

0890 Secretary of State

The Secretary of State, a constitutionally established office, is the chief elections officer of the state and is responsible for the administration and enforcement of election laws. The Office is also responsible for administering and enforcing laws pertaining to filing documents associated with corporations, limited liability companies, partnerships, limited partnerships, unincorporated associations and pertaining to filing bonds and perfecting security agreements. In addition, the Office is responsible for commissioning notaries public, enforcing the notary laws, and in conjunction with being the home of the State Archives, preserving documents and records having historical significance. The Secretary of State is the filing officer for lobbying and campaign registration and disclosure documents filed under the Political Reform Act. The Secretary of State also operates the Safe At Home program, maintains the Domestic Partners and Advanced Health Care Directives Registries, provides support functions for the Voting Modernization Board, and is home to the California Museum.

Policy associated with the administration of the Office is accomplished through the divisions of Elections, Political Reform, Business Programs, Archives, Information Technology, and Management Services.

3-YR EXPENDITURES AND POSITIONS

	Positions			Expenditures		
	2011-12	2012-13	2013-14	2011-12*	2012-13*	2013-14*
10 Filings and Registrations	262.0	279.3	280.3	\$52,011	\$46,386	\$49,722
20 Elections	61.7	65.7	66.7	84,758	37,705	49,161
30 Archives	25.8	27.3	27.3	10,825	6,700	7,130
40 DOJ Legal Services	-	-	-	-	333	333
50.01 Administration and Technology	121.0	128.7	128.7	16,724	21,789	22,452
50.02 Distributed Administration and Technology	-	-	-	-16,724	-21,789	-22,452
TOTALS, POSITIONS AND EXPENDITURES (All Programs)	470.5	501.0	503.0	\$147,594	\$91,124	\$106,346
FUNDING				2011-12*	2012-13*	2013-14*
0001 General Fund				\$9,770	\$26,578	\$26,619
0228 Secretary of State's Business Fees Fund				38,515	33,295	35,174
0890 Federal Trust Fund				66,530	19,145	30,954
0995 Reimbursements				29,822	10,508	11,988
3042 Victims of Corporate Fraud Compensation Fund				2,957	1,598	1,530
3244 Political Disclosure, Accountability, Transparency, and Access Fund				-	-	81
TOTALS, EXPENDITURES, ALL FUNDS				\$147,594	\$91,124	\$106,346

LEGAL CITATIONS AND AUTHORITY

DEPARTMENT AUTHORITY

The California Constitution, Article 5, Section 11, Government Code Sections 12159-12179.1.

PROGRAM AUTHORITY

10-Filings and Registrations:

Corporations Code, Titles 1-3 and 5; Government Code, Sections 960.3, 964.4, 1363, 6205-6210, 6215-6216, 6503.5, 6503.7, 6518, 7171, 7220, 7222, 7223, 7225, 7226, 7227, 7229, 8200, 8201, 8201.1, 8201.2, 8201.5, 8202.5, 8203.1-8203.4, 8204.1, 8205, 8206, 8207, 8207.1, 8207.2, 8207.3, 8213, 8213.6, 8214.1, 8214.15, 8214.4, 8214.5, 8214.8, 8219.5, 8220, 8222, 8228, 12160, 12163, 12168, 12168.5, 12168.7, 12176, 12177, 12178.1, 12179.1, 12180, 12181, 12182, 12182.1, 12183-12197, 12260-12263, 23712-23714, 34459-34461, and 53051; Business and Professions Code, Sections 14207, 14209, 14215, 14217, 14220, 14230, 14235, 14240, 14245, 14417, 14427, 14461, 14482, 14483, 14492, 17550 et seq., 18896 et seq., 22441.1, 22442.4, 22443.1, 22443.2, 22908-22912, 22914, 22916, 22917, 22920, 22921, and 22923; Civil Code, Sections 912, 1185, 1189, 1195, 1363.5, 1363.6, 1789.10 et seq., 1812.50 et seq., 1812.80 et seq., 1812.100 et seq., 1812.214, 1812.503., 1812.510, 1812.515, 1812.525, 1812.600, 1812.607, 2945.45, 3344.1, and 3440.5; Commercial Code, Sections 9501, 9509, 9512-9516, 9518, 9519-9523, and 9525-9528; Code of Civil Procedure, Sections 416.10-416.40, 488.375, 488.405, 488.730, 697.510, 697.550, 697.570, 697.580, 697.640-697.670, 724.060, 2101, and 2103-2105; Family Codes, Section 297, 297.1, 298, 298.5, 298.6, 298.7, 299, 535, 6345, 17520, and 17523; Financial Code, Sections 1102-1106, 4966, 5403, 5703-5705, 5715, 5716, 5758, 5760, 14100, 14101, 14101.6, 14101.8, 14102.2, 14102.4, 14102.8, 15302, 15304, 15252, 15258, 18101.5, and 18102; Insurance Code, Sections 881, 881.3, 1556, 1560.10, 1560.17, 1560.18, 4093, 4097.11, 4097.18, 4097.19, 5053, 7049, 7084, 7085, 9103, 11542, 11546, and 11547; Food and Agriculture Code, Sections 3951, 3952, 5304, 6047.109, 6047.119, 6273, 6286, 8704, 8757, 54081-54083, 55702, 57405, 57408-57411, 57414, 57512, 57516-57517, 57519, 57530, 57531, 57535, 57537, 57540, 57541, 57545, 57561 et seq., 57590, 57591, and 57595; Probate Code, Sections 4717, 4800-4806, 6389, and 8574; Vehicle Code, Section 40305.5; Penal Code, Sections 4056-4058, 4067, 4206, 4207, 4208 and 4227; Health and Safety Code, Sections 1341.2, 2043, 2832, 2834, 4927, 9043, 33103, 33103.5, 33104, 33142, 34126, 34117, 51153, 103435, and 123371; California Code of Regulations, Title 2, Sections 20800 et seq., 21000 et seq., 21900 et seq., 22000 et seq., 22500 et seq., 22600 et seq., and 22610.1 et seq.

* Dollars in thousands, except in Salary Range.

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20-Elections:

California Constitution, Article XVI, Section 1; California Elections Code, Section 10; California Government Code, Section 12172.5; Help America Vote Act of 2002 (Public Law 107-252) and other federal elections law; Government Code, Title 9.

30-Archives:

Chapter 1, Statutes of 1850; Government Code, Sections 6204, 6268, 9080, 9149.9, 11347.3, 12153, 12174, 12220-12237, 14755-14756, and 14765-14768; Civil Code, Sections 1798.24, and 1798.64; Evidence Code, Section 1605, and Military and Veterans Code, Section 1360.

DETAILED BUDGET ADJUSTMENTS

	2012-13*			2013-14*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Workload Budget Adjustments						
Workload Budget Change Proposals						
• California Business Connect Project	\$-	\$-	-	\$-	\$3,721	-
• HAVA VoteCal	-	-	-	-	27,079	-
• HAVA Amended Spending Plan	-	127	-	-	3,846	-
• Victims of Corporate Fraud Compensation Fund (Chapter 564, Statutes of 2012)	-	-	-	-	123	1.0
• Lobbyists and Committees Fees (Chapter 506, Statutes of 2012)	-	-	-	-	81	1.0
• California Revised Uniform Limited Liability Company Act (Chapter 419, Statutes of 2012)	-	-	-	-	89	-
Totals, Workload Budget Change Proposals	\$-	\$127	-	\$-	\$34,939	2.0
Other Workload Budget Adjustments						
• Employee Compensation Adjustments	-\$411	-\$931	-	\$100	\$276	-
• Retirement Rate Adjustment	192	443	-	192	443	-
• One-time Cost Reductions	-	-	-	-140	-18,959	-
• One-time Cost Reductions (Local Assistance)	-	-	-	-	-2,416	-
• Expenditure Transfers	703	8	-	-	-	-
• Miscellaneous Adjustments	-5,670	-6,523	-	-5,297	-5,978	-
Totals, Other Workload Budget Adjustments	-\$5,186	-\$7,003	-	-\$5,145	-\$26,634	-
Totals, Workload Budget Adjustments	-\$5,186	-\$6,876	-	-\$5,145	\$8,305	2.0
Totals, Budget Adjustments	-\$5,186	-\$6,876	-	-\$5,145	\$8,305	2.0

PROGRAM DESCRIPTIONS

10 - FILINGS AND REGISTRATIONS

The Business Programs Division is comprised of three primary areas: Business Entities, Uniform Commercial Code, and Notary Public and Special Filings.

Business Entities examines, files, and maintains formation documents for new California business entities and qualifies out-of-state and international entities to conduct business in California; and also examines, files and maintains changes to the records of domestic or qualified foreign business entities to ensure the business entities are properly formed, merged, converted, amended, and dissolved in compliance with California law. Statements of Information containing key officers and contact information are also processed and maintained for public and governmental use.

Uniform Commercial Code files certain financing statements allowing lending institutions to protect their financial interest in personal property and established priority in case of debtor default or bankruptcy. Judgment liens, attachment liens, agricultural liens, and equipment liens are also filed in Uniform Commercial Code, as well as various tax liens submitted by state and federal taxing agencies such as the Franchise Tax Board and the Internal Revenue Service.

Notary Public and Special Filings appoints and commissions qualified notaries public for four year terms, reviews and approves notary public education courses, and certifies to the authenticity of signatures of notaries public and public officials on documents for use in foreign countries. Special Filings include trademarks and service marks as well as bonds that certain business entities are required to file, notice of joint power agreements, city and county charters, and claims for

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successor-in-interest. This area also has disciplinary functions with regard to notaries public and immigration consultants.

The Advance Health Care Directive (AHCD) Registry maintains AHCDs, which allow a person to indicate their medical treatment preferences if they cannot speak or make decisions for themselves. The AHCD also may designate someone else to make decisions regarding medical treatment. AHCDs and related information can be provided upon request to the registrant's health care provider, public guardian, or legal representative.

The Domestic Partners Registry registers same-sex couples regardless of the age of the partners, and opposite-sex couples in which one partner is at least 62 years old, as domestic partners in California.

The Victims of Corporate Fraud Compensation Fund provides restitution to victims of corporate fraud who are unable to collect through other means on a judgment against a corporation for corporate fraud.

Safe at Home is an address confidentiality program designed to assist victims of domestic violence, sexual assault, stalking, or a reproductive healthcare employee, patient, or volunteer. Participants in the Safe at Home program are provided with a free post office box to use as a mailing address thereby protecting their actual residential address. Once enrolled into the program, Safe at Home serves as a liaison for those participants who qualify for additional confidential services offered by various state and local agencies.

20 - ELECTIONS

The Secretary of State, as California's chief elections officer, has broad responsibility to administer the election process. This program oversees the modernization of voting equipment and the improvement of current electoral database systems, enhancing the voting processes, providing accessibility to voters, working to increase people's knowledge of the electoral system, and establishing a procedure to allow voters to file and have complaints resolved about voting-related issues.

This program includes the campaign and lobbying registration and disclosure provisions of the Political Reform Act of 1974. Under this law, the Office registers all levels of campaign committees, and reviews for compliance with statutory requirements all state-level campaign recipient, major donor, slate mailer, political party, and independent expenditure committees. The program also registers lobbyists, lobbying firms and lobbyist employers, reviews the periodic financial disclosure reports filed by lobbying entities, and publishes a Lobbying Directory on the Internet. This program also supports the electronic filing requirements of the Political Reform Act and posts relevant registration and disclosure information to the Office's web site so voters can track where campaign money is raised and spent and what lobbying activity is occurring in state government. A searchable database of campaign and lobbying financial activity is also provided through the web site.

30 - ARCHIVES

The California State Archives acquires, indexes, preserves, and provides reference access to irreplaceable historic materials from the three branches of state government. The Archives acquires records, with legal, administrative or evidentiary value, or that have historical significance. Materials are transferred to the Archives for permanent preservation.

50 - ADMINISTRATION AND TECHNOLOGY

This program develops and manages overall policy. It serves as the liaison to other state agencies, the Legislature, the federal government, and other states' Secretaries of State. This program responds to constituent correspondence and requests from the public and advocates in the Legislature, administers the Secretary's role as ex officio member of the World Trade Commission and as a member of the National Association of Secretaries of State, in the management of task forces and advisory committees, in the implementation of new federal and state statutory requirements, and coordinates and disseminates information about the Office and its initiatives to the public. It also provides the Office with the necessary personnel, general administrative, budgeting, fiscal services, and information technology expertise to plan, develop, implement, and operate innovative and effective business and information systems solutions.

DETAILED EXPENDITURES BY PROGRAM

	<u>2011-12*</u>	<u>2012-13*</u>	<u>2013-14*</u>
PROGRAM REQUIREMENTS			
10 FILINGS AND REGISTRATIONS			
State Operations:			
0001 General Fund	\$1,027	\$993	\$1,030
0228 Secretary of State's Business Fees Fund	38,515	33,295	35,174
0995 Reimbursements	9,512	10,500	11,988
3042 Victims of Corporate Fraud Compensation Fund	<u>2,957</u>	<u>1,598</u>	<u>1,530</u>
Totals, State Operations	\$52,011	\$46,386	\$49,722
PROGRAM REQUIREMENTS			
20 ELECTIONS			
State Operations:			
0001 General Fund	-\$2,082	\$18,552	\$18,126
0890 Federal Trust Fund	5,243	16,682	29,647

* Dollars in thousands, except in Salary Range.

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	2011-12*	2012-13*	2013-14*
0995 Reimbursements	20,310	8	-
3244 Political Discloser, Accountability, Transparency and Access Fund	-	-	81
Totals, State Operations	\$23,471	\$35,242	\$47,854
Local Assistance:			
0890 Federal Trust Fund	\$61,287	\$2,463	\$1,307
Totals, Local Assistance	\$61,287	\$2,463	\$1,307
PROGRAM REQUIREMENTS			
30 ARCHIVES			
State Operations:			
0001 General Fund	\$10,825	\$6,700	\$7,130
Totals, State Operations	\$10,825	\$6,700	\$7,130
PROGRAM REQUIREMENTS			
40 DOJ LEGAL SERVICES			
State Operations:			
0001 General Fund	\$-	\$333	\$333
Totals, State Operations	\$-	\$333	\$333
TOTALS, EXPENDITURES			
State Operations	86,307	88,661	105,039
Local Assistance	61,287	2,463	1,307
Totals, Expenditures	\$147,594	\$91,124	\$106,346

EXPENDITURES BY CATEGORY

1 State Operations	Positions			Expenditures		
	2011-12	2012-13	2013-14	2011-12*	2012-13*	2013-14*
PERSONAL SERVICES						
Authorized Positions (Equals Sch. 7A)	470.5	501.0	501.0	\$25,137	\$25,975	\$27,540
Total Adjustments	-	-	2.0	183	466	-134
Net Totals, Salaries and Wages	470.5	501.0	503.0	\$25,320	\$26,441	\$27,406
Staff Benefits	-	-	-	11,219	10,716	11,234
Totals, Personal Services	470.5	501.0	503.0	\$36,539	\$37,157	\$38,640
OPERATING EXPENSES AND EQUIPMENT				\$39,511	\$42,712	\$57,607
SPECIAL ITEMS OF EXPENSE						
Parallel Monitoring				\$-	\$95	\$95
Printing ballot pamphlets				5,035	2,769	2,769
Mailing ballot pamphlets				2,352	2,964	2,964
Printing registration cards				1,418	1,664	1,664
Mailing registration cards				1,221	1,095	1,095
Election night reporting				231	205	205
Totals, Special Items of Expense				\$10,257	\$8,792	\$8,792
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$86,307	\$88,661	\$105,039

2 Local Assistance

	Expenditures		
	2011-12*	2012-13*	2013-14*
P.L. 107-252 - Help America Vote Act of 2002	\$61,287	\$2,463	\$1,307
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)	\$61,287	\$2,463	\$1,307

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DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2011-12*	2012-13*	2013-14*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$31,037	\$-	\$-
Allocation for employee compensation	36	-	-
Adjustment per Section 3.60	50	-	-
Adjustment per Section 3.90	-145	-	-
Adjustment per Section 3.91 (b) Operational Efficiency Plan	-775	-	-
Transfer from Item 8640-001-0001 (Political Reform Act)	703	-	-
001 Budget Act appropriation as amended by Chapter 29, Statutes of 2012	-	31,764	-
Allocation for employee compensation	-	58	-
Adjustment per Section 3.60	-	192	-
Adjustment per Section 3.90	-	-469	-
Adjustment per Section 4.30	-	-5,665	-
Adjustment per Section 15.25	-	-5	-
Transfer from Item 8640-001-0001 (Political Reform Act)	-	703	-
001 Budget Act appropriation	-	-	26,619
005 Budget Act appropriation	83	-	-
Totals Available	\$30,989	\$26,578	\$26,619
Unexpended balance, estimated savings	-21,219	-	-
TOTALS, EXPENDITURES	\$9,770	\$26,578	\$26,619
0228 Secretary of State's Business Fees Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$39,056	\$40,231	\$35,174
Allocation for employee compensation	72	137	-
Adjustment per Section 3.60	114	376	-
Adjustment per Section 3.90	-279	-928	-
Adjustment per Section 3.91 (b) Operational Efficiency Plan	-310	-	-
Adjustment per Section 4.30	-	-6,509	-
Adjustment per Section 15.25	-	-12	-
Adjustments per 3.91(b)(Technology Rate Reductions)	-32	-	-
Totals Available	\$38,621	\$33,295	\$35,174
Unexpended balance, estimated savings	-106	-	-
TOTALS, EXPENDITURES	\$38,515	\$33,295	\$35,174
0890 Federal Trust Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$14,681	\$16,602	\$29,647
Allocation for employee compensation	1	-	-
Adjustment per Section 3.60	7	-	-
Adjustment per Section 3.90	-10	-	-
Revised expenditure authority per Provision 4	1,336	-	-
Budget Adjustment	-10,772	80	-
TOTALS, EXPENDITURES	\$5,243	\$16,682	\$29,647
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements	\$29,822	\$10,508	\$11,988

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1 STATE OPERATIONS	2011-12*	2012-13*	2013-14*
3042 Victims of Corporate Fraud Compensation Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$2,499	\$-	\$-
Allocation for contingencies or emergencies	665	-	-
Corporations Code Section 2280	<u>-</u>	<u>1,598</u>	<u>1,530</u>
Totals Available	\$3,164	\$1,598	\$1,530
Unexpended balance, estimated savings	<u>-207</u>	<u>-</u>	<u>-</u>
TOTALS, EXPENDITURES	\$2,957	\$1,598	\$1,530
3244 Political Disclosure, Accountability, Transparency, and Access Fund			
APPROPRIATIONS			
001 Budget Act appropriation	<u>\$-</u>	<u>\$-</u>	<u>\$81</u>
TOTALS, EXPENDITURES	\$-	\$-	\$81
TOTALS, EXPENDITURES, ALL FUNDS (State Operations)	\$86,307	\$88,661	\$105,039
2 LOCAL ASSISTANCE	2011-12*	2012-13*	2013-14*
0890 Federal Trust Fund			
APPROPRIATIONS			
101 Budget Act appropriation	\$66,992	\$2,416	\$1,307
Revised expenditure authority per Provision 1	691	-	-
Budget Adjustment	<u>-6,396</u>	<u>47</u>	<u>-</u>
TOTALS, EXPENDITURES	\$61,287	\$2,463	\$1,307
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)	\$61,287	\$2,463	\$1,307
TOTALS, EXPENDITURES, ALL FUNDS (State Operations and Local Assistance)	\$147,594	\$91,124	\$106,346

FUND CONDITION STATEMENTS

	2011-12*	2012-13*	2013-14*
0228 Secretary of State's Business Fees Fund^s			
BEGINNING BALANCE	\$1,000	\$1,000	\$1,000
Prior year adjustments	<u>-103</u>	<u>-</u>	<u>-</u>
Adjusted Beginning Balance	\$897	\$1,000	\$1,000
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
124100 Domestic Corporation Fees	8,281	7,453	7,453
124200 Foreign Corporation Fees	1,052	947	947
124300 Notary Public License Fees	892	892	892
124400 Filing Financing Statements	2,217	2,217	2,217
125600 Other Regulatory Fees	6,809	6,128	6,128
142000 General Fees--Secretary of State	24,496	24,996	24,996
150300 Income From Surplus Money Investments	13	10	10
161400 Miscellaneous Revenue	30	30	30
Transfers and Other Adjustments:			
TO0001 To General Fund per Government Code Section 12176	<u>-5,124</u>	<u>-9,083</u>	<u>-7,314</u>
Total Revenues, Transfers, and Other Adjustments	<u>\$38,666</u>	<u>\$33,590</u>	<u>\$35,359</u>
Total Resources	\$39,563	\$34,590	\$36,359
EXPENDITURES AND EXPENDITURE ADJUSTMENTS			
Expenditures:			
0840 State Controller (State Operations)	48	79	-
0890 Secretary of State (State Operations)	38,515	33,295	35,174
8880 Financial Information System for California (State Operations)	-	216	185

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	<u>2011-12*</u>	<u>2012-13*</u>	<u>2013-14*</u>
Total Expenditures and Expenditure Adjustments	\$38,563	\$33,590	\$35,359
FUND BALANCE	\$1,000	\$1,000	\$1,000
Reserve for economic uncertainties	1,000	1,000	1,000
3042 Victims of Corporate Fraud Compensation Fund ^s			
BEGINNING BALANCE	\$4,612	\$3,298	\$3,332
Prior year adjustments	-38	-	-
Adjusted Beginning Balance	\$4,574	\$3,298	\$3,332
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
142000 General Fees--Secretary of State	1,581	1,631	1,631
150300 Income From Surplus Money Investments	17	10	10
150500 Interest Income From Interfund Loans	83	-	-
Total Revenues, Transfers, and Other Adjustments	\$1,681	\$1,641	\$1,641
Total Resources	\$6,255	\$4,939	\$4,973
EXPENDITURES AND EXPENDITURE ADJUSTMENTS			
Expenditures:			
0890 Secretary of State (State Operations)	2,957	1,598	1,530
8880 Financial Information System for California (State Operations)	-	9	-
Total Expenditures and Expenditure Adjustments	\$2,957	\$1,607	\$1,530
FUND BALANCE	\$3,298	\$3,332	\$3,443
Reserve for economic uncertainties	3,298	3,332	3,443
3244 Political Disclosure, Accountability, Transparency, and Access Fund ^s			
BEGINNING BALANCE	-	-	-
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
142000 General Fees--Secretary of State	-	-	\$150
164300 Penalty Assessments	-	-	50
Total Revenues, Transfers, and Other Adjustments	-	-	\$200
Total Resources	-	-	\$200
EXPENDITURES AND EXPENDITURE ADJUSTMENTS			
Expenditures:			
0890 Secretary of State (State Operations)	-	-	81
Total Expenditures and Expenditure Adjustments	-	-	\$81
FUND BALANCE	-	-	\$119
Reserve for economic uncertainties	-	-	119

CHANGES IN AUTHORIZED POSITIONS

	<u>Positions</u>			<u>Expenditures</u>		
	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2011-12*</u>	<u>2012-13*</u>	<u>2013-14*</u>
Totals, Authorized Positions	470.5	501.0	501.0	\$25,137	\$25,975	\$27,540
Salary Adjustments	-	-	-	183	466	-256
Proposed New Positions:				Salary Range		
Elections:						
Staff Svcs Analyst	-	-	1.0	2,817-4,446	-	44
Business Programs Division:						
Assoc Govtl Prog Analyst	-	-	1.0	4,400-5,348	-	78
Totals Proposed New Positions	<u>-</u>	<u>-</u>	<u>2.0</u>	<u>\$-</u>	<u>\$-</u>	<u>\$122</u>
Total Adjustments	<u>-</u>	<u>-</u>	<u>2.0</u>	<u>\$183</u>	<u>\$466</u>	<u>-\$134</u>
TOTALS, SALARIES AND WAGES	470.5	501.0	503.0	\$25,320	\$26,441	\$27,406

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