underinsured.

POPULATION SERVED IN THE BEACH CITIES

	2014	
City	Population*	%
Redondo Beach	67,717	55%
Manhattan Beach	35,619	30%
Hermosa Beach	19,750	16%
	123,086	100%

*California State Department of Finance, May 2014

Age Category	Population	%**
Youth	11,078	9%
Adult	98,469	80%
Senior	13,539	11%
	123,086	100%

**US Census Bureau, 2010

ECONOMIC ISSUES FACING THE DISTRICT

Recent years' activity in the greater Real Estate market had adversely affected the District's Property Tax projection. After three years of slight decline in the average assessed valuation by the Los Angeles County Tax Assessor following 2008-09, property tax remitted to BCHD rose significantly in 2012-13, the current year is level and FY15-16 is forecast to trend positively.

The depressed interest rate market continues to affect the District's Interest Revenue. District investments continue to mature only to be re-invested at current, lower, rates, which lowers the average portfolio yield. Interest on Notes Receivable related to the lease from Lazar Ducot is at contracted rate. PFM Asset Management forecasts next year's average portfolio return to average 1.21% (last year's was 0.98%).

BUDGET & COMPREHENSIVE ANNUAL FINANCIAL REPORTING AWARDS

The District is committed to excellence in our financial management resulting in transparency to our residents and taxpayers in the way we steward public funds.

Beach Cities Health District has received the Meritorious Operating Budgeting Award for seven consecutive years from the California Society of Municipal Finance Officers and continues to be the only California healthcare district to do so.

This award program is designed to recognize those agencies whose budget and financial reports meet certain state-wide standards considered to be of the highest quality. The effort to seek and attain this award reflects the District's commitment to meet the highest standards of governmental budgeting and reporting.





DISTRICT FUNDING

Funding sources come from five main categories: Property Tax (26 percent), User Fees (20 percent), Lease revenue (25 percent), Partnership Revenue (20 percent), and Interest on Investments (8 percent).

User Fee revenue is normally projected on the basis of historic usage trends of actual services with an objective incorporated for outreach to new service recipients. User fees are comprised of fees from direct users of Center for Health & Fitness and AdventurePlex. User Fee revenues are forecast to decrease \$181,081 or 7 percent over 2014-15 Budget. AdventurePlex decreases \$93,778 (8 percent) and Center for Health & Fitness decreases \$87,304 (6 percent).

DIVERSIFIED FUNDING SOURCES				
	FY15-16			
	Budget	%		
Property Tax	3,091,224	26%		
Leases	2,949,918	25%		
User Fees	2,397,952	20%		
Limited Partnerships	2,322,000	20%		
Interest Income	931,990	8%		
Other	59,379	1%		
Total Revenues	11,752,463	100%		

Property Tax actual remittances were virtually flat, 2014-15 over prior year is forecast to increase 6 percent over prior year budget, based on consultant-provided data and the experience and forecasts of our overlapping cities.

Lease revenues are projected on the basis of existing leases. The increase for FY2015-16, as shown at table to right, is a combination of increased rent at the 514 Prospect main campus, less one known vacancy.

A six-month agreement was signed with Collier's International in February, 2015, to provide a lease or tenancy for vacant space on the 3rd floor and lower

LEASE REVENUE SOURCES					
		FY15-16	FY14-15	Increase	
		Budget	Budget	(Decrease)	%
	514 N. Propect Ave.	2,137,942	2,054,112	83,830	4%
	1837 Pacific Coast Highway	280,000	246,852	33,148	13%
	601 Pacific Coast Highway	174,027	170,616	3,411	2%
	2114 Artesia Blvd.	157,945	51,972	105,973	204%
	Prospect One Corp.	200,000	200,000	0	0%
		2,949,914	2,723,552	226,362	8%

levels within the building located at 514 N. Prospect Avenue. A three-year property management agreement was signed with Charles Dunn Real Estate Services, Inc., in December 2014, to provide management services to the building, which replaces the costs of three full-time staff members. Beach District Surgery Center has agreed to a three year re-lease term, which will result in an annual increase of \$13,554. Cancer Care Associates/Torrance Health Associates have agreed to an increase in leased space by 156 square feet, which will result in an annual increase of \$4,680. South Bay Family Health Care has agreed to a five year lease term, not budgeted during FY14-15, at Artesia Blvd., which will result in an annual increase of \$105,973.

Partnership revenue is comprised of the District's limited partnership with Sunrise Senior Living, Hermosa Beach, and Beach District Surgery Center, located within our own 514 building. Sunrise provides their calendar-year budget from which we base our budget and is forecast an average of \$178,500 per month. This is a 6% increase from prior year. The Surgery Center is budgeted to average \$15,000 per month based on current results.



Investment revenue is a function of lease-related notes receivable and a portfolio of investments. Maturing bonds in the portfolio, energy savings and return of principal on the lease-related notes are subject to reinvestment risk at the prevailing market rates. PFM Asset Management, the District's investment manager, is forecasting a 1.21% average return on district investments under their management, up from last year's 0.98%.

INVESTMENT EARNINGS												
	FY15-16	FY14-15	Increase									
	Budget	Budget	(Decrease)	%								
Investment Portfolio	340,488	298,660	41,828	14%								
Ducot Note	591,502	634,580	(43,078)	-7%								
Leap & Bound Note	0	2,000	(2,000)	-100%								
	931,990	935,240	(3,250)	0%								

The decrease in interest from the long-term Ducot note receivable is the normal shift in the amortization from interest to principal from the fixed payment schedule. These factors, combined, will result in a \$3,250, or 0.3%, decline in budgeted interest revenue.

COMMITMENT TO EXISTING SERVICES

The Health District's General Fund serves the residents of Hermosa Beach, Manhattan Beach and Redondo Beach. This budget ensures the delivery of evidence-based programs and services to improve health across the lifespan.

LIFESPAN SERVICES – SCHOOL HEALTH

BCHD has moved toward an outcomes-focused funding model with our local school district. The new model aligns with a shared vision of "Whole School, Whole Community, Whole Child" and aims to create a health-promoting school environment. We are focusing on creating a healthy school environment by activating students, administrators, teachers, custodial and maintenance staff, school counselors, school nurses, nutrition services workers, family and community partnerships.

LIFESPAN SERVICES – BLUE ZONES PROJECT

The Blue Zones Project® has evolved through several phases of implementation: 1) creating general awareness and buy-in; 2) solidifying key partnerships; 3) increasing community engagement; and, 4) fully integrating into BCHD operations. This year, our focus is engaging and activating our whole community. We want to "be where residents are at" and create opportunities to build social connectedness.

LIFESPAN SERVICES - COMMUNITY SERVICES

Community Services has expanded its work through its role as a Covered California enrollment entity. Certified enrollment specialists work closely with beach cities residents to help them navigate the local health care and social service system. Our work supporting active, independent aging has also advanced through the implementation of new evidence-based programs and services in the community, including Tai Chi, Memory Club, and chronic disease self-management.

FITNESS SERVICES – ADVENTUREPLEX

AdventurePlex's health priority is to increase physical activity, promoting healthy eating and preventing obesity. The Manhattan Beach facility offers drop in play for children and families, a variety of classes, ongoing special events and accredited seasonal camps for children when schools are not in session. AdventurePlex revenues are budgeted to decrease by \$93,778 compared to prior year budget primarily due to the closure of the BCHD run café, resulting in lost food sales. We outsourced food operations to Fresh Brothers. This decision benefited the district since we operated the food service at a loss due to the lack of necessary volume. In addition, we realized this next year an increased costs for general insurance, workers' compensation and a minimum wage increase required by law. Prior to the café closure, internal staff performed cleaning and general facility maintenance duties. This function was also outsourced. The business decision to outsource café and maintenance operations results in greater operational efficiencies and presents a clearer picture for the cost of each program.



FITNESS SERVICES – CENTER FOR HEALTH & FITNESS

The Center for Health and Fitness (CHF) is a community-based, health and fitness facility that targets chronic disease patients, rehab patients, older adults, and underactive, first-time or inconsistent exercisers of all ages, as well as offering memberships to the general public. Programs offered include Pilates, yoga, specialized personal training, nutrition, and classes for fitness and wellness. Classes offered include Pilates and yoga classes for fitness and wellness. CHF revenues are budgeted to decrease by \$87,304 compared to prior year budget primarily due to the large increase in new members (60%) who are eligible for insurance-reimbursed memberships such SilverSneakers® Fitness program and Silver&Fit® program. CHF is requesting a contractual fee increase with these insurance providers. In addition, a modest fee increase of \$3 per month is budgeted for July, 2015 for all other CHF members. The last membership fee increase of \$3 per month was in 2008. These members were not impacted when CHF increased rates to \$36 per month for new members in June of 2011.

ADMINISTRATIVE SERVICES

Administrative Services is comprised of Executive, Human Resources, Communications, Finance, and Real Estate Services. Human Resources includes Volunteer Management; Communications includes Information Systems; Real Estate Services includes the administration of Prospect One Corp.

EMPLOYER WORKWELL TO LIVEWELL PROGRAM

Many adult's work/life commitments do not easily allow them to invest the time and money to improve their personal health and wellness. The District's "WorkWell to LiveWell" Program for Healthy Families offers employers a variety of programs, tools and resources to promote a healthy work culture. Core programming elements include healthy eating, increased physical activity, financial education and quarterly employee challenges.

SPECIAL REVENUE FUND

Beach Cities Health District's special revenue fund segregates activity related to Prospect One Corporation, established to construct and operate medical office building space on the main campus of the District. Activity in this budget is comprised solely of interest income and expense related to the long-term lease of property on which the medical office buildings are located, plus the audit allocation for audit expense. The interest revenue pertains to the 30-year note receivable from Ducot and the interest expense relates to the 30-year note payable to Ducot.

CAPITAL EXPENDITURES

The District defines Capital Expenditures as furniture, fixtures, equipment and improvements that have a useful life exceeding one year and cost more than \$5,000. This represents a very conservative approach replacing only infrastructure elements that cannot be deferred. A Capital Expenditure Budget will be represented in a separate document from the Operational Budget.

Major capital investments for FY2015-16 include Prospect campus building elevator modernization, second chiller replacement, SF1 repairs, and parking lot surface work. Center for Health and Fitness has capital funding for office carpet replacement. AdventurePlex has capital funding for Toddler Town, entrance flow, interior upgrades and parking lot surface work.



FOR FIRST-TIME READERS

We include information as an aid in illustrating how this budget dovetails with many areas of the organization. The Board-approved health priorities of the Health District that this budget must address are included for reference. A current organizational chart is included. Descriptions of District Funds and Account structure are included to aid in understanding of how the various department budgets roll up to the total. And for readers who may not be familiar with budget terms or District-specific acronyms, there are two addendums that will be helpful.

CONCLUSION

This budget:

- Preserves and enhances the wide array of existing community health services.
- Addresses the economic hurdles of record-low interest rates, volatile partnership revenues and rising capital costs of an aging building.
- Achieves a revenue improvement of \$368,036 or 3.2 percent over last year's budget.
- Funds increase by \$254,192 or 57 percent over last year's budget.
- Provides for expenditures of \$11 million to deliver health and wellness services on a property tax base of \$3.0 million.

We believe that last point exemplifies the excellent value our residents, taxpayers and voters receive from Beach Cities Health District on their investment in health paid through their property tax bill. Live well, health matters.

Susan Burden, CEO Beach Cities Health District Misty V. Cheng, Interim Finance Director Beach Cities Health District

Budget Adoption Resolution





Live Well. Health Matters.

RESOLUTION NO. 533

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE BEACH CITIES HEALTH DISTRICT ADOPTING THE FINAL OPERATING AND CAPITAL BUDGET FOR THE FISCAL YEAR 2015 – 2016

WHEREAS, a preliminary budget for Fiscal Year 2015-16, July 1, 2015 to June 30, 2016, has been prepared by the Chief Executive Officer and staff; and

WHEREAS, said budget incorporates expenditures for operating purposes, capital outlay and capital improvement projects; and

WHEREAS the Board of Directors of the Beach Cities Health District has examined the preliminary budget for Fiscal Year 2015-16.

NOW, THEREFORE, THE BOARD OF DIRECTORS OF BEACH CITIES HEALTH DISTRICT HEREBY RESOLVES, DETERMINES, AND ORDERS AS FOLLOWS:

1. That the budget document which is on file with the Secretary to the Board, a summary of which is attached hereto as "Exhibit A," be and is adopted as the operating and capital budget for the District for FY 2015-16.

2. That the amounts designated in the final FY 2015-16 operating and capital budget are hereby appropriated and may be expended by the departments or funds for which they are designated and such appropriation shall not be increased except as provided herein. Capital budget appropriation is authorized to completion of project, not limited to spending within fiscal years.

3. That the following controls are hereby placed on the use and transfer of budgeted funds:

(a) The Chief Executive Officer is responsible for keeping expenditures within budget allocations for positions, salaries, operational expenses and capital acquisitions and may adopt budget policies as necessary to carry out that responsibility. No expenditure of funds shall be authorized unless sufficient funds have been appropriated by the Board or Chief Executive Officer as described herein.

(b) The Chief Executive Officer may exercise discretion in administration of the budget to respond to changed circumstances, provided that any single modification in excess of \$10,000 shall require approval by the Board.

(c) The Chief Executive Officer may authorize transfers between lines and/or within funds or departments, within the limits imposed by the available funds in the operating and capital budget.

(d) Except as provided by Section 3(b) herein, the Board must authorize any increase in the overall operating budget and capital budget.

4. That this resolution shall become effective as of, on and after the 1st day of July, 2015.

PASSED, APPROVED, AND ADOPTED THIS 27th DAY OF MAY, 2015,

Vanessa I. Poster, President

Vanessa I. Poster, President Board of Directors Beach Cities Health District

ATTEST:

Dr. Noel Lee Chun Secretary-Treasurer Board of Directors Beach Cities Health District

Beach Cities Health District District Total Rollup Budget 2015-16

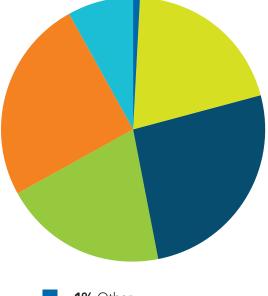
	Budget FY15-16	Budget FY14-15	Budget FY13-14
Property Tax Revenue	3,091,224	2,838,000	2,676,000
Lease Revenue	2,949,918	2,723,555	2,515,835
Interest Revenue	931,990	935,239	986,442
Limited Partnership Revenue	2,322,000	2,224,300	2,185,700
User Fees Revenue	2,397,952	2,579,033	2,640,466
Other Revenue	59,379	84,300	139,524
TOTAL REVENUE	11,752,463	11,384,427	11,143,967
Cost Of Goods Sold	30,242	61,929	135,882
Payroll	5,712,152	5,798,336	5,604,771
General & Administrative	454,195	479,913	518,753
Human Resources Related	252,349	257,377	177,822
Information Systems	144,584	127,535	207,062
Community Relations	525,496	699,066	626,798
Facilities Expenses	905,528	504,251	370,029
Professional Services	1,220,272	1,112,849	1,177,446
Interest and Other	449,683	446,391	476,715
Funds & Grants	1,358,040	1,451,049	1,367,495
TOTAL OPERATING EXPENSES	11,052,541	10,938,696	10,662,773
NET INCOME (LOSS) BEFORE CAPEX	699,922	445,731	481,194
Capital Expenditures	916,000	445,700	244,200
NET INCOME (LOSS)	(216,078)	31	236,994

Summary Charts





Revenues

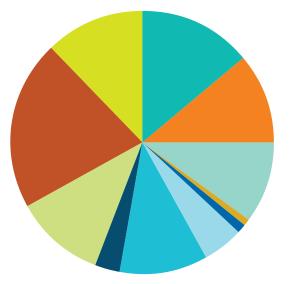




REVENUES

Program Revenues	2,397,952	20%
Property Taxes	3,091,224	26%
Limited Partnership	2,322,000	20%
Lease Revenues	2,949,918	25%
Investments	931,990	8%
Other	59,379	1%
	11,752,463	100%

Expenses



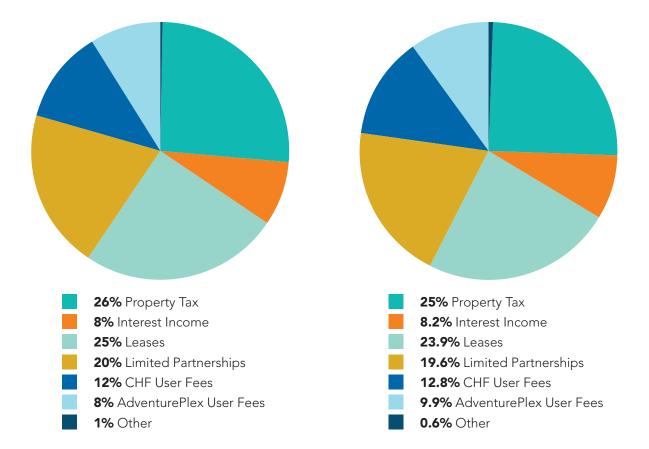
14% Older Adults
11% Center for Health & Fitness
10% AdventurePlex
1% Fitness Admin
1% WorkWell
5% Blue Zones
11% School Programs
3% Lifespans Admin
11% Real Estate Services
21% Administration
12% Health Promotion

EXPENSES

Older Adults	1,507,146	14%
Center for Health & Fitness	1,235,420	11%
AdventurePlex	1,126,044	10%
Fitness Admin	158,844	1%
WorkWell	118,343	1%
Blue Zones	532,738	5%
School Programs	1,233,821	11%
Lifespans Admin	338,920	3%
Real Estate Services	1,253,188	11%
Administration	2,260,241	21%
Health Promotion	1,287,834	12%
	11,052,540	100%

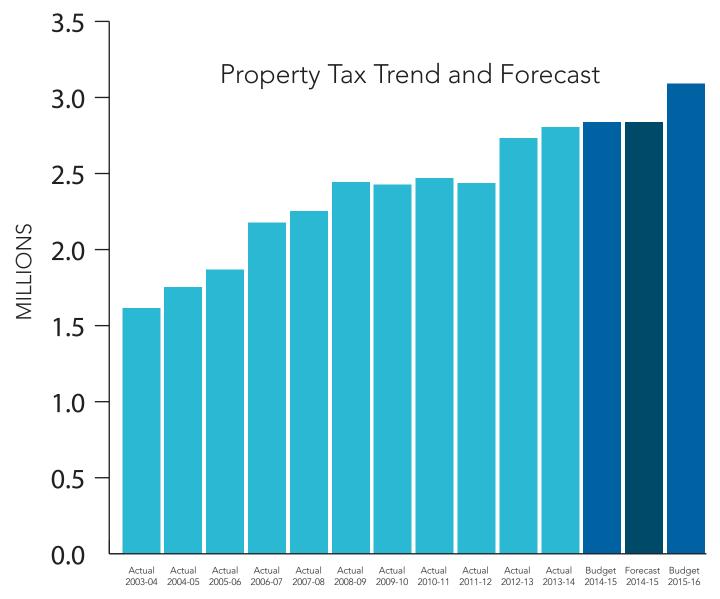


Revenues 2015-16 2014-15



	FY15–16 Budget	%	FY14–15 Budget	%
	Budget	/0	Budget	/0
Property Tax	3,091,224	26%	2,838,000	25%
Interest Income	931,990	8%	935,239	8.2%
Leases	2,949,918	25%	2,723,555	23.9%
Limited Partnerships	2,322,000	20%	2,224,300	19.6%
CHF User Fees	1,369,549	12%	1,456,853	12.8%
AdventurePlex User Fees	1,028,403	8%	1,122,181	9.9%
Other	59,379	1%	84,300	0.6%
Total Revenues	11,752,463	100%	11,384,428	100%





		\$	\$ incr	% incr
2003-04	Actual	1,615,027		
2004-05	Actual	1,753,537	138,510	8.6%
2005-06	Actual	1,867,873	114,336	6.5%
2006-07	Actual	2,178,032	310,159	16.6%
2007-08	Actual	2,252,697	74,665	3.4%
2008-09	Actual	2,442,451	189,755	8.4%
2009-10	Actual	2,428,306	(14,146)	-0.6%
2010-11	Actual	2,470,448	42,142	1.7%
2011-12	Actual	2,436,156	(34,292)	-1.4%
2012-13	Actual	2,732,011	295,855	12.1%
2013-14	Actual	2,806,501	83,490	3%
2014-15	Budget	2,838,000	31,499	1.1%
2014-15	Forecast	2,838,000	0	0%
2015-16	Budget	3,091,224	253,224	8.9%

Health Priorities

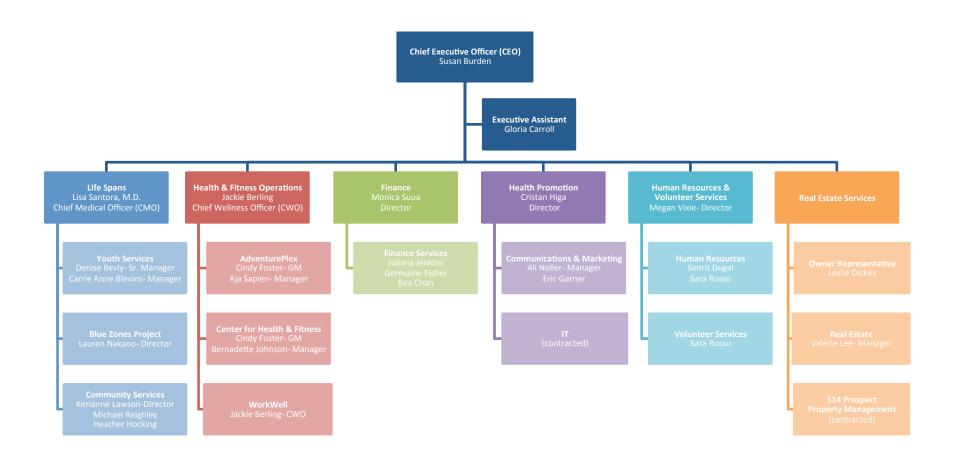


Beach Cities Health District Health Priorities 2012-2015

Youth (Birth to 17 years of age	Adults (18 to 64 years of age)	Older Adults (65 years of age and older)					
Increasing physical activity, promoting healthy eating and preventing obesity	Increasing physical activity, promoting healthy eating, reducing obesity and preventing chronic diseases	Increasing physical activity, promoting healthy eating, reducing obesity and promoting self-management of chronic diseases					
Preventing alcohol and drug use	Preventing drug abuse and excessive alcohol use	Preventing drug abuse and excessive alcohol use					
Fostering emotional well-being from the earliest stages of life	Promote mental health by reducing risk factors and enhancing protective factors associated with mental illness	Enhancing social supporting and implementing evidence-based strategies to reduce depression					
Suppo	rt evidence-based tobacco control p	policies					
Add	ress barriers to access to oral health	care					
 Health Priorities reviewed Committees 	and approved by BCHD Board of Dir and approved by Strategic Planning lata from Community Health Snapsh	and Community Health					

Recommendations

BCHD ORGANIZATION CHART



Personnel



Beach Cities Health District Budget 2015-16 - Personnel FTE Summary Average FTEs

	Salaries FY16	Budget FY16	Budget FY15	Budget FY14	Budget FY13
Administration	\$1,647,974	18.85	17.67	17.43	17.86
Executive/Admin	\$409,767	3.45	2.17	2.00	3.00
Real Estate	\$254,220	1.90			
Finance	\$348,817	4.50	7.50	7.43	6.86
HR/Volunteers	\$211,962	3.00	3.00	5.00	5.00
Health Promotion	\$423,208	6.00	5.00	3.00	3.00
Lifespan Services	\$1,516,662	23.63	22.72	25.22	21.01
Lifespan Admin	\$226,686	2.00	0.89	0.75	0.75
Youth Services	\$331,932	5.13	4.58	8.14	7.76
Blue Zones Project	\$316,830	5.00	5.00	6.00	2.00
Community Services	\$641,214	11.50	12.25	10.33	10.50
Fitness Centers	\$1,407,832	36.33	39.54	38.01	38.10
AdventurePlex	\$553,990	19.66	20.10	21.89	20.60
Center for Health & Fitness	\$853,842	16.67	19.44	16.12	17.50
District Total	\$4,572,468	78.80	79.93	80.66	76.97

Beach Cities Health District Budget 15-16 - Personnel - FTE Summary

Budget 15-16 - Personnel - FTE Summary	E)/45 40	1.1.45	Aug 45	0 45	0-145	Nov. 45	Dec 45	1 45	F-1 45	No. 45	4 45	Mar. 45	hun 45	Tedal A.	_
Executive	FY15-16	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Total Av	j .
170 Chief Executive Officer	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
170 Executive Assistant to CEO	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
170 Special Assistant to CEO	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	4.20	0.35
125 Administrative Manager	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	1.20	0.10
125 Administrative Assistant II	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00 41.40	1.00
	0.10	0.40	0.40	0.40	0.10	0.10	0.10	0.40	0.10	0.40	0.10	0.40	0.40	41.40	
Real Estate 710 Project Manager	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
730 Administrative Manager	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	10.80	0.90
	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	22.80	1.90
Finance															_
120 Payroll/Payables Accountant	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
120 Payables/Receivables Accountant	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
120 Sr. Accountant	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
120 Finance Director	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
120 Billing Specialist	0.50	0.50 4.50	0.50	0.50	0.50 4.50	0.50 4.50	0.50 4.50	0.50 4.50	0.50 4.50	0.50 4.50	0.50 4.50	0.50	0.50 4.50	6.00 54.00	0.50
Human Resources 110 Director of Human Resources	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
110 Talent Management Specialist	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
110 Talent Management Coordinator	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
150 Director of Human Resources	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
150 Talent Management Coordinator	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	36.00	3.00
Health Promotion (Communications/WorkWell)															
140 Chief Wellness Officer	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	3.00	0.25
140 Data & Operations Specialist 160 Communications Director	0.25	0.25	0.25 1.00	0.25 1.00	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25 1.00	0.25	3.00 12.00	0.25 1.00
160 Graphics & Advertising Coordinator	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
160 Sr. Communications Specialist	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
160 Communications Manager	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
160 Events & Volunteers Specialist	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
800 Administrative Assistant II	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00 72.00	0.50
Lifespan Services - Admin 605 Chief Medical Officer	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
605 Program Evaluation Specialist	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	24.00	2.00
Lifespans- Youth Services															
410 Sr. Manager, Youth Services	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
410 LiveWell Kids Manager	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
482 School Health Programs Coordinator	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
482 Health Educator	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
482 Administrative Assistant II 482 Garden Coordinator	0.50	0.50 0.63	0.50 0.63	0.50 0.63	0.50 0.63	0.50	0.50 0.63	0.50 0.63	0.50	0.50 0.63	0.50	0.50	0.50 0.63	6.00 7.50	0.50 0.63
	5.13	5.13	5.13	5.13	5.13	5.13	5.13	5.13	5.13	5.13	5.13	5.13	5.13	61.50	5.13
															_
Lifespans- Blue Zones Project 800 Director, Blue Zones Project	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
800 Project Manager	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
800 Community Health Programs Coordinator	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
800 Community Policy Analyst	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
800 Grocery & Restaurant Specialist	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00 60.00	1.00
Lifespans- Community Services 200 Administrative Assistant II	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
200 Care Management Coordinator	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
200 Care Manager I	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
200 Care Manager I	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
200 Care Manager II	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
200 Care Manager II 200 Client Resource Specialist	0.75	0.75 1.00	0.75 1.00	0.75 1.00	0.75 1.00	0.75	0.75 1.00	0.75 1.00	0.75 1.00	0.75 1.00	0.75	0.75 1.00	0.75 1.00	9.00 12.00	0.75 1.00
200 Director of Community Care Services	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
200 Information & Referral Programs Coordinator	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
200 Instructor	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.30	0.03
200 Instructor	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	1.20	0.10
200 Instructor 200 Intake Assistant	0.13	0.13 1.00	0.13	0.13 1.00	0.13 1.00	1.50 12.00	0.13 1.00								
200 Intake Assistant 200 Intake Specialist	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
200 Volunteer Specialist	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	138.00	11.50
Fitness Centers - AdventurePlex															
605 Chief Wellness Officer	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	4.50	0.38
605 Data & Operations Specialist 631 General Manager	0.13	0.13 0.50	0.13 0.50	0.13 0.50	0.13 0.50	0.13	0.13 0.50	0.13 0.50	0.13 0.50	0.13 0.50	0.13	0.13 0.50	0.13 0.50	1.50 6.00	0.13 0.50
631 Data & Operations Specialist	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	3.00	0.50
631 Member Services Representative - H&F	varies	0.38	0.53	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	4.73	0.39

631 Member Services Representative - H&F	varies	0.38	0.38	0.38	0.38	0.38	0.38	0.52	0.38	0.38	0.38	0.38	0.38	4.72	0.39
631 Member Services Representative - Aplex	varies	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	4.58	0.38
631 Member Services Representative - Aplex	varies	0.38	0.52	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	4.72	0.39
631 Member Services Representative - Aplex	varies	0.38	0.38	0.38	0.38	0.38	0.38	0.51	0.38	0.38	0.38	0.38	0.38	4.71	0.39
631 Member Services Representative - Aplex	varies	0.38	0.52	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	4.72	0.39
631 Member Services Representative - Aplex	varies	0.38	0.38	0.38	0.38	0.38	0.38	0.51	0.38	0.38	0.38	0.38	0.38	4.71	0.39
631 Adventure Staff (Adventure Leader)	varies	0.22	0.27	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	2.69	0.22
631 Adventure Staff (Adventure Leader)	varies	0.22	0.22	0.22	0.22	0.22	0.22	0.36	0.22	0.22	0.22	0.22	0.22	2.78	0.23
631 Adventure Staff (Adventure Leader)	varies	0.22	0.27	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	2.69	0.22
631 Adventure Staff (Adventure Leader)	varies	0.22	0.22	0.22	0.22	0.22	0.22	0.25	0.22	0.22	0.22	0.22	0.22	2.67	0.22
631 Adventure Staff (Adventure Leader)	varies	0.22	0.36	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	2.78	0.23
631 Adventure Staff (Adventure Leader)	varies	0.22	0.27	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	2.69	0.22
631 Adventure Staff (Adventure Leader)	varies	0.22	0.22	0.22	0.22	0.22	0.22	0.28	0.22	0.22	0.22	0.22	0.22	2.70	0.23
631 Adventure Staff (Adventure Leader)	varies	0.22	0.28	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	2.70	0.23
631 Adventure Staff (Adventure Leader)	varies	0.22	0.22	0.22	0.22	0.22	0.22	0.36	0.22	0.22	0.22	0.22	0.22	2.78	0.23
632 AdventurePlex Supervisor	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
632 Adventure Staff (Outdoors)	varies	0.18	0.22	0.07	0.11	0.11	0.09	0.16	0.06	0.10	0.14	0.10	0.14	1.46	0.12
632 Adventure Staff (Outdoors)	varies	0.18	0.20	0.10	0.11	0.10	0.09	0.31	0.06	0.11	0.14	0.10	0.14	1.64	0.14
632 Adventure Staff (Outdoors)	varies	0.18	0.35	0.10	0.11	0.10	0.09	0.17	0.06	0.11	0.14	0.10	0.15	1.66	0.14
632 Adventure Staff (Outdoors)	varies	0.18	0.20	0.10	0.11	0.11	0.10	0.31	0.07	0.11	0.14	0.11	0.15	1.69	0.14
632 Adventure Staff (Outdoors)	varies	0.18	0.26	0.10	0.11	0.11	0.10	0.17	0.07	0.11	0.14	0.11	0.15	1.61	0.13
632 Adventure Staff (Outdoors)	varies	0.18	0.20	0.10	0.11	0.11	0.10	0.17	0.07	0.11	0.14	0.11	0.15	1.55	0.13
632 Adventure Staff (Outdoors)	varies	0.18	0.19	0.09	0.10	0.11	0.09	0.17	0.06	0.10	0.13	0.10	0.15	1.47	0.12
	varies	0.18	0.19	0.09	0.10	0.11	0.09	0.17	0.06	0.10	0.13	0.10		1.47	
632 Adventure Staff (Outdoors)													0.15		0.12
632 Adventure Staff (Outdoors)	varies	0.18	0.19	0.09	0.10	0.11	0.09	0.17	0.06	0.10	0.13	0.10	0.15	1.47	0.12
632 Member Services Representative - H&F	varies	0.18	0.19	0.09	0.10	0.11	0.09	0.17	0.06	0.10	0.13	0.10	0.15	1.47	0.12
632 Member Services Representative - H&F	varies	0.18	0.19	0.09	0.10	0.11	0.09	0.17	0.06	0.10	0.13	0.10	0.15	1.47	0.12
632 Toddler Town Attendant	0.93			0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93	9.30	0.78
		-	-												
632 Sport Fundamentals Instructor	varies	0.06	0.06	0.06	0.06	0.06	0.06	0.07	0.06	0.06	0.06	0.06	0.06	0.73	0.06
632 Zumba Instructor	varies	0.03	0.04	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.37	0.03
632 Safe Sitter Instructor	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.48	0.04
632 Stroller Fitness Instructor	varies -					2.01		15.00	0.11	0.11	0.11	0.11	0.11	15.55	1.30
			-	-	-	-									
632 Toddler Movement Instructor	0.26 -		-	-	-	-		0.26	0.26	0.26	0.26	0.26	0.26	1.56	0.13
632 Mom&Baby, Mom&Tot Yoga	0.11 -		-	-	-	-		0.11	0.11	0.11	0.11	0.11	0.11	0.66	0.06
632 Toddler Party Hostesses	varies -		-	-	-			0.23	0.23	0.28	0.23	0.23	0.28	1.48	0.12
632 Toddler PDO/PNO Staff	varies -							0.10	0.10	0.10	0.10	0.10	0.10	0.60	0.05
							0.50								
633 AdventurePlex Manager	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
633 Adventure Staff (Events)	varies	0.19	0.18	0.18	0.20	0.13	0.23	0.15	0.27	0.11	0.19	0.20	0.39	2.41	0.20
633 Adventure Staff (Events)	varies	0.19	0.05	0.18	0.20	0.13	0.25	0.28	0.27	0.12	0.19	0.20	0.39	2.46	0.20
633 Adventure Staff (Events)	varies	0.19	0.20	0.18	0.20	0.13	0.25	0.15	0.27	0.12	0.19	0.20	0.39	2.47	0.21
633 Adventure Staff (Events)	varies	0.20	0.05	0.15	0.20	0.13	0.25	0.27	0.27	0.12	0.19	0.20	0.38	2.41	0.20
633 Adventure Staff (Events)	varies	0.20	0.19	0.15	0.20	0.13	0.25	0.15	0.26	0.12	0.19	0.20	0.38	2.42	0.20
633 Adventure Staff (Events)	varies	0.20	0.05	0.15	0.15	0.13	0.25	0.26	0.26	0.12	0.19	0.15	0.38	2.29	0.19
633 Adventure Staff (Events)	varies	0.20	0.20	0.15	0.16	0.13	0.25	0.13	0.26	0.12	0.20	0.16	0.38	2.34	0.20
633 Event Specialist	varies	0.80	1.00	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	9.80	0.82
633 Event Specialist	varies	0.80	0.70	0.80	0.80	0.80	0.80	0.80	0.90	0.80	0.80	0.80	0.80	9.60	0.80
634 AdventurePlex Manager	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
634 Assistant Camp Director	variee	1.00			0.00	0.10	0.20	0.41	0.10	0.61	0.20		0.80	4.41	0.37
634 Assistant Camp Director	varies	1.00	1.00 -	-	0.00	0.10	0.20	0.41	0.10	0.61	0.20 -		0.80	4.41	0.37
634 Assistant Camp Director	varies varies	1.00	1.00 - 1.00 -		0.00	0.10	0.20	0.41	0.10	0.61 0.50	0.20 -		0.80	4.31	0.36
			1.00 -	-	0.00										
634 Assistant Camp Director 634 Assistant Camp Director	varies varies	1.00 1.00	1.00 - 1.00 -	-	0.00	0.10 0.10	0.20	0.41	0.10 0.10		0.20 -		0.80 0.80	4.31 3.81	0.36 0.42
634 Assistant Camp Director634 Assistant Camp Director634 Camp Staff (Year 1)	varies varies varies	1.00 1.00 0.75	1.00 - 1.00 - 1.00 - 0.42 -	-	0.00	0.10 0.10 0.03	0.20 0.20 0.05	0.41 0.41 0.15	0.10 0.10 0.04 -		0.20 - 0.20 0.05 -		0.80 0.80 0.35	4.31 3.81 1.84	0.36 0.42 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 1)	varies varies varies varies	1.00 1.00 0.75 0.75	1.00 - 1.00 - 1.00 - 0.42 - 0.41 -	-	0.00	0.10 0.10 0.03 0.04	0.20 0.20 0.05 0.05	0.41 0.41 0.15 0.15	0.10 0.10 0.04 - 0.04 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.80 0.35 0.35	4.31 3.81 1.84 1.84	0.36 0.42 0.15 0.15
 634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 1) 634 Camp Staff (Year 1) 	varies varies varies varies varies	1.00 1.00 0.75 0.75 0.75	1.00 - 1.00 - 0.42 - 0.41 - 0.42 -	· · · · · · · · · · · · · · · · · · ·	0.00	0.10 0.10 0.03 0.04 0.04	0.20 0.20 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15	0.10 0.10 0.04 - 0.04 - 0.04 -		0.20 - 0.20 0.05 - 0.05 - 0.05 -		0.80 0.80 0.35 0.35 0.35	4.31 3.81 1.84 1.84 1.85	0.36 0.42 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 1)	varies varies varies varies	1.00 1.00 0.75 0.75	1.00 - 1.00 - 1.00 - 0.42 - 0.41 -	-	0.00	0.10 0.10 0.03 0.04	0.20 0.20 0.05 0.05	0.41 0.41 0.15 0.15	0.10 0.10 0.04 - 0.04 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.80 0.35 0.35	4.31 3.81 1.84 1.84	0.36 0.42 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1)	varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.75 0.74	1.00 - 1.00 - 0.42 - 0.41 - 0.42 - 0.42 - 0.34 -	-	0.00	0.10 0.10 0.03 0.04 0.04 0.04	0.20 0.20 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22	0.10 0.10 0.04 - 0.04 - 0.04 - 0.03 -		0.20 - 0.20 0.05 - 0.05 - 0.05 - 0.05 -		0.80 0.80 0.35 0.35 0.35 0.35	4.31 3.81 1.84 1.84 1.85 1.82	0.36 0.42 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1)	varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.75 0.74 0.74	1.00 - 1.00 - 1.00 - 0.42 - 0.41 - 0.42 - 0.34 - 0.40 -		0.00	0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 - 0.05 - 0.05 - 0.05 -		0.80 0.80 0.35 0.35 0.35 0.35 0.35	4.31 3.81 1.84 1.84 1.85 1.82 1.82	0.36 0.42 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 636 Camp Staff (Year 1) 634 Camp Staff (Year 1)	varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.75 0.74 0.74 0.74	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$	-		0.10 0.10 0.03 0.04 0.04 0.04	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.15 0.19	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 -		0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.82 1.76	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.75 0.74 0.74 0.74	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.19 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 -		0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.74	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 636 Camp Staff (Year 1) 634 Camp Staff (Year 1)	varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.75 0.74 0.74 0.74	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$		-	0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.15 0.19	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 -		0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.82 1.76	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.75 0.74 0.74 0.74	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$		-	0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.19 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 -		0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.74	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 2) 634 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.74 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$		-	0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.19 0.15 0.22 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.82 1.76 1.74 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.14 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.19 0.15 0.22 0.15 0.22 0.15 0.20	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.85 1.82 1.82 1.76 1.74 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.74 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.15 0.15 0.19 0.15 0.22 0.15 0.20 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.85 1.82 1.82 1.82 1.76 1.74 1.67 1.67 1.65 1.72	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.74 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.29 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.26	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.85 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.85 1.82 1.82 1.82 1.76 1.76 1.74 1.67 1.65 1.72 1.71	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.14 0.15 0.15 0.15 0.16 0.16
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.74 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.15 0.15 0.19 0.15 0.22 0.15 0.20 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.85 1.82 1.82 1.82 1.76 1.74 1.67 1.67 1.65 1.72	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 635 Camp Staff (Year 2) 636 Camp Staff (Year 2) 637 Camp Staff (Year 2) 636 Camp Staff (Year 2) 637 Camp Staff (Year 2) 636 Camp Staff (Year 2)	varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.74 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.29 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.26	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.85 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.76 1.67 1.67 1.67 1.65 1.72 1.71	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3)	varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.74 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.29 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.85 1.82 1.82 1.76 1.74 1.67 1.67 1.65 1.72 1.71 1.71	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3)	varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 0.05 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.67 1.67 1.65 1.72 1.71 1.71 1.71 1.70 1.71	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.14 0.15 0.16 0.16 0.16 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more)	varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 1.00 - 0.42 - 0.41 - 0.42 - 0.43 - 0.34 - 0.30 - 0.30 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.15 0.15 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.25 - 0.05 -		0.80 0.85 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.76 1.67 1.67 1.67 1.65 1.72 1.71 1.71 1.71 1.70	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.14 0.15 0.16 0.16 0.16 0.16 0.16 0.16 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 635 Camp Staff (Year 1) 636 Camp Staff (Year 1) 636 Camp Staff (Year 1) 636 Camp Staff (Year 2) 636 Camp Staff (Year 2) 636 Camp Staff (Year 2) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3) or more)	varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.70 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.42 - 0.43 - 0.34 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.42 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.26 0.15 0.26 0.15 0.25 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.25 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.85 1.82 1.76 1.76 1.67 1.67 1.67 1.67 1.67 1.71 1.71	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more)	varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 1.00 - 0.42 - 0.41 - 0.42 - 0.43 - 0.34 - 0.30 - 0.30 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.25 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.15 0.15 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.25 - 0.05 -		0.80 0.85 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.76 1.67 1.67 1.67 1.65 1.72 1.71 1.71 1.71 1.70 1.70	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.14 0.15 0.16 0.16 0.16 0.16 0.16 0.16 0.15
634 Assistant Camp Director 634 Assistant Camp Director 636 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3) 635 Camp Staff (Year 3) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 634 Camp Staff (Year 3) 635 Camp Staff (Year 3) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 639 Camp Staff (Year 3) 639	varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.70 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.42 - 0.43 - 0.34 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.42 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.26 0.15 0.26 0.15 0.25 0.15	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.25 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.82 1.74 1.67 1.65 1.74 1.65 1.71 1.71 1.71 1.71 1.71 1.70 1.70 1.70	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more)	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.34 - 0.34 - 0.30 - 0.31 - 0.33 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.31 - 0.32 - 0.33 - 0.341 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.71 1.71	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.16 0.16 0.16 0.16 0.16 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 2) 637 Camp Staff (Year 3) 638 Camp Staff (Year 2) 634 Camp Staff (Year 3) 635 Camp Staff (Year 3) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 634 Camp Staff (Year 3) 635 Camp Staff (Year 3) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 639 Camp Staff (Year 3) 630 Camp Staff (Year	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 - 0.05 -		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.74 1.67 1.67 1.65 1.74 1.67 1.65 1.71 1.71 1.70 1.71 1.70 1.71 1.70 1.40	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.16 0.16 0.16 0.16 0.16 0.16 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 1) 635 Camp Staff (Year 1) 636 Camp Staff (Year 2) 634 Camp Staff (Year 2) 635 Camp Staff (Year 2) 636 Camp Staff (Year 2) 637 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Y	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.74 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.43 - 0.34 - 0.34 - 0.30 - 0.31 - 0.33 - 0.34 - 0.30 - 0.31 - 0.32 - 0.30 - 0.30 - 0.31 - 0.32 - 0.33 - 0.341 - 0.30 - 0.31 - 0.32 - 0.33 - 0.341 - 0.351 - 0.41 - 0.33 - 0.41 - 0.35 - 0.41 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 - 0.05 - 0.04		0.80 0.35	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 2) 637 Camp Staff (Year 3) 638 Camp Staff (Year 2) 634 Camp Staff (Year 3) 635 Camp Staff (Year 3) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 634 Camp Staff (Year 3) 635 Camp Staff (Year 3) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 639 Camp Staff (Year 3) 630 Camp Staff (Year	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 - 0.05 - 0.04		0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.74 1.67 1.67 1.65 1.74 1.67 1.65 1.71 1.71 1.70 1.71 1.70 1.71 1.70 1.40	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.16 0.16 0.16 0.16 0.16 0.16 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 1) 637 Camp Staff (Year 2) 638 Camp Staff (Year 2) 634 Camp Staff (Year 2) 635 Camp Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 <	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.42 - 0.42 - 0.43 - 0.44 - 0.40 - 0.41 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 -			0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 - 0.05 - 0.04		0.80 0.35	4 31 3.81 1.84 1.84 1.82 1.82 1.82 1.76 1.74 1.67 1.77 1.67 1.77 1.77 1.77 1.77 1.77	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 1) 635 Camp Staff (Year 1) 636 Camp Staff (Year 2) 634 Camp Staff (Year 2) 635 Camp Staff (Year 2) 636 Camp Staff (Year 2) 637 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Y	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50	0.20 - 0.20 - 0.20 - 0.05 - 0.04 - 0.04 - 0.04 - 0.04 - 0.04 <t< td=""><td>12.02</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>	12.02	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 1) 637 Camp Staff (Year 2) 638 Camp Staff (Year 2) 634 Camp Staff (Year 2) 635 Camp Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 <	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.42 - 0.42 - 0.43 - 0.44 - 0.40 - 0.41 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 -	12.73		0.10 0.10 0.03 0.04 0.04 0.04 0.04 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.26 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24	0.10 0.04 - 0.04 - 0.04 - 0.03 - 0.03 - 0.03 -		0.20 - 0.20 - 0.05 - 0.04	13.82	0.80 0.35	4 31 3.81 1.84 1.84 1.82 1.82 1.82 1.76 1.74 1.67 1.77 1.67 1.77 1.77 1.77 1.77 1.77	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.16 0.16 0.16 0.16 0.16 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 635 Camp Staff (Year 2) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 634 Camp Staff (Year 3) or more) 634 Camp Staff (Year 3) or more	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50	0.20 - 0.20 - 0.20 - 0.05 - 0.04 - 0.04 - 0.04 - 0.04 - 0.04 <t< td=""><td>13.82</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>	13.82	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 1) 637 Camp Staff (Year 2) 638 Camp Staff (Year 2) 634 Camp Staff (Year 2) 635 Camp Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 <	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50	0.20 - 0.20 - 0.20 - 0.05 - 0.04 - 0.04 - 0.04 - 0.04 - 0.04 <t< td=""><td>13.82</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>	13.82	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 635 Camp Staff (Year 2) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 634 Camp Staff (Year 3) or more) 634 Camp Staff (Year 3) or more	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50	0.20 - 0.20 - 0.20 - 0.05 - 0.04 - 0.04 - 0.04 - 0.04 - 0.04 <t< td=""><td>13.82</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>	13.82	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.67	0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Chiet Weilness Officer <td>varies va</td> <td>1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70</td> <td>1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 -</td> <td></td> <td></td> <td>0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05 13.21 13.21</td> <td>0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05</td> <td>0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.19 0.22 0.15 0.20 0.15 0.20 0.15 0.25 0.15 0.25 0.15 0.25</td> <td>0.10 0.10 0.04 - 0.04 - 0.03 - 0.03 - 0.03 - - - - - - - - - - - - - -</td> <td>0.50</td> <td>0.20 0.20 0.05</td> <td>0.25</td> <td>0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td> <td>4 31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.71 1.70 1.71 1.70 1.70 1.70 1.70 1.70 1.71 1.70 1.70 1.70 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 3.00</td> <td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td>	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05 13.21 13.21	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.19 0.22 0.15 0.20 0.15 0.20 0.15 0.25 0.15 0.25 0.15 0.25	0.10 0.10 0.04 - 0.04 - 0.03 - 0.03 - 0.03 - - - - - - - - - - - - - -	0.50	0.20 0.20 0.05	0.25	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.71 1.70 1.71 1.70 1.70 1.70 1.70 1.70 1.71 1.70 1.70 1.70 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 3.00	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 635 Assistant Camp Director 636 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 635 <	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.43 - 0.34 - 0.34 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 <t< td=""><td></td><td></td><td>0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05</td><td>0.20 0.00 0.05 0.05 0.05 0.05 0.05 0.05</td><td>0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.14</td><td>0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -</td><td>0.50 14.50 0.25 0.13</td><td>0.20 0.20 0.20 0.05 0.04</td><td>0.25 0.13</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05	0.20 0.00 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13	0.20 0.20 0.20 0.05 0.04	0.25 0.13	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 1) 637 Camp Staff (Year 1) 636 Camp Staff (Year 1) 637 Camp Staff (Year 2) 636 Camp Staff (Year 2) 637 Camp Staff (Year 2) 638 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 Camp Staff (Year 3 or more) 639 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Champ Staff (Year 3 or more) 636	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.50 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.25 0.14 0.24 0.14 0.14	0.10 0.10 0.04 - 0.04 - 0.03 - 0.03 - - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.50	0.20 0.20 0.05	0.25 0.13 0.50	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3.81 1.84 1.84 1.85 1.82 1.82 1.82 1.82 1.76 1.77 1.67 1.67 1.71 1.71 1.71 1.70 1.68 1.69 1.60 1.51 1.40 1.51 1.41 230.96 5.00 1.50	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 635 Assistant Camp Director 636 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 636 <	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.43 - 0.34 - 0.34 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 <t< td=""><td></td><td></td><td>0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05</td><td>0.20 0.00 0.05 0.05 0.05 0.05 0.05 0.05</td><td>0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.14</td><td>0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -</td><td>0.50 14.50 0.25 0.13</td><td>0.20 0.20 0.20 0.05 0.04</td><td>0.25 0.13</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05	0.20 0.00 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13	0.20 0.20 0.20 0.05 0.04	0.25 0.13	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 1) 637 Camp Staff (Year 1) 636 Camp Staff (Year 1) 637 Camp Staff (Year 2) 636 Camp Staff (Year 2) 637 Camp Staff (Year 2) 638 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 Camp Staff (Year 3 or more) 639 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 <	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.25 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.25 0.14 0.24 0.14 0.14	0.10 0.10 0.04 - 0.04 - 0.03 - 0.03 - - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.50	0.20 0.20 0.05	0.25 0.13 0.50 0.25	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3 81 1.84 1.84 1.82 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.71 1.70 1.71 1.70 1.70 1.70 1.70 1.70 1.71 1.70 1.70 1.70 1.71 1.70 1.70 1.71 1.70 1.67 3.00 1.50 6.00 3.00 3.00	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 634 <	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.70 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 1.00 - 0.42 - 0.43 - 0.44 - 0.30 - 0.41 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.41 - 0.30 -			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05	0.20 0.20 0.05 0.14.97 0.13 0.50 0.13 0.50 0.13 0.10 0.13 0.10 0.13 0.10 0.10 0.13 0.10 0.1	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.26 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.25 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.50 0.25 1.00	0.20 0.20 0.05 0.15 0	0.25 0.13 0.50 0.25 1.00	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3 or more) 635 Chairty Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Chairty Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Chiet Wellne	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.350 <			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05 0.05 0.05 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.19 0.22 0.15 0.20 0.15 0.20 0.15 0.25 0.14 0.25 0.14 0.24 0.14 0.24 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.50 0.25 1.00 0.75	0.20 0.20 0.05 0.25 0.03 0.05 0.25 0.05 0.05 0.05 0.25 0.05 0.05 0.05 0.05 0.25 0.05	0.25 0.13 0.50 0.25 1.00 0.75	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3.81 1.84 1.84 1.85 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.71 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.71 1.70 1.70 1.71 1.70 1.71 1.70 1.67 1.67 1.67 1.67 1.67 1.67 1.67 1.67 1.67 1.67 1.67 1.67 1.67 1.74 1.67 1.74 1.74 1.74 1.70 1.71 1.70 1.70 1.71 1.70 1.71 1.70 1.70 1.71 1.70 1.69 1.74 1.74 1.74 1.71 1.70 1.70 1.70 1.69 1.74 1.71 1.70 1.71 1.70 1.69 1.71 1.71 1.70 1.69 1.69 1.69 1.72 1.71 1.70 1.69 1.69 1.71 1.71 1.70 1.69 1.69 1.69 1.72 1.71 1.70 1.69 1.69 1.72 1.71 1.70 1.69 1.69 1.69 1.69 1.69 1.69 1.69 1.69 1.71 1.71 1.70 1.69 1.60 1.60 1.60 1.60 1.60 1.60 1.60 1.60 1.50 1	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 635 Charler Weilness Officer 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 Camp Staff (Year 3 or more) 639 Camp Staff (Y	varies va varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 1.00 - 0.41 - 0.34 - 0.34 - 0.34 - 0.34 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.52 - 0.33 - 0.41 <t< td=""><td></td><td></td><td>0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.05</td><td>0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05</td><td>0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.24 0.24 0.14</td><td>0.10 0.10 0.04 0.04 0.03 0.03 - - - - - - - - - - - - -</td><td>0.50 0.25 0.13 0.25 0.25 1.00 0.25 0.20</td><td>0.20 0.20 0.20 0.05 0.04 0.05 0.05 0.05 0.05 0.05 0.05 0.05 0.04 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.25 0.20 0.25</td><td>0.25 0.13 0.50 0.25 1.00 0.75 0.20</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.24 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 - - - - - - - - - - - - -	0.50 0.25 0.13 0.25 0.25 1.00 0.25 0.20	0.20 0.20 0.20 0.05 0.04 0.05 0.05 0.05 0.05 0.05 0.05 0.05 0.04 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.25 0.20 0.25	0.25 0.13 0.50 0.25 1.00 0.75 0.20	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Chief Weilness Officer 636 Chief Weilness Officer 637 Chief Weilness Officer 636 Chief Weilness Chiefer 637 Chief Weilness Rapscalistst <td>varies va varies varies varies</td> <td>1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70</td> <td>1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.40 - 0.41 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.25 - 0.43 - 0.50 -</td> <td></td> <td></td> <td>0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05 0.05 0.05 0.05</td> <td>0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05</td> <td>0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24 0.14</td> <td>0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -</td> <td>0.50 14.50 0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25</td> <td>0.20 0.20 0.05</td> <td>0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25</td> <td>0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td> <td>4 31 3.81 1.84 1.84 1.82 1.82 1.82 1.82 1.76 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.70 1.68 1.69 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.51 1.51 1.51 1.51 1.55 1.52 1.55 1.52 1.72 1.71 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.70 1.65 1.65 1.72 1.71 1.77 1.71 1.70 1.65 1.65 1.65 1.65 1.72 1.71 1.71 1.70 1.67 1.67 1.67 1.67 1.71 1.71 1.70 1.51 1.60 1.51 1.71 1.71 1.71 1.71 1.71 1.71 1.70 1.51 1.90 1.51 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00</td> <td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td>	varies va varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.40 - 0.41 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.25 - 0.43 - 0.50 -			0.10 0.10 0.03 0.04 0.04 0.04 0.05 0.05 0.05 0.05 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.20 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25	0.20 0.20 0.05	0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3.81 1.84 1.84 1.82 1.82 1.82 1.82 1.76 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.70 1.68 1.69 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.40 1.51 1.51 1.51 1.51 1.51 1.55 1.52 1.55 1.52 1.72 1.71 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.77 1.70 1.65 1.65 1.72 1.71 1.77 1.71 1.70 1.65 1.65 1.65 1.65 1.72 1.71 1.71 1.70 1.67 1.67 1.67 1.67 1.71 1.71 1.70 1.51 1.60 1.51 1.71 1.71 1.71 1.71 1.71 1.71 1.70 1.51 1.90 1.51 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00 1.50 1.00	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 635 Charler Weilness Officer 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 Camp Staff (Year 3 or more) 639 Camp Staff (Y	varies va varies varies varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 1.00 - 0.41 - 0.34 - 0.34 - 0.34 - 0.34 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.52 - 0.33 - 0.41 <t< td=""><td></td><td></td><td>0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.05</td><td>0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05</td><td>0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.24 0.24 0.14</td><td>0.10 0.10 0.04 0.04 0.03 0.03 - - - - - - - - - - - - -</td><td>0.50 0.25 0.13 0.25 0.25 1.00 0.25 0.20</td><td>0.20 0.20 0.20 0.05 0.04 0.05 0.05 0.05 0.05 0.05 0.05 0.05 0.04 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.25 0.20 0.25</td><td>0.25 0.13 0.50 0.25 1.00 0.75 0.20</td><td>0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3</td><td>4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67</td><td>0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15</td></t<>			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.24 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 - - - - - - - - - - - - -	0.50 0.25 0.13 0.25 0.25 1.00 0.25 0.20	0.20 0.20 0.20 0.05 0.04 0.05 0.05 0.05 0.05 0.05 0.05 0.05 0.04 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.05 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.25 0.20 0.25	0.25 0.13 0.50 0.25 1.00 0.75 0.20	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4.31 3.81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.67	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 635 Assistant Camp Director 636 Camp Staff (Year 1) 637 Camp Staff (Year 1) 638 Camp Staff (Year 1) 634 Camp Staff (Year 1) 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3) 634 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Camp Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Chief Wellness Officer 605 Data & Operations Specialist 611 General Manager 611 Data & Operations Specialist 611 Member Services Rapagentalive Lead 611 Personal Trainer ML3 - Floor Time 611 Personal Trainer ML3 - Floor Time	varies	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.43 - 0.34 - 0.36 - 0.37 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.525 - 0.43 - 0.43 - 0.50 -			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.13 0.25 0.13 0.25 1.00 0.25 0.25 0.20	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.25 1.00 0.25 1.00 0.75 0.20 0.20	0.20 0.20 0.20 0.05 0.25 0.02 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.20 0.25 0.25 0.20 0.25	0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25 0.20	0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3 81 1.84 1.84 1.82 1.82 1.76 1.77 1.67 1.67 1.67 1.67 1.67 1.71 1.70 1.71 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.71 1.70 1.50 1.50 1.50 6.00 1.50 1.50 6.00 1.50 6.00 1.50 1.50 6.00 1.50 1.50 1.50 6.00 1.50	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 636 Camp Staff (Year 2) 636 Camp Staff (Year 3) 637 Camp Staff (Year 3) 638 Camp Staff (Year 3) 639 Camp Staff (Year 3) 630 Camp Staff (Year 3) 631 Camp Staff (Year 3) or more) 632 Camp Staff (Year 3) 634 Camp Staff (Year 3) or more) 635 Camp Staff (Year 3) or more) 636 Camp Staff (Year 3) or more) 637 Camp Staff (Year 3) or more) 638 Camp Staff (Year 3) or m	varies va	1.00 1.00 0.75 0.75 0.75 0.74 0.74 0.70 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.25 - 0.25 - 0.25 - 0.25 0.			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.05	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.25 0.15 0.25 0.14 0.24 0.14 0.24 0.14 0.24 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.50 0.25 1.00 0.25 0.20 0.25 0.25 0.25 0.25	0.20 0.20 0.05 0.25 0.00 0.25 0.00 0.25	0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25 0.20 0.25	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3.81 1.84 1.84 1.85 1.82 1.82 1.82 1.76 1.77 1.70 1.79 1.70 1.70 1.71 1.70 1.68 1.69 1.60 1	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 635 Camp Staff (Year 3) 634 Camp Staff (Year 3 or more) 635 Chairy Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Chairy Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 Camp Staff (Year 3 or more) 639 Camp S	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.43 - 0.55 1.			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.55 1.00 0.25 1.00 0.25 0.20 0.25 0.20 0.20	0.20 - 0.20 - 0.20 - 0.05 - 0.06 - 0.26 - 0.27 - 0.28 - 0.20 - 0.25 - 0.20 - 0.25 - 0.20 - 0.25 - 0.20 0.	0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25 0.20 0.25 0.20	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3 81 1.84 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.71 1.71 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.71 1.71 1.70 1.69 1.69 1.69 1.69 1.69 1.69 1.69 1.74 1.74 1.71 1.71 1.70 1.70 1.70 1.70 1.71 1.70 1.70 1.70 1.70 1.69 1.69 1.69 1.74 1.71 1.71 1.70 1.69 1.69 1.69 1.69 1.74 1.71 1.70 1.70 1.70 1.70 1.60 1.60 1.60 1.60 1.72 1.71 1.71 1.70 1.60 1.50 1	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 635 Camp Staff (Year 1) 634 Camp Staff (Year 2) 634 Camp Staff (Year 3 or more) 635 Chair Mulangaer 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 Camp Staff (Year 3 or more) 639 C	varies va	1.00 1.00 0.75 0.75 0.75 0.74 0.74 0.70 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.41 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.31 - 0.32 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.25 - 0.25 - 0.25 - 0.25 0.			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.25 0.25 0.25	0.20 0.20 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.20 0.15 0.25 0.15 0.25 0.14 0.24 0.14 0.24 0.14 0.24 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.50 0.25 1.00 0.25 0.20 0.25 0.25 0.25 0.25	0.20 0.20 0.05 0.25 0.00 0.25 0.00 0.25	0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25 0.20 0.25	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3.81 1.84 1.84 1.85 1.82 1.82 1.82 1.76 1.77 1.70 1.79 1.70 1.70 1.71 1.70 1.68 1.69 1.60 1	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.15 0.15
634 Assistant Camp Director 634 Assistant Camp Director 634 Camp Staff (Year 1) 634 Camp Staff (Year 2) 635 Camp Staff (Year 3) 634 Camp Staff (Year 3 or more) 635 Chaire Staff (Year 3 or more) 634 Camp Staff (Year 3 or more) 635 Chaire Staff (Year 3 or more) 636 Camp Staff (Year 3 or more) 637 Camp Staff (Year 3 or more) 638 Camp Staff (Year 3 or more) 639 Came S	varies va	1.00 1.00 0.75 0.75 0.74 0.74 0.74 0.70 0.70 0.70 0.70 0.70	1.00 - 1.00 - 0.42 - 0.42 - 0.43 - 0.44 - 0.43 - 0.44 - 0.30 - 0.31 - 0.33 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.41 - 0.30 - 0.43 - 0.25 1.			0.10 0.10 0.03 0.04 0.04 0.05 0.05 0.05 0.05 0.05 0.05	0.20 0.05 0.05 0.05 0.05 0.05 0.05 0.05	0.41 0.41 0.15 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.22 0.15 0.25 0.15 0.25 0.15 0.25 0.14 0.25 0.14 0.24 0.24 0.14 0.24 0.14	0.10 0.10 0.04 0.04 0.03 0.03 0.03 0.03 - - - - - - - - - - - - -	0.50 14.50 0.25 0.13 0.55 1.00 0.25 1.00 0.25 0.20 0.25 0.20 0.20	0.20 - 0.20 - 0.20 - 0.05 - 0.06 - 0.26 - 0.27 - 0.28 - 0.20 - 0.25 - 0.20 - 0.25 - 0.20 - 0.25 - 0.20 0.	0.25 0.13 0.50 0.25 1.00 0.75 0.20 0.25 0.20 0.25 0.20	0.80 0.80 0.35 0.35 0.35 0.35 0.35 0.35 0.35 0.3	4 31 3 81 1.84 1.84 1.84 1.82 1.82 1.76 1.67 1.67 1.67 1.67 1.67 1.67 1.71 1.71 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.71 1.71 1.70 1.69 1.69 1.69 1.69 1.69 1.69 1.69 1.74 1.74 1.71 1.71 1.70 1.70 1.70 1.70 1.71 1.70 1.70 1.70 1.70 1.69 1.69 1.69 1.74 1.71 1.71 1.70 1.69 1.69 1.69 1.69 1.74 1.71 1.70 1.70 1.70 1.70 1.60 1.60 1.60 1.60 1.72 1.71 1.71 1.70 1.60 1.50 1	0.36 0.42 0.15 0.15 0.15 0.15 0.15 0.15 0.16 0.16 0.16 0.16 0.16 0.16 0.16 0.16

611	Personal Trainer- Floor Time	varies	0.04	0.04	0.04	0.04	0.04	0.04	0.16	0.04	0.04	0.04	0.04	0.04	0.55	0.05
611	Personal Trainer- Floor Time	varies	0.04	0.18	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.57	0.05
611	Member Services Representative- CHF	varies	0.26	0.26	0.26	0.26	0.26	0.26	0.41	0.26	0.26	0.26	0.26	0.26	3.27	0.27
611	Member Services Representative- CHF	varies	0.28	0.39	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	3.47	0.29
611	Member Services Representative- CHF	varies	0.20	0.20	0.20	0.20	0.20	0.20	0.48	0.20	0.20	0.20	0.20	0.20	2.68	0.22
611	Member Services Representative- CHF	varies	0.16	0.26	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	2.02	0.17
611	Member Services Representative- CHF	varies	0.38	0.38	0.38	0.38	0.38	0.38	0.48	0.38	0.38	0.38	0.38	0.38	4.61	0.38
611	Member Services Representative- H&F	varies	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	4.50	0.38
611	Member Services Representative- CHF	varies	0.28	0.42	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	3.45	0.29
611	Member Services Representative- H&F	varies	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	1.80	0.15
611	Clubhouse Staff	varies	0.25	0.25	0.25	0.25	0.25	0.25	0.38	0.25	0.25	0.25	0.25	0.25	3.13	0.26
611	Clubhouse Staff	varies	0.68	0.79	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	8.22	0.68
611	Clubhouse Staff	varies	0.28	0.28	0.28	0.28	0.28	0.28	0.41	0.28	0.28	0.28	0.28	0.28	3.44	0.29
611	Clubhouse Staff	varies	0.15	0.24	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	1.89	0.16
611	Instructor	varies	0.05	0.10	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.81	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.18	0.07	0.07	0.07	0.07	0.05	0.88	0.07
611	Instructor	varies	0.05	0.11	0.07	0.07	0.06	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.82	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.77	0.06
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.09	0.07	0.07	0.07	0.07	0.06	0.80	0.07
611	Instructor	varies	0.05	0.11	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.82	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.13	0.07	0.07	0.07	0.07	0.06	0.83	0.07
611	Instructor	varies	0.05	0.07	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.78	0.06
611	Instructor	varies	0.05	0.12	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.83	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.09	0.07	0.07	0.07	0.07	0.06	0.80	0.07
611	Instructor	varies	0.05	0.07	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.77	0.06
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.06	0.78	0.07
611	Instructor	varies	0.05	0.08	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.79	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.77	0.06
611	Instructor	varies	0.05	0.09	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.80	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.06	0.78	0.06
611	Instructor	varies	0.05	0.07	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.78	0.06
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.08	0.07	0.07	0.07	0.07	0.06	0.79	0.07
611	Instructor	varies	0.05	0.13	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.84	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.77	0.06
611	Instructor	varies	0.05	0.11	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.82	0.07
611	Instructor	varies	0.05	0.06	0.06	0.07	0.07	0.07	0.11	0.07	0.07	0.07	0.07	0.06	0.83	0.07
611	Instructor	varies	0.05	0.08	0.06	0.07	0.07	0.07	0.06	0.07	0.07	0.07	0.07	0.06	0.79	0.07
612	Personal TrainerTraining	varies	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	6.60	0.55
612	Personal TrainerTraining	varies	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	6.60	0.55
612	Personal TrainerTraining	varies	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	6.60	0.55
612	Personal TrainerTraining	varies	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
612	Personal TrainerTraining	varies	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	6.00	0.50
612	Personal TrainerTraining	varies	0.58	0.58	0.58	0.58	0.58	0.58	0.58	0.58	0.58	0.58	0.58	0.58	6.90	0.58
612	Personal TrainerTraining	varies	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	2.10	0.18
612	Personal TrainerTraining	varies	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	2.10	0.18
612	Personal TrainerTraining	varies	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	2.10	0.18
613	Instructor	varies	0.14	0.15	0.15	0.15	0.10	0.05	0.14	0.14	0.14	0.10	0.12	0.10	1.46	0.12
613	Instructor	varies	0.13	0.12	0.14	0.15	0.12	0.05	0.16	0.15	0.14	0.12	0.13	0.11	1.50	0.13
613	Instructor	varies	0.13	0.13	0.14	0.15	0.13	0.10	0.15	0.15	0.13	0.13	0.13	0.12	1.58	0.13
613	Instructor	varies	0.13	0.18	0.14	0.15	0.13	0.10	0.15	0.15	0.13	0.13	0.13	0.13	1.64	0.14
613	Instructor	varies	0.13	0.13	0.14	0.15	0.13	0.10	0.16	0.15	0.13	0.13	0.13	0.13	1.61	0.13
613	Instructor	varies	0.13	0.25	0.14	0.15	0.13	0.10	0.15	0.15	0.13	0.13	0.13	0.13	1.72	0.14
613 613	Instructor	varies	0.13	0.13	0.14	0.15	0.13	0.10	0.27	0.15	0.14	0.13	0.13	0.13	1.72	0.14
613	Instructor	varies	0.13	0.15	0.14	0.15	0.13	0.10	0.15	0.15	0.14	0.13	0.13	0.13	1.62	0.14
613	Instructor	varies varies	0.13	0.13	0.13	0.15	0.13	0.10	0.17	0.15	0.13	0.13	0.13	0.13	1.61	0.13
614	Instructor	varies	0.13	0.20	0.13	0.13	0.13	0.10	0.15	0.15	0.13	0.13	0.13	0.13	0.82	0.14
614	Instructor	varies	0.07	0.12	0.07	0.07	0.06	0.06	0.05	0.06	0.07	0.08	0.08	0.06	0.82	0.07
614	Instructor	varies	0.07	0.07	0.07	0.07	0.06	0.06	0.05	0.06	0.07	0.08	0.08	0.05	0.84	0.07
614	Instructor	varies	0.07	0.07	0.07	0.07	0.06	0.06	0.03	0.06	0.07	0.07	0.08	0.06	0.78	0.07
614	Instructor	varies	0.07	0.07	0.07	0.07	0.06	0.06	0.07	0.06	0.07	0.07	0.07	0.06	0.78	0.07
614	Instructor	varies	0.07	0.09	0.07	0.07	0.00	0.06	0.05	0.00	0.07	0.07	0.07	0.06	0.79	0.07
614	Instructor	varies	0.07	0.09	0.07	0.07	0.07	0.00	0.05	0.07	0.07	0.07	0.07	0.06	0.79	0.07
614	Instructor	varies	0.07	0.03	0.07	0.07	0.07	0.00	0.03	0.07	0.07	0.07	0.07	0.06	0.86	0.07
614	Instructor	varies	0.07	0.07	0.07	0.07	0.07	0.06	0.05	0.07	0.07	0.07	0.07	0.06	0.76	0.06
614	Instructor	varies	0.07	0.07	0.07	0.07	0.07	0.06	0.06	0.07	0.07	0.07	0.07	0.06	0.77	0.06
614	Instructor	varies	0.07	0.07	0.07	0.07	0.07	0.06	0.05	0.07	0.07	0.07	0.07	0.06	0.77	0.06
614	Instructor	varies	0.07	0.07	0.07	0.07	0.07	0.07	0.05	0.07	0.07	0.07	0.07	0.00	0.78	0.00
614	Instructor	varies	0.07	0.09	0.07	0.07	0.07	0.07	0.05	0.07	0.07	0.07	0.07	0.07	0.80	0.07
615	Fitness Programs Coordinator	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	12.00	1.00
615	Massage Therapist						-				-					
615	Massage	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	2.40	0.20
	Massage Therapist												-			
		3.45	16.06	18.53	16.35	16.69	16.36	15.89	18.41	16.50	16.52	16.43	16.37	15.98	200.09	16.67
	DISTRICT TOTAL	50.52	90.89	86.16	71.55	72.20	72.04	73.34	96.11	73.54	73.50	74.63	72.66	84.13	940.76	78.80

Contract Services



Beach Cities Health District Contract Services & Case Management Services Budget FY 2015-16

Budget F1 2015-10		FY 15-16	FY 14-15	FY 13-14	FY 12-13
Account Contract Services -	Description	BUDGET	BUDGET	BUDGET	BUDGET
1-200-200-5930-07	City of RB Senior/Adult Disabled Health Fair	4,483	4,483	4,483	4,483
1-200-200-5930-24	South Bay Adult Care Center	9,324	9,324	9,324	9,324
1-200-200-5930-24	The Center for the Partially Sighted	4,373	4,373	4,373	4,373
1-200-200-5930-31	The Salvation Army Meals on Wheels	58,045	58,045	58,045	58,045
1-200-200-5930-33	YMCA - Senior Nutrition	25,000	20,000	20,000	17,520
1-200-200-5930-34	RB Sr. Aid Program	4,872	4,410	4,124	5,952
	Senior Subtotal	106,097	100,635	100,349	99,697
Contract Services -					
1-400-405-5930-10	HBCSD - Healthy Schools	101,000	110,000	109,134	26,442
1-400-405-5930-11	HBCSD - School Based	6,000	6,000	070.040	30,360
1-400-405-5930-15	MBUSD - Healthy Schools	196,429	275,000	273,912	95,376
1-400-405-5930-16	MBUSD - School Based RBUSD - Healthy Schools	21,000 368,000	21,000 368,000	242 905	83,184 127,398
1-400-405-5930-20 1-400-405-5930-21	RBUSD - School Based	36,000	36,000	242,895	115,452
1-400-405-5930-22	RBUSD - SARB 16	14,892	14,892	14,892	14,892
1-400-400-0000-22	Youth Subtotal	743,321	830,892	640,833	493,104
			000,002	010,000	
Contract Services -	Sr/CHC				
1-200-200-5930-02	City of HB Paramedic services	21,840	21,840	21,840	21,840
1-200-200-5930-10	City of HB DV Advocacy Program	-	-	-	-
1-200-200-5930-03	City of MB Paramedic services	29,364	29,364	29,364	29,364
1-200-200-5930-11	City of MB DV Advocacy Program	-	-	-	-
1-200-200-5930-04	City of RB Paramedic services	48,000	48,000	48,000	48,000
1-200-200-5930-08	City of RB Police Dept.DV Program	17,100	17,100	17,100	13,272
1-200-200-5930-05	SB Youth Project Touch	-	-	32,991	32,991
1-200-200-5930-28	St. Andrew's ChurchHomeless/Needy	2,616	2,616	2,616	2,119
1-200-200-5930-30 1-200-200-5930-32	Hospice Fndation/ The Gathering Place Wellness Community/Cancer Support	40,800 45,402	40,800 45,402	40,800 45,402	33,062 45,402
1-200-200-3930-32	Health Connection Subtotal	205,122	205,122	238,113	226,050
			200,122	200,110	
Contract Services -	Board				
1-100-170-5930-00	MicroGrant	45,000	45,000	45,000	40,000
	Board subtotal	45,000	45,000	45,000	40,000
	Grants total	1,099,540	1,181,649	1,024,295	858,851
Case Managed Serv	viene Canier				
1-200-200-5935-00	Senior Health Fund	218,400	203,300	190,000	170,000
1-200-200-3933-00		218,400	203,300	190,000	170,000
Case Managed Serv	vices - Sr/CHC		200,000	,	
1-200-200-5936-40	Adult Commodity	-	-	-	-
1-200-200-5936-50	Adult Medical	26,200	26,200	65,200	90,200
1-200-200-5936-53	Adults w/ minor children	-	-	-	-
1-200-200-5936-55	Adult Medical Non-Profit	-	-	-	-
1-200-200-5936-56	Adults w/out minor children	-	-	-	-
1-200-200-5936-60	Adult Counseling	-	-	-	-
1-200-200-5936-65	Adult Individual	-	16,000	40,000	68,402
1-200-200-5936-70	Adult Dental	-	-	-	-
1-200-200-5936-80	Adult Psychiatric	-	-	-	-
1-200-200-5936-90 1-200-200-5937-50	Adult Group Child Medical	- 3,000	- 3,000	- 7,500	-
1-200-200-5937-50	Child Pediatric	3,000	3,000	7,500	17,691
1-200-200-5937-52	Child Medical NP	-	-	-	-
1-200-200-5937-60	Child Counseling	-	-	-	-
1-200-200-5937-65	Child Individual	-	10,000	25,000	51,978
1-200-200-5937-70	Child Dental	2,400	2,400	6,000	18,065
1-200-200-5937-80	Child Psychiatric	-	-	-	-
1-200-200-5937-90	Child Group	-	-	-	-
		31,600	57,600	143,700	246,336
	Case Management Total	250,000	260,900	333,700	416,336
		1,349,540	1,442,549	1,357,995	1,275,187

District Profile / Demographics





July 1, 2015

PROFILE/DEMOGRAPHICS

Established

The Beach Cities Health District is a public government agency, one of 78 California Health Districts, in operation since 1955. In 1993, the District changed its name from the South Bay Hospital District to the Beach Cities Health District.

Governing Body

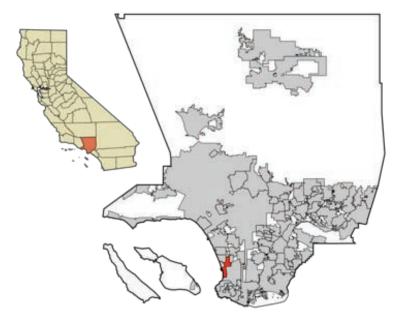
Board of Five Directors

Cities Served

Hermosa Beach, Manhattan Beach, and Redondo Beach (highlighted in red in Los Angeles County map on right).

Location

The Beach Cities Health District is located in Redondo Beach, CA approximately 18 miles Southwest of Los Angeles and 5 miles South of Los Angeles Airport (LAX).



POPULATION SERVED IN THE BEACH CITIES

	2014	
City	Population*	%
Redondo Beach	67,717	55%
Manhattan Beach	35,619	30%
Hermosa Beach	19,750	16%
	123,086	100%

*California State Department of Finance, May 2014

Age Category	Population	%**
Youth	11,078	9%
Adult	98,469	80%
Senior	13,539	11%
	123,086	100%

**US Census Bureau, 2010

FINANCE



Financial Summaries



Beach Cities District Tota Budget 2015	•	Budget FY15-16	Budget FY14-15	Budget FY13-14
4020-	Property Tax Revenue	3,091,224	2,838,000	2,676,000
	TOTAL TAX REVENUE	3,091,224	2,838,000	2,676,000
1110	Lassa Bauana in	0.040.040	0 700 555	0.545.005
4110- 4120-	Lease Revenue Revenue - POC	2,949,918	2,723,555	2,515,835
4120- 4130-	Revenue - POC Revenue - Prospect South Bay	-		
4130-	Interest Revenue	931,990	935,239	- 986,442
4150-	Limited Partnership Revenue	2,322,000	2.224.300	2.185.700
	TOTAL INVESTMENT REVENUE	6,203,908	5,883,094	5,687,977
		0,200,000	0,000,001	0,001,011
4210	Revenue - Classes / Group	200,360	636,242	596,661
4220	Membership Revenue	856,719	872,875	806,445
4230	Individual/Consult/Single-Day	893,198	859,260	880,966
4250	Childcare Revenue	12,727	16,459	20,172
4260	Food/Beverage Revenue	33,932	110,031	242,134
4270	Camp Revenue	324,226	-	
4280	Facility Rental	67,695	73,185	84,235
4290		9,095	10,981	9,853
	TOTAL USER FEES REVENUE	2,397,952	2,579,033	2,640,466
4390-	Revenue (discontinue unless misc)			55,252
4310-	Memorial Donations Revenue	8,500	8,620	8,620
4320-	Grants	50,879	75,640	75,640
4999-	Transfers in (out)	-	40	12
	TOTAL OTHER REVENUE	59,379	84,300	139,524
	TOTAL REVENUE	11,752,463	11,384,427	11,143,967
	-			
5610-	COGS - Cost of Goods Sold - non-food	13,490	9,873	23,874
5620-	Cafe Supplies - cost of good sold - food	16,752	52,056	112,008
	TOTAL COST OF GOODS SOLD	30,242	61,929	135,882
5040	Colorian Dan FT Dan	2 400 240	2 452 004	2 202 744
5010- 5015-	Salaries - Reg FT-Ben Salaries - Reg PT - Ben	3,480,349 381,649	3,453,294 325,644	3,282,744 266,820
5015-	Salaries - Reg PT - PERS-only	7,354	69,172	60,445
5020-	Salaries - Reg PT - no Ben	389,851	381,693	441,912
5025-	Salaries - Temporary PT - No Ben	32,175	501,095	441,912
5030-	Salaries - Instructors - no Ben	281,090	314,818	- 340,811
5035-	Cafeteria Plan Contribution	455,597	443,592	436,914
5040-	Payroll Taxes	348,448	295,015	287.976
5050-	LTD Insurance Premiums	8,701	8,844	9,444
5055-	Pension Benefits	279,337	442,414	426,105
5060-	Unemployment Benefits	45,000	60,000	50,000
5065-	Employee Incentive Bonus	-	-	100
5070-	Employee Service Awards Expense	2,600	3,850	1,500
5057-	Vacation/Sick Leave	-	-	-
	TOTAL PAYROLL	5,712,151	5,798,336	5,604,771
5040	Operations (free days of an averaging)	07.000	00 500	40.050
5210-	Consumables (food used as supplies)	27,392	20,530	18,350
5215-	Insurance - General	249,364	257,141	250,484
5220- 5222-	Employee Travel/Parking	33,120 16,125	33,380 16,125	39,656 16,125
5225-	Client transportation Office Supplies	28,936	25,875	34,006
5225-	Gym/Locker room Supplies	17,904	22,027	14,249
5228-	Program Supplies	51,715	70,254	95,733
5229-	Janitorial supplies	28,699	33,141	32,020
				18,130
5230-	Other Supplies	940	1.440	
	Other Supplies TOTAL GEN & ADMIN EXPENSES	940 454,195	1,440 479,913	518,753
5230-	TOTAL GEN & ADMIN EXPENSES	454,195	479,913	518,753
5230- 5110-	TOTAL GEN & ADMIN EXPENSES	454,195 2,345	479,913 7,833	518,753 8,561
5230- 5110- 5111-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness	454,195	479,913	518,753
5230- 5110- 5111- 5112-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance	454,195 2,345 35,100 -	479,913 7,833 48,800 -	518,753 8,561 23,300 -
5230- 5110- 5111- 5112- 5115-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees	454,195 2,345 35,100 - 70,000	479,913 7,833 48,800 - 54,500	518,753 8,561 23,300 - 30,366
5230- 5110- 5111- 5112- 5115- 5120-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars	454,195 2,345 35,100 - 70,000 23,483	479,913 7,833 48,800 - 54,500 63,220	518,753 8,561 23,300 - 30,366 44,851
5230- 5110- 5111- 5112- 5115- 5120- 5125-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp	454,195 2,345 35,100 - 70,000 23,483 90,300	479,913 7,833 48,800 - 54,500 63,220 36,276	518,753 8,561 23,300 - - 30,366 44,851 35,616
5230- 5110- 5111- 5112- 5115- 5120- 5125- 5130-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557	479,913 7,833 48,800 - 54,500 63,220 36,276 18,916	518,753 8,561 23,300 - 30,366 44,851 35,616 13,458
5230- 5110- 5111- 5115- 5120- 5125- 5130- 5140-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000	479,913 7,833 48,800 54,500 63,220 36,276 18,916 15,372	518,753 8,561 23,300 - 30,366 44,851 35,616 13,458 11,300
5230- 5110- 5111- 5112- 5115- 5120- 5125- 5130-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564	479,913 7,833 48,800 54,500 63,220 36,276 18,916 15,372 12,460	518,753 8,561 23,300 - - 30,366 44,851 35,616 13,458 11,300 10,370
5230- 5110- 5111- 5115- 5120- 5125- 5130- 5140-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000	479,913 7,833 48,800 54,500 63,220 36,276 18,916 15,372	518,753 8,561 23,300 - 30,366 44,851 35,616 13,458 11,300
5230- 5110- 5111- 5112- 5112- 5120- 5125- 5130- 5140- 5145-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms TOTAL HUMAN RESOURCES EXPENS	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564 252,349	479,913 7,833 48,800 54,500 63,220 36,276 18,916 15,372 12,460	518,753 8,561 23,300 - - 30,366 44,851 35,616 13,458 11,300 10,370 177,822
5230- 5110- 5111- 5112- 5120- 5120- 5120- 5130- 5140-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564	479,913 7,833 48,800 54,500 63,220 36,276 18,916 15,372 12,460	518,753 8,561 23,300 - - 30,366 44,851 35,616 13,458 11,300 10,370
5230- 5110- 5112- 5112- 5125- 5125- 5130- 5140- 5145- 5311-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms TOTAL HUMAN RESOURCES EXPENS_ IT Server Equipment	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564 252,349 2,000	479,913 7,833 48,800 - 54,500 63,220 36,276 18,916 15,372 12,460 257,377	518,753 8,561 23,300 - - 30,366 44,851 35,616 13,458 11,300 10,370 177,822 5,000
5230- 5110- 5112- 5112- 5112- 5122- 5125- 5130- 5140- 5145- 5311- 5312-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms TOTAL HUMAN RESOURCES EXPENS IT Server Equipment IT Workstations	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564 252,349 2,000	479,913 7,833 48,800 - 54,500 63,220 36,276 18,916 15,372 12,460 257,377 - 9,000 2,000 2,300	518,753 8,561 23,300 - - 30,366 44,851 35,616 13,458 11,300 10,370 177,822 5,000 14,700
5230- 5110- 5112- 5115- 5120- 5125- 5130- 5140- 5145- 5311- 5312- 5313-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms TOTAL HUMAN RESOURCES EXPENS IT Server Equipment IT Workstations Presentational Equipment	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564 252,349 2,000 10,000 -	479,913 7,833 48,800 - 54,500 63,220 36,276 18,916 15,372 12,460 257,377 - 9,000 2,000 2,300	518,753 8,561 23,300 - - - - - - - 30,366 44,851 35,616 13,458 11,300 10,370 177,822 5,000 14,700 1,800 4,900 720
5230- 5110- 5111- 5112- 5120- 5120- 5130- 5140- 5145- 5311- 5312- 5313- 5314-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms TOTAL HUMAN RESOURCES EXPENS IT Server Equipment IT Workstations Presentational Equipment Phone Equipment	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564 252,349 2,000 10,000 - 6,900	479,913 7,833 48,800 - 54,500 63,220 36,276 18,916 15,372 12,460 257,377 - 9,000 2,000	518,753 8,561 23,300 - - - - - - - 30,366 44,851 35,616 13,458 11,300 10,370 177,822 5,000 14,700 1,800 4,900 720
5230- 5110- 5111- 5112- 5120- 5120- 5140- 5140- 5314- 5313- 5313- 5314- 5315-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms TOTAL HUMAN RESOURCES EXPENS IT Server Equipment IT Workstations Presentational Equipment Phone Equipment IT Repair & Maint Parts	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564 252,349 2,000 10,000 - 6,900 1,188	479,913 7,833 48,800 - 54,500 63,220 36,276 18,916 15,372 12,460 257,377 - 9,000 2,000 2,300	518,753 8,561 23,300 - 30,366 44,851 35,616 13,458 11,300 10,370 177,822 5,000 14,700 1,800 4,900
5230- 5110- 5111- 5112- 5125- 5130- 5140- 5145- 5311- 5312- 5312- 5314- 5315- 5316-	TOTAL GEN & ADMIN EXPENSES Employee Retention & Recognition Employee Wellness Employee Assistance ADP Payroll Processing Fees Education & Training Seminars Insurance - Worker's Comp Recruitment Tuition Reimbursement Uniforms TOTAL HUMAN RESOURCES EXPENS IT Server Equipment IT Workstations Presentational Equipment Phone Equipment IT Repair & Maint Parts IT Website / Internet Equipment	454,195 2,345 35,100 - 70,000 23,483 90,300 12,557 8,000 10,564 252,349 2,000 10,000 - 6,900 1,188 3,000	479,913 7,833 48,800 - 54,500 63,220 36,276 18,916 15,372 12,460 257,377 - 9,000 2,000 2,300 1,500 -	518,753 8,561 23,300 - - - - - - - - - - - - -

% Var	9		% Var
Bud 16	Mos. Actual	Proj'd	Bud 16
Bud 15	FY15	FY15	Proj 15
109% <u> </u> 109%	1,686,246 1,686,246	2,248,328 2,248,328	137% 137%
109%	1,000,240	2,240,320	137 70
108%	2,146,924	3,146,292	94%
-	-	-	-
-	-	-	-
100%	753,016	1,004,021	93%
104% 105%	1,218,921	1,625,228	143%
105%	4,118,861	5,775,541	107%
31%	386,829	515,772	39%
98%	578,590	771,454	111%
104%	724,263	965,684	92%
77%	10,549	14,066	90%
31% -	43,301	57,734	59% -
92%	- 52,444	- 69,925	- 97%
83%	5,918	7,891	115%
93%	1,801,894	2,402,526	100%
-			
-	1,813	2,442	0%
99%	8,568	11,424	74%
67% 0%	37,158	49,544	103%
70%	47,539	63,410	- 94%
	,		
103%	7,654,540	10,489,805	112%
4070/ 5	10.075	44.000	050/
137% 32%	10,675 20,374	14,233 27,165	95% 62%
49%	31,049	41,398	73%
1070	01,010	11,000	10/0
101%	2,301,955	3,082,071	113%
117%	323,769	431,692	88%
11%	39,843	53,124	14%
102%	294,068	392,091	99%
- 89%	29,164 208,080	38,886 277,440	83% 101%
103%	354,578	474,960	96%
118%	227,030	303,651	115%
98%	6,430	8,604	101%
63%	252,577	337,652	83%
75%	22,335	29,780	151%
-	6,766	9,021	0%
68%	1,575 (49,588)	2,100	124%
99%	4,018,582	5,441,072	- 105%
	.,	-,,	
133%	4,493	5,991	457%
97%	223,219	313,080	80%
99%	21,130 12,260	28,190 16,347	117%
100% 112%	21,727	29,238	99% 99%
81%	10,106	13,474	133%
74%	53,648	71,530	72%
87%	21,223	29,921	96%
65%	7,846	10,497	9%
95%	375,652	518,268	88%
30%	4,036	5,381	44%
72%	19,867	26,490	133%
-	-	-	-
128%	56,529	75,372	93%
37%	12,995	17,327	136%
249%	47,279	63,073	143%
66% 52%	10,292 5,071	13,723	92%
52% 85%	3,140	6,762 4,321	118% 244%
98%	159,209	212,449	119%
		,	
-	2,877	3,836	52%
111%	7,158	9,544	105%
0% 300%	62	83 6 255	0% 110%
300% 79%	4,691 1,398	6,255 1,865	110% 64%
1970	775	1,005	290%
65%	580	773	181%
-	-	-	-
107%	77,675	103,566	114%

Beach Cities District Total	Health District Rollup	Budget	Budget	% Budget Bu
Budget 2015	•	FY15-16	FY14-15	FY13-14 Bu
Budget 1010	TOTAL MIS EXPENSES	144,584	127,535	207,062
	_			
5410-	Advertising	161,168	177,488	138,311
5415-	Community Education Materials	2,000	14,000	20,000
5420-	Community Outreach	44,050	76,500	85,910
5425-	Internet / Intranet / Website	10,000	40,000	6,600
5430-	Dues & Memberships	23,085	26,693	26,517
5435- 5440-	Educational Materials Mailing Services	2,043 11,362	21,164 18,367	5,373 21,055
5445-	Management of Volunteers	10,782	9,980	9,380
5450-	Meetings	23,760	16,954	23,204
5455-	Postage	63,050	80,011	84,997
5460-	Printing	132,988	156,005	139,032
5465-	Promotional Items/Materials	38,950	59,050	62,300
5470-	Subscriptions	2,258	2,854	4,119
5499-	Business Promotion Allocation	-	-	-
	TOTAL COMMUNITY RELATIONS EXPE	525,496	699,066	626,798
EE10	Puilding Maintonanas & Danair	07E 004	406 070	111 050
5510- 5515-	Building Maintenance & Repair Equipment/Furniture < \$5,000	375,631	136,270	111,958 42,137
5515-	Equipment/Facility Lease	18,685 176,880	28,097 173,480	42,137 136,578
5525-	Equipment/General Maintenance & Repa	25,271	66,921	39,040
5530-	Landscape Maintenance	87,787	73,287	65,580
5540-	Electricity	495,600	476,167	433,424
5542-	Gas	128,645	135,055	135,296
5544-	Water	85,684	85,902	86,500
5546-	Waste Removal	13,792	13,677	12,380
5548-	Telephone	49,250	68,448	49,600
5550-	Plant Service	7,040	7,200	7,215
5565-	Janitorial Services	164,880	124,000	107,700
5598-	Internal BOE allocation	-	- (884,253)	- (957.270)
5599-	BOE allocation to tenants	(723,617) 905,528	504,253	<u>(857,379)</u> 370,029
		303,320	504,251	570,025
5710-	Accounting Services	24,048	21,048	19,356
5715-	Banking Services	96,000	96,000	86,000
5720-	Election Expense	-	48,000	48,000
5725-	Laundry Services	55,680	50,638	40,212
5730-	Legal Services	77,500	74,000	57,500
5740-	Outside Services	486,888	418,570	545,442
5744-	Outside Service-Research	50,000	75,000	75,000
5746-	Outside Services - H&F	93,573	88,596	60,309
5747-	Outside Services - Property	60,000	-	48,000
5748- 5750-	Engineering/Maintenance Services Research Services	145,633		
5755-	Service Contracts	122,030	204,565	182,342
5760-	Taxes & Licensing	8,920	36,432	15,285
0,00	TOTAL PROFESSIONAL SERVICES EX	1,220,272	1,112,849	1,177,446
		,, 	,,0.0	, .,
5910-	Prospect South Bay	55,000	51,720	57,816
5910-	Interest Expense	394,683	394,683	418,899
5999-	Indirect Admin Services	-	(12)	-
	TOTAL OTHER	449,683	446,391	476,715
F 000	Orest Emerson	1 000 5 10	1 101 010	1 00 1 00 5
5930-	Grant Expense	1,099,540	1,181,649	1,024,295
5935-	Health Fund	250,000	260,900	334,700
5940-		8,500	8,500	8,500
	TOTAL FUNDS & GRANTS	<u>1,358,040</u> 11,052,540	1,451,049 10,938,696	<u>1,367,495</u> 10,662,773
		699,923	445,731	481,194
	=	000,020	110,101	
6010-	Capital Expenditure - Fitness Equip	- 1		- 1
6020-	Capital Expenditure - MIS	-	35,200	-
6030-	Capital Expenditure - FF&E	-	62,000	-
6040-	Capital Expenditure - Parking	83,000	39,500	20,800
6050-	Capital Expenditure - Building	833,000	309,000	223,400
	TOTAL CAPITAL EXPENDITURE	916,000	445,700	244,200
NET INCOME	(LOSS)	(216,077)	31	236,994

/ar 16 15	9 Mos. Actual FY15	Proj'd FY15	% Var Bud 16 Proj 15
113%	95,216	126,955	114%
91%	156,271	208,362	77%
14%	2,260	3,013	66%
58%	42,970	57,294	77%
25%	2,498	3,376	296%
86%	25,094	33,723	68%
10%	569	759	269%
62% 108%	9,661 1,863	12,882 2,484	88% 434%
140%	20,659	27,545	86%
79%	47,382	63,178	100%
85%	76,453	101,938	130%
66%	28,820	38,426	101%
79%	2,365	3,153	72%
75%	416,865	556,133	94%
276%	118,411	173,446	217%
67%	19,320	25,760	73%
102%	130,951	174,601	101%
38%	37,377	52,743	48%
120% 104%	49,066 302,159	72,241 447,722	122% 111%
95%	42,192	63,089	204%
100%	(28,308)	(42,523)	-202%
101%	8,431	12,378	111%
72%	51,904	69,205	71%
98%	4,859	6,804	103%
133%	118,060	162,038	102%
82% 180%	(654,293) 200,129	(981,439) 236,065	74% 384%
114%	18,050	24,067	100%
100%	72,207	96,288	100%
0%	55,590	74,120	0%
110%	44,149	58,866	95%
105% 116%	72,385 284,779	96,513 379,705	80% 128%
67%	65,806	87,741	57%
106%	54,781	73,041	128%
- [18,117	26,906	223%
-	-	-	-
60%	145,350	212,737	57%
24%	7,196	10,168	88%
110%	838,410	1,140,152	107%
106%	64,709	97,063	57%
100%	298,441	397,922	99%
0% <u>:</u> 101%	- 363,150	- 494,985	-
[0.400/
93% 96%	242,190 163,781	322,920 218,375	340% 114%
100%	7,751	10,334	82%
94%	413,722	551,629	246%
101%	6,911,984	9,319,106	119%
=	742,556	1,170,699	60%
_ F			-
0%	-	-	-
0%	-		-
210%	207,047	278,501	30%
270%	207,047	278,501	299%
206%_	414,094	557,002	164%
-	328,462	613,697	

	s Health District al Rollup with Dept Detail 5-16	Lifespan Services	Fitness Centers	Admin Support	Property	Work Well	Total Budget
4020-	Property Tax Revenue TOTAL TAX REVENUE	-	-	3,091,224 3,091,224	-	-	3,091,224 3,091,224
4110-	Lease Revenue	-	-	-	2,949,918	_	2,949,918
4120-	Revenue - POC	-	-	-	-	-	-
4130-	Revenue - Prospect South Bay	-	-	-	-	-	-
4140- 4150-	Interest Revenue Limited Partnership Revenue	-	-	931,990 2,322,000	-	-	931,990 2,322,000
4150-	TOTAL INVESTMENT REVENUE	-	-	3,253,990	2,949,918	-	6,203,908
4210	Revenue - Classes / Group	-	200,360	-	-	-	200,360
4220	Membership Revenue	-	856,719	-	-	-	856,719
4230 4250	Individual/Consult/Single-Day Childcare Revenue	-	893,198 12,727	-	-	-	893,198 12,727
4260	Food/Beverage Revenue	-	33,932	-	-	-	33,932
4270	Equipment Sales Revenue	-	324,226	-	-	-	324,226
4280	Facility Rental	-	67,695	-	-	-	67,695
4290	Retail Revenue TOTAL USER FEES REVENUE	-	9,095 2,397,952	-	-		9,095 2,397,952
4390-	Revenue (discontinue unless misc)	-	-	-	-	-	-
4310-	Memorial Donations Revenue	8,500	-	-	-	-	8,500
4320-	Grants	50,879	-	-	-	-	50,879
4999-	Transfers in (out) TOTAL OTHER REVENUE	- 59,379	-	-	-		- 59,379
TOTAL REV		59,379	2,397,952	6,345,214	2,949,918	-	11,752,463
5610-	COGS - Cost of Goods Sold - non-food	,•••	13,490	.,, -		_	• •
5610- 5620-	COGS - Cost of Goods Sold - non-food Cafe Supplies - cost of good sold - food	-	13,490	-	-	-	13,490 16,752
0020	TOTAL COST OF GOODS SOLD	-	30,242	-	-	-	30,242
5010-	Salaries - Reg FT-Ben	1,424,892	466,451	1,282,140	254,220	52,646	3,480,349
5015-	Salaries - Reg PT - Ben	53,514	301,342	26,793	-	-	381,649
5018-	Salaries - Reg PT - PERS-only	-	7,354	-	-	-	7,354
5020- 5025-	Salaries - Reg PT - no Ben Salaries - Temporary PT - No Ben	26,034	363,817	- 32,175	-	-	389,851 32,175
5030-	Salaries - Instructors - no Ben	12,222	268,868	- 52,175	-	-	281,090
5035-	Cafeteria Plan Contribution	203,976	95,720	134,407	15,882	5,612	455,597
5040-	Payroll Taxes	116,028	106,352	102,593	19,448	4,027	348,448
5050- 5055-	LTD Insurance Premiums Pension Benefits	3,329 105,846	1,764 55,493	2,743 96,027	541 18,202	324 3,769	8,701 279,337
5060-	Unemployment Benefits	-	- 55,495	45,000	-	- 3,709	45,000
5065-	Employee Incentive Bonus	-	-	-	-	-	-
5070-	Employee Service Awards Expense	-	-	2,600	-	-	2,600
5057-	Vacation/Sick Leave	- 1,945,841	- 1,667,161	1,724,478	- 308,293	66,378	- 5,712,151
5210-	Consumables (food used as supplies)	9,900	492	15,400	-	1,600	27,392
5215-	Insurance - General	-	61,267	61,482	126,615	-	249,364
5220-	Employee Travel/Parking	16,820	-	15,150	-	1,150	33,120
5222- 5225-	Client transportation Office Supplies	- 5,760	16,125 5,756	- 16,920	-	- 500	16,125 28,936
5225-	Gym/Locker room Supplies	5,700	17,904	-	-	- 500	17,904
5228-	Program Supplies	20,340	30,375	-	-	1,000	51,715
5229-	Janitorial supplies	-	15,259	2,400	11,040	-	28,699
5230-	Other Supplies	- 52,820	- 147,178	440 111,792	- 137,655	<u>500</u> 4,750	<u>940</u> 454,195
	-				137,000		
5110- 5111-	Employee Retention & Recognition Employee Wellness	500	1,485	360 12,000	-	- 23,100	2,345 35,100
5112-	Employee Assistance	-	-	-	-	-	-
5115-	ADP Payroll Processing Fees	-	-	70,000	-	-	70,000
5120-	Education & Training Seminars Insurance - Worker's Comp	4,500	6,363	11,320	-	1,300	23,483
5125- 5130-	Recruitment	13,616 2,940	64,367 2,177	11,177 7,440	-	1,140	90,300 12,557
5140-	Tuition Reimbursement	-	4,000	-	-	4,000	8,000
5145-	Uniforms TOTAL HUMAN RESOURCES EXPENSES	2,000 23,556	6,564 84,956	2,000 114,297	-	- 29,540	10,564 252,349
E014	_	,000	.,	· ·			
5311- 5312-	IT Server Equipment IT Workstations	-	-	2,000 10,000	-	-	2,000 10,000
5313-	Presentational Equipment	-	-	-	-	-	-
5314-	Phone Equipment	300	-	6,600	-	-	6,900
5315- 5316-	IT Repair & Maint Parts	-	- 2 000	1,188	-	-	1,188
5316-	IT Website / Internet Equipment IT Monitors & Printers	-	3,000	1,000	-	400	3,000 1,400
5320-	IT Network Expense	-	-	2,200	-	-	2,200
5330-	IT Software Expense	27,096 27,396	58,320 61,320	32,280 55,268	-	200 600	117,896 144,584
E 4 4 0	-	2.,000	·	·			
5410- 5415-	Advertising Community Education Materials	2,000	-	161,168	-	-	161,168 2,000
5420-	Community Outreach	400	1,100	42,550	-	-	44,050
5425-	Internet / Intranet / Website	-	-	10,000	-	-	10,000
5430-	Dues & Memberships	1,495	2,074	19,516	-	-	23,085
5435- 5440-	Educational Materials Mailing Services	1,500	243	300 11,362	-	-	2,043 11,362
		-	-	11,302	-	-	11,302

Beach Cities	s Health District						Total
	I Rollup with Dept Detail	Lifespan	Fitness	Admin			Budget
Budget 201		Services	Centers	Support	Property	Work Well	
5445-	Management of Volunteers	5,196	766	4,820	-	-	10,782
5450-	Meetings	4,540	-	19,220	-	-	23,760
5455-	Postage	1,428	1,013	60,359	-	250	63,050
5460-	Printing	6,320	6,088	119,080	-	1,500	132,988
5465-	Promotional Items/Materials	2,000	-	36,950	-	-	38,950
5470-	Subscriptions	50	143	240	-	1,825	2,258
5499-	Business Promotion Allocation	-	-	-	-	-	-
	TOTAL COMMUNITY RELATIONS	24,929	11,427	485,565	-	3,575	525,496
5510-	Building Maintenance & Repair	-	22.470	_	353,161	_	375.631
5515-	Equipment/Furniture < \$5,000	1,085	16,600	1,000	-	-	18,685
5520-	Equipment/ Lease	-	64,164	29,268	83,448	-	176,880
5525-	Equipment/General Maintenance & Repair	-	21,771	3,500	-	-	25,271
5530-	Landscape Maintenance	-	8,367	-	79,420	-	87,787
5540-	Electricity	-	50,000	-	445,600	-	495,600
5542-	Gas	-	2,045	-	126,600	-	128,645
5544-	Water	-	-	-	85,684	-	85,684
5546-	Waste Removal	-	2,748	-	11,044	-	13,792
5548-	Telephone	-	-	49,250	-	-	49,250
5550-	Plant Service	540	1,500	1,400	3,600	-	7,040
5565-	Janitorial Services	-	94,800	-	70,080	-	164,880
5598-	Internal BOE allocation	-	-	-	-	-	-
5599-	BOE allocation to tenants	-	-	-	(723,617)	-	(723,617)
	TOTAL FACILITIES EXPENSES	1,625	284,465	84,418	535,020		905,528
5710-	Accounting Services	-	-	21,048	3,000	-	24,048
5715-	Banking Services	-	-	96,000	-	-	96,000
5720-	Election Expense	-	-	-	-	-	-
5725-	Laundry Services	-	55,680	-	-	-	55,680
5730-	Legal Services	-	-	76,500	-	1,000	77,500
5740-	Outside Services	169,916	480	313,992	2,500	-	486,888
5744-	Outside Service-Research	50,000	-	-	-	-	50,000
5746-	Outside Services - H&F	-	93,573	-	-	-	93,573
5747-	Outside Services - Property	-	-	-	60,000	-	60,000
5748-	Engineering/Maintenance Services	-	-	-	145,633	-	145,633
5750-	Research Services	-	-	-	-	-	
5755-	Service Contracts	2,672 830	82,858 968	24,000	- 6,087	12,500	122,030
5760-	Taxes & Licensing TOTAL PROFESSIONAL SERVICES	223,418		1,035	217,220	12 500	8,920
	TOTAL PROFESSIONAL SERVICES	223,418	233,559	532,575	217,220	13,500	1,220,272
5910-	Prospect South Bay	-	-	_	55,000	_	55,000
5920-	Interest Expense	-	_	394,683	-	_	394,683
5999-	Indirect Admin Services	-	-	-	-	-	-
0000	TOTAL OTHER	-	-	394,683	55,000	-	449,683
					,		
5930-	Grant Expense	1,054,540	-	45,000	-	-	1,099,540
5935-	Health Fund	250,000	-	-	-	-	250,000
5940-	Holiday Assistance	8,500	-	-	-	-	8,500
	TOTAL FUNDS & GRANTS	1,313,040	-	45,000	-	-	1,358,040
TOTAL OPE	RATING EXPENSES	3,612,625	2,520,308	3,548,075	1,253,188	118,343	11,052,540
NET INCOM	E (LOSS) BEFORE CAPEX	(3,553,246)	(122,356)	2,797,139	1,696,730	(118,343)	699,923
	-						
6010-	Capital Expenditure - Fitness Equip	-	-	-	-	-	-
6020-	Capital Expenditure - MIS	-	-	-	-	-	-
6030-	Capital Expenditure - FF&E	-	-	-	-	-	-
6040-	Capital Expenditure - Parking	-	-	-	83,000	-	83,000
6050-	Capital Expenditure - Building	-	168,000	-	665,000	-	833,000
	TOTAL CAPITAL EXPENDITURE	-	168,000	-	748,000	-	916,000
NET MOON	Energy Recovery	10 550 0.10	(000 050)	0 707 400	0.10 700	(440.040)	(010.07=)
NET INCOM	E (LUSS)	(3,553,246)	(290,356)	2,797,139	948,730	(118,343)	(216,077)



Capital Expenditures



ACCOUNT	PROJECT DESCRIPTION	AMOUNT
2-610-611-6050-50	Offices Carpet Replacement	\$10,000
2-610-611-6050-51	Shower/Locker Room	\$8,000
		\$18,000
2-630-632-6050-70	Toddler Town	\$150,000
		\$150,000
1-700-720-6040-10	Slurry Coat, Paint, Stripe	\$83,000
1-700-730-6050-11	Elevator Modernization #3	\$190,000
1-700-730-6050-11	2nd Chiller	\$400,000
1-700-730-6050-12		\$400,000
1 700 720 0050 12	(Total replacement \$400-525K)	¢50.000
1-700-730-6050-13	Supply Fan Repairs	\$50,000
1-700-730-6050-14	Reskin/Oil 1st Fl Hallway Doors	\$25,000
		\$748,000
	TOTAL FOR 2015-2016	\$916,000
CARRY	OVER 2014-15 (previously adopted)	
DEPT	PROJECT DESCRIPTION	BUDGET
2-630-631-6050-72	Slurry Coat, Paint, Stripe	\$7,000
2-630-632-6030-73	Toddler Town/Learning Lab	\$12,000
1-700-730-6050-20	Exterior Signage	\$15,000
1-700-720-6040-21	Slurry Coat, Paint, Stripe	\$32,000
1-700-730-6050-22	Hot Water Tank Bundle Clean	\$10,000
1-700-730-6050-23	Meeting Room Floor Replace	\$12,000
	TOTAL CARRY OVER	\$88,000

Department Overview and Account Structure





Department Overview and Account Structure

The 2015-2016 Budget is comprised of the following programs and departments, organized to roll up for manager-level and director-level budgetary control.

LifeSpans Services

- 405 LifeSpans Services Administration
- Youth Services
 - 410 Youth/School Services
- Adult Services
 - 800 Blue Zones Project
- Older Adult Services
 - 200 Senior Services

Fitness Centers

- 605 Fitness Administration
- Center for Health and Fitness
 - 611 Center for Health & Fitness
 - 612 Personal Training
 - 613 Pilates
 - 614 Yoga
 - 615 Fee Based
- AdventurePlex
 - 631 Operations
 - 632 Programs
 - 633 Events
 - 634 Camps

Administration

- Human Resources
 - 110 Human Resources
 - 150 Volunteer Management
- Communications/IT
 - 160 Communication and Marketing
 - 130 Information Systems
- 170 Executive
- Finance
 - 120 Accounting and Financial Reporting
 - 125 Administration
- Property
 - 710 Outlying Properties
 - 720 Prospect Campus
 - 730 514 Building

Work Well (140)



Lifespan Services Success in the Schools

All Beach Cities children and adolescents will develop into physically, socially and emotionally healthy adults, educationally prepared to become contributing members of society.





Department Description Lifespan Services – Youth Services

Youth Services is formed of the following subdivisions:

- LiveWell Programs (Childhood Obesity Prevention)
 - o LiveWell Tots
 - LiveWell Kids
- Healthy Schools Programs
 - Walking School Bus Program
 - Alliance for a Healthier Generation Healthy Schools Program
 - o Blue Zones Schools
- Social Emotional Learning Programs
 - MindUP
 - Project Alert
 - o RU Living with Purpose (Redondo Union High School)

Youth Services Administration

Provides strategic direction, management and evaluation for all BCHD youth-related programs and services to measurably improve the health and well-being of beach cities children. This administrative function, in accordance with public health practice standards, seeks to address ongoing and emerging health needs of the youth population.

Youth Services Organization

Youth services staff work closely with school administration and staff, parents, and community partners to build healthy school environments. LiveWell staff deliver nutrition education training for more than 200 parent volunteers and more than 60 early childcare providers, reaching thousands of children each year. BCHD has partnered with local schools to implement school wellness councils. Youth services staff provides technical assistance to the councils to achieve objectives set forth in their annual action plan (a requirement for Alliance for a Healthier Generation Healthy Schools Program). Additionally, staff support schools implement and sustain programs like the Walking School Bus. Finally, BCHD is collaborating with schools to advance social emotional learning by implementing evidence-based programs (e.g., MindUP).



Service Accomplishments Lifespan Services – Youth Services

Health Priorities:

- Increasing physical activity, promoting healthy eating and preventing obesity
- Preventing alcohol and drug use
- Fostering emotional well-being from the earliest stages of life
- Support evidence-based tobacco control policies
- Address barriers to access to oral health care

BCHD is partnering with local school districts to create a health-promoting school environment. Creating a healthy school environment requires the activation of students, administrators, teachers, staff, family and community partnerships. Local schools are adopting the Whole Schools, Whole Community, Whole Child (WSCC) model, which focuses on improving each child's cognitive, physical, social, and emotional development through integration and collaboration.

Program Goals:

LiveWell Tots (preschool)

- Improve the early childhood healthy eating environment
- Promote a positive relationship with fresh fruits and vegetables

• Increase the knowledge of nutrition and healthy behaviors

LiveWell Kids (elementary school)

- Increase access to, and consumption of, healthy foods
- Increase the knowledge of nutrition and healthy behaviors

MindUp (elementary school)

- Nurture optimism and happiness in the classroom
- Help eliminate bullying and aggression
- Increase empathy and compassion, while resolving peer conflicts in schools

Walking School Bus (elementary school)

- Create safe and walkable routes to schools
- Promote physical and social engagement for youth and families.

Project Alert (7th and 8th grade)

- Motivate students against drug use
- Provide skills and strategies to resist drugs
- Establish new non-use attitudes and beliefs

Alliance for a Healthier Generation's Healthy Schools Program (All Grades)

• Create and sustain healthy environments

Prior Year Accomplishments / FY2015-16 Objectives:

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate
	FY2013-14	FY2014-15	FY2015-16
LWT - Number of children reached	424	632	700
LWK - Number of children reached	6430	5783	6000
MindUp - Number of children reached	6255	5429	8297
Walking School Bus – registered children	457	541	650
Project Alert - Number of children reached	2480	1575 [*]	2480
Alliance for a Healthier Generation's	9	8	11
Healthy Schools Program			

*MBUSD – Non Compliance with Healthy Schools Grant Funding (2014-15)



Lifespan Services Blue Zones Project

The Blue Zones Project by Healthways, in partnership with Beach Cities Health District, is a community-wide approach to creating healthier and more productive citizens. It uses permanent, evidence-based environmental and policy changes to motivate residents to adopt and maintain healthier lifestyles.





Department Description Lifespan Services – Adult Services

In 2010, the "Beach Cities" of Hermosa Beach, Manhattan Beach and Redondo Beach partnered with Healthways|Blue Zones to launch the Blue Zones ProjectTM. This multi-sector, community-wide effort aims to measurably improve health through programs, policy changes, built environment improvements, and social networks. Beach cities residents have benefitted from improved health and well-being as seen by an unparalleled increase in the Gallup|Healthways Well-Being Index[®] (WBI). In 2013, Blue Zones Project transitioned into a fully operational, fully funded program of the Beach Cities Health District.

Adult Services Administration

Provides strategic direction, management and evaluation for the Blue Zones Project and other community wellbeing programs and services. This administrative function, in accordance with public health practice standards, seeks to measurably improve the health and well-being of beach cities residents.

Adult Services Organization

Adult Services is organized to support the Beach Cities' pursuit of Blue Zones Project Community Certification[™]. The Certification Process provides best practices and actions that specific community environments (sectors) can take to make the healthy choice the easy choice. There are 6 sectors in the Certification framework:

- Individuals (personal pledges)
- Restaurants
- Grocery Stores
- Schools (see Youth Services)
- Worksites
- Community Policy

Staff work with key community stakeholders, from city managers to restaurateurs to residents, support the health and well-being of our community by creating opportunities to eat healthy and live actively. Staff collaborate with partners to identify and implement programs and services (e.g., Mindfulness Workshop) that will improve results on Gallup | Healthways Well-Being Index[®] (WBl[®]).



Service Accomplishments

Lifespan Services – Adult Services

Health Priorities:

- Increasing physical activity, promoting healthy eating, reducing obesity and preventing chronic diseases
- Preventing drug abuse and excessive alcohol use
- Promote mental health by reducing risk factors and enhancing protective factors associated with mental illness
- Support evidence-based tobacco control policies
- Address barriers to access to oral health care

Program Goals:

- 1. Increase positive health behaviors and measurably improve the health and well-being of beach cities residents;
- 2. Increase knowledge and awareness of the Blue Zones Project;
- 3. Increase beach cities residents engagement in the Blue Zones Project;
- 4. Create positive, memorable encounters that support the objectives of the Blue Zones Project; and,
- 5. Support the beach cities in achieving Blue Zones Project Community Certification™.

Prior Year Accomplishments / FY2015-16 Objectives:

- More than 200 residents have attended New Mindfulness Workshop
- Provided technical assistance and advocacy support to Hermosa Beach and Manhattan Beach (Hermosa Beach considering Tobacco Retail Licensing [TRL]; Manhattan Beach considering TRL and Smoke Free Policies for Multi Unit Housing)
- Support Hermosa Beach's successful application for Strategic Growth Council funding for General Plan and Coastal Land Use Updates
- North Harbor Drive Cycle Track scheduled for "grand opening" June 2015
- Coordinate multi-city relationship with CalTrans and Metro to secure funding

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate
	FY2013-14	FY2014-15	FY2015-16
Completed Blue Zones Personal Pledge	9063	21,194	n/a [*]
Organizational Partnerships	48	76	80
Purpose Workshops participants	300	300	300
Blue Zones Designated/ Choose HealthLA	64	91	100
Restaurants			
Built Environment Projects	2	14	10

Completed Performance Measure



Lifespan Services Community Services

Beach Cities Health District has a variety of programs and services to help Beach Cities residents lead healthy lives, including health referrals and resources to help adults and families navigate the array of services available to them in the South Bay and the greater Los Angeles area.





Program Description Lifespan Services – Community Services

Community Services is formed of the following subdivisions:

- Care Management
- Volunteer Coordination
- Information and Referral
- Community-based programs and services

Community Services Administration

Provides strategic direction, management and evaluation for BCHD programs and services that support independent living for disabled and older adults as wells as ensure health care access for all Beach Cities residents. This administrative function, in accordance with public health practice standards, seeks to address ongoing and emerging health needs of the uninsured and aging population.

Community Services Organization

Community Services staff work closely with the cities of Hermosa Beach, Manhattan Beach, and Redondo Beach, the local health care and social services system, non-profit organizations, and residents to create an age-friendly community. Care management is staffed by professional social workers who, with a team of more than 150 trained and supervised volunteers, help individuals live at home as long as safely possible, while supporting independence and improving quality of life. BCHD has established a health fund for income qualifying disabled and older residents who need additional services to support their independence and well-being

In 2013, BCHD became a certified enrollment entity with Covered California, the nation's largest state health insurance marketplace. Staff are certified enrollment counselors who support residents select, enroll, and navigate a health insurance benefit. BCHD has established a health fund for income qualifying children, adults, and families who do not qualify for health insurance.

BCHD delivers community-based, evidence-based programs to promote healthy aging. Programs include physical activity (e.g., Tai Chi, Adaptive Strength Training), chronic disease self-management (i.e., Healthier Living) and caregiver support (i.e., Powerful Tools for Caregivers).



Service Accomplishments Community Services Department

Health Priorities:

- Increasing physical activity, promoting healthy eating, reducing obesity and promoting self-management of chronic diseases
- Preventing drug abuse and excessive alcohol use
- Enhancing social supporting and implementing evidence-based strategies to reduce depression
- Support evidence-based tobacco control policies
- Address barriers to access to oral health care

BCHD merged Center for Health Connection and Community Care Services to improve access to health care and health-promoting programs and services for individuals and families living in the Beach Cities, including disabled and older adults.

Program Goals:

Care Management

- Improve the ability for the Beach Cities' older and disabled adults to continue living in their home
- Reduce injuries and accidents that cause severe disability in older adults
- Improve quality of life for older and disabled adults, and their caregivers
- Increase access to care management services while achieving high provider, volunteer and client satisfaction

Volunteer Programs

Conversation Companions

• Provide companionship and social support to clients

Errand Assistance

• Assist clients with errands to support independent living

MoveWell

• Maintain or enhance physical function of frail older adults by helping clients

Support Line

Provide additional support by initiating wellbeing checks

Covered California

- Increase the number of insured Beach Cities residents
- Improve health literacy

Prior Year Accomplishments / FY2015-16 Objectives:

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate
	FY2013-14	FY2014-15	FY2015-16
Number of Care	420	376	400
Management Clients			
Care Manager visits with	1,070	1,152	1,200
Clients (Home or Office)			
Volunteer visits with	3,785	3,192	3,500
clients			
Officer of the Day	1,004	2,353	2,400
Requests			
Covered California	600	600	600
Counseling			

	Health District)0,405,410, 800 -16	Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	9 Mos. Actual FY15	Proj'd FY15	% Var Bud 16 Proj 15
4020-	Property Tax Revenue TOTAL TAX REVENUE	- 1	-	-	- [-]	-	-
	I OTAL TAX REVENUE	-	-			-		-
4110-	Lease Revenue	-	-	-	- [-	-	-
4120-	Revenue - POC	-			-		-	-
4130- 4140-	Revenue - Prospect South Bay Interest Revenue	-			-	-	-	-
4150-	Limited Partnership Revenue	-	-	-	-			-
	TOTAL INVESTMENT REVENUE	- '	-	-		- `	-	-
1010				0.000	:	4 500	0.404	0.01
4210 4220	Revenue - Classes / Group Membership Revenue	-		2,200	-	1,593	2,124	0%
4230	Individual/Consult/Single-Day	-	-	-	-		-	-
4250	Childcare Revenue	-	-	-	-	-	-	-
4260	Food/Beverage Revenue	-	-		-	-		-
4270 4280	Equipment Sales Revenue Facility Rental	-	-	-	-	-	-	-
4290	Retail Revenue	-		-	-	-	-	-
	TOTAL USER FEES REVENUE	-	-	2,200		1,593	2,124	0%
4200	Devenue (discentinue unless miss)	······		27 022	;	001	1 069	00/
4390- 4310-	Revenue (discontinue unless misc) Memorial Donations Revenue	- 8,500	- 8,620	37,832 8,620	- 99%	801 8,568	1,068 11,424	0% 74%
4320-	Grants	50,879	75,640	75,640	67%	37,158	49,544	103%
4999-	Transfers in (out)	-	5,127,076	5,271,300	0%	3,845,304	-	-
	TOTAL OTHER REVENUE	59,379	5,211,336	5,393,392	1%	3,891,831	62,036	96%
	TOTAL REVENUE	59,379	5,211,336	5,395,592	1%	3,893,424	64,160	93%
5610-	COGS - Cost of Goods Sold - non-food	-	-	-	-	-	-	-
5620-	Cafe Supplies - cost of good sold - food TOTAL COST OF GOODS SOLD			-	- 1		-	-
					10001			
5010- 5015-	Salaries - Reg FT-Ben Salaries - Reg PT - Ben	1,424,892 53,514	1,402,670 51,678	1,487,751 58,056	102% 104%	876,490 137,207	1,168,653 182,942	122% 29%
5015-	Salaries - Reg PT - Dell Salaries - Reg PT - PERS-only	- 55,514	- 51,076	- 56,050	104 %	18,659	24,879	29%
5020-	Salaries - Reg PT - no Ben	26,034	41,268	36,052	63%	(256)	(341)	-7627%
5025-	Salaries - Temporary PT - No Ben	-	-	-	-	7,519	10,026	0%
5030- 5035-	Salaries - Instructors - no Ben Cafeteria Plan Contribution	12,222 203,976	12,222 197,148	3,000 187,284	100% 103%	10,416 149.999	13,888 199,999	88% 102%
5035-	Payroll Taxes	116,028	101,780	107,204	103%	74,810	99,746	102%
5050-	LTD Insurance Premiums	3,329	2,496	2,664	133%	2,597	3,463	96%
5055-	Pension Benefits	105,846	134,924	143,422	78%	77,591	103,455	102%
5060-	Unemployment Benefits	-	-	-	-		-	-
5065- 5070-	Employee Incentive Bonus Employee Service Awards Expense	-	-	100	-	-	-	-
5057-	Vacation/Sick Leave	-		-	-	(6,782)	-	-
	TOTAL PAYROLL	1,945,841	1,944,186	2,025,310	100%	1,348,249	1,806,708	108%
5210- 5215-	Consumables (food used as supplies) Insurance - General	9,900	1,450	9,150 -	683%	1,774	2,366	418%
5220-	Employee Travel/Parking	16,820	16,320	23,106	103%	10,328	- 13,771	- 122%
5222- 5225-	Client transportation Office Supplies	- 5,760	5,400	- 10,490	- 107%	- 4,379	- 5,838	- 99%
5225-	Gym/Locker room Supplies	-	-	-	-		-	-
5228-	Program Supplies	20,340	18,340	48,910	111%	25,662	34,216	59%
5229-	Janitorial supplies	-	-		-	-	-	-
5230-	Other Supplies TOTAL GEN & ADMIN EXPENSES	- 52,820	41,510	91,656	127%	42,143	- 56,191	- 94%
E110	Employee Retention & Recognition	500	72	4 070	60.40/	4 050 }	4 404	260/
5110- 5111-	Employee Relention & Recognition Employee Wellness	500	12	1,272	694%	1,050	1,401	36%
5112-	Employee Assistance	-	-		-		-	-
5115-	ADP Payroll Processing Fees	-	- 1	-	-	-	-	-
5120-	Education & Training Seminars	4,500	35,916	9,766	13%	5,008	6,677	67%
5125- 5130-	Insurance - Worker's Comp Recruitment	13,616 2,940	8,844 10,996	8,328 5,196	154% 27%	4,564 2,028	6,085 2,704	224% 109%
5130-	Tuition Reimbursement	-	3,372	4,000	0%	489	652	0%
5145-	Uniforms	2,000	3,000	5,160	67%	2,062	2,750	73%
	TOTAL HUMAN RESOURCES EXPENS	23,556	62,200	33,722	38%	15,201	20,268	116%
5311-	IT Server Equipment	-	-	- 1	-		-	-
5312-	IT Workstations	-	-	4,500	-]	-	-	-
5313- 5314-	Presentational Equipment	- 300	- 300	- 300	- 100%		-	-
5314- 5315-	Phone Equipment IT Repair & Maint Parts	- 300	- 300	- 300	100%		-	-
5316-	IT Website / Internet Equipment	-	-	35,000	-	-	-	-
5317-	IT Monitors & Printers	-	-	9,000	-	76	101	0%
5320- 5330-	IT Network Expense IT Software Expense	- 27,096	- 26,876	- 29,259	- 101%	- 22,459	- 29,945	- 90%
	IT SOLWAIE EXPENSE	27,090	20,070	29,209	10170	22,409	29,940	50%

	s Health District 00,405,410, 800 5-16	Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	9 Mos. Actual FY15	Proj'd FY15	% \ Bud Proj
- J	TOTAL MIS EXPENSES	27,396	27,176	78,059	101%	22,534	30,046	91
- 5410-	Advortiging			60,000	F	(50)	(67)	00
- 5410- - 5415-	Advertising Community Education Materials	2,000	- 14,000	20,000	- 14%	(50) 2,242	(67) 2,989	67
- 5420-	Community Outreach	400	1,600	69,010	25%	2,242	3,795	11
- 5425-		400	1,000	09,010	25%	2,040	3,795	-
	Internet / Intranet / Website	-	2,849	-	-	-	-	{
5430-	Dues & Memberships	1,495		3,443	52%	2,553	3,403	44
- 5435-	Educational Materials	1,500	3,500	2,756	43%		-	-
5440-	Mailing Services	-		10,000	-	-	-	-
5445-	Management of Volunteers	5,196	5,700	6,100	91%	1,137	1,516	34
5450-	Meetings	4,540	2,400	8,400	189%	4,421	5,895	7
5455-	Postage	1,428	2,720	21,825	53%	641	855	16
5460-	Printing	6,320	5,400	60,000	117%	4,862	6,482	97
- 5465-	Promotional Items/Materials	2,000	2,000	23,750	100%	(6,047)	(8,063)	-2
5470-	Subscriptions	50	849	949	6%		-	-
5499-	Business Promotion Allocation	-	224,243	-	0%	163,652	218,203	0
	TOTAL COMMUNITY RELATIONS EXPE_	24,929	265,261	286,233	9%_	176,257	235,009	1'
- 5510-	Building Maintenance & Repair	-	-	-	-	-	-	-
5515-	Equipment/Furniture < \$5,000	1,085	1,585	9,285	68%	319	426	25
5520-	Equipment/ Lease	-		-	-	-	}	-
5525-	Equipment/General Maintenance & Repa	-		-	-			-
5530-	Landscape Maintenance		-		-	-	-	, -
5540-	Electricity	-			- [-
5542-	Gas	-	- ;	-		- }	-	-
5544-	Water	-	-		-	-	-	-
5546-	Waste Removal	-	-	-	-			-
5548-	Telephone	-		350		- 45	-	-
5550-	Plant Service	540	-	-	-	45	60	90
5565-	Janitorial Services	-		-	-		-	-
5598-	Internal BOE allocation	-	31,314	21,720	0%	23,490	-	-
5599-	BOE allocation to tenants TOTAL FACILITIES EXPENSES	- 1,625	- 32,899	- 31,355	- 5%	- 23,854	- 486	- 33
		1,020	02,000	01,000	· · · ·	20,004		
- 5710-	Accounting Services	-	-	-	- [-	-	-
5715-	Banking Services	-					-	-
5720-	Election Expense	-			-			, -
5725-	Laundry Services	-	-	-	-	-		, -
5730-	Legal Services	-	450.004	-	100%	-	-	-
5740-	Outside Services	169,916	156,284	318,957	109%	104,015	138,687	12
5744-	Outside Service-Research	50,000	75,000	75,000	67%	65,806	87,741	57
5746-	Outside Services - H&F	-	-		-		-	, -
5747-	Outside Services - Property	-		-	- [-	-
5748-	Engineering/Maintenance Services	-		-	-	- }	-	-
5750-	Research Services	-	-	-	-		-	, -
5755-	Service Contracts	2,672	2,672	5,183	100%			
5760-	Taxes & Licensing	830	830	830	100%	45	60	13
	TOTAL PROFESSIONAL SERVICES EX_	223,418	234,786	399,970	95%_	169,866	226,488	99
- 5910-	Prospect South Bay	-	- [-	- [-	-	-
5920-	Interest Expense	-		-	-	-	-	, -
5999-	Indirect Admin Services	-	1,197,288	1,127,868	0% 0%	-	<u>897,948</u> 897,948	0
					l. I			Į
5930-	Grant Expense	1,054,540	1,136,649	979,295	93%	202,490	269,986	39
5935-	Health Fund	250,000	260,900	333,700	96%	163,781	218,375	11
5940-	Holiday Assistance	8,500	8,500	8,500	100%	7,751	10,334	82
	TOTAL FUNDS & GRANTS	1,313,040	1,406,049	1,321,494	93%	374,022	498,695	26
	RATING EXPENSES	3,612,625	5,211,355	5,395,667	69% _	2,172,126	3,771,839	96
	E (LOSS) BEFORE CAPEX	(3,553,246)	(19)	(75)	=	1,721,298	(3,707,679)	
6010-	Capital Expenditure - Fitness Equip	-	-	-	- [- 1	-
	Capital Expenditure - MIS	-	-	-	- 1	-	-	-
6020-	Capital Expenditure - FF&E	-		-	- 1		-	
6020- 6030-	· · · · · · · · · · · · · · · · · · ·		-	-	_ 1) -
6030-	Capital Expenditure - Parking	- 1				· · · · · · · · · · · · · · · · · · ·		i.
6030- 6040-	Capital Expenditure - Parking Capital Expenditure - Building			-	_ (- 3	-	· -
6030-	Capital Expenditure - Building	-	-		- [-	-
6030- 6040-		-	-	-	- [-	<u> </u>	-



Fitness Centers Success at AdventurePlex

- Named Best Indoor Play Facility
- Named Best Land Camp
- Making fitness fun and learning fun
- More than 26,000 kids/year



A Beach Cities Health District Program



Department Description *Fitness Services - AdventurePlex*

AdventurePlex is geared to challenge children - physically, mentally and intellectually - with non-stop activities in a safe, structured environment. It provides a fun place to play, with an Adventure Play Structure full of mazes, tunnels and slides; an outdoor rock climbing wall and ropes course; gymnasium; arts & crafts rooms; and catering provided by Fresh Brothers Pizza.

Operations Department

The Operations Department oversees all of the AdventurePlex facility operations, including:

• Customer and Membership services.

The Operations Department is headed by the Manager.

Programs Department

The Programs Department oversees the programs, classes and fitness portions of the AdventurePlex facility, including:

- Implementation and management of classes and teambuilding.
- Ropes course and rock wall operations.

The Programs Department is headed by the Manager.

Events Department

The Events Department oversees the special events, birthday parties and rentals for AdventurePlex, including:

• Development, sales, facilitation and follow up of AdventurePlex events.

The Events Department is headed by the Events Specialists.

Camps Department

The camp department oversees the planning and operations for all AdventurePlex camps, including:

• Design and management of the AdventurePlex operations for seasonal camps. The Camp Department is headed the Manager.



Service Accomplishments *Fitness Services - AdventurePlex*

Health Priority:

• Increasing physical activity, promoting healthy eating and preventing obesity

Program Goals:

- Offer drop in play for children and families 7 days per week to increase physical activity using the "we make fitness fun" model
- Offer a variety of classes and activities for children and families each quarter of the year
- Offer ongoing special events for children and families that introduce AdventurePlex facility and programs
- Offer accredited seasonal camps for children throughout the year offering a health and fitness alternative to the camps prevalent in the South Bay when schools are not in session
- Offer comprehensive toddler and parent programming and a state of the art imaginative play area for children ages 0-5

Prior Year Accomplishments:

- Named best indoor play facility and best land camp in the Easy Reader Best of the Beach awards for 2014
- Named second best birthday party destination in the Easy Reader Best of the Beach awards for 2014

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate
	FY2013-14	FY2014-15	FY2015-16
Drop in Play*	21,959	23,332	23,803
Classes**	661	568	665
Birthday Parties***	478.5	408	508
Campers	2,650	2,711	2,711

FY 2015-16 Objectives:

*Annual drop in memberships during FY 14-15 affected the number of drop in play

** We streamlined our class offerings in FY 14-15, will grow class offerings by 97/month in FY 15-16 with the addition of Toddler Town programming

***We will offer 100 more parties in FY 15-16 with the addition of 2 new Toddler Town party rooms



Fitness Centers Center for Health & Fitness

- 17,000 sq. ft. Medical Fitness facility, including yoga, Pilates and massage
- Integrates physical activities and nutrition with healthy lifestyles
- 3,000 members
- Evidence-based weight management and small group training success





BUDGET

Department Description Center for Health and Fitness

Center for Health and Fitness (CHF) provides affordable, age-appropriate physical activities to assist community members in their efforts to achieve optimal health.

Operations Department

The Operations Department oversees all of the CHF facility operations, including:

• Membership services, including recruitment, retention and childcare.

The Operations Department is headed by the General Manager and supported by the Member Services Manager.

Personal Training Department

The Personal Training (PT) Department oversees all personal training, including:

• Highly educated and skilled trainers implementing complimentary fitness assessments and orientation sessions to help develop a personalized exercise program for each member.

The PT Department is headed by the General Manager.

Pilates Department

The Pilates Department oversees the implementation of Pilates, including:

Certified Pilates instructors providing classes to our membership.

The Pilates Department is headed by Fitness Coordinator.

Yoga Department

The Yoga department oversees the implementation of Yoga, including:

• Certified Yoga instructors providing classes to our membership.

The Yoga Department is headed by the Fitness Coordinator.

Fee Based Services Department

The Fee Based Services department oversees the specialty classes, services and massage, including:

• Certified instructors, massage therapists and a Registered Dietician.

The Fee Based Services Department is headed by the General Manager.



Service Accomplishments Fitness Services - Center for Health & Fitness

Program Goals:

- Continue to offer a variety of classes and programs for adults in the Beach Cities which enhance active aging.
- Continue to provide personal training services by degreed and nationally certified personal trainers.
- Continue to implement programming with outcomes measurements to track improvements in member's health and fitness parameters.
- Create partnerships with local physicians and health providers.

Prior Year Accomplishments:

- Physician referrals from Cancer Care for CHF membership, personal training and nutrition services.
- Fourth Annual Spirit of Wellness Celebration, with over 100 members, guests and city officials in attendance.
- Silver Sneakers Fitness Program, with more than 600 active members each month.
- Small Group Training and Well-Being Lifestyle & Weight Management programming sustained with statistically significant measureable outcomes.

FY2015-16 Objectives

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate
	FY2013-14	FY2014-15	FY2015-16
New Membership	1,002	859	859
Personal			
Training	5,301	5,822	5,822
Sessions			
Pilates			
and Yoga	14,386	12,232	12,232
Classes			

Beach Cities Fitness Cent	Health District ers Rollup	Budget	Budget	Budget	% Var Bud 16	9 Mos. Actual	Proj'd	% Var Bud 16
Budget 2015	-16	FY15-16	FY14-15	FY13-14	Bud 15	FY15	FY15	Proj 15
4020-	Property Tax Revenue TOTAL TAX REVENUE	- 1			- [-	-
					-			
4110-	Lease Revenue	-	-	-	-	-	-	-
4120-	Revenue - POC	-	-	-	-	-	-	-
4130-	Revenue - Prospect South Bay	-	-	-	-	-	-	-
4140-	Interest Revenue	-	-	-	-	-	-	-
4150-	Limited Partnership Revenue	-		-	- 1	-	- 3	-
	TOTAL INVESTMENT REVENUE	-	-			-	-	-
4210	Revenue - Classes / Group	200,360	636,242	594,461	31%	385,236	513,648	39%
4220	Membership Revenue	856,719	872,875	806,445	98%	578,590	771,454	111%
4230	Individual/Consult/Single-Day	893,198	859,260	880,966	104%	724,263	965,684	92%
4250	Childcare Revenue	12,727	16,459	20,172	77%	10,549	14,066	90%
4260	Food/Beverage Revenue	33,932	110,031	242,134	31%	43,301	57,734	59%
4270	Equipment Sales Revenue	324,226	-	-	-	-	-	-
4280	Facility Rental	67,695	73,185	84,235	92%	52,444	69,925	97%
4290	Retail Revenue	9,095	10,981	9,853	83%	5,918	7,891	115%
	TOTAL USER FEES REVENUE	2,397,952	2,579,034	2,638,266	93%	1,800,302	2,400,402	100%
4390-	Revenue (discontinue unless misc)	-	-	17,420	- [615	820	0%
4310-	Memorial Donations Revenue	-	-	-	-	-	-	-
4320-	Grants	-	-	-	-	-	-	-
4999-	Transfers in (out)	-	1,252,536	975,576	0%	939,402	-	-
	TOTAL OTHER REVENUE	-	1,252,536	992,996	0%_	940,017	820	0%
	TOTAL REVENUE	2,397,952	3,831,570	3,631,262	63%	2,740,319	2,401,222	100%
5610-	COGS - Cost of Goods Sold - non-food	13,490	9,873	23,874	137%	10,675	14,233	95%
5620-	Cafe Supplies - cost of good sold - food	16,752	52,056	112,008	32%	20,374	27,165	62%
	TOTAL COST OF GOODS SOLD	30,242	61,928	135,882	49%	31,049	41,398	73%
		,	- ,	/		- ,	,	
5010-	Salaries - Reg FT-Ben	466,451	578,125	435,371	81%	359,474	479,298	97%
5015-	Salaries - Reg PT - Ben	301,342	273,966	208,764	110%	167,420	223,226	135%
5018-	Salaries - Reg PT - PERS-only	7,354	69,172	33,829	11%	21,106	28,142	26%
5020-	Salaries - Reg PT - no Ben	363,817	340,425	405,860	107%	294,099	392,132	93%
5025-	Salaries - Temporary PT - No Ben	-	-	-	-	-	-	-
5030-	Salaries - Instructors - no Ben	268,868	302,596	331,811	89%	197,378	263,170	102%
5035-	Cafeteria Plan Contribution	95,720	103,518	114,174	92%	90,349	120,465	79%
5040-	Payroll Taxes	106,352	105,584	95,555	101%	78,925	105,233	101%
5050-	LTD Insurance Premiums	1,764	2,028	2,472	87%	1,402	1,869	94%
5055-	Pension Benefits	55,493	82,121	60,767	68%	45,283	60,377	92%
5060-	Unemployment Benefits	-	-	-	- [-	-	-
5065-	Employee Incentive Bonus	-	-	-	- [6,146	8,195	0%
5070-	Employee Service Awards Expense	-	-	-	-	-	-	-
5057-	Vacation/Sick Leave	-	-	-	- 1	(17,990)	-	-
	TOTAL PAYROLL	1,667,161	1,857,535	1,688,603	90%	1,243,590	1,682,107	99%
		70%	72%	64%			70%	
5210-	Consumables (food used as supplies)	492	2,580	1,500	19%	357	475	104%
5215-	Insurance - General	61,267	48,797	48,102	126%	60,820	81,094	76%
5220-	Employee Travel/Parking	-	900	750	0%	305	407	0%
5222-	Client transportation	16,125	16,125	16,125	100%	12,260	16,347	99%
5225-	Office Supplies	5,756	6,493	8,750	89%	4,662	6,216	93%
5227-	Gym/Locker room Supplies	17,904	22,027	14,249	81%	10,106	13,474	133%
5228-	Program Supplies	30,375	51,914	46,823	59%	27,965	37,286	81% 165%
5229- 5230-	Janitorial supplies Other Supplies	15,259	12,513	12,516 16,640	122%	6,926 1,431	9,235 1,908	165% 0%
5230-	TOTAL GEN & ADMIN EXPENSES	147,178	161,349	165,455	91%	124,832	166,442	88%
	-	·			-			
5110-	Employee Retention & Recognition	1,485	3,901	3,429	38%	1,574	2,098	71%
5111-	Employee Wellness	-	-	-	-	11,828	15,770	0%
5112-	Employee Assistance	-	-	-	- [-	-	-
5115-	ADP Payroll Processing Fees	- 1	-	-	-	2,355	3,140	0%
5120-	Education & Training Seminars	6,363	9,454	7,500	67%	1,533	2,044	311%
5125-	Insurance - Worker's Comp	64,367	16,992	17,460	379%	37,831	50,441	128%
5130-	Recruitment	2,177	2,280	2,622	95%	1,326	1,768	123%
5140-	Tuition Reimbursement	4,000	-	-	-	666	888	450%
5145-		6,564	6,560	3,310	100%	142	189	3474%
	TOTAL HUMAN RESOURCES EXPENS	84,956	39,187	34,321	217%	57,254	76,339	111%
5311-	IT Server Equipment	-	-	-	-	-	-	-
5312-	IT Workstations	-	-	-	-	-	-	-
5313-	Presentational Equipment	-	-	-	- [-	-	-
5314-	Phone Equipment	-	-	-	-	-	-	-
5315-	IT Repair & Maint Parts	-	-	-	-	-	-	-
5316-	IT Website / Internet Equipment	3,000	-	-	-	-	-	-
5317-	IT Monitors & Printers	-	-	-	-	-	-	-
5320-	IT Network Expense	-	-	-	-	-	-	-
5330-	IT Software Expense	58,320	44,699	60,643	130%	33,624	44,832	130%

Beach Cities He Fitness Centers Budget 2015-16	s Rollup	Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	9 Mos. Actual FY15	Proj'd FY15	% V Bud Proj
	TOTAL MIS EXPENSES	61,320	44,699	60,643	137%	33,624	44,832	137
5440	A shus shis is a				r			
	Advertising	-			-	-	-	-
	Community Outreach	1,100	1,100	1,100	100%	425	- 567	194
	Internet / Intranet / Website	-	-	-	-	-	-	-
	Dues & Memberships	2,074	3,658	3,658	57%	2,774	3,698	569
	Educational Materials	243	864	417	28%	355	474	519
5440- I	Mailing Services	-	-	-	-	-	-	-
- 5445- I	Management of Volunteers	766	-	-	- [447	596	129
	Meetings	-	-	-	-	-	-	-
	Postage	1,013	646	1,200	157%	760	1,013	100
	Printing	6,088	4,654	1,800	131%	2,639	3,518	173
	Promotional Items/Materials	-	- 421	- 277	-	(105)	(140) 732	0% 209
	Subscriptions Business Promotion Allocation	143	191,776	165,178	34% 0%	549 164,082	218,776	20
	TOTAL COMMUNITY RELATIONS EXPE	11,427	203,119	173,630	6%	171,925	218,770	5%
		11,427	200,110	170,000	070_	171,020	220,204	07
5510- I	Building Maintenance & Repair	22,470	31,270	29,458	72%	20,139	26,852	849
	Equipment/Furniture < \$5,000	16,600	25,212	25,548	66%	15,940	21,253	78
	Equipment/ Lease	64,164	64,164	68,986	100%	45,698	60,931	105
	Equipment/General Maintenance & Repa	21,771	20,521	34,240	106%	15,781	21,041	103
	Landscape Maintenance	8,367	8,367	7,980	100%	5,985	7,980	105
	Electricity	50,000	45,725	44,340	109%	33,094	44,125	113
	Gas Water	2,045	2,647	2,394	77%	1,193	1,590	129
	Water Nater Removal	2,748	2,676	- 3,180	103%	1,606	- 2,142	- 128
	Telephone	2,740	2,070	5,100	105 %	1,000	2,142	-
	Plant Service	1,500	1,500	1,500	100%	1,250	1,667	90
	Janitorial Services	94,800	-	-	-	44,200	58,933	16
	Internal BOE allocation	-	191,865	185,429	0%	143,901	-	-
	BOE allocation to tenants	-	-	-	-	-	-	-
-	TOTAL FACILITIES EXPENSES	284,465	393,947	403,055	72%	328,787	246,515	115
- 5710-	Accounting Services				. 1			-
	Banking Services	-		-	_	-	-	-
	Election Expense	-	-	-	-	-	-	-
	Laundry Services	55,680	50,638	40,212	110%	44,149	58,866	95
	_egal Services	-		-	- [-	-	-
- 5740-	Outside Services	480	-	-	-	-	-	-
	Outside Service-Research	-		-	- [-	-	-
	Outside Services - H&F	93,573	88,596	60,309	106%	54,781	73,041	128
	Outside Services - Property	-		-	- [-	-	-
	Engineering/Maintenance Services	-	-	-	-	-	-	-
	Research Services	-	-	-	-	-	-	-
	Service Contracts Taxes & Licensing	82,858	27,768	23,773	298%	15,804	21,071	39
	TOTAL PROFESSIONAL SERVICES EX	968 233.559	968	968 125,262	100% 139%	811 115,545	1,082 154,060	89 15
	· · · · · · · · · · · · · · · · · · ·		,	,		,		
	Prospect South Bay	-	-	-	-		-	-
	nterest Expense	-	-	-	-	-	-	-
	ndirect Admin Services	-	873,852	772,704	0%	655,371	-	} -
	TOTAL OTHER	-	873,852	772,704	0%	655,371	-	
- 5930-	Grant Expense	-	-	-	_	-	-	-
	Health Fund	-	-	-	- 1	-	-	-
	Holiday Assistance	-	-	-	- 1	-	-	-
-	TOTAL FUNDS & GRANTS	-	-	-		-	-	-
TAL OPERA	TING EXPENSES	2,520,308	3,803,587	3,559,554	66%	2,761,978	2,640,927	95
T INCOME (I	LOSS) BEFORE CAPEX	(122,356)	27,983	71,709	=	(21,659)	(239,705)	51
- 6010- (Capital Expenditure - Fitness Equip			1	_ 1			{ .
	Capital Expenditure - MIS			-	_			[]
	Capital Expenditure - FF&E		-	-		-	-	1
	Capital Expenditure - Parking			_	_	3,235	4,314	0
	Capital Expenditure - Building	168,000	28,000	71,700	600%	3,235	4,314	389
	TOTAL CAPITAL EXPENDITURE	168,000	28,000	71,700	600%	6,471	8,627	194
	—							
	_OSS)	(290,356)	(17)	9	-	(28,129)	(248,333)	

Administrative Departments

- Executive
- Health Promotion and IT
- Finance
- Real Estate Services
- Human Resources and Volunteer Management





Department Description Administrative Departments

Administration is comprised of the following component areas:

Executive. The CEO and administrative staff provide leadership and guidance to help departments and staff to maintain BCHD's mission, vision and goals. Centralized administrative services supports all district staff.

Health Promotion. Health Promotion provides all aspects of marketing and communications to District staff and board members. The department ensures that Beach Cities Health District's programs and services are represented in a manner that conveys our preventive health mission to the community we serve. The department handles media relations, graphic design, copywriting, copyediting, marketing communications, promotions, advertising, branding, creative content for internal and external Web sites, crisis communications, audiovisual production of board meeting videos, and publishing of the District's quarterly magazine, Live Well. Communications and Marketing oversees the district's community relations involvement in local business and service organizations and through participation in community events and fairs.

Information Services maintains BCHD's hardware, software and the network, configures and troubleshoots problems with computers, printers and telephones and provides long-term strategic planning.

Financial Services. The Finance Department provides support for the general ledger, accounts payable and receivable, payroll, financial reporting, treasury and leads the annual budget process. The department protects BCHD through audit and maintaining accounting controls. Finance also provides monthly management budgetary variance reports to all departments and monthly treasury and financial results reports to the CEO and elected Board of Directors.

Real Estate Services is handled by the Administration department and an outside vendor. The 514 N. Prospect, Redondo Beach property is managed under contract to Charles Dunn. All other sites are managed directly by BCHD administration.

Human Resources. Human Resources provides services that promote a work environment characterized by fair treatment, open communication, personal accountability, trust and mutual respect. Human Resources also maintains benefits and compensation, employee relations, performance management, recruiting and hiring, regulatory compliance, and training programs. BCHD is also proud to be recognized for its award-winning work culture by receiving national recognition as a best place to work from the American Psychological Association, Modern Healthcare, Outside Magazine and the American Heart Association.

Volunteer Management. Under supervision of BCHD management, a volunteer corps of more than 600 people contributes 40,000 hours of service to the beach cities

community every year. There are opportunities for groups and individuals to utilize their gifts, talents, and passions throughout a variety of District programming, including:

- Volunteering With Youth through our partnerships with beach cities elementary schools to deliver nutrition and garden education. Volunteers can also be found at AdventurePlex, our fitness center created especially for youth, and is geared to challenge children physically, mentally and intellectually with non-stop activities in a safe, structured environment.
- Volunteering With Adults by providing administrative support to our departments. Volunteers staff our front desks, serve on committees, work on special projects, support special events, and even help recruit and place volunteers! Volunteers can also be found at the Center for Health & Fitness, providing a warm and welcoming experience to all members and guests.
- Volunteering With Seniors by keeping beach cities seniors healthy and independent in their homes for as safe and as long as possible. Volunteers can run errands, provide social visits, coach seniors through simple exercises for strength and balance training, or make check-in calls to see how they are doing and if we can be of any assistance.



Service Accomplishments *Administration – Health Promotion*

Program Goals:

- Deepen the community's awareness, participation and understanding of Beach Cities Health District and how the programs and services it provides are benefiting residents.
- Make accessing information on www.bchd.org easy and intuitive.
- Represent BCHD at community events and build/maintain relationships.
- Provide marketing and advertising support that help AdventurePlex and the Center for Health & Fitness achieve their revenue goals.

Prior Year Accomplishments:

- Provided 18-weeks of Summer Free Fitness to build community connectedness and to promote fun physical activity. The series included all three cities, with Yoga in Manhattan Beach from April 21-May 19, Zumba in Redondo Beach from June 2-July 28, and Boot Camp in Hermosa Beach from August 8-25. More than 4,475 people of all ages turned out to participate throughout the summer. Launched Free Fitness Weekends, a partnership between BCHD's Center for Health & Fitness and 30 local fitness studios.
- Attended more than 110 community events to connect one-on-one with residents about Beach Cities Health District's programs, services and facilities. In addition, collected more than 10,000 Blue Zones Project Pledges in one year.
- Distributed FY13-14 Annual report and quarterly LiveWell publication to 65,000 homes n the Beach Cities. The report and LiveWell focused on the need in the Beach Cities, as well as the impact Beach Cities Health District's programs and services have made in the community.
- Health Promotion worked with Youth Services and AdventurePlex to develop a menu of healthy fundraising options for Parent Teacher Associations in the Beach Cities.
- Top stories the past year included CNN, Los Angeles Times, Yahoo News, LA Weekly, KABC TV, KCBS TV as well as an additional 166 news stories in local, regional and national print/online outlets.

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate
Performance Measure	FY2013-2014	FY2014-2015	FY2015-2016
Increase Web traffic by			
five percent			
1. BCHD.org,	1. 40,400	TBD (not complete)	42,420
2. AdventurePlex.org	2. 88,304		
3. BeachCitiesGym.com	3. 35,609		
Increase BCHD Facebook	1,160	259 new	2,500 total fans
fans		2,128 (total fans)	
Generate online and print	123 print clips	166 print clips	150 print clips
media clips			
Produce Beach Cities	Distributed	On target	On target
Health Update mailing			

FY2015-16 Objectives:



Service Accomplishments **Administration - Finance Department** Accounting, Financial Reporting, Treasury, Budget & Audit

Program Goals:

- Collect receivables promptly
- Process payroll and employee benefits bi-weekly
- Provide program managers, department heads, CEO and Board of Directors monthly budget-toactual variance reports
- Prepare and recommend for approval the annual budget and annual audited financial statements

Prior Year Accomplishments:

- Produced FY2013-14 Comprehensive Annual Financial Report (CAFR), submitted to California Society of Municipal Finance Officers for review and received
- Produced FY2014-15 annual budget, submitted to California Society of Municipal Finance Officers for review and received 8th consecutive annual award for meritorious budgeting

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate		
	FY2013-14	FY2014-15	FY2015-16		
Produce CAFR, submit for peer review, receive recognition for meritorious financial reporting	Award received for 4 th time	Award received for 5 th time	Award expected		
Produce Budget, submit for peer review, receive recognition for meritorious budgeting	Award received for 7 th consecutive year	Award received for 8 th consecutive year	Award expected		
Complete independent audit with unqualified opinion	Audit completed, unqualified opinion	Audit completed, unqualified opinion	Unqualified audit opinion expected		

FY2015-16 Objectives:



Administration – Real Estate Services

Real Estate Services

Program Goals:

- Manage off-campus district properties
- Management of 514 Prospect campus building that is managed by Charles Dunn Real Estate Services
- Lease management, approximately \$2.5 million of District funding
- Mechanical systems and property management for 160,000 sq. ft. main building
- Capital budget and capital project management

Prior Year Accomplishments:

• Multiple capital projects

FY2015-16 Objectives:

Performance Measure	Prior Year Actual	Current Year Estimate	Next Year Estimate		
Performance Measure	FY2013-14	FY2014-15	FY2015-16		
Sq. Ft. Managed	239,000	246,000	246,000		
Lease Revenue	\$2,499,168	\$2,723,555	\$2,949,918		
Capital Expenditures	\$244,200	\$445,700	\$916,000		

Admin Serv Budget 201		Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	9 Mos. Actual FY15	
4020-	Property Tax Revenue	3,091,224	-	-	- [1,686,246	
	TOTAL TAX REVENUE	3,091,224	-	-		1,686,246	
4110-	Lease Revenue				-		
4120-	Revenue - POC				_	-	
4130-	Revenue - Prospect South Bay		-	-	-	-	
4140-	Interest Revenue	931,990	-	-	-]	753,016	
4150-	Limited Partnership Revenue	2,322,000	- {	-	-]	1,218,921	
	TOTAL INVESTMENT REVENUE	3,253,990	-	-		1,971,937	
4210 4220	Revenue - Classes / Group	-	-	-	-	-	
4220 4230	Membership Revenue Individual/Consult/Single-Day				-		
4250	Childcare Revenue	-	-	-	-	-	
4260	Food/Beverage Revenue	-	-	-	-	-	
4270	Equipment Sales Revenue	-	-	-	-	-	
4280	Facility Rental			-	-	-	
4290	Retail Revenue				-		
4390-	Povonuo (discontinuo unloss miss)				-	248	
4390- 4310-	Revenue (discontinue unless misc) Memorial Donations Revenue			-	-	- 248	
4320-	Grants	-	-	-	-	-	
4999-	Transfers in (out) TOTAL OTHER REVENUE	-	<u>180</u> 180	240,336 240.336	0% 0%	(3,701,151) (3,700,903)	
	-			.,	-	(-,,,	
	TOTAL REVENUE	6,345,214	180	240,336	3525119%	(42,720)	
5610-	COGS - Cost of Goods Sold - non-food	-	-	-	- [-	
5620-	Cafe Supplies - cost of good sold - food	-	- }	-	- [-	_
	TOTAL COST OF GOODS SOLD	-	-	-		-	
5010-	Salaries - Reg FT-Ben	1,282,140	882,309	845,238	145%	941,556	
5015-	Salaries - Reg PT - Ben	26,793	-	-	-	19,143	
5018-	Salaries - Reg PT - PERS-only	-	-	-	-	78	
5020-	Salaries - Reg PT - no Ben	-			-	225	
5025- 5030-	Salaries - Temporary PT - No Ben Salaries - Instructors - no Ben	32,175		- 6,000	-	21,645 286	
5035-	Cafeteria Plan Contribution	134.407	77,250	57,930	174%	94.466	
5040-	Payroll Taxes	102,593	47,811	49,854	215%	64,147	
5050-	LTD Insurance Premiums	2,743	3,156	3,156	87%	2,189	
5055-	Pension Benefits	96,027	134,607	136,998	71%	122,607	
5060-	Unemployment Benefits	45,000	60,000	50,000	75%	22,335	
5065- 5070-	Employee Incentive Bonus Employee Service Awards Expense	- 2,600	- 3,850	- 1,500	- 68%	620 1,575	~~~
5057-	Vacation/Sick Leave	-	-	-	- [(2,539)	
	TOTAL PAYROLL -	1,724,478	1,208,983	1,150,676	143%	1,288,333	
5210-	Consumables (food used as supplies)	15,400	16,500	7,700	93%	2,362	
5215-	Insurance - General	61,482	84,212	83,025	73%	52,328	
5220-	Employee Travel/Parking	15,150	12,650	12,450	120%	10,397	
5222- 5225-	Client transportation Office Supplies	- 16,920	- 11,950	- 12,570	- 142%	- 11,046	
5225-	Gym/Locker room Supplies	10,920	-	- 12,370	142 70		
5228-	Program Supplies		-	-	-	21	
5229-	Janitorial supplies	2,400	-	-	-	137	
5230-	Other Supplies	440	- }	-	-	5,304	
	TOTAL GEN & ADMIN EXPENSES	111,792	125,312	115,745	89%	81,595	
5110-	Employee Retention & Recognition	360	3,860	3,860	9%	1,412	
5111-	Employee Wellness	12,000	48,800	23,300	25%	8,040	
5112-	Employee Assistance	-		-	-	-	
5115- 5120-	ADP Payroll Processing Fees Education & Training Seminars	70,000 11,320	- 12,600	- 22,285	- 90%	54,174 6,454	
5120-	Insurance - Worker's Comp	11,320	6,084	5,724	184%	4,602	
5130-	Recruitment	7,440	5,640	5,640	132%	6,939	
5140-	Tuition Reimbursement	-	8,000	3,300	0%	3,916	~~~~
5145-		2,000	2,000	1,000	100%	131	
	TOTAL HUMAN RESOURCES EXPENS	114,297	86,984	65,109	131%	85,668	
5311-	IT Server Equipment	2,000	-	5,000	-	2,877	
5312-	IT Workstations	10,000	9,000	10,200	111%	7,158	
5313- 5314-	Presentational Equipment	- 6,600	2,000 2,000	1,800 4,600	0% 330%	62 4,691	
5314- 5315-	Phone Equipment IT Repair & Maint Parts	1,188	1,500	4,600 720	330% 79%	1,398	~~~
5316-	IT Website / Internet Equipment	-	-	1,500		775	
5317-	IT Monitors & Printers	1,000	2,160	2,160	46%	504	
		2,200		2,200	_		
5320-	IT Network Expense IT Software Expense	32,280	31,000	40,180	104%	21,592	

Proj'd Bud 16 **FY15** Proj 15 2,248,328 137% 2,248,328 137% ----1,004,021 1,625,228 2,629,249 93% 143% 124% -------- ... _ -------------331 0% ----331 0% 4,877,907 130% -____ ----1,255,408 102% 25,524 105% 0% 103 300 0% 28,860 382 111% 382 0% 382 125,955 107% 85,530 2,918 120% 94% 2,918 163,476 29,780 827 2,100 59% 151% 0% 124% --- 1,721,162 100% 3,150 489% 3,150 69,771 13,862 88% 109% --14,727 115% -28 -0% 28 183 7,073 108,793 1313% 6% 103% 1,883 10,719 19% 112% -72,232 97% 8,606 132% 6,136 9,251 5,222 175 182% 80% 0% 1142% 114,224 100% 3,836 9,544 52% 105% 6,255 83 0% 106% 0,<u> </u> 1,865 64% 1,865 0% 672 149% ------28,790 112%

% Var

dmin Servi udget 2015	e Health District ces Rollup 5-16	Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	9 Mos. Actual FY15	Proj'd FY15
	TOTAL MIS EXPENSES	55,268	47,660	68,360	116%	39,058	52,077
- 5410-	Advertising	161,168	177,488	78,311	91%	156,321	208,428
- 5415-	Community Education Materials	-	-	-	- 1	18	24
- 5420-	Community Outreach	42,550	73,500	15,500	58%	39,699	52,933
- 5425-	Internet / Intranet / Website	10,000	40,000	6,600	25%	1,923	2,563
5430-	Dues & Memberships	19,516	6,280	5,435	311%	18,181	24,242
5435-	Educational Materials	300	16,800	2,200	2%	214	285
5440-	Mailing Services	11,362	18,367	11,055	62%	9,661	12,882
5445-	Management of Volunteers	4,820	4,280	3,280	113%	279	373
5450-	Meetings	19,220	5,604	5,604	343%	16,181	21,575
5455-	Postage	60,359	76,525	61,612	79%	45,948	61,265
5460-	Printing	119,080	145,951	76,836	82%	68,953	91,937
5465-	Promotional Items/Materials	36,950	57,050	38,550	65%	34,972	46,629
5470-	Subscriptions	240	1,440	2,749	17%	1,816	2,421
5499-	Business Promotion Allocation	-	(416,019)	(165,178)	0%	(327,734)	(436,979)
	TOTAL COMMUNITY RELATIONS EXPE_	485,565	207,266	142,554	234%_	66,434	88,578
5510-	Building Maintenance & Repair	-	-	-	-	44	59
5515-	Equipment/Furniture < \$5,000	1,000	1,300	1,300	77%	3,061	4,081
5520-	Equipment/ Lease	29,268	25,868	25,868	113%	22,667	30,222
5525-	Equipment/General Maintenance & Repa	3,500	-	-	-	3,751	5,002
5530-	Landscape Maintenance			-		-	
5540- 5542-	Electricity Gas					-	-
· 5542- · 5544-	Water	-		-		-	-
5546-	Waste Removal			-		-	-
- 5548-	Telephone	49,250	68,448	49,250	72%	51,904	69,205
5550-	Plant Service	1,400	-		-	116	154
5565-	Janitorial Services	-		-	-	-	-
5598-	Internal BOE allocation			90,537	-	-	-
5599-	BOE allocation to tenants	-	-	-	-	-	-
	TOTAL FACILITIES EXPENSES	84,418	95,616	166,954	88%	81,542	108,722
5710-	Accounting Services	21,048			- 17	18,050	24,067
5715-	Banking Services	96,000			-	72,132	96,176
5720-	Election Expense	-				55,590	74,120
5725-	Laundry Services			-		-	-
5730-	Legal Services	76,500	74,000	57,500	103%	72,385	96,513
5740-	Outside Services	313,992	223,262	190,185	141%	178,204	237,605
- 5744-	Outside Service-Research	-	-	-	-	-	-
5746-	Outside Services - H&F	-	- +	-	-	-	
5747-	Outside Services - Property			-		-	-
5748-	Engineering/Maintenance Services	-	-	-	- 1	-	-
5750-	Research Services	-		-	-	-	-
5755-	Service Contracts	24,000	29,896	21,099	80%	15,795	21,060
5760-	Taxes & Licensing	1,035	-	-		2,666	3,554
	TOTAL PROFESSIONAL SERVICES EX	532,575	327,158	268,784	163%	414,821	553,095
5910-	Prospect South Bay	- 1	- 1	-	- r	- !	
5920-	Interest Expense	394,683		-		298,441	397,922
5999-	Indirect Admin Services	-	(2,098,980)	(2,089,704)	0%	(1,703,844)	-
	TOTAL OTHER	394,683	(2,098,980)	(2,089,704)	-19%	(1,405,403)	397,922
5930-	Grant Expense	45,000		-		39,700	52,933
5935-	Health Fund			1,000			-
5940-	Holiday Assistance			-		-	-
	TOTAL FUNDS & GRANTS	45,000	-	1,000		39,700	52,933
	RATING EXPENSES	3,548,075	(2)	(110,522)	-214601326%	691,747	3,197,507
	E (LOSS) BEFORE CAPEX	2,797,139	182	350,858		(734,468)	1,680,400
6010	Capital Expenditure - Fitness Equip				m		
6010- 6020-	Capital Expenditure - Fitness Equip			-	-	-	-
6020- 6030-	Capital Expenditure - MIS Capital Expenditure - FF&E			-			-
6030- 6040-					-		-
6040- 6050-	Capital Expenditure - Parking Capital Expenditure - Building			-	-		-
0000-	TOTAL CAPITAL EXPENDITURE	- :	- 1				
		-	-	-	-	-	-
					-		

each Cities Hea eal Estate Servi udget 2015-16		Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	8 Mos. Actual FY15	Proj'd FY15	% N Buc Proj
4020- Pro	operty Tax Revenue	-	-	-	- [- }	-	-
IC	TAL TAX REVENUE	-	-	-		-	-	-
4110- Lea	ase Revenue	2,949,918	2,723,555	2,499,168	108%	2,146,924	3,146,292	94
	venue - POC	-	-	-	-	-	-	-
	venue - Prospect South Bay	-	-	-	- [-	-	-
	erest Revenue		-		-		-	-
		2,949,918	2,723,555	2,499,168	108%	2,146,924	3,146,292	94
		, ,	, ,	, ,	-	, ,	, ,	
	venue - Classes / Group	-	-	-	-	-	-	-
	embership Revenue lividual/Consult/Single-Day				-	-	-	-
	ildcare Revenue	-		-		-	-	_
	od/Beverage Revenue	-	-	-	-	-	-	-
	uipment Sales Revenue	-	-	-	-	-	-	-
	cility Rental	-	-	-	-	-	-	-
	tail Revenue				- 1		-	-
	TAL USER FEES REVENUE	-	-	-		-		-
- 4390- Re	venue (discontinue unless misc)	-		-	- (149	224	0
	morial Donations Revenue	-	-	-	- [-	-	-
	ants		- (1 447 004)	-	-	- (1 000 555)	-	-
	ansfers in (out)	-	(1,447,824)	(1,731,720) (1,731,720)	0% 0%	(1,083,555) (1,083,406)	- 224	0
			(1,447,024)	(1,731,720)	078-	(1,003,400)	224	U
TC	TAL REVENUE	2,949,918	1,275,731	767,448	231%	1,063,518	3,146,515	94
- 5610- CC	OGS - Cost of Goods Sold - non-food	-	-	-	- [-	-	-
	fe Supplies - cost of good sold - food	-	-	-	- [-	-	
TC	TAL COST OF GOODS SOLD	-	-	-		-	-	
- 5010- Sa	laries - Reg FT-Ben	254,220	193,794	164,296	131%	124,435	178,712	14
	laries - Reg PT - Ben	-	-	-	-	-	-	
	laries - Reg PT - PERS-only	-	-	26,616	-	-	-	
	laries - Reg PT - no Ben	-	-	-	- [-	-	
	laries - Temporary PT - No Ben	-		-	- [-	
	laries - Instructors - no Ben feteria Plan Contribution	- 15,882	- 21,396	- 21,396	- 74%	- 19,764	- 28,541	5
	vroll Taxes	19,448	13,086	12,882	149%	9,148	13,142	14
	D Insurance Premiums	541	384	372	141%	243	354	15
	nsion Benefits	18,202	17,982	17,712	101%	7,096	10,345	17
	employment Benefits	-		-	-	-	-	
	nployee Incentive Bonus nployee Service Awards Expense			-	-	-	-	
	cation/Sick Leave		-		_	(22,276)	-	
TC	TAL PAYROLL	308,293	246,642	243,274	125%	138,411	231,094	13
5040 0	· · · · · · · · · · · · · · · · · · ·			,				
	nsumables (food used as supplies) surance - General	- 106 615	-	-	-	-	-	7
	ployee Travel/Parking	126,615	124,132 660	119,357 500	102% 0%	110,071 100	162,216 150	7
	ent transportation	-	-	-	-	-	-	
	fice Supplies	-	932	996	0%	1,640	2,456	(
	m/Locker room Supplies	-	-	-	- [-	-	
	ogram Supplies	- 11,040	-	-	-	-	-	F
	nitorial supplies ner Supplies	11,040	20,628 1,440	19,504 1,490	54% 0%	14,160 1,110	20,503 1,516	5 (
	TAL GEN & ADMIN EXPENSES	137,655	147,792	141,847	93%	127,081	186,841	7
	-		, -				, -	
	ployee Retention & Recognition	-	-	-	-	-	-	
	nployee Wellness	-		-	-		-	
	nployee Assistance	-			-	-		
	ucation & Training Seminars	-	2,400	2,400	0%	-	-	
	urance - Worker's Comp	-	2,688	2,532	0%	282	411	(
	cruitment	-	-	-	-	-	-	
	ition Reimbursement		4,000	4,000	0%		-	
	iforms TAL HUMAN RESOURCES EXPENS	-	900 <u> </u> 9,988	900 9,832	0% 0%	805 1,087	1,207 1,618	(
5311- IT	Server Equipment	- 1			- 1		-	
	Workstations	-	-	-	-	-	-	
	esentational Equipment	-	-	-	-	-	-	
	one Equipment		-	-	-	-	-	
	Repair & Maint Parts				-			
	Website / Internet Equipment Monitors & Printers	-	-	-	-		-	
	Network Expense			-	-		-	
	Software Expense				-			

	Health District Services Rollup -16	Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	8 Mos. Actual FY15	Proj'd FY15	% \ Bud Proj
•	TOTAL MIS EXPENSES	-	-	-		-	-	-
E410	Advortiging				F			
- 5410- - 5415-	Advertising Community Education Materials	-		-	-		-	-
5420-	Community Outreach				-			-
5425-	Internet / Intranet / Website					575	813	00
5430-	Dues & Memberships				_	1,586	2,379	00
5435-	Educational Materials	-		-	-	-	-	-
5440-	Mailing Services	-	-	-	-		-	-
5445-	Management of Volunteers	-		-	-	-		-
5450-	Meetings	-	350	600	0%	57	76	0
5455-	Postage	-	120	360	0%	32	46	0
5460-	Printing	-	-	396	-	-	-	-
5465-	Promotional Items/Materials	-	-	-	-		-	-
5470-	Subscriptions	-	144	144	0%	-	-	-
5499-	Business Promotion Allocation	-	-	-	-	-	-	-
	TOTAL COMMUNITY RELATIONS EXPE	-	614	1,500	0%	2,250	3,313	00
5510-	Building Maintenance & Repair	353,161	105,000	82,500	336%	98,228	146,536	241
5515-	Equipment/Furniture < \$5,000	-	-	6,004	-	-	-	
5520-	Equipment/ Lease	83,448	83,448	41,724	100%	62,586	83,448	100
5525-	Equipment/General Maintenance & Repa	-	46,400	4,800	0%	17,845	26,700	0
5530-	Landscape Maintenance	79,420	64,920	57,600	122%	43,081	64,261	124
5540-	Electricity	445,600	430,442	389,084	104%	269,065	403,597	11(
5542-	Gas	126,600	132,408	132,902	96%	40,999	61,498	206
5544-	Water	85,684	85,902	86,500	100%	(28,308)	(42,523)	-20
5546-	Waste Removal	11,044	11,001	9,200	100%	6,824	10,236	108
5548-	Telephone	-			-	-	-	-
5550-	Plant Service	3,600	5,700	5,715	63%	3,449	4,923	73
5565-	Janitorial Services	70,080	124,000	107,700	57%	73,860	103,105	68
5598-	Internal BOE allocation	-	(223,179)	(297,685)	0%	(167,391)	-	-
5599-	BOE allocation to tenants	(723,617)	(884,253)	(857,379)	82%	(654,293)	(981,439)	74
	TOTAL FACILITIES EXPENSES	535,020	(18,211)	(231,335)	-2938%	(234,056)	(119,658)	-44
5710-	Accounting Services	3,000	-	-	- [-	-	-
5715-	Banking Services	-	-	-	-	75	113	0
5720-	Election Expense	-		-	-			-
5725-	Laundry Services	-		-	-	-	-	-
5730-	Legal Services	-	-	-	-	-	-	-
5740-	Outside Services	2,500		-		2,560	3,413	73
5744-	Outside Service-Research	-	-	-	-			-
5746-	Outside Services - H&F	-		-	-	-	-	-
5747-	Outside Services - Property	60,000		48,000	-	18,117	26,906	223
5748-	Engineering/Maintenance Services	145,633		-	-			-
5750- 5755-	Research Services Service Contracts	-	- 144,229	- 132,287	0%	- 113,751	170,606	- 0
5760-	Taxes & Licensing	6,087	24,947	2,600	24%	3,674	5,472	11
5700-	TOTAL PROFESSIONAL SERVICES EX	217,220	169,176	182,887	128%	138,177	206,510	10
5910-	Prospect South Bay	55,000	51,720	57,816	106%	64,709	97,063	57
5920-	Interest Expense	-	-	-		-	-	-
5999-	Indirect Admin Services	-	200,700	189,132	0%	150,525	-	-
	TOTAL OTHER	55,000	252,420	246,948	22%	215,234	97,063	
5930-	Grant Expense	-	-	-	-	-	-	-
5935-	Health Fund	-		-	- [- }	-	- {
5940-	Holiday Assistance	-	-	-	- [-	-	-
	TOTAL FUNDS & GRANTS	-	-	-		-	-	-
	RATING EXPENSES	1,253,188	808,421	594,953	155%	388,184	606,781	20
	E (LOSS) BEFORE CAPEX	1,696,730	467,310	172,495	=	675,334	2,539,734	67
6010-	Capital Expenditure - Fitness Equip	- 1		- 1	- 1		-	-
6020-	Capital Expenditure - MIS	-	35,200	-	0%	-	-	-
6030-	Capital Expenditure - FF&E		62,000		0%	-		-
6040-	Capital Expenditure - Parking	83,000	39,500	20,800	210%		-	-
6050-	Capital Expenditure - Building	665,000	281,000	151,700	237%	203,812	274,187	243
	TOTAL CAPITAL EXPENDITURE	748,000	417,700	172,500	179%	203,812	274,187	273
		,	,					
	E (LOSS)	948,730	49,610	(5)	-	471,523	2,265,547	

WorkWell

The District's "WorkWell to LiveWell" Program for Healthy Families offers employers a variety of programs, tools and resources to promote a healthy work culture.





New Products –"WorkWell-LiveWell" Employee Wellness Product

Health Priority:

• Increasing physical activity, promoting healthy eating, reducing obesity and preventing chronic diseases for the adult population.

Program Goals:

- Create an employer wellness program based on the five dimensions of wellbeing (Purpose, Social, Financial, Physical, and Community) as defined by the Gallup-Healthways Wellbeing Index.
- The employer wellness program will provide accessible structured activities that promote the five dimensions of wellbeing.
- Structured activities will be developed and implemented within the context of quarterly, eightweek activities—"Thrive to Five" quarterly challenges.

Prior Year Accomplishments:

• This is a new program.

FY 2015-16 Objectives:

- Engage with one beach cities employer (city, school district, or private employer) to run a twelve-month pilot program, to include:
 - BCHD attendance at employer's wellness committee meetings
 - Review of employer's past/current wellness initiatives
 - Facilitate quarterly challenges
 - Provide employer wellness newsletter

each Cities Health ork Well udget 2015-16	_	Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	9 Mos. Actual FY15	Proj'd FY15	% \ Bud Proj
100-140-4020-00	Property Tax Revenue TOTAL TAX REVENUE		-	-	-	-	-] -
100-140-4110-00	Lease Revenue		-		-			-
00-140-4120-00	Revenue - POC	-	-	-	-	-		1 -
00-140-4130-00	Revenue - Prospect South Bay			-	-	-	-	1 -
00-140-4140-00	Interest Revenue	-	-		-	-	-	- 1
00-140-4150-00	Limited Partnership Revenue	-	-	-	-	-	-	- 1
	TOTAL INVESTMENT REVENUE	-	-	-	-		-	
00-140-4210-00	Revenue - Classes / Group	-	-	-	-	-	-	1 -
00-140-4220-00	Membership Revenue	-	-	-	-	-	-	-
00-140-4230-00	Individual/Consult/Single-Day	-	-	-	-	-	-	j -
00-140-4250-00	Childcare Revenue	-	-		-	-		
00-140-4260-00	Food/Beverage Revenue	-	-	-	-	-	-	-
0-140-4270-00	Equipment Sales Revenue		-		-			
00-140-4280-00	Facility Rental	-	-	-	-	-	-	
0-140-4290-00	Retail Revenue TOTAL USER FEES REVENUE	-	-		-	-	-	
0 140 4300 00	-							7
00-140-4390-00 00-140-4310-00	Revenue (discontinue unless misc) Memorial Donations Revenue	-	-		-			-
00-140-4310-00	Grants	-	-	-	-		-	-
0-140-4320-00	Transfers in (out)		-		Ē			-
	TOTAL OTHER REVENUE	-	-	_	-		-	
	TOTAL REVENUE	-	-	-	-	·	-	
	=						-	-
00-140-5610-00	COGS - Cost of Goods Sold - non-food	-			-	-		
0-140-5620-00	Cafe Supplies - cost of good sold - food	-	-	-	-	-	-	
	TOTAL COST OF GOODS SOLD	-	-	-	-		-	
0-140-5010-00	Salaries - Reg FT-Ben	52,646	-	-	-		-] -
0-140-5015-00	Salaries - Reg PT - Ben	-	-	-	-			
00-140-5018-00	Salaries - Reg PT - PERS-only		-		-		-	
00-140-5020-00	Salaries - Reg PT - no Ben		-		-			-
0-140-5025-00	Salaries - Temporary PT - No Ben Salaries - Instructors - no Ben	-	-	-	-		-	
00-140-5030-00 00-140-5035-00	Cafeteria Plan Contribution	5,612		-	-			-
00-140-5040-00	Payroll Taxes	4,027						4 [
00-140-5050-00	LTD Insurance Premiums	324			_			
00-140-5055-00	Pension Benefits	3,769	-		-		-	
00-140-5060-00	Unemployment Benefits	-	-	-	-		-	-
00-140-5065-00	Employee Incentive Bonus	-	-	-	-		-	1 -
00-140-5070-00	Employee Service Awards Expense	-	-	-	-		-	1 -
00-140-5057-00	Vacation/Sick Leave	-	-	-	-		-] -
	TOTAL PAYROLL	66,378	-	-	-	-	-	
00-140-5210-00	Consumables (food used as supplies)	1,600	-	-	-		-	-
0-140-5215-00	Insurance - General Employee Travel/Parking	- 1 150			-			
)0-140-5220-00)0-140-5222-00	Client transportation	1,150			-			-
00-140-5225-00	Office Supplies	500	-		_			-
0-140-5227-00	Gym/Locker room Supplies	-	-	-	-			- 1
0-140-5228-00	Program Supplies	1,000	-	-	-		-	1 -
0-140-5229-00	Janitorial supplies		-	-	-	}	-	1
0-140-5230-00	Other Supplies	500	-	-	-		-	- 1
	TOTAL GEN & ADMIN EXPENSES	4,750	-	-	-	-	-	
0-140-5110-00	Employee Retention & Recognition		-	-	_	}		3 -
0-140-5111-00	Employee Wellness	23,100	-	-	-		-	
0-140-5112-00	Employee Assistance		-	-	-		-	
0-140-5115-00	ADP Payroll Processing Fees	-	-	-	-	1	-	- 1
0-140-5120-00	Education & Training Seminars	1,300	-	-	-	1	-	1 -
0-140-5125-00	Insurance - Worker's Comp	1,140	-	-	-		-	- 1
0-140-5130-00	Recruitment	-	-	-	-	1		1 -
0-140-5140-00	Tuition Reimbursement	4,000	-	-	-		-	-
00-140-5145-00	Uniforms TOTAL HUMAN RESOURCES EXPENS	29,540	-	-	-	-	-	1 -
0 140 5244 00	-	, ,						-
0-140-5311-00	IT Server Equipment	-	-		-			
00-140-5312-00	IT Workstations	-	-	-	-		-	
00-140-5313-00 00-140-5314-00	Presentational Equipment Phone Equipment		-	-	-			{ -
			-		-			2 T

Beach Cities Health Work Well Budget 2015-16	n District	Budget FY15-16	Budget FY14-15	Budget FY13-14	% Var Bud 16 Bud 15	9 Mos. Actual FY15	Proj'd FY15	% Var Bud 16 Proj 15
1-100-140-5316-00	IT Website / Internet Equipment	-	-	-	-	-	-	-
1-100-140-5317-00 1-100-140-5320-00	IT Monitors & Printers IT Network Expense	400	-	-	-	-	-	-
1-100-140-5330-00	IT Software Expense	200			-			
	TOTAL MIS EXPENSES	600	- '	-	-	- '	-	
								-,
1-100-140-5410-00	Advertising			-	-			-
1-100-140-5415-00 1-100-140-5420-00	Community Education Materials Community Outreach				-			
1-100-140-5425-00	Internet / Intranet / Website	-	-	-	-		-	-
1-100-140-5430-00	Dues & Memberships	-	-	-	-		-	-
1-100-140-5435-00	Educational Materials	-		-	-		-	-
1-100-140-5440-00 1-100-140-5445-00	Mailing Services Management of Volunteers	-			-		-	
1-100-140-5450-00	Meetings	-			-			-
1-100-140-5455-00	Postage	250	-	-	-		-	-
1-100-140-5460-00	Printing	1,500	-	-	-		-	-
1-100-140-5465-00	Promotional Items/Materials Subscriptions	- 1 925			-			-
1-100-140-5470-00 1-100-140-5499-00	Business Promotion Allocation	1,825			-	1		
	TOTAL COMMUNITY RELATIONS EXPE	3,575	-	-	-	-	-	-
								-
1-100-140-5510-00	Building Maintenance & Repair	-		-	-		-	-
1-100-140-5515-00 1-100-140-5520-00	Equipment/Furniture < \$5,000 Equipment/ Lease	-	-		-		-	-
1-100-140-5525-00	Equipment/General Maintenance & Repa			-	-	-		-
1-100-140-5530-00	Landscape Maintenance	-	-	-	-	-	-	-
1-100-140-5540-00	Electricity	-	-	-	-	-	-	-
1-100-140-5542-00	Gas	-			-	-		
1-100-140-5544-00 1-100-140-5546-00	Water Waste Removal				-			
1-100-140-5548-00	Telephone		-	-	-	-		_
1-100-140-5550-00	Plant Service	-	-	-	-	-	-	-
1-100-140-5565-00	Janitorial Services	-		-	-	-		
1-100-140-5598-00 1-100-140-5599-00	Internal BOE allocation BOE allocation to tenants		-	-	-	-		-
1-100-140-5599-00	TOTAL FACILITIES EXPENSES				-	-	-	2
	<u> </u>							-
1-100-140-5710-00	Accounting Services	-	-	-	-		-	- 1
1-100-140-5715-00	Banking Services		-	-	-		-	-
1-100-140-5720-00 1-100-140-5725-00	Election Expense Laundry Services				-			-
1-100-140-5730-00	Legal Services	1,000	-	-	-		-	-
1-100-140-5740-00	Outside Services	-	- 1	-	-		-] -
1-100-140-5744-00	Outside Service-Research	-	-	-	-		-	
1-100-140-5746-00 1-100-140-5747-00	Outside Services - H&F Outside Services - Property	-	-	-	-			-
1-100-140-5748-00	Engineering/Maintenance Services		-	-	-			-
1-100-140-5750-00	Research Services	-	-	-	-		-	-
1-100-140-5755-00	Service Contracts	12,500	-	-	-		-	
1-100-140-5760-00		- 12 500		-	-		-	- 1
	TOTAL PROFESSIONAL SERVICES EX	13,500	-		-		-	
1-100-140-5910-00	Prospect South Bay			-	-	- 1	-	- 1
1-100-140-5920-00	Interest Expense	-	-	-	-	-	-	-
1-100-140-5999-00	Indirect Admin Services	-	-	-	-		-	
	TOTAL OTHER			- ,	-		-	1
1-100-140-5930-00	Grant Expense		-		-	-		-
1-100-140-5935-00	Health Fund	-	-	-	-	-	-	-
1-100-140-5940-00	Holiday Assistance	-	-	-	-	-	-] -
	TOTAL FUNDS & GRANTS	-	-		-		-	
TOTAL OPERATING	S EXPENSES S) BEFORE CAPEX	<u>118,343</u> (118,343)	-		-			· -
		(110,040)	-				-	-
1-100-140-6010-00	Capital Expenditure - Fitness Equip		- 1	-	-	- 1) -
1-100-140-6020-00	Capital Expenditure - MIS	-		-	-	-		- 1
1-100-140-6030-00	Capital Expenditure - FF&E	-	-	-	-	-		-
1-100-140-6040-00 1-100-140-6050-00	Capital Expenditure - Parking Capital Expenditure - Building		-	-	-	-		-
1-100-140-0030-00	TOTAL CAPITAL EXPENDITURE				-	-	-	2
					-			-
NET INCOME (LOS	S)	(118,343)	-	-		-	-	-

Budget Timeline And Accounting Basis



FY2015-2016 BUDGET



Live Well. Health Matters.

Budget Timeline

December. The budget process begins each year when Finance reviews the prior year's timeline, guidelines, and spreadsheets and requests Department feedback on the prior year process. Department Directors provide insight on how the Finance Department can better serve their areas in the upcoming year. Finance schedules inservice training and Q&A sessions.

January. The current year's mid-year financials are completed for the six months of activity ending December. This is a half-way mark that provides a simple and convenient comparison, multiplying current actual activity by two gives a rudimentary starting point.

February. Budget instructions and revised spreadsheets are released. Capital project requests are due in February, followed by initial revenue projections. Once initial expense projections are submitted from Directors, the initial consolidation can be assembled.

March. Each Department's budget reviewed with the Finance Director in early March. The CEO is given a first-look of the consolidation in Mid-march and a period of review and adjustments follows from then until April.

April. Grant forecast commitment to Community Health Committee. Successive iterations of review and corrections continue seeking to balance the budget and maximize services allocating all available resources.

May. Finance Committee, comprised of two board members, appointed community members, the Finance Director and the Treasurer of one of the three Beach Cities, reviews prior to recommendation to the Board of Directors. The District Board of Directors is presented the budget for the May Board meeting.

Following completion of their review, adjustment and approval by resolution, the approved budget is sent to staff for implementation.

Accounting Basis

BCHD's budget and financial reporting use the modified accrual basis of accounting, focusing on current financial resources measurement. Revenues are recognized as soon as they are both measurable and collectible within the current fiscal year. Expenditures are generally recorded when the liability is incurred.

Description of Funds





Live Well. Health Matters.

DESCRIPTION OF FUNDS

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. Beach Cities Health District, like other state and local government entities, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

General Fund. All activities are reported in the General Fund except for those segregated in the Special Revenue Fund. This fund includes governmental activities such as Community Services, Community-Based Services, Property Management, Health & Fitness and District Administrative Departments.

Special Revenue Fund. Beach Cities Health District's special revenue fund segregates activity related to Prospect One Corporation, established to construct and operate medical office building space on the main campus of the District. Activity in the current fiscal year was comprised solely of interest income.

Fund Summary



Beach Cities Health District					
Budget 2015-2016	Budget	Budget	Proj'd	Budget	Increase
Fund Summary	FY14	FY15	FY15	FY16	(Decrease)
Tax Revenue	2,676,000	2,838,000	2,248,328	3,091,224	842,896
Lease Revenue	2,515,835	2,723,555	3,146,292	2,949,918	(196,374)
Interest Revenue	986,442	935,239	1,004,021	931,990	(72,031)
Partnership Revenue	2,185,700	2,224,300	1,625,228	2,322,000	696,772
User Fee Revenue	2,640,466	2,579,033	2,402,526	2,397,952	(4,574)
Other Revenue	139,524	84,300	63,410	59,379	(4,031)
TOTAL REVENUES	11,143,967	11,384,427	10,489,805	11,752,463	1,262,658
OPERATING EXPENSES					
Cost of Goods Sold	135,882	61,929	41,398	30,242	(11,156)
Payroll & Benefits	5,604,771	5,798,336	5,441,072	5,712,152	271,080
General & Administrative	5,604,771	479,913	518,268	454,195	
Human Resources	,	,	,	,	(64,073)
	177,822	257,377	212,449	252,349	39,900
Info Systems	207,062	127,535	126,955	144,584	17,629
Community Relations Facilities	626,798	699,066	556,133	525,496	(30,637)
	370,029	504,251	236,065	905,528	669,463
Professional Services	1,177,446	1,112,849	1,140,152	1,220,272	80,120
Interest & Other	476,715	446,391	494,985	449,683	(45,302)
Funds & Grants	1,367,495	1,451,049	551,629	1,358,040	806,411
TOTAL OPERATING EXPENSES	10,662,773	10,938,696	9,319,106	11,052,541	1,733,435
NET INCOME (LOSS)	481,194	445,731	1,170,699	699,922	(470,777)
FUND BALANCE as of July 1			39,836,815	41,007,514	
FUND BALANCE as of June 30		_	41,007,514	41,707,436	

Beach Ci	ities Health District					
Budget	2015-16	Budget	Budget	Proj'd	Budget	Increase
General	Fund	FY14	FY15	FY15	FY16	(Decrease)
	Tax Revenue	2,676,000	2,838,000	2,248,328	3,091,224	842,896
	Lease Revenue	2,515,835	2,723,555	3,146,292	2,949,918	(196,374)
	Interest Revenue	969,775	935,239	1,004,021	931,990	(72,031)
	Partnership Revenue	2,185,700	2,224,300	1,625,228	2,322,000	696,772
	User Fee Revenue	2,640,466	2,579,033	2,402,526	2,397,952	(4,574)
	Other Revenue	136,441	81,216	60,326	59,379	(947)
TOTAL RE	VENUES	11,124,217	11,381,343	10,486,721	11,752,463	1,265,742
OPFRATI	NG EXPENSES					
01 210 111	Cost of Goods Sold	135,882	61,929	41,398	30,242	(11,156)
	Payroll & Benefits	5,604,771	5,798,336	5,441,072	5,712,152	271,080
	General & Administrative	518,753	479,913	518,268	454,195	(64,073)
	Human Resources	177,822	257,377	212,449	252,349	39,900
	Info Systems	207,062	127,535	126,955	144,584	17,629
	Community Relations	626,798	699,066	556,133	525,496	(30,637)
	Facilities	370,029	504,251	236,065	905,528	669,463
	Professional Services	1,177,446	1,109,849	1,140,152	1,217,185	77,033
	Interest & Other	476,715	446,304	494,985	449,683	(45,302)
	Funds & Grants	1,367,495	1,451,049	551,629	1,358,040	806,411
TOTAL OF	PERATING EXPENSES	10,662,773	10,935,609	9,319,106	11,049,454	1,730,348
NET INCC	DME (LOSS)	461,444	445,734	1,167,615	703,009	3,207,316
FUND BA	ALANCE as of July 1			38,630,049	39,797,664	
FUND BA	ALANCE as of June 30		_	39,797,664	40,500,673	

Beach Cities Health District Budget 2015-16 Prospect One Fund	Budget FY14	Budget FY15	Proj'd FY15	Budget FY16	Increase (Decrease)
		-	-	-	(
Tax Revenue	_				
Lease Revenue	-	-	_	-	-
Interest Revenue	16,667		_	0	_
Partnership Revenue	-	_	_	-	_
User Fee Revenue	_	_	_	_	_
Other Revenue	3,083	3,084	3,084		(3,084)
other nevenue	5,005	5,004	5,004		(3,004)
TOTAL REVENUES	19,750	3,084	3,084	0	(3,084)
OPERATING EXPENSES					
Cost of Goods Sold	-	-	-	-	-
Payroll & Benefits	-	-	-	-	-
General & Administrative	-	-	-	-	-
Human Resources	-	-	-	-	-
Info Systems	-	-	-	-	-
Community Relations	-	-	-	-	-
Facilities	-	-	-	-	-
Professional Services	3,000	3,000		3,000	3,000
Interest & Other	87	87		87	87
Funds & Grants	-	-	-	-	-
TOTAL OPERATING EXPENSES	3,087	3,087	-	3,087	3,087
OPERATING SURPLUS (DEFICIT)	16,663	(3)	3,084	(3,087)	(6,171)
Capital Expenditures	_	-	-	-	-
Designated Energy Recovery	-	-	-	-	-
NET INCOME (LOSS)	16,663	(3)	3,084	(3,087)	(6,171)
FUND BALANCE as of July 1			1,206,766	1,209,850	
FUND BALANCE as of June 30			1,209,850	1,206,763	

Glossary of Budget Terms



FY2015-2016 BUDGET



Live Well. Health Matters.

Glossary of Budget Terms

Because the Operating Budget of the Beach Cities Health District is available to the public, the related terminology below is provided for supplementary help.

Accrual Basis - the basis of accounting under which transactions are recognized when they occur, regardless of the timing of related cash flows.

Accounting System- aids the recipient in the separate identification of receipts, disbursements, assets, liabilities, and provides for the summarization of financial information in a manner that will facilitate the preparation of the periodic reports.

Accrued Interest - Interest earned but not yet received.

Allocate - to distribute according to a plan or set apart for a special purpose. Examples: a. spread a cost over two or more accounting periods; b. charge a cost or revenue to a number of departments, products, processes or activities on a rational basis.

Amortization - An accounting practice of gradually decreasing (increasing) an asset's book value by spreading its depreciation (accretion) over a period of time.

Appropriation – Legal authorization by the District Board of Directors to make expenditures and to incur obligations for specific purposes.

Auditor's Report – Annual report issued in conjunction with a financial audit performed by an independent Certified Public Accountant. In this report, the independent auditor reports on internal control weaknesses and instances of noncompliance discovered in connection with the financial audit.

Available Fund Balance --That portion of the governmental type fund equity which is available for financing the budget requirements for the accounting period involved. This is a conventional term, which is synonymous with the accepted term "fund balance unreserved/undesignated," and should not be used in the financial statement presentation.

Balance Sheet- The financial statement disclosing the assets, liabilities and equity of an entity at a specified date in conformity with GAAP.

Beginning Fund Balance – Fund balance available in a fund at the beginning of the year, carried forward from the end of the prior year.

Board of Directors – The District's equivalent of a City Council, comprised of five elected officials.

Bond - A financial obligation for which the issuer promises to pay the bondholder a specified stream of future cash flows, including periodic interest payments and a principal repayment.

Budget – The financial plan for the operations of the District that includes and estimate of proposed expenditures and the proposed means of funding those expenditures. Of the many kinds of budgets, cash budget shows cash flow, an expected payment of money, and a capital budget shows the anticipated payments for capital projects.

Budget Message - A general discussion of the proposed budget as presented in writing by the budget-making authority to the legislative body. The budget message contains an explanation of the principal budget items, an outline of the government's experience during the past period and its financial status at the time of the message, and recommendations regarding the financial policy for the coming period.

Budgetary Comparisons. Statements or schedules presenting comparisons between approved budgetary amounts (as amended) and actual results of operations on the budgetary basis.

Business-type activities. One of two classes of activities reported in the government-wide financial statements. Business activities are financed in whole or in part by fees charged to external parties for goods or services and are normally reported in enterprise funds.

Cash – Currency on hand, demand deposits with banks or other financial institutions, and deposits that have the general characteristics of liquidity that can be withdrawn at any time without notice or penalty.

Cash Basis - a basis of accounting under which transactions are recognized only when cash changes hands.

Capital Assets. Long-lived tangible assets obtained or controlled as a result of past transactions, events or circumstances. Capital assets include buildings, equipment, improvements other than buildings, infrastructure, and land. In the private sector, these assets are referred to most often as property, plant and equipment.

Capital Budget – Schedule of repair or replacement of fixed assets or improvements costing in excess of \$5,000 and with a useful life greater than 1 year.

Capital Improvement Project (CIP) – Fixed asset or improvements typically costing more than \$5,000 and with a useful life greater than one year.

CEO – Chief Executive Officer, the District's equivalent of a City Manager or an Executive Director.

Comprehensive Annual Financial Report (CAFR) - An annual financial report that includes basic financial statements and required supplemental information, combining statements showing columns for each individual fund and individual fund statements, prepared in conformity with Generally Accepted Accounting Principals (GAAP). Includes introductory information, schedules necessary to demonstrate financial, legal and contractual compliance, and statistical data.

Constant Maturity Treasury (CMT) Index - The 1 Year CMT Index is the twelve month "average" of monthly yields on United States Treasury Securities adjusted to a constant maturity of one year as made available by the Federal Reserve in Federal Reserve Statistical Release H.15.

Cost reimbursement basis – the setting of charges so that costs are systematically recovered on a break-even basis over time, typically used in connection with the evaluation of internal service funds.

Current financial resources measurement focus – The intent to report the near-term (current) inflows, outflows, and balances of expendable (spendable) financial resources. The current financial resources measurement focus is unique to accounting for government and is solely used for reporting the financial position and results of governmental funds.

Deferred Revenue. Amounts for which asset recognition criteria have been met, but for which revenue recognition criteria have not been met. Under the modified accrual basis of accounting, amounts that are measurable but not available are one example of deferred revenue.

Deficit. (1) The excess of the liabilities of a fund over its assets. (2) The excess of expenditures over revenues during an accounting period; or, in the case of proprietary funds, the excess of expenses over revenues during an accounting period.

Department - A subdivision of the District under the fiscal review of a Director. Beach Cities Health District is comprised of the following seven departments: Communications, Community-Based Services, Community Care Services, Finance, Health & Fitness, Human Resources, and Property Management. **Depreciation.** (1) Expiration in the service life of capital assets, attributable to wear and tear, deterioration, action of the physical elements, inadequacy and obsolescence. (2) The portion of the cost of a capital asset, charged as an expense during a particular period. In accounting for depreciation, the cost of a capital asset, less any salvage value, is prorated over the estimated service life of such an asset, and each period is charged with a portion of such cost. Through this process, the entire cost of the asset is ultimately charged off as an expense.

Designation – a portion of the fund balance that is set aside for a specific use, still spendable.

Designated unreserved fund balance – Management's intended use of available expendable financial resources in governmental funds reflecting actual plans approved by the District Board of Directors. Reflect the District's self-imposed limitations on the use of otherwise spendable resources.

Direct Expense – Expense that is specifically associated with the delivery of a service or program and clearly identifiable to a particular function.

Economic Resources Measurement Focus – The intent to report all inflows, outflows and balances affecting or reflecting an entity's net assets. Used for proprietary and fiduciary funds, and by business enterprises and not-for-profit organizations in the private sector.

Enterprise Fund – The fund type used to report activities for which fees are charged to external users for goods and services.

Expenditure – The cost of services rendered or goods received.

Financial Audit. An audit made to determine whether the financial statements of a government are presented fairly, in conformity with GAAP.

Finding – Term used in connection with an audit; an observation that suggests or recommends a management action, response or explanation.

Fiscal Year – The 12-month period of time from July 1st to June 30th.

Fixed Asset – Tangible property items such as land, buildings, fitness equipment and furniture that have a value over \$1,000 and a useful life greater than 1 year.

Fixed Costs. Costs of providing goods or services that do not vary proportionately to the volume of goods or services provided (e.g., insurance and contributions to retirement systems).

Fund. A fiscal and accounting entity with a self-balancing set of accounts in which cash and other financial resources, all related liabilities and equities, or balances, and changes therein, are recorded and segregated to carry on specific activities or attain certain objectives in accordance with special regulations, restrictions or limitations.

Fund Balance. The difference between fund assets and fund liabilities of governmental funds.

General Fund – The primary fund of the District, used to account for all revenues and expenditures not required to be accounted for in another fund.

Generally Accepted Accounting Principles (GAAP) – Conventions, norms, rules and procedures that serve as a the standard for fair presentation of financial statements.

Government Accounting Standards Board (GASB) - A standard-setting body, associated with the Financial Accounting Foundation, which prescribes standard accounting practices for governmental units.

Government Securities - An obligation of the U.S. government, backed by the full faith and credit of the government. These securities are regarded as the highest quality of investment securities available in the U.S. securities market. See "Treasury Bills, Notes, and Bonds."

Governmental Activities – One of two classes of activities reported in the government-wide financial statements. Governmental activities generally financed through taxes, intergovernmental revenues, and other non-exchange revenues, usually reported in governmental and internal service funds.

Interest Rate - The annual yield earned on an investment, expressed as a percentage.

Inventory. (1) A detailed list showing quantities, descriptions, and values of property and, frequently, units of measure and unit prices. (2) An asset account reflecting the cost of goods held for resale or for use in operations. Under some circumstances, inventory is not valued at cost but at the lower of cost or market.

Investments. Most commonly, securities and real estate held for the production of revenues in the form of interest, dividends, rentals, or lease payments. The term does not include capital assets used in government operations.

Investment Revenue – The interest income received from a portfolio of investments.

Liquidity - An asset that can easily and rapidly be converted into cash without significant loss of value.

Local Agency Investment Fund (LAIF) - A pooled investment vehicle for local agencies in California sponsored by the State of California and administered by the State Treasurer.

Matching Principle - is the accounting principle that requires the recognition of all costs that are directly associated with the realization of the revenue reported within the income statement.

Miscellaneous Income - is that income realized that is not directly related to the sale of standard products and services.

Modified Accrual Basis accounting is a mixture of the cash and accrual basis. The modified accrual basis should be used for governmental funds. To be recognized as a revenue or expenditure, the actual receipt or disbursal of cash must occur soon enough after a transaction or event has occurred to have an impact on current spendable resources. In other words, revenues must be both measurable and available to pay for the current period's liabilities. Revenues are considered available when collectible either during the current period or after the end of the current period but in time to pay year-end liabilities. Expenditures are recognized when a transaction or event is expected to draw upon current spendable resources rather than future resources.

Note Payable. In general, an unconditional written promise signed by the maker to pay a certain sum in money on demand or at a fixed or determinable time, either to the bearer or to the order of a person designated therein.

Note Receivable. A legal right to receive payment of a certain sum of money on demand or at a fixed or determinable time, based on an unconditional written promise signed by the maker.

Operating budget – the financial plan, excluding capital expenditures, for the District's provision of services.

Other Post-Employment Benefits (OPEB). Post-Employment benefits provided by an employer to plan participants, beneficiaries, and covered dependents through a plan or other arrangement that is separate from a plan to provide retirement income. OPEB also include post-employment health care benefits provided through a public employee retirement system or pension plan. In addition to post-employment health care benefits (such as illness, dental, vision, and hearing), OPEB may include, for example, life insurance, disability income, tuition assistance, legal services, and other assistance programs. **Overhead** - is the indirect costs associated with providing a service or product. Building rent, heating and lighting, administration or supervision costs and maintenance of facilities are all examples of indirect overhead.

Par Value - The amount of principal that must be paid at maturity. Also referred to as the face amount of a bond, normally quoted in \$1,000 increments per bond.

Pass-through Grants. Grants and other financial assistance received by a governmental entity to transfer to or spend on behalf of a secondary recipient.

Portfolio - Combined holding of more than one stock, bond, commodity, real estate investment, cash equivalent, or other asset. The purpose of a portfolio is to reduce risk by diversification.

Prepaid Expenses - Payment in advance of the receipt of goods and services in an exchange transaction. Prepaid items differ from deferred charges in that they are spread over a shorter period of time than deferred charges and are regularly recurring costs of operations. Examples of prepaid items are prepaid rent, prepaid interest, and unexpired insurance premiums.

Principal - The face value or par value of a debt instrument, or the amount of capital invested in a given security.

Property Tax – A tax assessed in proportion to the appraised value of property to finance services that benefit that property. Los Angeles County Assessor, Auditor-Controller, and Treasurer & Tax Collector produce and account for the property tax bill and payments, remitting the appropriate portion to Beach Cities Health District.

Property Tax Increment – Increased tax revenues created from increased taxable property values. When a public project such as a health district is created, there is an increase in the value of surrounding real estate. This increased site value and investment creates more taxable property, which increases tax revenues. The increased tax revenues are the tax increment.

Reserve – A portion of the fund balance that is not available for appropriation because it does not represent spendable cash or because of legal restrictions.

Revenue – Source of income, such as from taxes, user fees, or interest.

Safekeeping - Holding of assets (e.g., investments or securities) by a financial institution serving as an agent.

Special District. An independent unit of local government organized to perform a single government function or a restricted number of related functions. Special districts usually have the power to incur debt and levy taxes; however, certain

types of special districts are entirely dependent upon enterprise earnings and cannot impose taxes. Examples of special districts are water districts, drainage districts, flood control districts, hospital districts, health district, fire protection districts, transit authorities, port authorities, and electric power authorities.

Special Revenue Fund – the grouping of related accounts that segregate the activities related to the financing of construction and operation of medical office building space on the main campus of the District.

Unqualified Opinion. An opinion rendered without reservation by the independent auditor that financial statements are fairly presented.

Unrealized Gains and Losses. A term used in connection with the valuation of investments. Cumulative change in the market value of investments prior to their disposition.

Unrealized Revenues. A term used in connection with budgeting. The difference between estimated revenues and actual revenues.

Unrestricted Net Assets. That portion of net assets that is neither restricted nor invested in capital assets (net of related debt).

Acronyms





Live Well. Health Matters.

FY2015-2016 BUDGET

Glossary of Acronyms

The Operating Budget of the Beach Cities Health District is available to the public; the related terminology below is provided to clarify references throughout the budget documents.

- **BCHD** Beach Cities Health District
- **BOD** Board of Directors

BOE – Building Operating Expenses

CAPEX or Capex – Capital Expenditures

CAFR - Comprehensive Annual Financial Report

CBS – Community-Based Services

CCS – Community Care Services

CEO – Chief Executive Officer

CHC – Center for Health Connection

CHF – Center for Health and Fitness

CIP – Capital Improvement Plan

CMT – Constant Maturity Treasury index

FASB – Financial accounting standards board

FIFO – First in first out

FY – Fiscal Year.

G&A – General and Administrative

GAAP – Generally Accepted Accounting Principals

GASB – Government Accounting Standards Board.

H&F – Health & Fitness

HB – Hermosa Beach

HE – Health Education

HRC – Health Resource Center

IS – Information Systems

LAIF – Local Agency Investment Fund.

LIFO – Last in first out

MB – Manhattan Beach

MIS – Management of Information Systems

MRC – Medical Reserve Corps

OPEB – Other Post-employment Benefits

OSHA – Occupational Safety and Health Act

PERS – Public employee retirement system

POC – Prospect One Corporation

RB – Redondo Beach

STD – Sexually-transmitted disease

YTD – Year to Date