

**MUNICIPALITY OF CHATHAM-KENT**  
**2016 DRAFT Base Budget**

Human Resources &amp; Organizational Dev.

Total budget with YTDs by BU by BU-OBJ NODE(bu detail/obj type)

	2016 DRAFT Base Budget	2015 Base Budget	2015 One time Budget	2015 FINAL Budget	2015 Actuals (at print date)	October forecast to Dec 31 (at print date)
Human Resources & Organizational Dev.						
13301 HR - GEN & ADMIN						
Employee Related	376,953	376,953		376,953	363,512	371,045
Library Material,Veh & Equip Related					628	628
Contracted Services	7,250	7,250		7,250	8,558	42,417
Infrastructure & Debt	5,242	5,242		5,242	5,242	5,242
Operating Related	6,260	6,260		6,260	3,623	4,960
Internal Allocations						
Other Expenses						(35,167)
Service Level Agreements (SLA)	(62,818)	(62,818)		(62,818)	(62,818)	(62,818)
Miscellaneous Revenue					(110)	(110)
<b>Total 13301 HR - GEN &amp; ADMIN</b>	<b>332,887</b>	<b>332,887</b>		<b>332,887</b>	<b>318,635</b>	<b>326,197</b>
13302 RECRUITMENT						
Employee Related	80,795	80,820		80,820	108,773	80,068
Library Material,Veh & Equip Related					377	377
Operating Related	240	215		215	99	235
Internal Allocations			(70,678)	(70,678)		(70,678)
<b>Total 13302 RECRUITMENT</b>	<b>81,035</b>	<b>81,035</b>	<b>(70,678)</b>	<b>10,357</b>	<b>109,249</b>	<b>10,002</b>
13311 LABOUR RELATIONS						
Employee Related	178,513	178,513		178,513	160,000	178,213
Contracted Services	44,615	44,615		44,615	58,572	77,536
Operating Related	1,020	1,020		1,020	554	1,320
Other Expenses						(32,921)
<b>Total 13311 LABOUR RELATIONS</b>	<b>224,148</b>	<b>224,148</b>		<b>224,148</b>	<b>219,126</b>	<b>224,148</b>
13321 PAYROLL/EMPLOYEE BENEFITS						
Employee Related	318,126	318,126		318,126	284,669	301,573
Contracted Services	575	575		575		
Operating Related	795	795		795	769	769
Service Level Agreements (SLA)	(13,673)	(13,673)		(13,673)	(13,673)	(13,673)
<b>Total 13321 PAYROLL/EMPLOYEE BENEFITS</b>	<b>305,823</b>	<b>305,823</b>		<b>305,823</b>	<b>271,765</b>	<b>288,669</b>
13331 TRAINING - CORP - DEVELOPMENT						
Employee Related			35,818	35,818	23,080	35,818
<b>Total 13331 TRAINING - CORP - DEVELOPMENT</b>			<b>35,818</b>	<b>35,818</b>	<b>23,080</b>	<b>35,818</b>
13332 TRAINING - GENERAL						
Employee Related	224,855	225,125	(60,468)	164,657	145,660	162,999
Infrastructure & Debt	15,395	15,395		15,395	15,395	15,395
Operating Related	2,400	2,130		2,130	1,052	2,064
User Fees					(1,000)	(1,000)
<b>Total 13332 TRAINING - GENERAL</b>	<b>242,650</b>	<b>242,650</b>	<b>(60,468)</b>	<b>182,182</b>	<b>161,107</b>	<b>179,458</b>
13333 TRAINING - CORP MANDATORY						

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Employee Related			24,650	24,650	17,796	24,650
<b>Total 13333 TRAINING - CORP MANDATORY</b>			24,650	24,650	17,796	24,650
13351 COMPENSATION & BENEFITS						
Employee Related	213,860	213,860		213,860	170,624	190,553
Library Material,Veh & Equip Related	9,200	9,200		9,200	9,524	9,524
Contracted Services	4,575	4,575		4,575	6,218	17,725
Operating Related	777	777		777	1,841	1,875
<b>Total 13351 COMPENSATION &amp; BENEFITS</b>	228,412	228,412		228,412	188,207	219,677
13352 RETIREE BENEFITS						
Employee Related	796,090	796,090	120,000	916,090	842,270	873,301
Internal Allocations			(38,880)	(38,880)		
<b>Total 13352 RETIREE BENEFITS</b>	796,090	796,090	81,120	877,210	842,270	873,301
13401 HEALTH & SAFETY						
Employee Related	199,900	199,845		199,845	192,843	229,164
Library Material,Veh & Equip Related	520	600		600	519	519
Contracted Services	475	475		475		
Operating Related	660	635		635	327	685
<b>Total 13401 HEALTH &amp; SAFETY</b>	201,555	201,555		201,555	193,689	230,368
13411 SCHEDULE 2 ADMIN COSTS						
Employee Related			325,187	325,187	5,226	320,046
Other Expenses			(241,755)	(241,755)		(236,614)
Recoveries			(83,432)	(83,432)		(83,432)
<b>Total 13411 SCHEDULE 2 ADMIN COSTS</b>					5,226	
13412 MBEN000504 LB 22						
Employee Related					950	
<b>Total 13412 MBEN000504 LB 22</b>					950	
13413 MBUR002164 RB 24						
Employee Related					47,292	
Contracted Services					2,230	
<b>Total 13413 MBUR002164 RB 24</b>					49,522	
13414 MBUR005592 FB 24						
Employee Related					41,400	
<b>Total 13414 MBUR005592 FB 24</b>					41,400	
13416 MCUN000336 AC 24						
Employee Related					43,820	
<b>Total 13416 MCUN000336 AC 24</b>					43,820	
13417 MDAN006520 SD 25						
Employee Related					211	
<b>Total 13417 MDAN006520 SD 25</b>					211	
13418 MEDD004348 YE 23						

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Employee Related					670	
<b>Total 13418 MEDD004348 YE 23</b>					670	
13423 MJEN001988 AJ 25						
Employee Related					1,047	
<b>Total 13423 MJEN001988 AJ 25</b>					1,047	
13424 MMAR001668 DM 22						
Employee Related					31,658	
Recoveries					(66,816)	
<b>Total 13424 MMAR001668 DM 22</b>					(35,158)	
13425 MMAS001216 BM 25						
Employee Related					2,581	
<b>Total 13425 MMAS001216 BM 25</b>					2,581	
13426 MMIF003302 TM 22						
Employee Related					175	
<b>Total 13426 MMIF003302 TM 22</b>					175	
13427 MMOO009410 MM 24						
Employee Related					1,370	
<b>Total 13427 MMOO009410 MM 24</b>					1,370	
13431 MPEL002902 PP 23						
Employee Related					36,116	
Contracted Services					4,596	
<b>Total 13431 MPEL002902 PP 23</b>					40,712	
13432 MPRO001000 JP 25						
Contracted Services					7,488	
<b>Total 13432 MPRO001000 JP 25</b>					7,488	
13433 MSAM005104 MS 25						
Employee Related					99,774	
<b>Total 13433 MSAM005104 MS 25</b>					99,774	
13435 MSPE001518 DS 22						
Employee Related					1,205	
<b>Total 13435 MSPE001518 DS 22</b>					1,205	
13436 MTH1013394 RT 25						
Contracted Services					209	
<b>Total 13436 MTH1013394 RT 25</b>					209	
13438 MTUR003784 DT 25						
Employee Related					4,306	
<b>Total 13438 MTUR003784 DT 25</b>					4,306	
13439 MVAN007086 CV 23						
Contracted Services					527	
<b>Total 13439 MVAN007086 CV 23</b>					527	

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13440 MWEG003064 CW 24						
Contracted Services					906	
<b>Total 13440 MWEG003064 CW 24</b>					906	
13441 MVAN007188 AV 24						
Employee Related					(60)	
<b>Total 13441 MVAN007188 AV 24</b>					(60)	
13443 MNIV000856 JN 23						
Employee Related					21,544	
<b>Total 13443 MNIV000856 JN 23</b>					21,544	
13445 PRIE014224 JR 27						
Employee Related					87	
<b>Total 13445 PRIE014224 JR 27</b>					87	
13447 MHAI000840 DH 25						
Employee Related					63	
<b>Total 13447 MHAI000840 DH 25</b>					63	
13448 MPOO003510 PP24						
Employee Related					435	
<b>Total 13448 MPOO003510 PP24</b>					435	
13449 MDAN00620 SD 25						
Employee Related					63	
<b>Total 13449 MDAN00620 SD 25</b>					63	
13511 SCHEDULE 2 WSIB PUC ADMIN						
Employee Related	3,500	3,500		3,500	36	1,460
Operating Related	24,341	24,341	5,328	29,669	29,669	29,669
Service Level Agreements (SLA)	(27,841)	(27,841)	(5,328)	(33,169)		(31,129)
<b>Total 13511 SCHEDULE 2 WSIB PUC ADMIN</b>					29,705	
13514 PWIL005122 JW 26						
Employee Related					573	
<b>Total 13514 PWIL005122 JW 26</b>					573	
13751 LEARNING & ORG DEVELOPMENT						
Employee Related			112,110	112,110	100,206	110,321
Infrastructure & Debt			876	876	876	876
Operating Related			250	250	24	24
Other Expenses			(112,397)	(112,397)		(110,345)
<b>Total 13751 LEARNING &amp; ORG DEVELOPMENT</b>			839	839	101,106	876
13752 THE PEOPLE PLAN						
Employee Related			10,000	10,000		
Contracted Services			30,000	30,000	40,334	53,334
Operating Related			10,000	10,000	9,205	10,066
Other Expenses			(50,000)	(50,000)		(60,400)

Selected year 2016

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<b>Total 13752 THE PEOPLE PLAN</b>					49,539	3,000
<b>Total Human Resources &amp; Organizational Dev.</b>	2,412,600	2,412,600	11,281	2,423,881	2,814,920	2,416,164
<b>Total Human Resources &amp; Organizational Dev.</b>	2,412,600	2,412,600	11,281	2,423,881	2,814,920	2,416,164