0845 Department of Insurance

The Insurance Commissioner regulates the largest insurance market in the United States, and the fourth largest insurance market in the World, with more than \$124 billion in direct premiums; enforces the California Insurance Code; and oversees the Department of Insurance.

The Department of Insurance conducts examinations and investigations of insurance companies and producers and works to ensure the financial solvency of companies so that they will meet their obligations to policyholders and claimants.

The Department of Insurance investigates more than 300,000 complaints annually and responds to consumer inquiries. The department reviews and approves insurance rates to enforce the requirement of California law that rates are not excessive or unfair. The department also administers the conservation and liquidation of insolvent and delinquent insurance companies and fights insurance fraud in conjunction with local and state law enforcement agencies.

3-YR EXPENDITURES AND PERSONNEL YEARS (Summary of Program Requirements)

		Personnel Years		Expenditures			
		2008-09	2009-10	2010-11	2008-09*	2009-10*	2010-11*
10	Regulation of Insurance Companies and Insurance Producers	394.4	390.5	392.3	\$68,050	\$65,005	\$66,549
12	Consumer Protection	295.2	291.6	293.5	51,635	46,327	47,926
20	Fraud Control	271.3	276.7	276.7	94,830	98,030	89,067
30	General Fund Tax Collection and Audits	13.7	14.3	14.3	1,889	1,708	1,833
50.01	Administration	205.5	227.0	227.1	29,928	27,469	30,529
50.02	Distributed Administration	-			-29,928	-27,469	-30,529
TOTA	LS, POSITIONS AND EXPENDITURES (All Programs)	1,180.1	1,200.1	1,203.9	\$216,404	\$211,070	\$205,375
FUND	ING				2008-09*	2009-10*	2010-11*
0217	Insurance Fund				\$216,404	\$210,820	\$205,125
0995	Reimbursements				<u>-</u>	250	250
TOTA	LS, EXPENDITURES, ALL FUNDS				\$216,404	\$211,070	\$205,375

LEGAL CITATIONS AND AUTHORITY

PROGRAM AUTHORITY

10-Regulation of Insurance Companies and Insurance Producers:

Insurance Code, Sections 1-16030, except as noted below.

12-Consumer Protection:

Insurance Code, Division 1, Part 2, Chapter 1, Articles 4, 5.1, 6, 6.3, and 6.5, Chapter 5, Article 12, Sections 1872.81, 10127.17, 12921.1-12921.5, 12928, and 12930.

20-Fraud Control:

Insurance Code, Division 1, Part 2, Chapter 12 (except Section 1872.81 cited above).

30-General Fund Tax Collection and Audit:

Insurance Code, Sections 1774-1780; and Revenue and Taxation Code, Part 7 of Division 2.

50-Administration:

Chapter 722, Statutes of 1982.

DETAILED BUDGET ADJUSTMENTS						
		2009-10*			2010-11*	
	General Fund	Other Funds	Personnel Years	General Fund	Other Funds	Personnel Years
Workload Budget Adjustments						
Workload Budget Change Proposals						
 Paperless Workflow System Project 	\$-	\$;	\$	- \$2,390	1.9

^{*} Dollars in thousands, except in Salary Range.

	2009-10*			2010-11*			
	General Fund	Other Funds	Personnel Years	General Fund	Other Funds	Personnel Years	
Telecommunications Infrastructure Replacement	-	-	-	-	429	2.8	
Project							
 Life Settlements (SB 98) 	-	-	-	-	405	2.8	
 Mortgage Guarantee Insurers (SB 291) 		=	=,	-	106	0.9	
Totals, Workload Budget Change Proposals	\$-	\$-	-	\$-	\$3,330	8.4	
Other Workload Budget Adjustments							
 Employee Compensation Adjustments 	\$-	-\$5,142	-	\$-	-\$23	-	
Retirement Rate Adjustment	-	141	-	-	141	=	
 Limited Term Positions/Expiring Programs 	-	-	-	-	-357	-2.7	
One Time Cost Reductions	-	-	-	-	-12,736	=	
Miscellaneous Adustments		-	-22.8	-	-1,051	-24.7	
Totals, Other Workload Budget Adjustments	\$-	-\$5,001	-22.8	\$-	-\$14,026	-27.4	
Totals, Workload Budget Adjustments	\$-	-\$5,001	-22.8	\$-	-\$10,696	-19.0	
Totals, Budget Adjustments	\$-	-\$5,001	-22.8	\$-	-\$10,696	-19.0	

PROGRAM DESCRIPTIONS (Program Objectives Statement)

10 - REGULATION OF INSURANCE COMPANIES AND INSURANCE PRODUCERS

The objectives of this program are: (1) to prevent losses to policyholders, beneficiaries or the public due to the insolvency of insurers; (2) to prevent unlawful or unfair practices by insurers as defined by the Insurance Code; (3) to ensure that insurance rates are not excessive, inadequate, unfairly discriminatory, or otherwise in violation of the Insurance Code; and (4) to ensure that applicants for insurance licenses, and holders of insurance licenses, satisfy and maintain the qualifications for licensure.

12 - CONSUMER PROTECTION

The objective of this program is to provide direct service to California consumers by protecting insurance policyholders and other parties involved in insurance transactions against unfair or illegal practices with respect to claims handling, rating or underwriting by insurers. The objectives also include protecting applicants and policyholders from discriminatory, unlawful or fraudulent practices or incompetence relating to the sale of insurance.

20 - FRAUD CONTROL

The objective of this program is to protect the public from economic loss and distress by actively investigating and arresting those who commit insurance fraud and to reduce the overall incidence of insurance fraud through anti-fraud outreach to the public, private and governmental sectors. The program is staffed by sworn peace officers who conduct criminal investigations of insurance fraud and related criminal cases.

30 - GENERAL FUND TAX COLLECTION AND AUDIT

This General Fund tax collection program performs tax collection, accounting, and tax audits of insurance companies and surplus line brokers. The program staff audits insurers' tax returns to determine compliance with the laws contained in both the California Insurance and Revenue and Taxation Codes and assists the Board of Equalization and the State Controller's Office with various refund, assessment, and accounting matters relative to the premium taxpayers. Tax collections from this program are deposited in the State General Fund.

50 - ADMINISTRATION

This program provides the overall policy direction for the Department, as well as all administrative functions including legal, human resources, financial management, information technology, personnel, budget, legislative, and business services.

DET	AILED EXPENDITURES BY PROGRAM (Program Budget Detail)			
DETAILED EXILENDITORES DITTROGRAM (1 rogram badger bottain)		2008-09*	2009-10*	2010-11*
	PROGRAM REQUIREMENTS			
10	REGULATION OF INSURANCE COMPANIES AND			
	INSURANCE PRODUCERS			
	State Operations:			
0217	Insurance Fund	\$68,050	\$64,755	\$66,299

^{*} Dollars in thousands, except in Salary Range.

		2008-09*	2009-10*	2010-11*
0995	Reimbursements		250	250
	Totals, State Operations	\$68,050	\$65,005	\$66,549
	ELEMENT REQUIREMENTS			
10.30	Rate Regulation	\$19,807	\$18,079	\$18,418
	State Operations:			
0217	Insurance Fund	19,807	17,829	18,168
0995	Reimbursements	-	250	250
10.40	Regulatory	\$19,093	\$22,668	\$23,332
	State Operations:			
0217	Insurance Fund	19,093	22,668	23,332
10.51	Licensing	\$22,990	\$18,342	\$18,881
	State Operations:			
0217	Insurance Fund	22,990	18,342	18,881
10.70	Special Programs	\$6,160	\$5,916	\$5,918
	State Operations:			
0217	Insurance Fund	6,160	5,916	5,918
	PROGRAM REQUIREMENTS			
12	CONSUMER PROTECTION			
	State Operations:			
0217	Insurance Fund	\$50,742	\$44,827	\$46,426
	Totals, State Operations	\$50,742	\$44,827	\$46,426
	Local Assistance:			
0217	Insurance Fund	\$893	\$1,500	\$1,500
	Totals, Local Assistance	\$893	\$1,500	\$1,500
	ELEMENT REQUIREMENTS			
12.10	Legal Compliance	\$8,001	\$8,968	\$9,415
	State Operations:			
0217	Insurance Fund	8,001	8,968	9,415
12.20	Investigations	\$15,134	\$13,799	\$14,035
	State Operations:			
0217	Insurance Fund	14,241	12,299	12,535
	Local Assistance:			
0217	Insurance Fund	893	1,500	1,500
12.30	Consumer Services and Market Conduct	\$28,500	\$23,560	\$24,476
	State Operations:			
0217	Insurance Fund	28,500	23,560	24,476
	PROGRAM REQUIREMENTS			
20	FRAUD CONTROL			
0047	State Operations:	0.45, 407	# 40.400	#44.700
0217	Insurance Fund	\$45,437	\$40,489	\$41,736
	Totals, State Operations	\$45,437	\$40,489	\$41,736
0047	Local Assistance:	#40.000	057 544	#47.004
0217	Insurance Fund	\$49,393	\$57,541	\$47,331
	Totals, Local Assistance	\$49,393	\$57,541	\$47,331
20.40	ELEMENT REQUIREMENTS	#20.000	¢ 4 4 770	60E 4E4
20.10	Fraud - Auto	\$38,602	\$44,770	\$35,154
0217	State Operations: Insurance Fund	10.766	10.160	10.762
0217	Local Assistance:	19,766	19,169	19,763
	Lovai Assistante.			

^{*} Dollars in thousands, except in Salary Range.

		2008-09*	2009-10*	2010-11*
0217	Insurance Fund	18,836	25,601	15,391
20.20	Fraud - Workers' Compensation	\$49,113	\$47,781	\$48,317
	State Operations:			
0217	Insurance Fund	20,268	17,553	18,089
	Local Assistance:			
0217	Insurance Fund	28,845	30,228	30,228
20.30	Fraud - General Assessment	\$3,193	\$2,122	\$2,188
	State Operations:			
0217	Insurance Fund	3,193	2,122	2,188
20.40	Fraud - Disability and Healthcare	\$3,922	\$3,357	\$3,408
	State Operations:			
0217	Insurance Fund	2,210	1,645	1,696
	Local Assistance:			
0217	Insurance Fund	1,712	1,712	1,712
	PROGRAM REQUIREMENTS			
30	GENERAL FUND TAX COLLECTION AND AUDITS			
	State Operations:			
0217	Insurance Fund	1,889	1,708	1,833
	Totals, State Operations	\$1,889	\$1,708	\$1,833
	TOTALS, EXPENDITURES			
	State Operations	166,118	152,029	156,544
	Local Assistance	50,286	59,041	48,831
	Totals, Expenditures	\$216,404	\$211,070	\$205,375

EXPENDITURES BY CATEGORY (Summary By Object)

1 State Operations		s/Personn	el Years	Expenditures			
	2008-09	2009-10	2010-11	2008-09*	2009-10*	2010-11*	
PERSONAL SERVICES							
Authorized Positions (Equals Sch. 7A)	1,180.1	1,287.3	1,284.3	\$81,566	\$87,779	\$88,765	
Total Adjustments	-	-24.0	-17.0	-	-1,300	-819	
Estimated Salary Savings		-63.2	-63.4		-4,324	-4,397	
Net Totals, Salaries and Wages	1,180.1	1,200.1	1,203.9	\$81,566	\$82,155	\$83,549	
Staff Benefits				28,947	27,395	24,879	
Totals, Personal Services	1,180.1	1,200.1	1,203.9	\$110,513	\$109,550	\$108,428	
OPERATING EXPENSES AND EQUIPMENT				\$55,605	\$42,479	\$48,116	
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$166,118	\$152,029	\$156,544	

2 Local Assistance	Expenditures			
	2008-09*	2009-10*	2010-11*	
Counties-District Attorneys	\$50,286	\$59,041	\$48,831	
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)	\$50,286	\$59,041	\$48,831	

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS (Reconciliation with Appropriations)

^{*} Dollars in thousands, except in Salary Range.

1 STATE OPERATIONS	2008-09*	2009-10*	2010-11*
0217 Insurance Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$175,507	\$156,780	\$156,294
Allocation for employee compensation	176	-	-
Adjustment per Section 3.60	17	141	-
Reduction per Section 3.90	-2,477	-4,917	-
Adjustment per Section 3.55		-225	
Totals Available	\$173,223	\$151,779	\$156,294
Unexpended balance, estimated savings	7,105		=
TOTALS, EXPENDITURES	\$166,118	\$151,779	\$156,294
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements		\$250	\$250
TOTALS, EXPENDITURES, ALL FUNDS (State Operations)	\$166,118	\$152,029	\$156,544
2 LOCAL ASSISTANCE	2008-09*	2009-10*	2010-11*
0217 Insurance Fund			
APPROPRIATIONS			
101 Budget Act appropriation	\$51,148	\$59,041	\$48,831
Totals Available	\$51,148	\$59,041	\$48,831
Unexpended balance, estimated savings	862		
TOTALS, EXPENDITURES	\$50,286	\$59,041	\$48,831
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)	\$50,286	\$59,041	\$48,831
TOTALS, EXPENDITURES, ALL FUNDS (State Operations and Local Assistance)	\$216,404	\$211,070	\$205,375
FUND CONDITION STATEMENTS	2008-09*	2009-10*	2010-11*
0217 Insurance Fund ^s			
BEGINNING BALANCE	\$54,088	\$57,654	\$54,538
Prior year adjustments	5,298	- -	-
Adjusted Beginning Balance	\$59,386	\$57,654	\$54,538
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
Revenues: 123100 Insurance Co License Fees & Penalties	36,764	34,234	35,217
	36,764 21,739	34,234 22,345	•
123100 Insurance Co License Fees & Penalties	•	•	22,345
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees	21,739	22,345	22,345 23,800
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103	21,739 26,421	22,345 23,800	22,345 23,800 25,772
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General	21,739 26,421 23,165	22,345 23,800 23,635	22,345 23,800 25,772 47,062
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp	21,739 26,421 23,165 48,826	22,345 23,800 23,635 50,303	22,345 23,800 25,772 47,062 46,900
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto	21,739 26,421 23,165 48,826 46,434	22,345 23,800 23,635 50,303 46,435	22,345 23,800 25,772 47,062 46,900 5,832
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto 127500 Insurance Fraud Assessment, General	21,739 26,421 23,165 48,826 46,434 9,564	22,345 23,800 23,635 50,303 46,435 5,800	22,345 23,800 25,772 47,062 46,900 5,832
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto 127500 Insurance Fraud Assessment, General 141200 Sales of Documents 142500 Miscellaneous Services to the Public	21,739 26,421 23,165 48,826 46,434 9,564 96 18	22,345 23,800 23,635 50,303 46,435 5,800 96 18	22,345 23,800 25,772 47,062 46,900 5,832 96
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto 127500 Insurance Fraud Assessment, General 141200 Sales of Documents 142500 Miscellaneous Services to the Public 150300 Income From Surplus Money Investments	21,739 26,421 23,165 48,826 46,434 9,564 96 18	22,345 23,800 23,635 50,303 46,435 5,800 96 18	22,345 23,800 25,772 47,062 46,900 5,832 96 18
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto 127500 Insurance Fraud Assessment, General 141200 Sales of Documents 142500 Miscellaneous Services to the Public 150300 Income From Surplus Money Investments 161000 Escheat of Unclaimed Checks & Warrants	21,739 26,421 23,165 48,826 46,434 9,564 96 18 1,070	22,345 23,800 23,635 50,303 46,435 5,800 96 18 370 21	22,345 23,800 25,772 47,062 46,900 5,832 96 18 370 21
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto 127500 Insurance Fraud Assessment, General 141200 Sales of Documents 142500 Miscellaneous Services to the Public 150300 Income From Surplus Money Investments 161000 Escheat of Unclaimed Checks & Warrants 161400 Miscellaneous Revenue	21,739 26,421 23,165 48,826 46,434 9,564 96 18 1,070 21	22,345 23,800 23,635 50,303 46,435 5,800 96 18 370 21	22,345 23,800 25,772 47,062 46,900 5,832 96 18 370 21
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto 127500 Insurance Fraud Assessment, General 141200 Sales of Documents 142500 Miscellaneous Services to the Public 150300 Income From Surplus Money Investments 161000 Escheat of Unclaimed Checks & Warrants 161400 Miscellaneous Revenue 161900 Other Revenue - Cost Recoveries	21,739 26,421 23,165 48,826 46,434 9,564 96 18 1,070 21 92	22,345 23,800 23,635 50,303 46,435 5,800 96 18 370 21 92 1,790	22,345 23,800 25,772 47,062 46,900 5,832 96 18 370 21 92 1,790
123100 Insurance Co License Fees & Penalties 123200 Insurance Company Examination Fees 127100 Insurance Department Fees, Prop 103 127200 Insurance Department Fees, General 127300 Insurance Fraud Assessment, Workers Comp 127400 Insurance Fraud Assessment, Auto 127500 Insurance Fraud Assessment, General 141200 Sales of Documents 142500 Miscellaneous Services to the Public 150300 Income From Surplus Money Investments 161000 Escheat of Unclaimed Checks & Warrants 161400 Miscellaneous Revenue	21,739 26,421 23,165 48,826 46,434 9,564 96 18 1,070 21	22,345 23,800 23,635 50,303 46,435 5,800 96 18 370 21	35,217 22,345 23,800 25,772 47,062 46,900 5,832 96 18 370 21 92 1,790 \$209,315

^{*} Dollars in thousands, except in Salary Range.

	2008-09*	2009-10*	2010-11*
Expenditures:			
0840 State Controller (State Operations)	75	143	352
0845 Department of Insurance			
State Operations	166,118	151,779	156,294
Local Assistance	50,286	59,041	48,831
1690 Alfred E. Alquist Seismic Safety Commission (State Operations)	1,263	1,092	1,144
8880 Financial Information System for California (State Operations)	<u>-</u>	<u>-</u> .	106
Total Expenditures and Expenditure Adjustments	\$217,742	\$212,055	\$206,727
FUND BALANCE	\$57,654	\$54,538	\$57,126
Reserve for economic uncertainties	57,654	54,538	57,126
0285 California Residential Earthquake Recovery Fund ^s			
BEGINNING BALANCE	\$179	-	-
Prior year adjustments	1	<u> </u>	<u> </u>
Adjusted Beginning Balance	\$178	-	-
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Transfers and Other Adjustments:			
TO0001 To General Fund per Government Code Section 16346	178	<u>-</u> .	<u>-</u>
Total Revenues, Transfers, and Other Adjustments	-\$178	<u> </u>	<u>-</u>
Total Resources	<u>-</u> .	<u> </u>	
FUND BALANCE	-	-	-

	Positions/Personnel Years		Expenditures			
	2008-09	2009-10	2010-11	2008-09*	2009-10*	2010-11*
Totals, Authorized Positions	1,180.1	1,287.3	1,284.3	\$81,566	\$87,779	\$88,765
Workload and Administrative Adjustments:				Salary Range		
Reductions in Authorized Positions:						
Communitiy Relations Branch:						
Senior Insurance Compliance Officer-Spec	-	-2.0	-2.0	5,113-6,170	-122	-122
Associdate Insurance Compliance Officer	-	-4.0	-4.0	4,619-5,616	-220	-220
Staff Services Analyst	-	-1.0	-1.0	2,817-4,446	-34	-34
Office Technician-Typing	-	-1.0	-1.0	2,686-3,264	-32	-32
Admin. and Licensing Services Branch:						
Senior Programmer Analyst-Spec	-	-	-1.0	5,571-7,109	-	-82
Staff Programmer Analyst-Spec	-	-	-1.0	5,065-6,466	-	-73
Staff Services Analyst	-	-1.0	-1.0	2,817-4,446	-35	-35
Office Technician-General	-	-1.0	-1.0	2,638-3,209	-35	-35
rogram Technician II	-	-1.0	-1.0	2,638-3,209	-35	-35
inancial Surveillance Branch:						
Senior Actuarial Statistician	-	-1.0	-1.0	4,833-6,451	-68	-68
Associate Insurance Examiner	-	-1.0	-1.0	4,619-6,774	-68	-68
Insurance Examiner	-	-1.0	-1.0	3,106-5,616	-52	-52
Program Technician II	-	-2.0	-2.0	2,638-3,209	-70	-70
Enforcement Branch:						
Staff Services Manager I	-	-1.0	-1.0	5,079-6,127	-67	-67
Fraud Investigator	-	-2.0	-2.0	3,902-6,194	-122	-122
Office Technician-Typing	-	-1.0	-1.0	2,686-3,264	-36	-36
Legal Branch:						
Staff Counsel III	-	-1.0	-1.0	7,682-9,478	-103	-103

^{*} Dollars in thousands, except in Salary Range.

	Positions/Personnel Years		Expenditures			
	2008-09	2009-10	2010-11	2008-09*	2009-10*	2010-11*
Staff Counsel	-	-2.0	-2.0	4,674-7,828	-150	-150
Legal Analyst		-1.0	-1.0	3,841-4,670	-51	-51
Totals, Workload & Admin Adjustments	-	-24.0	-26.0	\$-	-\$1,300	-\$1,455
Proposed New Positions:						
Legal Branch:						
Staff Counsel	-	-	3.0	4,674-7,828	-	225
Policy and Regulations Branch:						
Research Analyst II	-	-	1.0	4,619-5,616	-	61
Admin. and Licensing Services Branch:						
Senior Programmer Analyst-Spec (1.0 LT pos exp 6-		-	1.0	5,571-7,109	-	82
30-12)						
Staff Programmer Analyst-Spec (1.0 LT pos exp 6-	-	-	1.0	5,065-6,466	-	73
30-12)						
Staff Info Systems Analyst-Spec	-	-	1.0	5,065-6,466	-	69
Assoc Info Systems Analyst-Spec			2.0	4,619-5,897	<u> </u>	126
Totals Proposed New Positions			9.0	\$-	\$-	\$636
Total Adjustments		-24.0	-17.0	\$-	-\$1,300	-\$819
TOTALS, SALARIES AND WAGES	1,180.1	1,263.3	1,267.3	\$81,566	\$86,479	\$87,946

^{*} Dollars in thousands, except in Salary Range.