

Mayor's Office

Blessing 'Yemi' Mobolade, Mayor | (719) 385-5900 | Yemi.Mobolade@coloradosprings.gov

2025 Strategic Plan



Note: See the [City of Colorado Springs Strategic Plan](#) for more information

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$1,518,556	\$2,022,419	\$2,124,593	\$2,453,171	\$328,578
Total	\$1,518,556	\$2,022,419	\$2,124,593	\$2,453,171	\$328,578	
Positions						
General Fund	10.75	10.75	12.75	12.75	0.00	
Total	10.75	10.75	12.75	12.75	0.00	

* 2024 Amended Budget as of 8/31/2024

Significant Changes vs. 2024

- Increase of approximately \$291,000 in the General Fund mainly to fund existing positions, position transfer adjustments, pay for performance, and benefit cost adjustments
- Increase of approximately \$37,650 due to transfer of operating and capital outlay funds from the Office of Innovation

Mayor's Office - Overview

The Mayor is the Chief Executive Officer of the City and leads the Executive Branch. The City is provided all executive and administrative powers of home-rule status cities granted by Article XX of the Constitution of the State of Colorado. The City Charter provides the Mayor control and authority over all operational and administrative functions of the City. As the Chief Executive, the Mayor enforces all laws and ordinances, manages the Executive Branch of the Colorado Springs municipal government, and oversees implementation of the Mayor's vision, mission, goals, and strategic plan.

The Mayor serves as an ex officio and non-voting member of the Board of Directors of the Colorado Springs Utilities.

The Mayor's Office collaborates with and provides assistance to residents, elected officials, and municipal government operating departments. The Mayor may take command of the police and govern the City by proclamation in times of public danger or emergency.

Mayor's Office of Community Affairs

The Mayor's Office of Community Affairs (MOCA) was formed by Mayor Yemi in his first year of office to help live out his Administrative values of being Proactive, Transparent, and Approachable.

The Mayor's Office of Community Affairs serves to represent the Mayor out in various communities, as well as to represent those communities in an advisory role to the Mayor.

- MOCA carries out the following duties:
 - Establishes partnerships with the communities of culture, faith, neighborhoods, leadership, government, military, as well as international relations.
 - Conducts and coordinates events, town halls, forums, and projects in support of carrying forward mayoral initiatives at the community level.
 - Serves as a liaison between the Mayor and City Leadership with these communities, civic groups, and the residents of Colorado Springs.
 - Serves as a bridge between the Mayor's Office and city residents to increase approachability and deliver timely response to needs and requests.
 - The Mayor's Office of Community Affairs is externally facing, resident focused, and creates a space for diversity and collaboration in our community. Funding for this division is provided by the General Fund.

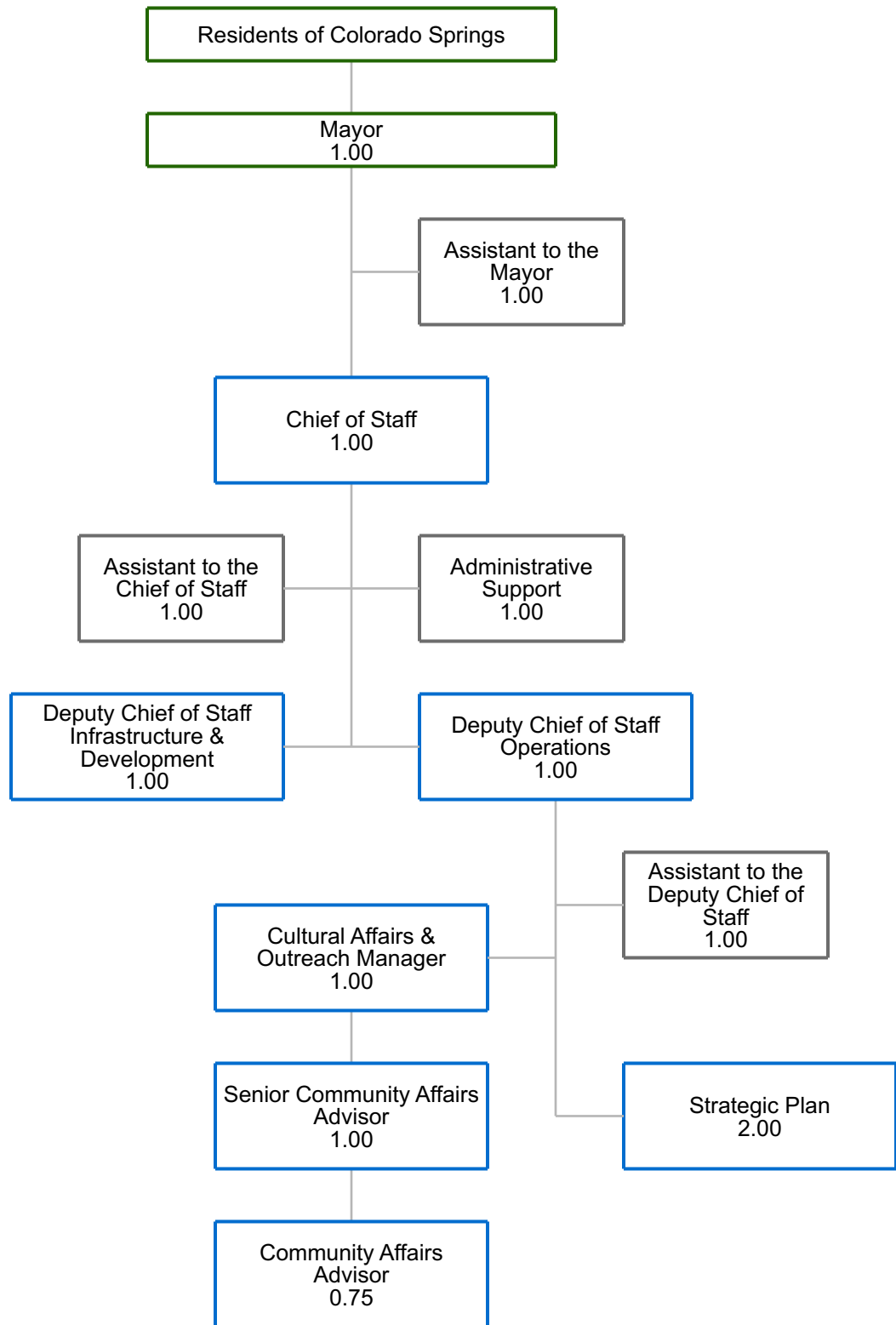
Mayor's Office of Strategic Planning

The Mayor's Office of Strategic Planning focuses on three core areas: developing strategic plans, allocating resources through strategic budgeting, and implementing and managing the strategic plan. This includes initiatives like Strategic Doing, the Operations Plan, and the Data Driven Government Program.

The City Strategic Plan Manager leads the creation, execution, and continuous improvement of the strategic plan, while overseeing key projects and fostering crucial relationships both within and outside the organization. This role emphasizes advancing strategic priorities by tracking outcomes, driving data collection and analysis, and promoting innovative improvements through cross-departmental and community partnerships.

The City Strategic Plan Analyst supports these efforts by conducting data analysis and visualizations related to the City's strategic plan. Collaborating with various departments and IT teams, the analyst helps maintain the infrastructure for the Data Driven Government Program and provides technical support for strategic initiatives.

Mayor's Office - Organizational Chart



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for the General Fund.

Mayor's Office - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
	Salary/Benefits/Pensions	\$1,106,081	\$1,426,199	\$1,908,678	\$2,010,852	\$2,301,758	\$290,906	
	Operating	50,704	92,067	111,741	111,741	149,163	37,422	
	Capital Outlay	133	290	2,000	2,000	2,250	250	
	Total	\$1,156,918	\$1,518,556	\$2,022,419	\$2,124,593	\$2,453,171	\$328,578	
	Revenue	\$0	\$0	\$0	\$0	\$9,130	\$9,130	
	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget		
	Administrative Assistant, Senior	1.00	1.00	1.00	1.00	0.00		
Assistant to the Chief of Staff	1.00	1.00	1.00	1.00	0.00			
Assistant to the Deputy Chief of Staff	1.00	1.00	1.00	1.00	0.00			
Assistant to the Mayor	1.00	1.00	1.00	1.00	0.00			
Chief of Staff	1.00	1.00	1.00	1.00	0.00			
Community Affairs Advisor	0.75	0.75	0.75	0.75	0.00			
Community Affairs Advisor, Sr	1.00	1.00	1.00	1.00	0.00			
Cultural Affair & Outreach Mgr	1.00	1.00	1.00	1.00	0.00			
Deputy Chief of Staff	2.00	2.00	2.00	2.00	0.00			
Mayor	1.00	1.00	1.00	1.00	0.00			
Strategic Plan Manager	0.00	0.00	1.00	1.00	0.00			
Strategy & Data Analyst	0.00	0.00	1.00	1.00	0.00			
Total Positions	10.75	10.75	12.75	12.75	0.00			

* 2024 Amended Budget as of 8/31/2024

Mayor's Office - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	Increase due to transfer of Salaries and Benefits from other departments	\$102,174
	Total During 2024	\$102,174
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$210,272
	Increase to fund pay for performance and pay progression	63,187
	Increase to fund medical cost adjustments	17,447
	Total Salaries/Benefits/Pensions	\$290,906
	Operating	
	Increase due to transfer of operating from Office of Innovation	\$37,672
	Redistribution of operating to capital Outlay	(250)
	Total Operating	\$37,422
	Capital Outlay	
Redistribution of operating to capital Outlay	\$250	
Total Capital Outlay	\$250	
Total For 2025	\$328,578	

Position Change	During 2024	* 2024 Amended - 2024 Original Budget
	Transfer and convert 1.00 FTE (Analyst II) from Economic Development to the Mayor's Office as an Strategy & Data Analyst	1.00
	Transfer and convert 1.00 FTE (Analyst, Senior) from the Finance to the Mayor's Office as a Strategic Plan Manager	1.00
	Total During 2024	2.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Mayor's Office

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51003 - REDUCTION IN SALARIES BENEFITS	0	0	(42,565)	(42,565)	(42,565)	0
51205 - CIVILIAN SALARIES	869,185	1,103,919	1,514,711	1,583,901	1,801,114	217,213
51210 - OVERTIME	473	85	5,000	5,000	5,000	0
51220 - SEASONAL TEMPORARY	8,758	0	37,565	37,565	6,666	(30,899)
51245 - RETIREMENT TERM VACATION	3,759	54,876	0	0	0	0
51260 - VACATION BUY PAY OUT	4,830	7,019	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(4,893)	(28,012)	0	0	0	0
51610 - PERA	123,728	166,566	229,419	239,645	272,246	32,601
51615 - WORKERS COMPENSATION	2,189	1,758	1,879	1,941	986	(955)
51620 - EQUITABLE LIFE INSURANCE	2,031	2,621	5,271	5,536	7,239	1,703
51640 - DENTAL INSURANCE	3,382	3,550	4,380	4,889	6,000	1,111
51670 - PARKING FOR EMPLOYEES	3,400	6,413	3,720	3,720	6,120	2,400
51690 - MEDICARE	12,464	16,436	22,509	23,512	26,661	3,149
51695 - CITY EPO MEDICAL PLAN	13,156	7,830	668	21,587	48,502	26,915
51696 - ADVANTAGE HD MED PLAN	60,494	79,570	120,871	120,871	157,789	36,918
51697 - HRA BENEFIT TO ADV MED PLAN	3,125	3,568	5,250	5,250	6,000	750
Salaries/Benefits/Pensions Total	1,106,081	1,426,199	1,908,678	2,010,852	2,301,758	290,906
Operating						
52003 - REDUCTION IN OPERATING	0	0	(8,809)	(8,809)	(8,809)	0
52105 - MISCELLANEOUS OPERATING	27	16,106	1,000	1,000	1,000	0
52110 - OFFICE SUPPLIES	400	5,793	3,500	3,500	3,742	242
52111 - PAPER SUPPLIES	45	98	500	500	1,000	500
52120 - SOFTWARE SUBSCRIPTION/LICENSE	0	78	400	400	2,000	1,600
52122 - CELL PHONES EQUIP AND SUPPLIES	0	20	1,400	1,400	600	(800)
52125 - GENERAL SUPPLIES	3,048	7,522	5,500	5,500	2,000	(3,500)
52135 - POSTAGE	108	185	1,000	1,000	1,000	0
52140 - WEARING APPAREL	0	0	0	0	0	0
52465 - MISCELLANEOUS SERVICES	0	0	150	150	0	(150)
52560 - PARKING SERVICES	451	424	1,000	1,000	1,000	0
52575 - SERVICES	6,570	7,441	8,250	8,250	8,400	150
52590 - TEMPORARY EMPLOYMENT	0	0	14,000	14,000	14,000	0
52605 - CAR MILEAGE	2,059	576	1,200	1,200	1,200	0
52607 - CELL PHONE ALLOWANCE	0	23	1,100	1,100	540	(560)
52615 - DUES AND MEMBERSHIP	0	0	2,850	2,850	2,850	0
52625 - MEETING EXPENSES IN TOWN	16,343	17,347	12,500	12,500	22,300	9,800
52630 - TRAINING	1,500	1,500	6,000	6,000	18,000	12,000
52645 - SUBSCRIPTIONS	240	158	500	500	790	290
52655 - TRAVEL OUT OF TOWN	13,297	15,562	22,500	22,500	45,350	22,850
52706 - WIRELESS COMMUNICATION	0	0	0	0	1,000	1,000
52736 - CELL PHONE AIRTIME	0	0	0	0	0	0
52738 - CELL PHONE BASE CHARGES	4,533	5,692	6,300	6,300	6,800	500
52775 - MINOR EQUIPMENT	0	9,120	3,250	3,250	0	(3,250)
52776 - PRINTER CONSOLIDATION COST	1,823	1,869	3,700	3,700	3,700	0
52795 - RENTAL OF EQUIPMENT	0	0	250	250	0	(250)

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Mayor's Office

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
52874 - OFFICE SERVICES PRINTING	260	1,635	3,000	3,000	3,000	0
65163 - COMMUNITY OUTREACH	0	450	5,000	5,000	5,000	0
65387 - SPIRIT OF SPRINGS OPERATING	0	468	15,700	15,700	12,700	(3,000)
Operating Total	50,704	92,067	111,741	111,741	149,163	37,422
Capital Outlay						
53030 - FURNITURE AND FIXTURES	133	290	2,000	2,000	2,250	250
Capital Outlay Total	133	290	2,000	2,000	2,250	250
Grand Total	1,156,918	1,518,556	2,022,419	2,124,593	2,453,171	328,578
Revenue						
45905 - RENTAL INCOME	0	0	0	0	9,130	9,130
Revenue Total	0	0	0	0	9,130	9,130

* 2024 Amended Budget as of 8/31/2024

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Communications

Vanessa Zink, Chief Communications Officer | (719) 385-5242 | Vanessa.Zink@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$1,835,436	\$1,798,339	\$1,798,339	\$1,854,534	\$56,195
Total	\$1,835,436	\$1,798,339	\$1,798,339	\$1,854,534	\$56,195	
Positions						
General Fund	13.75	13.75	14.75	14.75	0.00	
Total	13.75	13.75	14.75	14.75	0.00	

* 2024 Amended Budget as of 8/31/2024

Significant Changes vs. 2024

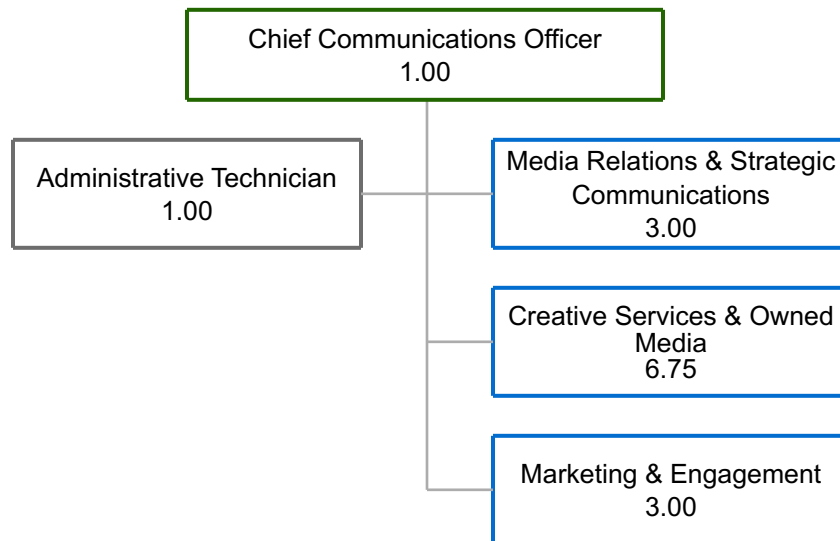
- Increase of approximately \$56,200 in the General Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments

Communications - Overview

City Communications oversees mass communication efforts, working across multiple platforms to serve as the trusted source of accurate information and news about City programs and services. As professionals in this industry, department members aspire to be proactive, prepared, balanced communicators who provide efficient, consistent, and timely messaging through a variety of channels. Their aim is to amplify, simplify, and engage.

The department also leads efforts to brand Colorado Springs as Olympic City USA, sharing inspirational and aspirational messages to grow civic pride and economic opportunities.

Communications - Organizational Chart



Strategic Plan



Public Safety

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Develop and implement plans for appropriate public safety facilities, equipment, innovative technology, and staffing levels to meet current and evolving community needs.	TBD	TBD
Support coordinated efforts of community partners to implement evidence-based practices that address public safety concerns around homelessness and behavioral health.	TBD	TBD
Focus efforts on planning and coordination with the community and partners to expand resilience, reduce the impacts of hazards, and enhance response capabilities.	TBD	TBD
Implement effective strategies to reduce injury and damage caused by traffic crashes.	TBD	TBD
Prioritize preventative solutions including partnerships with community-led efforts that reduce crime and build safe neighborhoods.	TBD	TBD
Notable Achievements		
TBD		



Infrastructure

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Expand safe, connected, and reliable multimodal options to make it easier to get around.	TBD	TBD
Provide well-maintained and safe recreation spaces for all to enjoy.	TBD	TBD
Foster sustained investment in public infrastructure to take care of what we have.	TBD	TBD
Update the approach for infill development and annexation that is centered around community needs and values while providing an appropriate level of City services.	TBD	TBD
Continually invest in the necessary information technology architecture to safeguard the stability and continuity of city services.	TBD	TBD
Leverage data and innovative technology to address our community's needs and enhance our quality of life.	TBD	TBD
Notable Achievements		
TBD		

Strategic Plan



Housing Solutions

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Develop and implement a comprehensive housing strategy that refines the City's approach to meet the community's housing needs.	TBD	TBD
Optimize processes and support land use practices to effectively address housing challenges.	TBD	TBD
Identify and secure funding for housing incentives, programs, and resources to support housing attainability.	TBD	TBD
Leverage diverse partnerships to implement housing solutions.	TBD	TBD
Support innovative approaches to housing construction that adapt to evolving community needs.	TBD	TBD
Foster diverse development and enhance neighborhood character to support household and neighborhood vitality.	TBD	TBD
Notable Achievements		
TBD		



Economic Vitality

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Bolster collaboration and resources to foster a premier, business-friendly environment that supports new and existing businesses.	TBD	TBD
Promote and support local businesses by connecting industry to a skilled and diverse workforce.	TBD	TBD
Encourage the development of a robust and innovative ecosystem that supports entrepreneurship and a diverse regional economy.	TBD	TBD
Celebrate the City's unique strengths and assets to include its identity as Olympic City USA.	TBD	TBD
Notable Achievements		
TBD		

Strategic Plan



Community Activation

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Advance the comprehensive communication strategy to inform the community about the City's priorities and initiatives.	TBD	TBD
Establish and promote channels that are accessible and equitable so that residents receive information and can provide input on issues that impact them.	TBD	TBD
Encourage the use of public spaces and neighborhood-based engagement to cultivate resident input, collaboration, and a sense of community.	TBD	TBD
Increase access and awareness, foster collaborative partnerships, and strengthen social support systems to improve well-being in the Pikes Peak Region.	TBD	TBD
Create greater transparency of the City's data so that residents can be more knowledgeable about the City's decision making and engage more effectively with City government.	TBD	TBD
Encourage mental health participation in City programs to engage residents and foster a more connected community.	TBD	TBD
Notable Achievements		
TBD		

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for the General Fund.

Communications - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$1,315,931	\$1,508,491	\$1,631,813	\$1,631,813	\$1,688,008	\$56,195
	Operating	197,477	315,695	166,526	166,526	166,526	0
	Total	\$1,513,408	\$1,835,436	\$1,798,339	\$1,798,339	\$1,854,534	\$56,195
	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
	Administrative Assistant, Senior	1.00	1.00	1.00	1.00	0.00	
	Chief Communications Officer	1.00	1.00	1.00	1.00	0.00	
	Communications Specialist I/II	4.00	4.00	4.00	4.00	0.00	
	Communications Supervisor	2.00	2.00	2.00	2.00	0.00	
	Graphic Designer	1.00	1.00	1.00	1.00	0.00	
Public Communications Manager	1.00	1.00	1.00	1.00	0.00		
Public Communications Specialist II	0.00	0.00	1.00	1.00	0.00		
Public Communications Specialist Senior	1.75	1.75	1.75	1.75	0.00		
Video Production Specialist	2.00	2.00	2.00	2.00	0.00		
Total Positions	13.75	13.75	14.75	14.75	0.00		

* 2024 Amended Budget as of 8/31/2024

Communications - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$3,187)
	Increase to fund pay for performance and pay progression	46,591
	Increase to fund medical cost adjustments	12,791
	Total Salaries/Benefits/Pensions	\$56,195
	Operating	
	None	\$0
	Total Operating	\$0
Total For 2025	\$56,195	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	Transfer and convert 1.00 FTE (HR Technician I) from HR Employment Services as an Public Communication Specialist II	1.00
	Total During 2024	1.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
Total For 2025	0.00	

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Communications Office

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51003 - REDUCTION IN SALARIES BENEFITS	0	0	(17,500)	(17,500)	(17,500)	0
51205 - CIVILIAN SALARIES	958,940	1,121,444	1,245,603	1,245,603	1,293,552	47,949
51210 - OVERTIME	108	1,027	0	0	0	0
51220 - SEASONAL TEMPORARY	56,647	3,438	17,500	17,500	17,500	0
51230 - SHIFT DIFFERENTIAL	0	132	0	0	0	0
51240 - RETIREMENT TERMINATION SICK	0	28,561	0	0	0	0
51245 - RETIREMENT TERM VACATION	14,751	20,928	0	0	0	0
51260 - VACATION BUY PAY OUT	6,706	13,282	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(7,533)	(20,323)	0	0	0	0
51610 - PERA	143,987	169,159	192,882	192,882	200,326	7,444
51615 - WORKERS COMPENSATION	2,562	1,783	1,474	1,474	777	(697)
51620 - EQUITABLE LIFE INSURANCE	2,246	2,660	3,820	3,820	4,950	1,130
51640 - DENTAL INSURANCE	3,870	4,351	4,920	4,920	5,220	300
51670 - PARKING FOR EMPLOYEES	6,880	7,160	6,080	6,080	6,080	0
51690 - MEDICARE	14,410	16,503	18,924	18,924	19,618	694
51696 - ADVANTAGE HD MED PLAN	107,544	131,610	151,610	151,610	151,235	(375)
51697 - HRA BENEFIT TO ADV MED PLAN	4,813	6,776	6,500	6,500	6,250	(250)
Salaries/Benefits/Pensions Total	1,315,931	1,508,491	1,631,813	1,631,813	1,688,008	56,195
Operating						
52003 - REDUCTION IN OPERATING	0	0	(44,465)	(44,465)	(44,465)	0
52006 - SUBSCRIPTION EXP RECLASS	0	(60,273)	0	0	0	0
52105 - MISCELLANEOUS OPERATING	363	1,032	250	250	250	0
52110 - OFFICE SUPPLIES	2,272	1,663	1,500	1,500	1,500	0
52111 - PAPER SUPPLIES	79	159	400	400	400	0
52120 - SOFTWARE SUBSCRIPTION/LICENSE	3,600	695	500	500	500	0
52122 - CELL PHONES EQUIP AND SUPPLIES	768	43	500	500	500	0
52125 - GENERAL SUPPLIES	1,118	6,516	1,000	1,000	1,000	0
52135 - POSTAGE	47	15	200	200	200	0
52170 - SPECIAL PHOTOGRAPHY ETC	88	494	1,000	1,000	1,000	0
52405 - ADVERTISING SERVICES	2,197	2,230	7,000	7,000	7,000	0
52415 - CONTRACTS AND SPEC PROJECTS	55,443	57,609	61,560	61,560	61,560	0
52560 - PARKING SERVICES	480	0	360	360	360	0
52575 - SERVICES	85,938	77,408	99,234	99,234	99,234	0
52605 - CAR MILEAGE	154	45	300	300	300	0
52615 - DUES AND MEMBERSHIP	250	8	300	300	300	0
52625 - MEETING EXPENSES IN TOWN	2,377	2,390	2,689	2,689	2,689	0
52630 - TRAINING	4,405	2,898	2,000	2,000	2,000	0
52645 - SUBSCRIPTIONS	1,969	3,560	1,500	1,500	1,500	0
52655 - TRAVEL OUT OF TOWN	5,577	4,023	4,600	4,600	4,600	0
52724 - SUBSCRIPTION RIGHT OF USE EXP	0	116,851	0	0	0	0
52738 - CELL PHONE BASE CHARGES	7,211	8,215	7,698	7,698	7,698	0
52775 - MINOR EQUIPMENT	17,570	26,861	15,500	15,500	15,500	0
52776 - PRINTER CONSOLIDATION COST	1,691	1,850	1,400	1,400	1,400	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Communications Office

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
52874 - OFFICE SERVICES PRINTING	3,860	1,130	1,500	1,500	1,500	0
65078 - INTEREST EXPENSE-SUBSCRIPTIONS	0	2,023	0	0	0	0
65160 - RECRUITMENT	20	0	0	0	0	0
65187 - PRINCIPAL EXPENDITURE-SUBSCR	0	58,250	0	0	0	0
Operating Total	197,477	315,695	166,526	166,526	166,526	0
Capital Outlay						
53020 - COMPUTERS NETWORKS	0	11,250	0	0	0	0
Capital Outlay Total	0	11,250	0	0	0	0
Grand Total	1,513,408	1,835,436	1,798,339	1,798,339	1,854,534	56,195

* 2024 Amended Budget as of 8/31/2024

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Economic Development

Jessie Kimber, Economic Development Officer | (719) 385-5561 | Jessica.Kimber@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$637,166	\$549,122	\$708,455	\$846,342	\$137,887
Total	\$637,166	\$549,122	\$708,455	\$846,342	\$137,887	
Positions						
General Fund	4.00	3.00	5.00	5.00	0.00	
Total	4.00	3.00	5.00	5.00	0.00	

* 2024 Amended Budget as of 8/31/2024

Significant Changes vs. 2024

- Increase of approximately \$135,000 in the General Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments
- Increase of approximately \$2,700 due to transfer of operating funds from the Office of Innovation

Economic Development - Overview

The Economic Development Department (EDD) is focused on enhancing the quality of life for citizens through supporting and implementing economic development fundamentals and focusing on place making. The EDD serves as the lead on development and redevelopment projects in the City of Colorado Springs. EDD staff collaboratively works with the private sector, regional economic development and government agencies, and multiple community partners to eliminate barriers to business development, catalyze investments in key business corridors, and incentivize job creation and capital investment within targeted sectors.

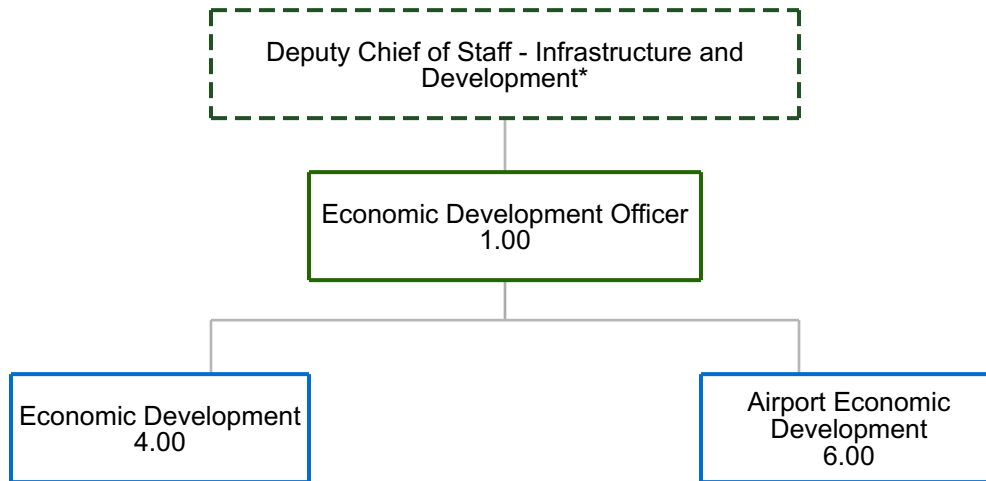
The City strives to become the most business-friendly municipality in the United States, as measured by:

- Successful attraction, retention, and expansion of businesses of all sizes
- Creation of quality jobs
- Growth of the local economy
- Generation of new City revenue
- Infusion of new wealth into the City by primary employers
- Favorable programs offered to incentivize job creation and capital investment
- Rapid responses to resolve issues for development and redevelopment projects
- Tools and programs to increase business speed to market
- Strong collaboration between regional economic development partners including the County, State, Economic Development Corporations, and Utilities organizations
- Support and provide tools available to specifically assist small businesses
- Overall positive and competitive business climate
- Rapid, courteous responses to all business requests for permits and approvals
- Fair regulations and requirements
- Reasonable fees and charges associated with conducting business
- Consistent, high-quality core services with limited resources
- Competitive utility rates
- Encouragement of community building and partnerships
- Ongoing dialogue with primary employers, entrepreneurs, and business groups to continuously improve the business climate

Airport Economic Development – Overview

There continues to be significant momentum within the 1600-acre Peak Innovation Business Park for non-aeronautical development, including three separate Amazon facilities, Aerospace Corporation's Space Warfighting Center expansion, Flywheel Capital's Peak Technology Campus, a new Fortune 500 distribution facility, and the USDA Forest Service aerial firefighting base, bringing additional revenue to the Airport and jobs to the community. To date, there has been a total infrastructure investment of over \$80M within Peak. Infrastructure investments are slated for 2025 in order to prepare for shovel-ready site development.

Economic Development - Organizational Chart



The organizational chart illustrates all positions that report to this department including 6.00 positions that are funded in the Colorado Springs Airport enterprise fund; however, these positions are not counted in the position totals or the funding tables in this narrative.

* The Deputy Chief of Staff - Infrastructure and Development is funded as part of the Mayor's Office budget. This position is not reflected in the position count of this division.

Strategic Plan



Economic Vitality

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Bolster collaboration and resources to foster a premier, business-friendly environment that supports new and existing businesses.	TBD	TBD
Promote and support local businesses by connecting industry to a skilled and diverse workforce.	TBD	TBD
Encourage the development of a robust and innovative ecosystem that supports entrepreneurship and a diverse regional economy.	TBD	TBD
Celebrate the City's unique strengths and assets to include its identity as Olympic City USA.	TBD	TBD
Notable Achievements		
TBD		

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for the General Fund.

Economic Development - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$441,942	\$568,340	\$430,641	\$589,974	\$725,113	\$135,139
	Operating	56,942	68,826	118,481	118,481	121,229	2,748
	Total	\$498,884	\$637,166	\$549,122	\$708,455	\$846,342	\$137,887
	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
	Analyst I	1.00	1.00	1.00	1.00	0.00	
	Economic Development Officer	1.00	1.00	1.00	1.00	0.00	
	Economic Development Specialist	1.00	0.00	0.00	0.00	0.00	
	Senior Economic Development Specialist	1.00	1.00	1.00	1.00	0.00	
Small Business Development Administrator	0.00	0.00	1.00	1.00	0.00		
Workforce Administrator	0.00	0.00	1.00	1.00	0.00		
Total Positions	4.00	3.00	5.00	5.00	0.00		
CSURA Executive Director ¹	1.00	1.00	1.00	1.00	0.00		

* 2024 Amended Budget as of 8/31/2024

¹ CSURA Executive Director is reimbursed from the Colorado Springs Urban Renewal Authority

Economic Development - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	Increase due to transfer of Salaries and Benefits from Office of Innovation	\$159,333
	Total During 2024	\$159,333
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$113,206
	Increase to fund pay for performance and pay progression	19,221
	Increase to fund medical cost adjustments	2,712
	Total Salaries/Benefits/Pensions	\$135,139
	Operating	
	Increase due to transfer of Operating from Office of Innovation	\$2,748
	Total Operating	\$2,748
	Total For 2025	\$137,887

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	Add 1.00 FTE as Workforce Administrator	1.00
	Add 1.00 FTE Small Business Development Administrator	1.00
	Total During 2024	2.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Economic Development

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	350,653	378,664	345,272	471,886	593,681	121,795
51210 - OVERTIME	0	477	0	0	0	0
51240 - RETIREMENT TERMINATION SICK	0	(270)	0	0	0	0
51245 - RETIREMENT TERM VACATION	7,086	37,676	0	0	0	0
51260 - VACATION BUY PAY OUT	829	1,439	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(1,466)	(1,955)	0	0	0	0
51610 - PERA	50,619	60,874	51,031	69,745	87,912	18,167
51612 - RETIREMENT HEALTH SAVINGS	0	53,536	0	0	0	0
51615 - WORKERS COMPENSATION	885	645	301	415	300	(115)
51620 - EQUITABLE LIFE INSURANCE	843	878	964	1,471	2,355	884
51640 - DENTAL INSURANCE	1,100	1,475	960	1,227	840	(387)
51670 - PARKING FOR EMPLOYEES	1,900	2,012	2,040	2,040	2,040	0
51690 - MEDICARE	5,086	5,854	5,006	6,842	8,609	1,767
51695 - CITY EPO MEDICAL PLAN	13,673	10,217	15,154	15,154	0	(15,154)
51696 - ADVANTAGE HD MED PLAN	10,026	15,825	9,413	20,059	27,876	7,817
51697 - HRA BENEFIT TO ADV MED PLAN	708	993	500	1,135	1,500	365
Salaries/Benefits/Pensions Total	441,942	568,340	430,641	589,974	725,113	135,139
Operating						
52003 - REDUCTION IN OPERATING	0	0	(24,904)	(24,904)	(24,904)	0
52105 - MISCELLANEOUS OPERATING	898	0	0	0	113	113
52110 - OFFICE SUPPLIES	908	567	750	750	917	167
52120 - SOFTWARE SUBSCRIPTION/LICENSE	278	126	5,000	5,000	5,000	0
52125 - GENERAL SUPPLIES	0	119	100	100	200	100
52135 - POSTAGE	0	0	100	100	100	0
52140 - WEARING APPAREL	0	0	0	0	40	40
52560 - PARKING SERVICES	0	0	150	150	150	0
52575 - SERVICES	39,731	4,082	114,135	114,135	5,000	(109,135)
52583 - PROGRAM SUPPORT	0	48,750	0	0	109,135	109,135
52605 - CAR MILEAGE	0	59	500	500	2,171	1,671
52615 - DUES AND MEMBERSHIP	2,135	6,060	2,800	2,800	2,000	(800)
52625 - MEETING EXPENSES IN TOWN	7,069	874	3,000	3,000	3,250	250
52630 - TRAINING	1,060	1,507	750	750	1,650	900
52645 - SUBSCRIPTIONS	101	259	600	600	600	0
52655 - TRAVEL OUT OF TOWN	1,319	1,409	9,000	9,000	9,000	0
52736 - CELL PHONE AIRTIME	120	0	0	0	1,307	1,307
52738 - CELL PHONE BASE CHARGES	254	524	500	500	1,500	1,000
52775 - MINOR EQUIPMENT	1,045	930	500	500	500	0
52776 - PRINTER CONSOLIDATION COST	1,854	2,683	5,000	5,000	3,000	(2,000)
52874 - OFFICE SERVICES PRINTING	170	769	500	500	500	0
65160 - RECRUITMENT	0	108	0	0	0	0
Operating Total	56,942	68,826	118,481	118,481	121,229	2,748
Grand Total	498,884	637,166	549,122	708,455	846,342	137,887

* 2024 Amended Budget as of 8/31/2024

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Housing and Homelessness Response

Aimee Cox, Chief Housing and Homelessness Officer | (719) 385-5912 | HousingandDevelopmentDivision@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$1,090,781	\$909,046	\$909,046	\$1,270,079	\$361,033
General Fund Projects	281,378	400,000	400,000	400,000	0	
Grants Fund**	8,291,123	5,777,907	5,777,907	5,236,516	(541,391)	
All Funds Total	\$9,663,282	\$7,086,953	\$7,086,953	\$6,906,595	(\$180,358)	
Positions						
General Fund	1.00	1.00	1.00	5.00	4.00	
Grants Fund	12.00	12.00	12.00	6.00	(6.00)	
Total	13.00	13.00	13.00	11.00	(2.00)	

* 2024 Amended Budget as of 8/31/2024 (General Fund). The federal program year for the CDBG, HOME and ESG grants is April 1 to March 31. The Original Budget is prepared based on estimated allocations.

** The Grants Fund includes appropriation for new grant funding, and may include re-appropriation of prior year grants not awarded, as well as local match. See Grants Overview for more information. The 2023 actual amount includes actual program income and expense which may not equal the amount awarded as reported in the Grants Overview section.

Significant Changes vs. 2024

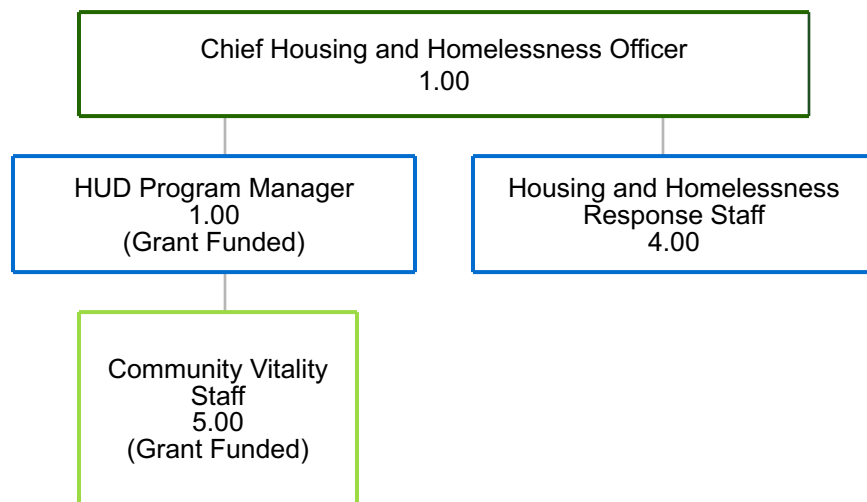
- During 2024, the Housing and Community Vitality Department was renamed to Housing and Homelessness Response
- Transfer in of 4 FTEs, and associated funding of \$376,000, from other departments to provide housing and homelessness services
- Decrease of approximately \$15,000 in the General Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments
- Decrease of approximately \$541,000 in federal grants fund appropriation based on estimates for 2025, which results in the elimination of 6 FTEs, four of which are replaced by the general fund positions

Housing and Homelessness Response - Overview

The City will make strategic investments that strengthen neighborhoods, increase the availability of quality affordable and attainable housing, engage social service providers to prevent homelessness, and support economic opportunity for the whole community. The City receives restricted federal entitlement grants and competitive grants which fund the following programs:

- *Affordable Housing Development and Rehabilitation:* Work with nonprofit and for-profit developers to encourage the development and preservation of affordable housing.
- *Neighborhood Improvement:* Encourage safe and livable neighborhoods through targeted planning, public services, economic development activities, capital improvements, and the prevention of slum and blight conditions.
- *Homeless Services Coordination and Public Facilities Improvements:* Collaborate with outside agencies and other city departments to implement a comprehensive strategy to address homelessness by funding critical services and improvements to key public facilities.

Housing and Homelessness Response - Organizational Chart



Strategic Plan



Public Safety

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Develop and implement plans for appropriate public safety facilities, equipment, innovative technology, and staffing levels to meet current and evolving community needs.	TBD	TBD
Support coordinated efforts of community partners to implement evidence-based practices that address public safety concerns around homelessness and behavioral health.	TBD	TBD
Focus efforts on planning and coordination with the community and partners to expand resilience, reduce the impacts of hazards, and enhance response capabilities.	TBD	TBD
Implement effective strategies to reduce injury and damage caused by traffic crashes.	TBD	TBD
Prioritize preventative solutions including partnerships with community-led efforts that reduce crime and build safe neighborhoods.	TBD	TBD
Notable Achievements		
TBD		



Infrastructure

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Expand safe, connected, and reliable multimodal options to make it easier to get around.	TBD	TBD
Provide well-maintained and safe recreation spaces for all to enjoy.	TBD	TBD
Foster sustained investment in public infrastructure to take care of what we have.	TBD	TBD
Update the approach for infill development and annexation that is centered around community needs and values while providing an appropriate level of City services.	TBD	TBD
Continually invest in the necessary information technology architecture to safeguard the stability and continuity of city services.	TBD	TBD
Leverage data and innovative technology to address our community's needs and enhance our quality of life.	TBD	TBD
Notable Achievements		
TBD		

Strategic Plan



Housing Solutions

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Develop and implement a comprehensive housing strategy that refines the City's approach to meet the community's housing needs.	TBD	TBD
Optimize processes and support land use practices to effectively address housing challenges.	TBD	TBD
Identify and secure funding for housing incentives, programs, and resources to support housing attainability.	TBD	TBD
Leverage diverse partnerships to implement housing solutions.	TBD	TBD
Support innovative approaches to housing construction that adapt to evolving community needs.	TBD	TBD
Foster diverse development and enhance neighborhood character to support household and neighborhood vitality.	TBD	TBD
Notable Achievements		
TBD		

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for each fund including General Fund, CDBG Grant Funds, HOME Grant Funds, and ESG Grant Funds.

Housing and Homelessness Response - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$80,715	\$193,314	\$209,215	\$209,215	\$570,248	\$361,033
	Operating	567,522	897,467	699,831	699,831	699,831	0
	Total	\$648,237	\$1,090,781	\$909,046	\$909,046	\$1,270,079	\$361,033
	Projects	\$0	\$281,378	\$400,000	\$400,000	\$400,000	\$0
	Grand Total	\$648,237	\$1,372,159	\$1,309,046	\$1,309,046	\$1,670,079	\$361,033
	Revenue	\$188,098	\$105,000	\$400,000	\$400,000	\$400,000	\$0
	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
	Analyst I	0.00	0.00	0.00	1.00	0.00	
	Analyst II	0.00	0.00	0.00	1.00	0.00	
Business Project Manager II	0.00	0.00	0.00	1.00	0.00		
Chief Housing Officer	1.00	1.00	1.00	1.00	0.00		
Homelessness Prevention and Response Coordinator	0.00	0.00	0.00	1.00	0.00		
Total Positions	1.00	1.00	1.00	5.00	0.00		

Housing and Homelessness Response - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$18,961)
	Increase to fund pay for performance and pay progression	2,714
	Increase to fund medical cost adjustments	1,408
	Transfer to fund 4 FTE (Homelessness Coordinator, Analyst II, Analyst I, and Business Project Manager II)	375,872
	Total Salaries/Benefits/Pensions	\$361,033
	Operating	
	None	\$0
	Total Operating	\$0
	General Fund Project	
	None	\$0
	Total General Fund Project	\$0
Total For 2025	\$361,033	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	Transfer and convert 1.00 FTE from Municipal Court as a Homelessness Coordinator	1.00
	Transfer and convert 1.00 FTE from Innovation and Technology as an Analyst II	1.00
	Transfer and convert 1.00 FTE from Planning Land Use Review as an Analyst I	1.00
	Transfer and convert 1.00 FTE from Office of Innovation as a Business Project Manager II	1.00
	Total For 2025	4.00

* 2024 Amended Budget as of 8/31/2024

Housing and Homelessness Response - Grant Funds

CDBG Grant Funds	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	CDBG Entitlement	\$3,032,763	\$3,082,164	\$3,174,629	\$3,174,629	\$3,002,951	(\$171,678)
	Program Income	93,553	160,442	200,000	200,000	200,000	0
	Total¹	\$3,126,316	\$3,242,606	\$3,374,629	\$3,374,629	\$3,202,951	(\$171,678)

HOME Grant Funds	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	HOME Entitlement	\$1,754,596	\$1,775,470	\$1,828,734	\$1,828,734	\$1,458,847	(\$369,887)
	Program Income	289,690	3,006,499	300,000	300,000	300,000	0
	Total¹	\$2,044,286	\$4,781,969	\$2,128,734	\$2,128,734	\$1,758,847	(\$369,887)

ESG Grant Funds	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	ESG Entitlement	\$270,237	\$266,548	\$274,544	\$274,544	\$274,718	\$174
	Total¹	\$270,237	\$266,548	\$274,544	\$274,544	\$274,718	\$174

* The federal program year for the CDBG, HOME and ESG grants is April 1 to March 31. The Original Budget is prepared based on estimated allocations.

¹ The 2022 and 2023 actual amounts include actual program income and expense which may not equal the amount awarded as reported in the Grants Overview section.

Housing and Homelessness Response - Grant Funds: Summary, Funding, and Position Changes

Grant Funding Summary	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	CDBG Grant	\$3,126,316	\$3,242,606	\$3,374,629	\$3,374,629	\$3,202,951	(\$171,678)
	HOME Grant	2,044,286	4,781,969	2,128,734	2,128,734	1,758,847	(369,887)
	ESG Grant	270,237	266,548	274,544	274,544	274,718	174
	Total¹	\$5,440,839	\$8,291,123	\$5,777,907	\$5,777,907	\$5,236,516	(\$541,391)
Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget		
Administrative Assistant, Senior	1.00	1.00	1.00	0.00	(1.00)		
Analyst I	2.00	2.00	2.00	1.00	(1.00)		
Analyst II	4.00	4.00	4.00	2.00	(2.00)		
Business Project Manager II	1.00	1.00	1.00	1.00	0.00		
Homelessness Prevention and Response Coordinator	1.00	1.00	1.00	0.00	(1.00)		
HUD Programs Manager	1.00	1.00	1.00	1.00	0.00		
Senior Analyst	2.00	2.00	2.00	1.00	(1.00)		
Total Positions	12.00	12.00	12.00	6.00	(6.00)		

* The federal program year for the CDBG, HOME and ESG grants is April 1 to March 31. The Original Budget is prepared based on estimated allocations.

¹ The 2022 and 2023 actual amounts include actual program income and expense which may not equal the amount awarded as reported in the Grants Overview section.

Housing and Homelessness Response - Grant Funds: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Decrease in CDBG Grant funds due to projected entitlement	(\$171,678)
	Decrease in HOME Grant funds due to projected entitlement and program income	(369,887)
	Increase in ESG Grant funds based on projected entitlement	174
	Total For 2025	(\$541,391)

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	Eliminated 6.00 FTEs due to grant funding ending, four of which are replaced by general fund positions	(6.00)
	Total For 2025	(6.00)

* The federal program year for the CDBG, HOME and ESG grants is April 1 to March 31. The Original Budget is prepared based on estimated allocations.

Housing and Homelessness Response - Projects

Projects †	General Fund	Total Allocation
Project		
Private Activity Bond (PAB) Fees - Affordable Housing	400,000	400,000
Total 2024 Projects	\$400,000	\$400,000

† These projects are not included in the CIP Program.

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Housing and Homelessness Response

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	63,031	153,697	165,641	165,641	423,372	257,731
51610 - PERA	1,203	22,016	24,482	24,482	58,245	33,763
51615 - WORKERS COMPENSATION	16	235	142	142	340	198
51620 - EQUITABLE LIFE INSURANCE	0	359	550	550	1,723	1,173
51640 - DENTAL INSURANCE	11	533	540	540	2,700	2,160
51670 - PARKING FOR EMPLOYEES	0	0	120	120	120	0
51690 - MEDICARE	118	2,184	2,402	2,402	6,390	3,988
51696 - ADVANTAGE HD MED PLAN	290	13,556	14,588	14,588	73,608	59,020
51697 - HRA BENEFIT TO ADV MED PLAN	16	734	750	750	3,750	3,000
51699 - BENEFITS REIMBURSEMENT	16,030	0	0	0	0	0
Salaries/Benefits/Pensions Total	80,715	193,314	209,215	209,215	570,248	361,033
Operating						
52003 - REDUCTION IN OPERATING	0	0	(31,615)	(31,615)	(31,615)	0
52105 - MISCELLANEOUS OPERATING	0	8,234	0	0	50	50
52110 - OFFICE SUPPLIES	1,030	505	2,000	2,000	1,500	(500)
52111 - PAPER SUPPLIES	0	0	400	400	0	(400)
52120 - SOFTWARE SUBSCRIPTION/LICENSE	31,507	39,123	40,000	40,000	45,495	5,495
52125 - GENERAL SUPPLIES	552	121	2,000	2,000	2,000	0
52135 - POSTAGE	346	154	300	300	350	50
52405 - ADVERTISING SERVICES	0	0	500	500	400	(100)
52440 - HUMAN SERVICES	468,237	707,706	500,000	500,000	500,000	0
52441 - TRANSIT PASSES	22,002	19,963	22,000	22,000	22,000	0
52560 - PARKING SERVICES	242	0	0	0	0	0
52574 - LEGAL SERVICES	0	0	5,000	5,000	0	(5,000)
52575 - SERVICES	12,602	105,272	115,746	115,746	120,751	5,005
52605 - CAR MILEAGE	0	412	1,000	1,000	300	(700)
52615 - DUES AND MEMBERSHIP	13,760	1,978	8,000	8,000	17,000	9,000
52625 - MEETING EXPENSES IN TOWN	2,146	75	500	500	2,000	1,500
52630 - TRAINING	7,214	2,977	26,000	26,000	13,000	(13,000)
52645 - SUBSCRIPTIONS	590	1,306	800	800	600	(200)
52655 - TRAVEL OUT OF TOWN	3,152	5,845	2,000	2,000	3,000	1,000
52738 - CELL PHONE BASE CHARGES	2,702	2,670	3,200	3,200	1,500	(1,700)
52872 - MAINT FLEET VEHICLES EQP	251	0	0	0	0	0
52874 - OFFICE SERVICES PRINTING	1,189	1,126	2,000	2,000	1,500	(500)
Operating Total	567,522	897,467	699,831	699,831	699,831	0
General Fund Projects Total	0	281,378	400,000	400,000	400,000	0
Grand Total	648,237	1,372,159	1,309,046	1,309,046	1,670,079	361,033
Revenue						
44070 - PAB ISSUER FEES	168,098	85,000	400,000	400,000	400,000	0
46172 - REIMBURSEMENT FROM GIFT TRUSTS	20,000	20,000	0	0	0	0
Revenue Total	188,098	105,000	400,000	400,000	400,000	0

* 2024 Amended Budget as of 8/31/2024

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Human Resources and Risk

Myra Romero, Chief Human Resources and Risk Officer | (719) 385-5125 | HR@coloradosprings.gov



All Funds Summary

Division *	General Fund	Other Funds	Total Budget
Employment Services	\$3,449,143	\$53,272,544	\$56,721,687
Office of Accessibility	1,240,421	0	1,240,421
Risk Management	823,245	10,843,791	11,667,036
Total	\$5,512,809	\$64,116,335	\$69,629,144
Total Positions	35.25	24.75	60.00

* Beginning in 2023, Community Diversity & Outreach and all staff as well as their responsibilities and functions (including financial history) were moved to the Mayor's Office from Human Resources, now named the Mayor's Office of Community Affairs

Human Resources and Risk

All Funds History

Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
General Fund	\$4,824,102	\$5,160,343	\$5,160,343	\$5,012,809	(\$147,534)
General Fund - CIP	747,631	500,000	500,000	500,000	0
Employee Benefits Self-Ins. Fund	45,608,817	48,839,944	48,839,944	53,272,544	4,432,600
Claims Reserve Fund	4,208,149	2,321,900	2,321,900	2,295,500	(26,400)
Workers' Comp. Fund	10,172,708	8,812,421	8,812,421	8,548,291	(264,130)
Total	\$65,561,407	\$65,634,608	\$65,634,608	\$69,629,144	\$3,994,536
Total Positions	61.50	61.50	60.00	60.00	0.00

* 2024 Amended Budget as of 8/31/2024

Strategic Plan



Public Safety

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Develop and implement plans for appropriate public safety facilities, equipment, innovative technology, and staffing levels to meet current and evolving community needs.	TBD	TBD
Support coordinated efforts of community partners to implement evidence-based practices that address public safety concerns around homelessness and behavioral health.	TBD	TBD
Focus efforts on planning and coordination with the community and partners to expand resilience, reduce the impacts of hazards, and enhance response capabilities.	TBD	TBD
Implement effective strategies to reduce injury and damage caused by traffic crashes.	TBD	TBD
Prioritize preventative solutions including partnerships with community-led efforts that reduce crime and build safe neighborhoods.	TBD	TBD
Notable Achievements		
TBD		



Economic Vitality

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Bolster collaboration and resources to foster a premier, business-friendly environment that supports new and existing businesses.	TBD	TBD
Promote and support local businesses by connecting industry to a skilled and diverse workforce.	TBD	TBD
Encourage the development of a robust and innovative ecosystem that supports entrepreneurship and a diverse regional economy.	TBD	TBD
Celebrate the City's unique strengths and assets to include its identity as Olympic City USA.	TBD	TBD
Notable Achievements		
TBD		

Strategic Plan



Community Activation

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Advance the comprehensive communication strategy to inform the community about the City's priorities and initiatives.	TBD	TBD
Establish and promote channels that are accessible and equitable so that residents receive information and can provide input on issues that impact them.	TBD	TBD
Encourage the use of public spaces and neighborhood-based engagement to cultivate resident input, collaboration, and a sense of community.	TBD	TBD
Increase access and awareness, foster collaborative partnerships, and strengthen social support systems to improve well-being in the Pikes Peak Region.	TBD	TBD
Create greater transparency of the City's data so that residents can be more knowledgeable about the City's decision making and engage more effectively with City government.	TBD	TBD
Encourage mental health participation in City programs to engage residents and foster a more connected community.	TBD	TBD
Notable Achievements		
TBD		

Employment Services

Myra Romero, Chief Human Resources and Risk Officer | (719) 385-5125 | HR@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$3,307,400	\$3,460,262	\$3,460,262	\$3,449,143	(\$11,119)
Employee Benefits Self-Ins. Fund	45,608,817	48,839,944	48,839,944	53,272,544	4,432,600	
Total	\$48,916,217	\$52,300,206	\$52,300,206	\$56,721,687	\$4,421,481	
Positions						
General Fund	25.50	25.50	25.00	25.00	0.00	
Employee Benefits Self-Ins. Fund	6.00	6.00	6.00	6.00	0.00	
Total	31.50	31.50	31.00	31.00	0.00	

* 2024 Amended Budget as of 8/31/2024

Significant Changes vs. 2024

- Decrease of approximately \$11,000 in the General Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments
- Increase of approximately \$4.4 million in the Employee Benefits Self-Insurance Fund mainly due to projected increases in medical claims costs, net of a reduction to the contingent fund budget; increased costs are offset by increased revenue from employer and employee premiums

Employment Services - Overview

Employment Services - General Fund

The Employment Services Division provides services to the entire organization including candidate selection, employee training, and professional development. The Employment Services Division oversees a variety of functions including: employment law and regulations compliance enforcement; position classification and compensation; employee relations assistance; coordination of performance evaluations; employee training; course offerings; equity, diversity and inclusion resources; job reassignments due to disabilities; the disciplinary process; maintenance of employee files; and acts as strategic business partners to the Directors and Chiefs. Funding for the Employment Division is provided by the General Fund. City enterprises and Internal Service Funds that receive services pay an allocated charge for services.

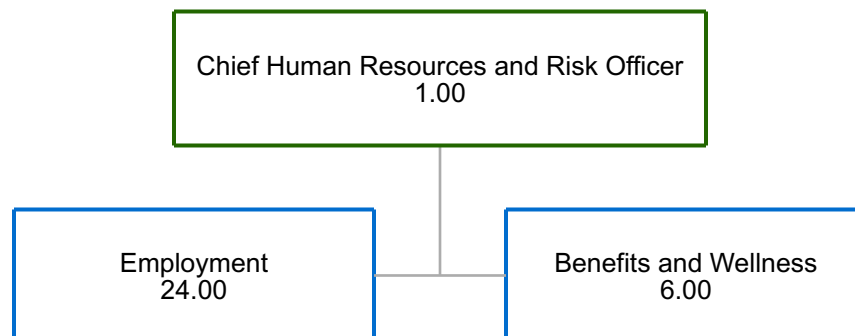
Benefits and Wellness – Employee Benefits Self-Insurance Fund

The Benefits and Wellness section designs and administers employee benefit plans and promotes health and wellness. The Benefits and Wellness section strives to design a healthcare plan that offers comprehensive benefits in a cost effective manner which incorporates wellness, prevention, and health management programs for active employees, retirees, and their dependents to improve and maintain healthy lifestyle habits that help control costs. The Benefits and Wellness section provides managed healthcare using a self-insured medical and dental plan along with insurance benefits for vision, life, accidental death, voluntary term life, long-term care, short and long-term disability, and flexible spending accounts. Funding for the Benefits and Wellness program is provided through health plan monthly premiums which are shared between the employee and employer.

City Employee Medical Clinic and Pharmacy – Employee Benefits Self-Insurance Fund

The Benefits and Wellness section oversees an outsourced City Employee Medical Clinic and Pharmacy which provides significant cost savings to both the City and employees. The City Employee Medical Clinic and Pharmacy are available to all City and Colorado Springs Utilities employees and their families who are on the respective medical insurance plan. Funding for the City Employee Medical Clinic and Pharmacy is provided through health plan enrollee monthly premiums which are shared between the employee and employer, and through co-payments by clinic and pharmacy users.

Employment Services - Organizational Chart



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for each fund including General Fund and Employee Benefits Self-Insurance Fund.

Employment Services - General Fund: Summary, Funding, and Position Changes

	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$2,716,265	\$3,167,112	\$3,321,005	\$3,321,005	\$3,309,886	(\$11,119)
Operating	205,229	139,815	138,757	138,757	138,757	0	
Capital Outlay	0	473	500	500	500	0	
Total	\$2,921,494	\$3,307,400	\$3,460,262	\$3,460,262	\$3,449,143	(\$11,119)	
	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
	Administrative Assistant II	0.00	0.00	1.00	1.00	0.00	
Analyst I	2.00	2.00	2.00	2.00	2.00	0.00	
Analyst II	1.00	1.00	0.00	0.00	0.00	0.00	
Assistant Human Resources Dir	1.00	1.00	1.00	1.00	1.00	0.00	
Chief Human Resources Officer	1.00	1.00	1.00	1.00	1.00	0.00	
HR Supervisor	2.00	2.00	2.00	2.00	2.00	0.00	
HR Technician I	1.00	1.00	0.00	0.00	0.00	0.00	
HR Technician II	1.00	1.00	1.00	1.00	1.00	0.00	
HR Technician, Senior	1.00	1.00	1.00	1.00	1.00	0.00	
Human Resource Business Partner	2.00	2.00	2.00	2.00	2.00	0.00	
Human Resources Generalist	2.00	2.00	1.00	1.00	1.00	0.00	
Human Resources Manager	2.00	2.00	2.00	2.00	2.00	0.00	
Human Resources Mgr, C&B	1.00	1.00	1.00	1.00	1.00	0.00	
Recruiter I	0.00	0.00	2.00	2.00	2.00	0.00	
Recruiter II	2.00	2.00	0.00	0.00	0.00	0.00	
Recruiter, Senior	2.00	2.00	2.00	2.00	2.00	0.00	
Senior Analyst	2.00	2.00	3.00	3.00	3.00	0.00	
Senior HR Business Partner	2.00	2.00	2.00	2.00	2.00	0.00	
Staff Assistant	0.50	0.50	1.00	1.00	1.00	0.00	
Total Positions	25.50	25.50	25.00	25.00	25.00	0.00	

* 2024 Amended Budget as of 8/31/2024

Employment Services - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$104,664)
	Increase to fund pay for performance and pay progression	64,541
	Increase to fund medical cost adjustments	29,004
	Total Salaries/Benefits/Pensions	(\$11,119)
	Operating	
	None	\$0
	Total Operating	\$0
	Capital Outlay	
	None	\$0
Total Capital Outlay	\$0	
Total For 2025	(\$11,119)	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	Transfer and convert 1.00 FTE (HR Technician I) to Communications as Public Communications Spec II	(1.00)
	Transfer 0.50 FTE (Staff Assistant) from Support Services	0.50
	Total During 2024	(0.50)
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
Total For 2025	0.00	

* 2024 Amended Budget as of 8/31/2024

Employment Services - Benefits Self-Insurance Fund: Summary, Funding, and Position Changes

Employee Benefits Self-Insurance Fund	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Clinical Co Pay	\$210,516	\$223,487	\$180,700	\$180,700	\$180,700	\$0
	Interest/Other	1,392,925	1,553,146	46,800	46,800	178,200	131,400
	Employee & Employer Premiums	41,109,780	44,850,748	46,112,444	46,112,444	50,913,644	4,801,200
	Draw/ (Contribution) to Fund Balance **	(2,885,748)	(1,018,564)	2,500,000	2,500,000	2,000,000	(500,000)
	Total	\$39,827,473	\$45,608,817	\$48,839,944	\$48,839,944	\$53,272,544	\$4,432,600
	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$557,527	\$741,057	\$770,442	\$770,442	\$810,319	\$39,877
	Operating	39,266,541	44,867,575	46,351,301	46,351,301	51,236,920	4,885,619
	Operating - Contingency	0	0	1,717,201	1,717,201	1,224,305	(492,896)
Capital Outlay	3,405	185	1,000	1,000	1,000	0	
Total	\$39,827,473	\$45,608,817	\$48,839,944	\$48,839,944	\$53,272,544	\$4,432,600	
Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget		
Analyst I	1.00	1.00	1.00	1.00	0.00		
Analyst II	1.00	1.00	1.00	1.00	0.00		
HR Technician I	1.00	1.00	1.00	1.00	0.00		
Human Resources Manager	1.00	1.00	1.00	1.00	0.00		
Senior Analyst	2.00	2.00	2.00	2.00	0.00		
Total Positions	6.00	6.00	6.00	6.00	0.00		

* 2024 Amended Budget as of 8/31/2024

** The difference between actual premiums collected and the payout of claims

Employment Services - Benefits Self-Insurance Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$14,206
	Increase to fund pay for performance and pay progression	14,218
	Increase to fund medical cost adjustments	11,453
	Total Salaries/Benefits/Pensions	\$39,877
	Operating	
	Net increase in operating expenses, mainly due to projected increases in medical claims costs	\$4,881,857
	Increase due to interest and investment fees	3,762
	Decrease in contingent funds	(492,896)
	Total Operating	\$4,392,723
	Capital Outlay	
	None	\$0
Total Capital Outlay	\$0	
Total For 2025	\$4,432,600	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Employment Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51003 - REDUCTION IN SALARIES BENEFITS	0	0	(133,772)	(133,772)	(133,772)	0
51205 - CIVILIAN SALARIES	2,120,886	2,357,876	2,675,416	2,675,416	2,619,539	(55,877)
51210 - OVERTIME	351	573	500	500	500	0
51220 - SEASONAL TEMPORARY	0	0	7,000	7,000	7,000	0
51240 - RETIREMENT TERMINATION SICK	0	4,200	0	0	0	0
51245 - RETIREMENT TERM VACATION	14,437	82,951	0	0	0	0
51260 - VACATION BUY PAY OUT	13,650	13,226	2,000	2,000	2,000	0
51299 - SALARIES REIMBURSEMENTS	(17,083)	(25,613)	0	0	0	0
51610 - PERA	301,776	354,306	396,460	396,460	388,939	(7,521)
51612 - RETIREMENT HEALTH SAVINGS	0	71,756	0	0	0	0
51615 - WORKERS COMPENSATION	5,302	3,667	2,930	2,930	1,373	(1,557)
51620 - EQUITABLE LIFE INSURANCE	4,933	5,554	8,483	8,483	10,274	1,791
51640 - DENTAL INSURANCE	9,060	9,833	11,730	11,730	10,770	(960)
51670 - PARKING FOR EMPLOYEES	11,500	12,175	7,880	7,880	7,880	0
51690 - MEDICARE	30,171	34,902	38,895	38,895	38,084	(811)
51695 - CITY EPO MEDICAL PLAN	13,135	4,475	8,718	8,718	0	(8,718)
51696 - ADVANTAGE HD MED PLAN	195,694	224,924	281,015	281,015	342,924	61,909
51697 - HRA BENEFIT TO ADV MED PLAN	12,453	12,307	13,750	13,750	14,375	625
Salaries/Benefits/Pensions Total	2,716,265	3,167,112	3,321,005	3,321,005	3,309,886	(11,119)
Operating						
52105 - MISCELLANEOUS OPERATING	4,631	444	1,789	1,789	1,789	0
52110 - OFFICE SUPPLIES	7,308	3,095	4,026	4,026	4,026	0
52111 - PAPER SUPPLIES	539	493	1,212	1,212	1,212	0
52120 - SOFTWARE SUBSCRIPTION/LICENSE	65,545	30,491	0	0	0	0
52122 - CELL PHONES EQUIP AND SUPPLIES	30	0	1,500	1,500	1,500	0
52125 - GENERAL SUPPLIES	11,235	15,886	1,250	1,250	1,250	0
52135 - POSTAGE	498	83	500	500	500	0
52230 - MAINT FURNITURE AND FIXTURES	4,420	0	0	0	0	0
52265 - MAINT BUILDINGS AND STRUCTURE	0	3,301	0	0	0	0
52420 - EMPLOYEE SERVICES	299	0	0	0	0	0
52575 - SERVICES	31,974	10,674	39,147	39,147	39,147	0
52590 - TEMPORARY EMPLOYMENT	2,419	0	3,000	3,000	3,000	0
52605 - CAR MILEAGE	92	0	200	200	200	0
52607 - CELL PHONE ALLOWANCE	2,498	2,408	2,500	2,500	2,500	0
52615 - DUES AND MEMBERSHIP	8,500	1,203	675	675	675	0
52625 - MEETING EXPENSES IN TOWN	1,876	6,463	2,350	2,350	2,350	0
52630 - TRAINING	20,739	9,385	7,250	7,250	7,250	0
52635 - EMPLOYEE EDUCATIONAL ASSISTANCE	9,349	29,738	0	0	0	0
52645 - SUBSCRIPTIONS	1,042	7,129	2,500	2,500	2,500	0
52655 - TRAVEL OUT OF TOWN	7,467	7,292	8,000	8,000	8,000	0
52738 - CELL PHONE BASE CHARGES	2,074	1,880	729	729	729	0
52775 - MINOR EQUIPMENT	3,847	1,176	350	350	350	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Employment Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
52776 - PRINTER CONSOLIDATION COST	1,796	2,524	4,000	4,000	4,000	0
52795 - RENTAL OF EQUIPMENT	0	0	50	50	50	0
52874 - OFFICE SERVICES PRINTING	778	1,089	729	729	729	0
65160 - RECRUITMENT	14,751	4,977	5,000	5,000	5,000	0
65350 - SERVICE AWARD	0	84	0	0	0	0
65353 - DIVERSITY	83	0	51,000	51,000	51,000	0
65358 - LRC & LEADERSHIP DEV	1,439	0	1,000	1,000	1,000	0
Operating Total	205,229	139,815	138,757	138,757	138,757	0
Capital Outlay						
53030 - FURNITURE AND FIXTURES	0	473	500	500	500	0
Capital Outlay Total	0	473	500	500	500	0
Grand Total	2,921,494	3,307,400	3,460,262	3,460,262	3,449,143	(11,119)

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

504 - EMPLOYEE BENEFITS SELF-INSURANCE FUND Employment Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	411,686	560,708	579,745	579,745	584,508	4,763
51210 - OVERTIME	623	463	1,500	1,500	1,500	0
51240 - RETIREMENT TERMINATION SICK	5,952	3,313	0	0	0	0
51245 - RETIREMENT TERM VACATION	4,918	1,678	0	0	0	0
51260 - VACATION BUY PAY OUT	4,558	4,171	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(4,285)	(7,611)	0	0	0	0
51610 - PERA	58,462	79,601	85,686	85,686	86,556	870
51615 - WORKERS COMPENSATION	2,641	1,150	618	618	308	(310)
51620 - EQUITABLE LIFE INSURANCE	967	1,316	1,809	1,809	2,280	471
51640 - DENTAL INSURANCE	2,078	2,974	3,000	3,000	3,120	120
51670 - PARKING FOR EMPLOYEES	2,450	3,575	2,400	2,400	2,400	0
51690 - MEDICARE	5,797	7,781	8,406	8,406	8,476	70
51696 - ADVANTAGE HD MED PLAN	58,800	78,719	84,028	84,028	116,921	32,893
51697 - HRA BENEFIT TO ADV MED PLAN	2,880	3,219	3,250	3,250	4,250	1,000
Salaries/Benefits/Pensions Total	557,527	741,057	770,442	770,442	810,319	39,877
Operating						
52110 - OFFICE SUPPLIES	4,490	5,249	5,300	5,300	5,500	200
52111 - PAPER SUPPLIES	0	410	0	0	400	400
52115 - MEDICAL SUPPLIES	24,340	9,627	40,000	40,000	20,000	(20,000)
52116 - PHARMACEUTICALS	54,356	64,628	60,000	60,000	50,000	(10,000)
52135 - POSTAGE	7,177	3,633	9,000	9,000	9,000	0
52230 - MAINT FURNITURE AND FIXTURES	232	0	0	0	0	0
52305 - MAINT SOFTWARE & OTHER FEES	29,819	30,066	40,000	40,000	42,000	2,000
52460 - MEDICAL SERVICE	925,566	902,182	930,000	930,000	978,000	48,000
52560 - PARKING SERVICES	3,689	0	4,000	4,000	4,000	0
52568 - BANK AND INVESTMENT FEES	247	1,117	5,148	5,148	8,910	3,762
52573 - CREDIT CARD FEES	1,155	1,255	1,800	1,800	2,000	200
52575 - SERVICES	329,742	372,266	539,400	539,400	539,400	0
52590 - TEMPORARY EMPLOYMENT	2,628	0	4,000	4,000	4,000	0
52615 - DUES AND MEMBERSHIP	6,428	1,575	6,200	6,200	6,000	(200)
52625 - MEETING EXPENSES IN TOWN	0	164	0	0	0	0
52630 - TRAINING	661	2,841	10,850	10,850	9,850	(1,000)
52645 - SUBSCRIPTIONS	848	1,409	2,000	2,000	1,000	(1,000)
52655 - TRAVEL OUT OF TOWN	1,087	4,338	4,000	4,000	4,000	0
52705 - COMMUNICATIONS	4,520	4,520	5,000	5,000	5,500	500
52738 - CELL PHONE BASE CHARGES	355	478	1,000	1,000	0	(1,000)
52740 - GENERAL INSURANCE-CITY	0	0	3,500	3,500	0	(3,500)
52775 - MINOR EQUIPMENT	245	1,843	4,000	4,000	4,000	0
52776 - PRINTER CONSOLIDATION COST	5,977	6,797	7,000	7,000	8,500	1,500
52874 - OFFICE SERVICES PRINTING	13,208	8,059	14,500	14,500	14,500	0
60139 - VISION CLAIM EXPENSES	459,847	480,747	480,000	480,000	500,000	20,000
60140 - MEDICAL CLAIMS EXPENSES	23,703,385	27,646,137	27,946,853	27,946,853	31,429,610	3,482,757
60170 - HRA BENEFIT EXPENSE	1,228,853	1,241,732	1,436,750	1,436,750	1,840,750	404,000
60171 - WELLNESS PROGRAM	19,514	14,570	35,000	35,000	90,000	55,000
60231 - CLAIMS INCURRED NOT REPORT	650,000	185,000	0	0	0	0
60238 - PRESCRIPTION ADMIN FEES	193,257	410,977	215,000	215,000	275,000	60,000
60239 - PRESCRIPTION CLAIM EXPENSES	6,029,834	7,268,269	8,012,000	8,012,000	8,600,000	588,000

City of Colorado Springs Budget Detail Report

504 - EMPLOYEE BENEFITS SELF-INSURANCE FUND Employment Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
60240 - DENTAL ADMINISTRATIVE FEES	113,693	127,912	140,000	140,000	140,000	0
60241 - DENTAL CLAIM EXPENSES	2,399,841	2,692,044	2,675,000	2,675,000	2,725,000	50,000
60243 - DIABETES TEN CITY CHALLENGE	85,327	122,159	130,000	130,000	140,000	10,000
60244 - MEDICAL ADMINISTRATIVE FEES	726,465	748,362	1,000,000	1,000,000	900,000	(100,000)
60286 - UTILIZATION MGMT	1,053,537	1,116,313	1,100,000	1,100,000	1,100,000	0
65140 - CONTINGENT FUNDS	0	0	1,717,201	1,717,201	1,224,305	(492,896)
65145 - CITY HEALTH MISC MEDICAL	17,354	19,633	0	0	0	0
65220 - REINSURANCE COSTS	564,233	589,393	684,000	684,000	870,000	186,000
65365 - HEALTH PROGRAMS	604,631	781,870	800,000	800,000	910,000	110,000
Operating Total	39,266,541	44,867,575	48,068,502	48,068,502	52,461,225	4,392,723
Capital Outlay						
53030 - FURNITURE AND FIXTURES	3,405	185	1,000	1,000	1,000	0
Capital Outlay Total	3,405	185	1,000	1,000	1,000	0
Grand Total	39,827,473	45,608,817	48,839,944	48,839,944	53,272,544	4,432,600
Revenue						
40113 - MISCELLANEOUS	79,912	48,322	0	0	0	0
40138 - DENTAL PREMIUMS	2,831,518	2,956,291	2,722,214	2,722,214	2,722,214	0
40139 - VISION PREMIUMS	454,629	476,099	419,760	419,760	419,760	0
40140 - MEDICAL PREMIUMS	37,823,633	41,418,358	42,970,470	42,970,470	47,771,670	4,801,200
40143 - UTILITY CLINIC SERVICES	172,693	180,614	140,000	140,000	140,000	0
40144 - CITY CLINIC CO PAY	37,792	42,898	40,700	40,700	40,700	0
40169 - EMPLOYEE ASSIST PROGRAM	(3)	1	0	0	0	0
40170 - HRA BENEFIT	1,365,569	1,440,656	0	0	0	0
43180 - GAIN LOSS INV MKT VALUE	(62,035)	8,986	0	0	0	0
44025 - CASH OVER SHORT	31	(25)	0	0	0	0
45768 - UNCLAIMED PROPERTY DISPOSITION	5,014	13,090	0	0	0	0
46025 - INTEREST	4,466	42,095	46,800	46,800	178,200	131,400
Revenue Total	42,713,219	46,627,385	46,339,944	46,339,944	51,272,544	4,932,600

* 2024 Amended Budget as of 8/31/2024

Office of Accessibility

Robert Hernandez, ADA Title II Manager | (719) 385-5125 | HR@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$714,280	\$815,804	\$815,804	\$740,421	(\$75,383)
General Fund - CIP	747,631	500,000	500,000	500,000	0	
Total	\$1,461,911	\$1,315,804	\$1,315,804	\$1,240,421	(\$75,383)	
Positions						
General Fund	6.00	6.00	5.00	5.00	0.00	
Total	6.00	6.00	5.00	5.00	0.00	

* 2024 Amended Budget as of 8/31/2024

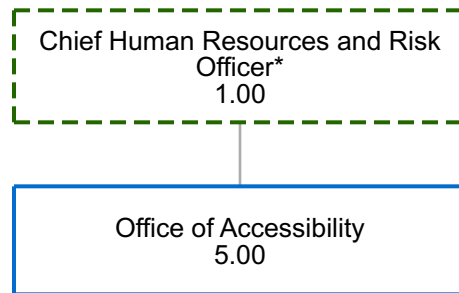
Significant Changes vs. 2024

- Decrease of approximately \$75,000 in the General Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments

Office of Accessibility - Overview

The Office of Accessibility manages the Americans with Disabilities Act (ADA) program for all City assets. The Office is charged with implementing a comprehensive program to proactively address services, programs and activities, effective communication, policies and procedures, and to make its facilities and the public rights of way accessible as required under the ADA laws. Funding for the Office of Accessibility is provided by the General Fund.

Office of Accessibility - Organizational Chart



* The Chief Human Resources and Risk Officer is funded out of the Employment Services budget. This position is not reflected in the position count in the Budget Summary on the following page.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for the General Fund.

Office of Accessibility - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$618,897	\$682,149	\$782,309	\$782,309	\$709,326	(\$72,983)
	Operating	26,382	32,045	33,495	33,495	31,095	(2,400)
	Total	\$645,279	\$714,280	\$815,804	\$815,804	\$740,421	(\$75,383)
	CIP	\$583,965	\$747,631	\$500,000	\$500,000	\$500,000	\$0
	Grand Total	\$1,229,244	\$1,461,911	\$1,315,804	\$1,315,804	\$1,240,421	(\$75,383)
	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
ADA Coordinator	4.00	4.00	3.00	3.00	0.00		
ADA Manager	1.00	1.00	1.00	1.00	0.00		
Language Access Coordinator	1.00	1.00	1.00	1.00	0.00		
Total Positions	6.00	6.00	5.00	5.00	0.00		

* 2024 Amended Budget as of 8/31/2024

Office of Accessibility - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$97,728)
	Increase to fund pay for performance and pay progression	14,837
	Increase to fund medical cost adjustments	7,508
	Redistribution of Operating to Salaries/Benefits/Pensions	2,400
	Total Salaries/Benefits/Pensions	(\$72,983)
	Operating	
	Redistribution of Operating to Salaries/Benefits/Pensions	(\$2,400)
	Total Operating	(\$2,400)
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	CIP	
None	\$0	
Total CIP	\$0	
Total For 2025	(\$75,383)	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	Transfer 1.00 FTE to Innovation and Technology as a Senior Accessibility Coordinator	(1.00)
	Total During 2024	(1.00)
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

Office of Accessibility - CIP Program

CIP Program*	Project	General Fund	Total Allocation
	Citywide ADA Compliance Projects	500,000	500,000
	Total 2025 CIP	\$500,000	\$500,000

* The funding of the CIP projects is for the current budget year and may not reflect the total project cost. For a citywide comprehensive list of CIP projects, refer to the CIP section of the Budget.

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Office of Accessibility

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51003 - REDUCTION IN SALARIES BENEFITS	0	0	(17,036)	(17,036)	(17,036)	0
51205 - CIVILIAN SALARIES	471,329	529,550	616,992	616,992	539,806	(77,186)
51220 - SEASONAL TEMPORARY	5,495	0	0	0	0	0
51245 - RETIREMENT TERM VACATION	0	3,552	0	0	0	0
51260 - VACATION BUY PAY OUT	3,157	2,478	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(1,832)	(7,457)	0	0	0	0
51610 - PERA	67,873	77,136	91,191	91,191	79,936	(11,255)
51615 - WORKERS COMPENSATION	1,185	795	650	650	271	(379)
51620 - EQUITABLE LIFE INSURANCE	1,086	1,247	1,920	1,920	2,131	211
51640 - DENTAL INSURANCE	1,909	1,821	2,160	2,160	1,620	(540)
51670 - PARKING FOR EMPLOYEES	2,250	2,450	600	600	3,000	2,400
51690 - MEDICARE	6,698	7,421	8,946	8,946	7,826	(1,120)
51696 - ADVANTAGE HD MED PLAN	56,997	60,401	73,886	73,886	88,772	14,886
51697 - HRA BENEFIT TO ADV MED PLAN	2,750	2,755	3,000	3,000	3,000	0
Salaries/Benefits/Pensions Total	618,897	682,149	782,309	782,309	709,326	(72,983)
Operating						
52003 - REDUCTION IN OPERATING	0	0	(11,000)	(11,000)	(11,000)	0
52110 - OFFICE SUPPLIES	1,634	3,099	2,000	2,000	2,000	0
52120 - SOFTWARE SUBSCRIPTION/LICENSE	195	18,634	0	0	20,495	20,495
52122 - CELL PHONES EQUIP AND SUPPLIES	0	0	1,000	1,000	1,000	0
52125 - GENERAL SUPPLIES	0	362	0	0	0	0
52305 - MAINT SOFTWARE & OTHER FEES	19,490	0	20,495	20,495	0	(20,495)
52560 - PARKING SERVICES	0	480	0	0	960	960
52575 - SERVICES	1,145	5,974	6,000	6,000	2,640	(3,360)
52615 - DUES AND MEMBERSHIP	0	0	500	500	500	0
52625 - MEETING EXPENSES IN TOWN	0	0	1,500	1,500	1,500	0
52630 - TRAINING	0	0	3,000	3,000	3,000	0
52655 - TRAVEL OUT OF TOWN	0	414	1,000	1,000	1,000	0
52738 - CELL PHONE BASE CHARGES	2,659	2,661	3,000	3,000	3,000	0
52775 - MINOR EQUIPMENT	364	330	5,750	5,750	5,750	0
52874 - OFFICE SERVICES PRINTING	885	91	250	250	250	0
65160 - RECRUITMENT	10	0	0	0	0	0
Operating Total	26,382	32,045	33,495	33,495	31,095	(2,400)
Expense Total	645,279	714,194	815,804	815,804	740,421	(75,383)
CIP Total	583,965	747,631	500,000	500,000	500,000	0
Grand Total	1,229,244	1,461,825	1,315,804	1,315,804	1,240,421	(75,383)

* 2024 Amended Budget as of 8/31/2024

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Risk Management

Myra Romero, Chief Human Resources and Risk Officer | (719) 385-5125 | HR@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$802,422	\$884,277	\$884,277	\$823,245	(\$61,032)
Claims Reserve Fund	4,208,149	2,321,900	2,321,900	2,295,500	(26,400)	
Workers' Comp Fund	10,172,708	8,812,421	8,812,421	8,548,291	(264,130)	
Total	\$15,183,279	\$12,018,598	\$12,018,598	\$11,667,036	(\$351,562)	
Positions						
General Fund	5.25	5.25	5.25	5.25	0.00	
Claims Reserve Fund	7.00	7.00	7.00	7.00	0.00	
Workers' Comp Fund	11.75	11.75	11.75	11.75	0.00	
Total	24.00	24.00	24.00	24.00	0.00	

* 2024 Amended Budget as of 8/31/2024

Significant Changes vs. 2024

- Decrease of approximately \$61,000 in the General Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments
- Increase of approximately \$17,300 in the Claims Reserve Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments
- Decrease of approximately \$43,800 in the Claims Reserve Fund for operating contingent funds
- Increase of approximately \$33,000 in the Workers' Comp Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments
- Decrease of approximately \$297,000 in the Workers' Comp Fund for operating contingent funds and investment and bank fees

Risk Management - Overview

The Risk Management Division serves the entire organization by ensuring compliance with statutory mandates and protecting the City's assets. The Risk Management Division assesses risk to control liability and loss exposures by managing the property/casualty program for the City and its enterprises; processes and manages employee injury claims, as well as claims against the City; manages the occupational health clinic which includes physical therapy, promotes health and wellness; and emphasizes employee safety. Funding for specific Risk Management activities is provided by the General Fund, Claims Reserve Fund, and Workers' Compensation Fund. City Enterprises and Internal Service Funds pay an allocated charge for services.

Safety

The Safety section ensures that employees have the knowledge and skills to safely perform job duties and administers a cost-effective program designed for safety awareness, employee feedback, guidance in training, and prevention of employee injuries. The highest practical degree of care are used in complying with safety and health standards. Funding for the Safety program is provided by the General Fund, Claims Reserve Fund, and Workers' Compensation Fund. City Enterprises and Internal Service Funds that receive services pay an allocated charge for Safety services.

Liability Claims Administration – Claims Reserve Fund

The Liability Claims section investigates, evaluates, and settles all liability claims brought under state and federal laws for the City including Colorado Springs Utilities. The claims adjusters investigate the legal liability associated with the claims, negotiate settlement when appropriate, and defend claims that lack merit. By placing a high priority on handling claims efficiently, this section provides a cost-effective service that is competitive with external public liability claims service providers. City enterprises and Internal Service Funds that receive services contribute annually to the fund, along with an allocated charge for liability claims services.

Workers' Compensation Claims Administration – Workers' Compensation Fund

The Workers' Compensation section manages, and controls workers' compensation claims and strives to help employees recover from work-related injuries and return to work as soon as possible. The adjusters provide prompt and fair resolution of claims. All direct costs associated with administering claims, medical, indemnity, physical therapy, and occupational therapy are budgeted in this fund.

According to City Code § 1.5.602, "The workers' compensation claim reserve fund shall maintain reserves to provide for contingency so that in any year the contribution of the workers' compensation claim reserve funds from other funds is adequate to cover the actual expenses in that year." Funding for the Workers' Compensation Fund is provided through payroll charges based upon job classification codes set by the National Council on Compensation Insurance, Inc. (NCCI), with a greater amount charged for positions with greater risk of injury. These rates are set at an adequate contribution amount from all funding sources to cover the actual expenses of the fund for that year. City enterprises and Internal Service Funds that receive services also pay an allocated charge for indirect costs associated with the Workers' Compensation Fund.

Injury leave pay is not budgeted in the Workers' Compensation Fund - all pay is budgeted in department and division budgets. Injury pay is charged to department and division budgets during the year. At the end of the year, those expenses are transferred to the Workers' Compensation Fund to reflect all costs associated with Workers' Compensation related injuries.

Risk Management - Overview (cont'd)

Occupational Health Clinic – Workers' Compensation Fund

The clinic's primary function is to provide services at the clinic for work related injuries and is funded by the Workers' Compensation Fund. This function provides at least \$225,000 in annual cost savings to the fund when comparing the services provided with the Colorado Workers' Compensation fee schedule. City enterprises and Internal Service Funds that use Occupational Health Clinic services for Workers' Compensation related injuries pay an allocated charge for those services.

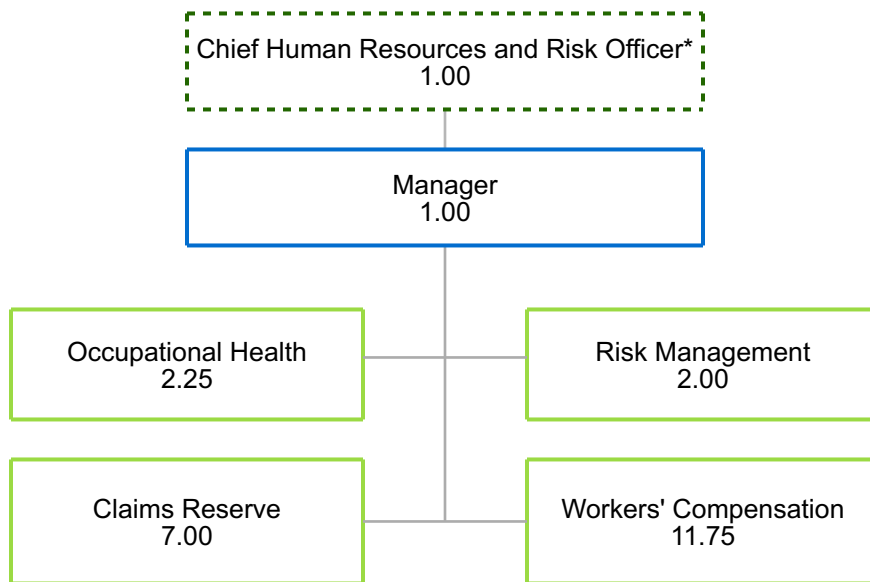
Physical Therapy within the Occupational Health Clinic – Workers' Compensation Fund

The Physical Therapy Clinic falls under the Workers' Compensation section. The Physical Therapy Clinic provides services to both City and Colorado Springs Utilities employees with work related injuries. The Physical Therapy Clinic staff has multiple certifications including manual physical therapy, dry needling, massage therapy, and functional movement screening. This clinic is located in the City Administration Building, which makes it convenient for many City and Utilities employees. By comparing the services with the Colorado fee schedule, a cost savings of greater than \$180,000 per year is realized for the Workers' Compensation Fund. City enterprises and Internal Service Funds that use Physical Therapy Clinic services for Workers' Compensation related injuries pay an allocated charge for those services. Colorado Springs Utilities is billed directly for physical therapy services.

Occupational Health Clinic – General Fund

The City owns and operates an Occupational Health Clinic. In addition to the primary service, the Clinic performs ergonomic assessments, annual physicals, CDL physicals, VNI entry and exit physicals, pre-employment physicals for sworn employees, and hearing tests for employees who work in areas with noise pollution. The Clinic began doing all pre-employment drug screenings in the fall of 2010. Located in the City Administration Building, the clinic is convenient for many City employees. City enterprises and Internal Service Funds that use these types of Occupational Health Clinic services pay an allocated charge for Occupational Health Clinic services. Non-General Fund users are direct billed for drug tests.

Risk Management - Organizational Chart



* The Chief Human Resources and Risk Officer is funded out of the Employment Services budget. This position is not reflected in the position count in the Budget Summary on the following page.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for each fund including General Fund, Claims Reserve Fund, and Workers' Compensation Fund.

Risk Management - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
	Salary/Benefits/Pensions	\$651,365	\$683,075	\$734,088	\$734,088	\$673,056	(\$61,032)	
	Operating	105,756	119,347	150,189	150,189	150,189	0	
	Capital Outlay	598	0	0	0	0	0	
	Total	\$757,719	\$802,422	\$884,277	\$884,277	\$823,245	(\$61,032)	
	Revenue	\$124,330	\$138,747	\$242,682	\$242,682	\$298,980	\$56,298	
	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget		
	Administrative Assistant I	1.00	1.00	0.00	0.00	0.00		
Manager	1.00	1.00	1.00	1.00	0.00			
Medical Assistant	0.50	0.50	1.50	1.50	0.00			
Occupational Nurse Practitioner/Physicians Assistant	0.50	0.50	0.50	0.50	0.00			
Risk Supervisor	0.25	0.25	0.25	0.25	0.00			
Safety Specialist, Senior	1.00	1.00	1.00	1.00	0.00			
Senior Analyst	1.00	1.00	1.00	1.00	0.00			
Total Positions	5.25	5.25	5.25	5.25	0.00			

* 2024 Amended Budget as of 8/31/2024

Risk Management - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$77,120)
	Increase to fund pay for performance and pay progression	10,464
	Increase to fund medical cost adjustments	5,624
	Total Salaries/Benefits/Pensions	(\$61,032)
	Operating	
	None	\$0
	Total Operating	\$0
	Total For 2025	(\$61,032)

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

Risk Management - Claims Reserve Fund: Summary, Funding, and Position Changes

Claims Reserve Fund	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Enterprise Contributions	\$19,000	\$9,500	\$19,000	\$19,000	\$9,500	(\$9,500)
	General Fund Contribution	1,000,000	1,000,000	1,000,000	1,000,000	2,000,000	1,000,000
	Interest/Other	(7,259)	153,507	52,900	52,900	36,000	(16,900)
	Draw/ (Contribution) to Fund Balance	2,797,926	3,045,142	1,250,000	1,250,000	250,000	(1,000,000)
	Total	\$3,809,667	\$4,208,149	\$2,321,900	\$2,321,900	\$2,295,500	(\$26,400)
	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$384,651	\$618,651	\$788,405	\$788,405	\$805,756	\$17,351
	Operating	3,397,022	3,589,498	1,332,926	1,332,926	1,332,926	0
	Operating - Contingency for Claims	0	0	200,569	200,569	156,818	(43,751)
Capital Outlay	27,994	0	0	0	0	0	
Total	\$3,809,667	\$4,208,149	\$2,321,900	\$2,321,900	\$2,295,500	(\$26,400)	
Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget		
Analyst I	0.25	0.25	0.00	0.00	0.00		
Analyst II	0.00	0.00	0.25	0.25	0.00		
Claims Adjuster I	1.00	1.00	0.00	0.00	0.00		
Claims Adjuster II	2.00	2.00	3.00	3.00	0.00		
HR Technician II	1.50	1.50	1.50	1.50	0.00		
Human Resources Manager	0.75	0.75	0.75	0.75	0.00		
Safety Specialist	0.50	0.50	0.50	0.50	0.00		
Senior Claims Adjuster	1.00	1.00	1.00	1.00	0.00		
Total Positions	7.00	7.00	7.00	7.00	0.00		

* 2024 Amended Budget as of 8/31/2024

Risk Management - Claims Reserve Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$11,526)
	Increase to fund pay for performance and pay progression	20,641
	Increase to fund medical cost adjustments	8,236
	Total Salaries/Benefits/Pensions	\$17,351
	Operating	
	Decrease contingent funds	(43,751.00)
	Total Operating	(\$43,751)
	Total For 2025	(\$26,400)

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

Risk Management - Workers' Compensation Fund: Summary, Funding, and Position Changes

Workers' Compensation Fund	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Physical Therapy Clinic	\$12,285	\$12,275	\$25,000	\$25,000	\$15,000	(\$10,000)
	WC Payroll Chgs	9,938,694	13,399,181	6,628,521	6,628,521	4,268,491	(2,360,030)
	Interest	37,324	88,826	132,900	132,900	238,800	105,900
	Other Charges	(181,099)	80,478	26,000	26,000	26,000	0
	Draw/ (Contribution) to Fund Balance **	(1,423,322)	(3,408,052)	2,000,000	2,000,000	4,000,000	2,000,000
	Total	\$8,383,882	\$10,172,708	\$8,812,421	\$8,812,421	\$8,548,291	(\$264,130)
	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$1,172,563	\$1,378,788	\$1,383,661	\$1,383,661	\$1,416,890	\$33,229
	Operating	7,202,372	8,793,920	6,391,981	6,391,981	6,389,302	(2,679)
Operating - Contingency for Claims	0	0	1,036,779	1,036,779	742,099	(294,680)	
Capital Outlay	8,947	0	0	0	0	0	
Total	\$8,383,882	\$10,172,708	\$8,812,421	\$8,812,421	\$8,548,291	(\$264,130)	
Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget		
Administrative Assistant, Senior	1.00	1.00	0.00	0.00	0.00		
Analyst I	0.75	0.75	0.00	0.00	0.00		
Analyst II	0.00	0.00	0.75	0.75	0.00		
Claims Adjuster I/II	1.00	1.00	1.00	1.00	0.00		
Claims Technician	1.00	1.00	1.00	1.00	0.00		
HR Technician II	0.50	0.50	0.50	0.50	0.00		
Human Resources Manager	1.25	1.25	1.25	1.25	0.00		
Medical Assistant	0.50	0.50	1.50	1.50	0.00		
Occupational Nurse Practitioner/Physicians Assistant	0.50	0.50	0.50	0.50	0.00		
Physical Therapist Assistant	1.00	1.00	1.00	1.00	0.00		
Physical Therapist II	2.00	2.00	2.00	2.00	0.00		
Risk Supervisor	0.75	0.75	0.75	0.75	0.00		
Safety Specialist	0.50	0.50	0.50	0.50	0.00		
Senior Claims Adjuster	1.00	1.00	1.00	1.00	0.00		
Total Positions	11.75	11.75	11.75	11.75	0.00		

* 2024 Amended Budget as of 8/31/2024

** The difference between actual employer paid revenue and the payout of claims

Risk Management - Workers' Compensation Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$19,506)
	Increase to fund pay for performance and pay progression	39,316
	Increase to fund medical cost adjustments	13,419
	Total Salaries/Benefits/Pensions	\$33,229
	Operating	
	Increase contingent funds	(\$294,680)
	Increase in investment and bank fees	(2,679)
	Total Operating	(\$297,359)
Total For 2025	(\$264,130)	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Risk Management

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	496,394	523,708	548,441	548,441	512,215	(36,226)
51260 - VACATION BUY PAY OUT	5,793	590	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(5,166)	(3,408)	0	0	0	0
51610 - PERA	68,551	74,159	81,059	81,059	75,851	(5,208)
51615 - WORKERS COMPENSATION	1,365	1,026	765	765	385	(380)
51620 - EQUITABLE LIFE INSURANCE	1,161	1,232	1,704	1,704	1,934	230
51640 - DENTAL INSURANCE	2,625	2,424	2,745	2,745	2,625	(120)
51670 - PARKING FOR EMPLOYEES	2,350	2,350	3,240	3,240	3,240	0
51690 - MEDICARE	6,882	7,326	7,952	7,952	7,428	(524)
51695 - CITY EPO MEDICAL PLAN	7,510	4,144	381	381	8,009	7,628
51696 - ADVANTAGE HD MED PLAN	61,022	66,526	84,051	84,051	58,494	(25,557)
51697 - HRA BENEFIT TO ADV MED PLAN	2,878	2,998	3,750	3,750	2,875	(875)
Salaries/Benefits/Pensions Total	651,365	683,075	734,088	734,088	673,056	(61,032)
Operating						
52003 - REDUCTION IN OPERATING	0	0	(6,736)	(6,736)	(6,736)	0
52110 - OFFICE SUPPLIES	2,655	8,478	4,300	4,300	4,700	400
52111 - PAPER SUPPLIES	76	0	300	300	1,000	700
52115 - MEDICAL SUPPLIES	5,752	8,986	7,400	7,400	7,400	0
52116 - PHARMACEUTICALS	15,885	9,083	42,416	42,416	42,416	0
52120 - SOFTWARE SUBSCRIPTION/LICENSE	226	258	1,115	1,115	1,115	0
52125 - GENERAL SUPPLIES	1,544	916	2,000	2,000	3,000	1,000
52135 - POSTAGE	285	308	5,500	5,500	1,500	(4,000)
52140 - WEARING APPAREL	0	227	0	0	1,000	1,000
52165 - LICENSES AND TAGS	0	0	1,550	1,550	1,550	0
52230 - MAINT FURNITURE AND FIXTURES	1,279	0	0	0	0	0
52240 - MAINT NONFLEET VEHICLES EQP	0	0	50	50	50	0
52305 - MAINT SOFTWARE & OTHER FEES	13,870	20,833	29,500	29,500	29,500	0
52460 - MEDICAL SERVICE	29,341	54,573	22,375	22,375	22,375	0
52560 - PARKING SERVICES	1,535	1,615	1,260	1,260	1,260	0
52568 - BANK AND INVESTMENT FEES	12	12	0	0	100	100
52575 - SERVICES	2,304	4,847	4,084	4,084	4,084	0
52590 - TEMPORARY EMPLOYMENT	6,878	0	6,000	6,000	6,000	0
52607 - CELL PHONE ALLOWANCE	540	540	0	0	0	0
52615 - DUES AND MEMBERSHIP	1,482	928	1,675	1,675	1,675	0
52625 - MEETING EXPENSES IN TOWN	0	65	500	500	500	0
52630 - TRAINING	2,071	3,816	15,000	15,000	15,800	800
52645 - SUBSCRIPTIONS	0	0	350	350	350	0
52655 - TRAVEL OUT OF TOWN	719	0	1,500	1,500	1,500	0
52706 - WIRELESS COMMUNICATION	0	0	1,500	1,500	1,500	0
52738 - CELL PHONE BASE CHARGES	972	564	1,500	1,500	1,500	0
52775 - MINOR EQUIPMENT	16,079	471	2,050	2,050	2,050	0
52776 - PRINTER CONSOLIDATION COST	1,689	1,861	3,500	3,500	3,500	0
52874 - OFFICE SERVICES PRINTING	562	326	850	850	850	0
65100 - CLAIMS AND DAMAGES CITY	0	640	0	0	0	0
65160 - RECRUITMENT	0	0	650	650	650	0
Operating Total	105,756	119,347	150,189	150,189	150,189	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Risk Management

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - * 2024 Amended Budget
Capital Outlay						
53030 - FURNITURE AND FIXTURES	598	0	0	0	0	0
Capital Outlay Total	598	0	0	0	0	0
Grand Total	757,719	802,422	884,277	884,277	823,245	(61,032)
Revenue						
42605 - ENT FUND UTIL ALLOCATION	124,330	138,747	242,682	242,682	298,980	56,298
Revenue Total	124,330	138,747	242,682	242,682	298,980	56,298

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

502 - CLAIMS RESERVE FUND-LIABILITY Risk Management

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	294,230	474,650	601,440	601,440	610,189	8,749
51210 - OVERTIME	(44)	212	0	0	0	0
51240 - RETIREMENT TERMINATION SICK	4,968	(2,257)	0	0	0	0
51245 - RETIREMENT TERM VACATION	1,228	1,220	0	0	0	0
51260 - VACATION BUY PAY OUT	2,048	2,465	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(1,077)	(5,338)	0	0	0	0
51610 - PERA	42,641	69,759	88,893	88,893	90,355	1,462
51615 - WORKERS COMPENSATION	2,233	3,572	5,039	5,039	2,274	(2,765)
51620 - EQUITABLE LIFE INSURANCE	679	1,117	1,749	1,749	2,183	434
51640 - DENTAL INSURANCE	1,362	2,565	3,240	3,240	3,360	120
51670 - PARKING FOR EMPLOYEES	1,687	2,538	840	840	840	0
51690 - MEDICARE	4,158	6,722	8,720	8,720	8,848	128
51695 - CITY EPO MEDICAL PLAN	11,137	25,556	30,701	30,701	10,772	(19,929)
51696 - ADVANTAGE HD MED PLAN	18,083	33,755	45,158	45,158	73,310	28,152
51697 - HRA BENEFIT TO ADV MED PLAN	1,318	2,115	2,625	2,625	3,625	1,000
Salaries/Benefits/Pensions Total	384,651	618,651	788,405	788,405	805,756	17,351
Operating						
52006 - SUBSCRIPTION EXP RECLASS	0	(73,288)	0	0	0	0
52110 - OFFICE SUPPLIES	229	2,381	938	938	3,438	2,500
52120 - SOFTWARE SUBSCRIPTION/LICENSE	506	0	500	500	500	0
52230 - MAINT FURNITURE AND FIXTURES	823	0	0	0	0	0
52415 - CONTRACTS AND SPEC PROJECTS	3,812	3,813	7,500	7,500	7,500	0
52428 - HOSTED IT SERVICES	93,836	54,966	83,500	83,500	79,500	(4,000)
52560 - PARKING SERVICES	960	960	1,110	1,110	1,110	0
52568 - BANK AND INVESTMENT FEES	519	85	2,959	2,959	2,959	0
52575 - SERVICES	355	350	0	0	0	0
52590 - TEMPORARY EMPLOYMENT	2,631	0	0	0	0	0
52615 - DUES AND MEMBERSHIP	0	0	100	100	100	0
52625 - MEETING EXPENSES IN TOWN	0	0	50	50	50	0
52630 - TRAINING	0	590	5,900	5,900	5,900	0
52635 - EMPLOYEE EDUCATIONAL ASSISTANCE	0	0	2,100	2,100	2,100	0
52655 - TRAVEL OUT OF TOWN	0	80	650	650	650	0
52706 - WIRELESS COMMUNICATION	0	0	100	100	100	0
52738 - CELL PHONE BASE CHARGES	1,175	637	1,500	1,500	1,500	0
52775 - MINOR EQUIPMENT	3,656	429	200	200	1,700	1,500
52776 - PRINTER CONSOLIDATION COST	0	0	900	900	900	0
52872 - MAINT FLEET VEHICLES EQP	77	0	100	100	100	0
52874 - OFFICE SERVICES PRINTING	175	18	0	0	0	0
60073 - CLAIMS PAID PARKING SYSTEM	13,824	0	0	0	0	0
60076 - CLAIMS PAID POLICE	2,158,177	562,235	0	0	0	0
60077 - CLAIMS PAID SUPPORT SERVICE	333	0	0	0	0	0
60079 - LEGAL AND ADMIN POLICE	303,824	340,943	0	0	0	0
60221 - CLAIMS PAID FIRE	15,138	3,152	0	0	0	0
60222 - CLAIMS PAID PUBLIC WORKS	53,347	151,841	0	0	0	0
60224 - CLAIMS PAID GENERAL COST	71,137	65,402	1,224,569	1,224,569	1,224,569	0
60225 - CLAIMS PAID PP HIGHWAY	0	17,878	0	0	0	0

City of Colorado Springs Budget Detail Report

502 - CLAIMS RESERVE FUND-LIABILITY Risk Management

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - * 2024 Amended Budget
60228 - CLAIMS PAID PARK AND REC	6,667	8,406	0	0	0	0
65078 - INTEREST EXPENSE-SUBSCRIPTIONS	0	7,220	0	0	0	0
65140 - CONTINGENT FUNDS	0	0	200,569	200,569	156,818	(43,751)
65160 - RECRUITMENT	0	0	250	250	250	0
65210 - ADJUST RESERVE	541,000	2,319,000	0	0	0	0
65230 - LEGAL AND ADMIN FIRE	3,909	1,215	0	0	0	0
65235 - LEGAL AND ADMIN PUBLIC WORK	22,292	7,476	0	0	0	0
65240 - LEGAL AND ADMIN PARK AND REC	16,353	0	0	0	0	0
65250 - LEGAL AND ADMIN GEN COSTS	80,855	47,525	0	0	0	0
65257 - LEGAL AND ADMIN PARKING SYSTEM	1,088	0	0	0	0	0
65259 - LEGAL AND ADMIN CEMETERY	324	0	0	0	0	0
65314 - DEPRECIATION EXPENSE-SUBSCR	0	66,184	0	0	0	0
Operating Total	3,397,022	3,589,498	1,533,495	1,533,495	1,489,744	(43,751)
Capital Outlay						
53020 - COMPUTERS NETWORKS	5,577	0	0	0	0	0
53030 - FURNITURE AND FIXTURES	22,417	0	0	0	0	0
Capital Outlay Total	27,994	0	0	0	0	0
Grand Total	3,809,667	4,208,149	2,321,900	2,321,900	2,295,500	(26,400)
Revenue						
40224 - CONTRIBUTION FROM GOLF	3,500	3,500	3,500	3,500	3,500	0
40226 - CONTRIBUTION FROM CEMETERY	1,000	1,000	1,000	1,000	1,000	0
40230 - CONTRIBUTION FROM SW	12,500	3,000	12,500	12,500	3,000	(9,500)
40383 - CONTRIBUTION FROM DEV REVIEW	2,000	2,000	2,000	2,000	2,000	0
40650 - REIMBURSEMENT FIREFIGHTER BENE	0	99,935	0	0	0	0
43180 - GAIN LOSS INV MKT VALUE	(17,968)	27,443	0	0	0	0
44020 - MISCELLANEOUS GENERAL	1,000,000	1,000,000	1,000,000	1,000,000	2,000,000	1,000,000
44055 - REIMBURSEMENT ACCT	1,450	22,585	26,000	26,000	26,000	0
45768 - UNCLAIMED PROPERTY DISPOSITION	0	475	0	0	0	0
46025 - INTEREST	9,259	3,544	26,900	26,900	10,000	(16,900)
Revenue Total	1,011,741	1,163,482	1,071,900	1,071,900	2,045,500	973,600

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

503 - SELF INSURANCE-WORK COMP Risk Management

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	871,053	981,775	1,055,132	1,055,132	1,083,086	27,954
51210 - OVERTIME	1,176	(187)	0	0	0	0
51230 - SHIFT DIFFERENTIAL	68	68	0	0	0	0
51240 - RETIREMENT TERMINATION SICK	16,786	25,510	0	0	0	0
51245 - RETIREMENT TERM VACATION	11,146	24,432	0	0	0	0
51260 - VACATION BUY PAY OUT	5,989	11,063	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(6,225)	(11,927)	0	0	0	0
51610 - PERA	123,486	148,123	155,948	155,948	160,378	4,430
51612 - RETIREMENT HEALTH SAVINGS	0	33,647	0	0	0	0
51615 - WORKERS COMPENSATION	4,610	4,950	4,004	4,004	2,237	(1,767)
51620 - EQUITABLE LIFE INSURANCE	2,024	2,354	3,134	3,134	3,952	818
51640 - DENTAL INSURANCE	5,077	5,038	5,115	5,115	5,115	0
51670 - PARKING FOR EMPLOYEES	4,712	4,913	4,680	4,680	4,680	0
51690 - MEDICARE	12,292	14,576	15,300	15,300	15,706	406
51695 - CITY EPO MEDICAL PLAN	33,937	37,698	29,338	29,338	40,445	11,107
51696 - ADVANTAGE HD MED PLAN	81,211	91,366	105,885	105,885	96,541	(9,344)
51697 - HRA BENEFIT TO ADV MED PLAN	5,221	5,389	5,125	5,125	4,750	(375)
Salaries/Benefits/Pensions Total	1,172,563	1,378,788	1,383,661	1,383,661	1,416,890	33,229
Operating						
52006 - SUBSCRIPTION EXP RECLASS	0	(73,288)	0	0	0	0
52110 - OFFICE SUPPLIES	5,204	3,793	4,000	4,000	8,000	4,000
52111 - PAPER SUPPLIES	90	288	2,850	2,850	2,850	0
52115 - MEDICAL SUPPLIES	11,125	5,839	16,525	16,525	16,525	0
52116 - PHARMACEUTICALS	2,440	2,391	5,650	5,650	5,650	0
52120 - SOFTWARE SUBSCRIPTION/LICENSE	989	269	0	0	0	0
52122 - CELL PHONES EQUIP AND SUPPLIES	0	18	0	0	0	0
52125 - GENERAL SUPPLIES	914	567	1,300	1,300	1,300	0
52135 - POSTAGE	94	31	200	200	200	0
52140 - WEARING APPAREL	40	0	0	0	0	0
52230 - MAINT FURNITURE AND FIXTURES	293	0	0	0	0	0
52305 - MAINT SOFTWARE & OTHER FEES	9,247	71,694	41,000	41,000	41,000	0
52415 - CONTRACTS AND SPEC PROJECTS	3,812	3,813	15,000	15,000	15,000	0
52428 - HOSTED IT SERVICES	100,268	55,416	90,350	90,350	60,350	(30,000)
52460 - MEDICAL SERVICE	78,322	71,850	80,000	80,000	75,000	(5,000)
52560 - PARKING SERVICES	1,976	3,153	3,100	3,100	4,100	1,000
52568 - BANK AND INVESTMENT FEES	2,064	2,368	14,619	14,619	11,940	(2,679)
52575 - SERVICES	11,277	14,780	55,457	55,457	20,457	(35,000)
52590 - TEMPORARY EMPLOYMENT	2,346	0	7,650	7,650	7,650	0
52605 - CAR MILEAGE	0	69	0	0	0	0
52607 - CELL PHONE ALLOWANCE	112	540	0	0	0	0
52615 - DUES AND MEMBERSHIP	1,684	1,801	2,550	2,550	2,550	0
52630 - TRAINING	2,749	3,852	15,500	15,500	15,500	0

City of Colorado Springs Budget Detail Report

503 - SELF INSURANCE-WORK COMP Risk Management

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - 2024 Amended Budget
52635 - EMPLOYEE EDUCATIONAL ASSISTANCE	(7,617)	0	13,400	13,400	13,400	0
52645 - SUBSCRIPTIONS	(390)	0	200	200	200	0
52655 - TRAVEL OUT OF TOWN	218	0	5,606	5,606	4,106	(1,500)
52705 - COMMUNICATIONS	3,663	3,663	4,000	4,000	4,000	0
52735 - TELEPHONE LONG DIST CALLS	0	0	200	200	200	0
52738 - CELL PHONE BASE CHARGES	1,003	1,204	1,050	1,050	2,550	1,500
52740 - GENERAL INSURANCE-CITY	497,608	590,045	355,312	355,312	420,312	65,000
52775 - MINOR EQUIPMENT	5,524	12,369	3,450	3,450	3,450	0
52776 - PRINTER CONSOLIDATION COST	6,292	4,437	8,600	8,600	8,600	0
52874 - OFFICE SERVICES PRINTING	848	376	2,100	2,100	2,100	0
60705 - WC STATE MANDATED SALARY	301,146	618,647	300,000	300,000	300,000	0
60707 - WC BENEFIT SALARY	663,529	387,283	200,000	200,000	200,000	0
65078 - INTEREST EXPENSE-SUBSCRIPTIONS	0	7,220	0	0	0	0
65100 - CLAIMS AND DAMAGES CITY	4,187,241	3,400,484	3,636,312	3,636,312	3,636,312	0
65125 - CLAIMS AND DAMAGES UTILITIES	1,628,261	3,805,614	1,506,000	1,506,000	1,506,000	0
65140 - CONTINGENT FUNDS	0	0	1,036,779	1,036,779	742,099	(294,680)
65210 - ADJUST RESERVE	(320,000)	(273,000)	0	0	0	0
65314 - DEPRECIATION EXPENSE-SUBSCR	0	66,184	0	0	0	0
65350 - SERVICE AWARD	0	150	0	0	0	0
Operating Total	7,202,372	8,793,920	7,428,760	7,428,760	7,131,401	(297,359)
Capital Outlay						
53020 - COMPUTERS NETWORKS	6,782	0	0	0	0	0
53030 - FURNITURE AND FIXTURES	2,165	0	0	0	0	0
Capital Outlay Total	8,947	0	0	0	0	0
Grand Total	8,383,882	10,172,708	8,812,421	8,812,421	8,548,291	(264,130)
Revenue						
40132 - PHYSICAL THERAPY CLINIC	12,285	12,275	25,000	25,000	15,000	(10,000)
42750 - CITY INS EXCESS	243,997	0	0	0	0	0
42755 - CSU INS EXCESS	0	4,059,698	0	0	0	0
42760 - CITY SUBROGATION	68,773	63,525	0	0	0	0
42765 - CSU SUBROGATION	0	45,396	0	0	0	0
42770 - CITY WORKERS COMP	8,569,948	7,771,835	5,526,021	5,526,021	3,165,991	(2,360,030)
42775 - UTILITIES WORKERS COMP	1,055,976	1,458,727	1,102,500	1,102,500	1,102,500	0
43180 - GAIN LOSS INV MKT VALUE	(227,832)	100,694	0	0	0	0
44055 - REIMBURSEMENT ACCT	45,170	(22,585)	26,000	26,000	26,000	0
45665 - COPY FEES	34	261	0	0	0	0
45768 - UNCLAIMED PROPERTY DISPOSITION	1,529	2,108	0	0	0	0
46025 - INTEREST	37,324	88,826	132,900	132,900	238,800	105,900
Revenue Total	9,807,204	13,580,760	6,812,421	6,812,421	4,548,291	(2,264,130)

* 2024 Amended Budget as of 8/31/2024

Support Services

Henry Martin, Director | (719) 385-6629 | Henry.Martin@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	General Fund	\$5,107,599	\$12,728,064	\$12,728,064	\$12,959,829	\$231,765
General Fund - CIP	2,076,196	2,800,000	2,800,000	2,800,000	0	
Office Services Fund	1,978,807	1,968,301	1,968,301	2,066,920	98,619	
Radio Fund	1,471,442	1,751,526	1,751,526	1,858,176	106,650	
Total	\$10,634,044	\$19,247,891	\$19,247,891	\$19,684,925	\$437,034	
Positions						
General Fund	49.50	77.50	77.00	76.00	(1.00)	
Office Services Fund	9.00	9.00	9.00	9.00	0.00	
Radio Fund	8.00	8.00	8.00	8.00	0.00	
Total	66.50	94.50	94.00	93.00	(1.00)	

* 2024 Amended Budget as of 8/31/2024

Significant Changes vs. 2024

- Increase of approximately \$14,400 in the General Fund mainly to fund existing positions, pay for performance, and benefit cost adjustments
- Increase of \$32,200 in the General Fund to fund facilities contract increases for landscaping, janitorial, snow removal, and maintenance services
- Increase of approximately \$376,000 in the General Fund to fund fleet contract increases for uniforms and janitorial support, glass replacement, parts, towing, and vendor repairs and maintenance
- Decrease of approximately \$100,600 in the General Fund due to the transfer of 1.00 FTE to Public Works Operations and Maintenance
- Decrease of \$90,000 for the transfer of the Generator Maintenance Contract from Support Services to General Costs
- Increase of approximately \$23,000 in Office Services Fund mainly to fund existing positions, pay for performance, benefit cost adjustments; and an increase of approximately \$75,500 for interest and investment fees, and the Admin Pro-Rate charged for use of city services
- Increase of approximately \$30,000 in the Radio Fund mainly to fund existing positions, pay for performance, benefit cost adjustments; plus an increase of approximately \$77,000 for interest and investment fees, and the Admin Pro-Rate charged for use of city services

Support Services - Overview

The Support Services Department collaborates with other City departments to improve organizational processes, implement creative solutions to overcome organizational obstacles, and ensure effective support for internal services. The Department manages citywide operations; including facilities, fleet, office services, radio communications, and procurement services; and provides transparency and insight to the public and City leaders.

Facilities Management

- Manages citywide facilities maintenance
- Manages the Citywide Facilities Committee, coordinating facility capital improvement projects and other citywide facilities related initiatives

Fleet Management

- Manages fleet acquisition and purchase contracts
- Manages citywide fleet maintenance that was insourced at the beginning of 2024
- Manages disposal process and investment recovery contract
- Develops and implements fleet replacement strategy
- Manages the City and Colorado Springs Utilities fuel strategy and operations

Office Services

- Provides printing, reprographics, and mail processing services to all City departments and Colorado Springs Utilities

Radio Communications

- Manages installation and maintenance of the radio communications infrastructure
- Manages and maintains the Regional Public Safety Paging system and infrastructure
- Manages cell service provider leasing contracts on City owned radio towers and buildings
- Maintains and operates microwave communication paths for City department's cameras, internet, and radio systems
- Installs and maintains electronic equipment supporting public safety and general City operations
 - City security cameras, Municipal Court video and audio systems, fire station alerting systems, radar guns, pole cameras, and surveillance equipment

Procurement Services

- Provides solicitation, negotiation, and award of purchase orders and contracts for all City departments including the Pikes Peak Rural Transportation Authority (PPRTA) and 2C2 programs
- Provides administration and oversight of the City's Visa card program including training, auditing, and compliance

Support Services - Functions

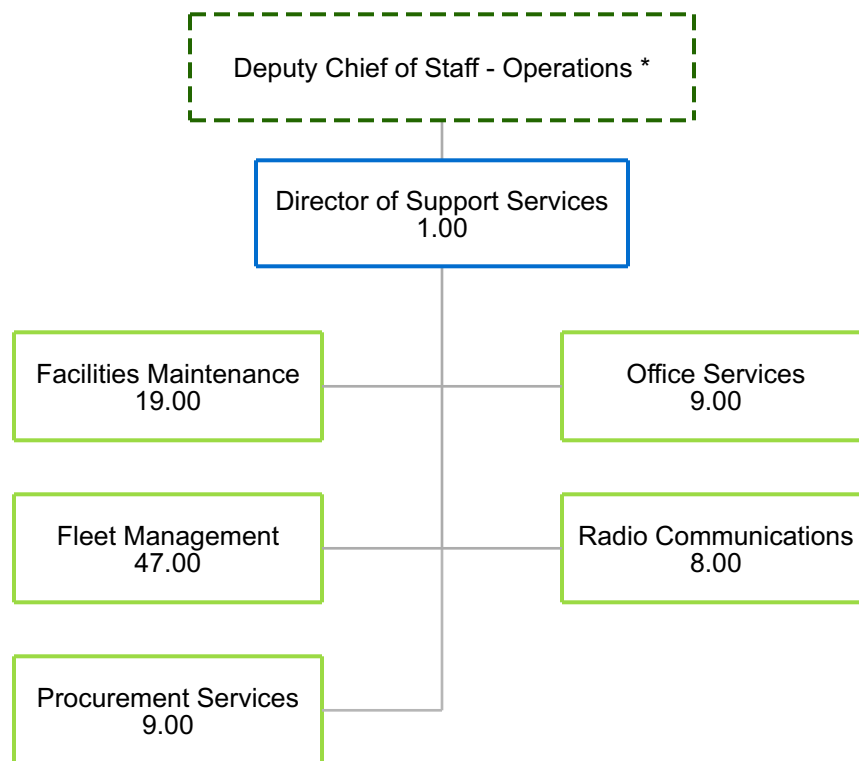
The Support Services Department manages the following functions (these amounts do not include CIP):

Support Services Functions	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget
Downtown Facilities	\$724,884	\$578,644	\$520,357	\$520,357	\$594,538
Facilities Management	1,574,324	1,952,734	2,227,052	2,479,129	2,405,645
Fleet Management **	741,210	1,534,711	8,874,272	8,622,195	8,834,733
Office Services	1,861,100	1,978,807	1,968,301	1,968,301	2,066,920
Radio Communications	1,503,359	1,471,442	1,751,526	1,751,526	1,858,176
Procurement Services	869,503	1,041,510	1,106,383	1,106,383	1,124,913
Total Support Services Functions	\$7,274,380	\$8,557,848	\$16,447,891	\$16,447,891	\$16,884,925

* 2024 Amended Budget as of 8/31/2024

** Beginning in 2024, Fleet maintenance services was insourced; previous maintenance contract was budgeted in General Costs

Support Services - Organizational Chart



* The Deputy Chief of Staff - Operations is funded as part of the Mayor's Office budget. This position is not reflected in the position count in the following Budget Summary.

Strategic Plan



Public Safety

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Develop and implement plans for appropriate public safety facilities, equipment, innovative technology, and staffing levels to meet current and evolving community needs.	TBD	TBD
Support coordinated efforts of community partners to implement evidence-based practices that address public safety concerns around homelessness and behavioral health.	TBD	TBD
Focus efforts on planning and coordination with the community and partners to expand resilience, reduce the impacts of hazards, and enhance response capabilities.	TBD	TBD
Implement effective strategies to reduce injury and damage caused by traffic crashes.	TBD	TBD
Prioritize preventative solutions including partnerships with community-led efforts that reduce crime and build safe neighborhoods.	TBD	TBD
Notable Achievements		
TBD		



Infrastructure

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Expand safe, connected, and reliable multimodal options to make it easier to get around.	TBD	TBD
Provide well-maintained and safe recreation spaces for all to enjoy.	TBD	TBD
Foster sustained investment in public infrastructure to take care of what we have.	TBD	TBD
Update the approach for infill development and annexation that is centered around community needs and values while providing an appropriate level of City services.	TBD	TBD
Continually invest in the necessary information technology architecture to safeguard the stability and continuity of city services.	TBD	TBD
Leverage data and innovative technology to address our community's needs and enhance our quality of life.	TBD	TBD
Notable Achievements		
TBD		

Strategic Plan



Housing Solutions

Strategic Plan Objectives	Performance Measures	
	New Indicator 2025	Target 2026
Develop and implement a comprehensive housing strategy that refines the City's approach to meet the community's housing needs.	TBD	TBD
Optimize processes and support land use practices to effectively address housing challenges.	TBD	TBD
Identify and secure funding for housing incentives, programs, and resources to support housing attainability.	TBD	TBD
Leverage diverse partnerships to implement housing solutions.	TBD	TBD
Support innovative approaches to housing construction that adapt to evolving community needs.	TBD	TBD
Foster diverse development and enhance neighborhood character to support household and neighborhood vitality.	TBD	TBD
Notable Achievements		
TBD		

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2024, and changes occurring as part of the 2025 Budget for each fund including General Fund, Office Services Fund, Radio Fund, and Capital Improvements Program (CIP).

Support Services - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
	Salary/Benefits/Pensions	\$3,055,136	\$3,784,302	\$7,967,733	\$7,967,733	\$7,881,558	(\$86,175)	
	Operating	852,646	1,244,531	4,749,477	4,749,477	5,067,417	317,940	
	Capital Outlay	2,139	78,766	10,854	10,854	10,854	0	
	Total	\$3,909,921	\$5,107,599	\$12,728,064	\$12,728,064	\$12,959,829	\$231,765	
	CIP	\$3,348,409	\$2,076,196	\$2,800,000	\$2,800,000	\$2,800,000	\$0	
	Grand Total	\$7,258,330	\$7,183,795	\$15,528,064	\$15,528,064	\$15,759,829	\$231,765	
Revenue	\$353,582	\$1,331,762	\$962,654	\$962,654	\$604,359	(\$358,295)		

* 2024 Amended Budget as of 8/31/2024

Support Services - General Fund: Summary, Funding, and Position Changes

General Fund	Position Title	2022 Actual	2023 Original Budget	* 2023 Amended Budget	2024 Budget	2024 Budget - * 2023 Amended Budget
	Administrative Assistant II	1.00	1.00	1.00	1.00	0.00
	Analyst II	1.00	1.00	1.00	1.00	0.00
	Application Support Admin II	1.00	1.00	1.00	1.00	0.00
	Buyer II	0.00	2.00	1.00	1.00	0.00
	Construction Project Manager	1.00	1.00	1.00	1.00	0.00
	Contracting Specialist II	6.00	6.00	6.00	6.00	0.00
	Dispatcher	1.00	1.00	1.00	1.00	0.00
	Driver	0.00	1.00	1.00	1.00	0.00
	Environment Safety & Health Specialist	1.00	1.00	1.00	0.00	(1.00)
	Facilities Manager	1.00	1.00	1.00	1.00	0.00
	Fleet Contract Manager	1.00	1.00	1.00	1.00	0.00
	Fleet Service Writer	2.00	2.00	2.00	2.00	0.00
	Fleet Services Coordinator	4.00	4.00	2.00	2.00	0.00
	Fleet Services Supervisor	1.00	1.00	1.00	1.00	0.00
	Fleet Specialist	0.00	1.00	3.00	3.00	0.00
	Fleet Technician I	0.00	6.00	6.00	6.00	0.00
	Fleet Technician II	0.00	14.00	14.00	14.00	0.00
	Fleet Technician, Senior	3.00	7.00	7.00	7.00	0.00
	Procurement Buyers	3.00	3.00	3.00	3.00	0.00
	Procurement Services Manager	1.00	1.00	1.00	1.00	0.00
	Program Administrator II	2.00	2.00	2.00	2.00	0.00
	Safety Specialist	1.00	1.00	1.00	1.00	0.00
	Senior Analyst	2.00	2.00	2.00	2.00	0.00
	Senior Buyer	0.00	0.00	1.00	1.00	0.00
	Senior Contracting Specialist	1.00	1.00	1.00	1.00	0.00
	Senior Skilled Maintenance Technician	1.00	1.00	1.00	1.00	0.00
	Skilled Maintenance Supervisor	4.00	4.00	3.00	3.00	0.00
	Skilled Maintenance Technician I	3.00	3.00	3.00	3.00	0.00
Skilled Maintenance Technician II	6.00	6.00	7.00	7.00	0.00	
Staff Assistant	0.50	0.50	0.00	0.00	0.00	
Support Services Division Manager	1.00	1.00	1.00	1.00	0.00	
Total Positions	49.50	77.50	77.00	76.00	(1.00)	

* 2024 Amended Budget as of 8/31/2024

Support Services - General Fund: Funding and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$255,605)
	Increase to fund pay for performance and pay progression	189,001
	Increase to fund medical cost adjustments	80,987
	Decrease due to transfer of 1.00 FTE Environmental Safety & Health Specialist to Public Works Operations & Maintenance	(100,558)
	Total Salaries/Benefits/Pensions	(\$86,175)
	Operating	
	Increase to fund various facilities contractual increases	\$407,940
	Decrease to move Generator Maintenance contract funding to General Costs	(90,000)
	Total Operating	\$317,940
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
CIP		
None	\$0	
Total CIP	\$0	
Total For 2025	\$231,765	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	Transfer 0.50 FTE (Staff Assistant) to Human Resource - Employment Services	(0.50)
	Total During 2024	(0.50)
	For 2025	2025 Budget - * 2024 Amended Budget
	Transfer 1.00 FTE (Environmental Safety & Health Specialist) to Public Works - Operations and Maintenance	(1.00)
Total For 2025	(1.00)	

* 2024 Amended Budget as of 8/31/2024

Support Services - CIP Program

CIP Program*	Project	General Fund	Total Allocation
	Facilities Division		
	Citywide Prioritized CIP Projects	1,125,000	1,125,000
	Citywide Emergency Facilities Maintenance	475,000	475,000
Radio Fund			
	Radio Replacement	1,200,000	1,200,000
	Total 2025 CIP	\$2,800,000	\$2,800,000

* The funding of the CIP projects is for the current budget year and may not reflect the total project cost. For a citywide comprehensive list of CIP projects, refer to the CIP section of the Budget.

Support Services - Office Services Fund: Summary, Funding, and Position Changes

Office Services Fund	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Utilities Allocation	\$205,178	\$199,350	\$230,612	\$230,612	\$219,130	(\$11,482)
	City Allocation	768,282	799,076	299,076	299,076	299,076	0
	Postage	359,844	399,029	350,000	350,000	350,000	0
	Workorders	429,737	434,794	412,473	412,473	412,473	0
	Other	259,753	360,645	219,760	219,760	234,360	14,600
	Total	\$2,022,794	\$2,192,894	\$1,511,921	\$1,511,921	\$1,515,039	\$3,118
	Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Salary/Benefits/Pensions	\$729,618	\$771,858	\$811,981	\$811,981	\$835,038	\$23,057
	Operating	1,117,762	1,109,224	1,141,293	1,141,293	1,216,855	75,562
Capital Outlay	13,720	97,725	15,027	15,027	15,027	0	
Total	\$1,861,100	\$1,978,807	\$1,968,301	\$1,968,301	\$2,066,920	\$98,619	
Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget		
Administrative Assistant I	1.00	1.00	1.00	1.00	0.00		
Administrative Assistant II	2.00	2.00	2.00	2.00	0.00		
Administrative Assistant, Senior	1.00	1.00	1.00	1.00	0.00		
Digital Imaging Technician	2.00	2.00	2.00	2.00	0.00		
Graphics Technician	1.00	1.00	1.00	1.00	0.00		
Office Services Supervisor	1.00	1.00	1.00	1.00	0.00		
Printing Technician	1.00	1.00	1.00	1.00	0.00		
Total Positions	9.00	9.00	9.00	9.00	0.00		

* 2024 Amended Budget as of 8/31/2024

Support Services - Office Services Fund: Summary, Funding, and Position Changes

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$3,987)
	Increase to fund pay for performance and pay progression	15,919
	Increase to fund medical cost adjustments	11,125
	Total Salaries/Benefits/Pensions	\$23,057
	Operating	
	Decrease due to interest and investment fees	(596)
	Increase due to 2025 Admin Pro-Rate	76,158
	Total Operating	\$75,562
	Capital Outlay	
	None	\$0
Total Capital Outlay	\$0	
Total For 2025	\$98,619	

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
	Total For 2025	0.00

* 2024 Amended Budget as of 8/31/2024

Support Services - Radio Fund: Summary, Funding, and Position Changes

Radio Fund	Source of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	City Allocation	\$1,142,543	\$1,050,568	\$620,568	\$620,568	\$1,120,568	\$500,000
Other Revenue	379,261	308,014	354,278	354,278	366,178	11,900	
Site Leases	154,505	178,971	161,252	161,252	161,252	0	
Total	\$1,676,309	\$1,537,553	\$1,136,098	\$1,136,098	\$1,647,998	\$511,900	
Use of Funds	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget	
Salary/Benefits/ Pensions	\$680,527	\$716,031	\$740,691	\$740,691	\$770,473	\$29,782	
Operating	822,832	755,411	1,010,835	1,010,835	1,087,703	76,868	
Total	\$1,503,359	\$1,471,442	\$1,751,526	\$1,751,526	\$1,858,176	\$106,650	

* 2024 Amended Budget as of 8/31/2024

Support Services - Radio Fund: Summary, Funding, and Position Changes

Radio Positions	Position Title	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
	Administrative Assistant, Senior	1.00	1.00	1.00	1.00	0.00
	Radio Communications Supervisor	1.00	1.00	1.00	1.00	0.00
	Radio Installer	2.00	2.00	0.00	0.00	0.00
	Radio Technician I/II	2.00	2.00	4.00	4.00	0.00
	Senior Radio Technician	2.00	2.00	2.00	2.00	0.00
	Total Positions	8.00	8.00	8.00	8.00	0.00

Funding Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	\$0
	Total During 2024	\$0
	For 2025	2025 Budget - * 2024 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$7,993
	Increase to fund pay for performance and pay progression	19,489
	Increase to fund medical cost adjustments	6,788
	Decrease to reflect operating needs in 2025	(4,488)
	Total Salaries/Benefits/Pensions	\$29,782
	Operating	
	Decrease due to interest and investment fees	(\$683)
	Increase due to 2025 Admin Pro-Rate	77,551
	Total Operating	\$76,868
Total For 2025	\$106,650	

* 2024 Amended Budget as of 8/31/2024

Position Changes	During 2024	* 2024 Amended - 2024 Original Budget
	None	0.00
	Total During 2024	0.00
	For 2025	2025 Budget - * 2024 Amended Budget
	None	0.00
Total For 2025	0.00	

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Support Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51003 - REDUCTION IN SALARIES BENEFITS	0	0	(332,366)	(332,366)	(332,366)	0
51205 - CIVILIAN SALARIES	2,244,413	2,840,555	6,215,328	6,215,328	6,121,169	(94,159)
51210 - OVERTIME	5,403	6,734	0	0	0	0
51230 - SHIFT DIFFERENTIAL	557	724	0	0	0	0
51235 - STANDBY	11,198	11,771	10,000	10,000	10,000	0
51240 - RETIREMENT TERMINATION SICK	0	463	0	0	0	0
51245 - RETIREMENT TERM VACATION	3,651	959	0	0	0	0
51260 - VACATION BUY PAY OUT	17,447	21,461	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(14,651)	(37,608)	0	0	0	0
51610 - PERA	329,757	432,287	980,636	980,636	906,420	(74,216)
51612 - RETIREMENT HEALTH SAVINGS	8,652	0	0	0	0	0
51615 - WORKERS COMPENSATION	52,247	41,976	102,307	102,307	41,021	(61,286)
51620 - EQUITABLE LIFE INSURANCE	5,314	6,725	23,082	23,082	23,005	(77)
51640 - DENTAL INSURANCE	14,258	15,515	39,510	39,510	33,030	(6,480)
51670 - PARKING FOR EMPLOYEES	6,900	8,975	10,080	10,080	10,080	0
51690 - MEDICARE	32,412	41,550	96,217	96,217	88,763	(7,454)
51695 - CITY EPO MEDICAL PLAN	61,918	68,723	67,695	67,695	90,961	23,266
51696 - ADVANTAGE HD MED PLAN	261,853	307,659	706,244	706,244	851,350	145,106
51697 - HRA BENEFIT TO ADV MED PLAN	13,807	15,833	49,000	49,000	38,125	(10,875)
Salaries/Benefits/Pensions Total	3,055,136	3,784,302	7,967,733	7,967,733	7,881,558	(86,175)
Operating						
52003 - REDUCTION IN OPERATING	0	0	(128,441)	(128,441)	(128,441)	0
52006 - SUBSCRIPTION EXP RECLASS	0	(117,514)	0	0	0	0
52105 - MISCELLANEOUS OPERATING	8,290	4,016	10,500	10,500	10,500	0
52110 - OFFICE SUPPLIES	4,209	3,958	15,700	15,700	15,700	0
52120 - SOFTWARE SUBSCRIPTION/LICENSE	1,870	311	21,500	21,500	21,500	0
52122 - CELL PHONES EQUIP AND SUPPLIES	0	55	3,000	3,000	3,000	0
52125 - GENERAL SUPPLIES	54,257	93,931	30,200	30,200	30,200	0
52132 - CONSUMABLE SUPPLIES	(16,100)	(48,492)	0	0	0	0
52135 - POSTAGE	1,279	1,275	1,050	1,050	1,050	0
52140 - WEARING APPAREL	3,493	3,000	49,500	49,500	45,140	(4,360)
52153 - FLEET PARTS	0	0	2,750,000	2,750,000	2,887,500	137,500
52155 - AUTOMOTIVE	0	1,586	0	0	0	0
52165 - LICENSES AND TAGS	3,564	5,153	6,000	6,000	6,000	0
52190 - JANITORIAL SUPPLIES	6,048	4,643	7,800	7,800	30,000	22,200
52195 - ENVIRONMENTAL SUPPLIES ETC	0	0	5,000	5,000	5,000	0
52205 - MAINT LANDSCAPING	(11,150)	1,628	7,500	7,500	7,500	0
52220 - MAINT OFFICE MACHINES	0	0	300	300	300	0
52235 - MAINT MACHINERY AND APPARATUS	12,575	100	20,000	20,000	20,000	0
52245 - MAINT SIGNALS	(24,618)	189	0	0	0	0
52265 - MAINT BUILDINGS AND STRUCTURE	205,940	222,752	53,000	53,000	223,007	170,007
52281 - MAINT INFRASTRUCTURE	42,589	73,004	65,000	65,000	65,000	0
52305 - MAINT SOFTWARE & OTHER FEES	149,641	136,625	299,500	299,500	299,500	0
52315 - REPAIRS FLEET	0	332	485,000	485,000	518,950	33,950
52405 - ADVERTISING SERVICES	1,494	1,103	3,500	3,500	3,500	0
52410 - BUILDING SECURITY SERVICES	(69,357)	105,038	0	0	0	0
52415 - CONTRACTS AND SPEC PROJECTS	70,981	0	0	0	0	0
52425 - ENVIRONMENTAL SERVICES	10,688	4,024	37,800	37,800	38,250	450

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Support Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	* 2025 Budget - 2024 Amended Budget
52434 - TOWING SERVICES	0	0	15,000	15,000	150,000	135,000
52435 - GARBAGE REMOVAL SERVICES	27,129	66,017	88,500	88,500	91,500	3,000
52445 - JANITORIAL SERVICES	143,353	150,185	202,483	202,483	208,983	6,500
52560 - PARKING SERVICES	12,960	14,640	13,150	13,150	13,150	0
52565 - PEST CONTROL	1,427	925	2,450	2,450	2,450	0
52568 - BANK AND INVESTMENT FEES	180	108	500	500	500	0
52571 - SNOW REMOVAL	26,508	19,048	49,500	49,500	56,000	6,500
52573 - CREDIT CARD FEES	3	0	0	0	0	0
52575 - SERVICES	113,288	80,037	153,126	153,126	19,100	(134,026)
52590 - TEMPORARY EMPLOYMENT	35,952	50	31,750	31,750	31,750	0
52610 - PROFESSIONAL LICENSES	0	115	0	0	0	0
52615 - DUES AND MEMBERSHIP	1,864	1,948	13,900	13,900	13,900	0
52625 - MEETING EXPENSES IN TOWN	1,365	967	200	200	200	0
52630 - TRAINING	10,229	8,615	86,000	86,000	86,000	0
52655 - TRAVEL OUT OF TOWN	989	4,599	6,500	6,500	6,500	0
52656 - MOVING EXPENSES	0	828	0	0	0	0
52724 - SUBSCRIPTION RIGHT OF USE EXP	0	227,980	0	0	0	0
52736 - CELL PHONE AIRTIME	12,170	12,331	18,878	18,878	18,878	0
52746 - UTILITIES ELECTRIC	(344)	127	0	0	0	0
52747 - UTILITIES GAS	(279)	0	0	0	0	0
52748 - UTILITIES SEWER	(140)	0	0	0	0	0
52749 - UTILITIES WATER	(247)	0	0	0	0	0
52751 - FLEET GLASS REPLACEMENT	0	0	25,000	25,000	92,700	67,700
52755 - COMMUNICATIONS EQUIPMENT	0	286	8,000	8,000	8,000	0
52770 - SAFETY EQUIPMENT	17,974	8,688	47,000	47,000	34,887	(12,113)
52775 - MINOR EQUIPMENT	22,126	23,129	60,000	60,000	38,563	(21,437)
52776 - PRINTER CONSOLIDATION COST	13,476	10,887	14,500	14,500	14,500	0
52777 - TOOL ALLOWANCE	0	15,946	38,000	38,000	38,000	0
52852 - FACILITIES MGMT MAINTENANCE	0	57,410	90,000	90,000	0	(90,000)
52872 - MAINT FLEET VEHICLES EQP	1,250	912	13,000	13,000	13,000	0
52874 - OFFICE SERVICES PRINTING	1,380	194	6,631	6,631	3,700	(2,931)
52875 - CITY RECORDS MANAGEMENT	0	139	0	0	0	0
52881 - PURCH FOR RESALE FUEL	(45,660)	(75,811)	0	0	0	0
52970 - ENVIRON PROTECTION PROGRAM	0	0	22,000	22,000	22,000	0
65078 - INTEREST EXPENSE-SUBSCRIPTIONS	0	761	0	0	0	0
65187 - PRINCIPAL EXPENDITURE-SUBSCR	0	116,753	0	0	0	0
Operating Total	852,646	1,244,531	4,749,477	4,749,477	5,067,417	317,940
Capital Outlay						
53003 - REDUCTION IN CAPITAL OUTLAY	0	0	(500)	(500)	(500)	0
53030 - FURNITURE AND FIXTURES	2,139	0	11,354	11,354	11,354	0
53080 - VEHICLES ADDITIONS	0	78,766	0	0	0	0
Capital Outlay Total	2,139	78,766	10,854	10,854	10,854	0
Expense Total	3,909,921	5,107,599	12,728,064	12,728,064	12,959,829	231,765

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Support Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
CIP Total	3,348,409	2,076,196	2,800,000	2,800,000	2,800,000	0
Grand Total	7,258,330	7,183,795	15,528,064	15,528,064	15,759,829	231,765
Revenue						
42710 - OTHER REVENUE	33,815	20,354	49,759	49,759	49,759	0
43157 - PURCH CARD PROGRAM REBATES	212,252	350,219	145,000	145,000	145,000	0
43323 - OTHER FINANCING SOURCES- SUBSCR	0	227,980	0	0	0	0
45756 - PHOTOSTATS AND PICTURES	566	0	0	0	0	0
45763 - ADMINISTRATIVE SERVICES FEES	57,598	64,951	9,600	9,600	9,600	0
46170 - REIMBURSEMENT FR OTHER FUNDS	1,570	0	758,295	758,295	400,000	(358,295)
46173 - REIMBURSEMENT FR UTILITY FUND	47,781	668,258	0	0	0	0
Revenue Total	353,582	1,331,762	962,654	962,654	604,359	(358,295)

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

505 - OFFICE SERVICES Support Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	506,138	542,054	573,578	573,578	588,786	15,208
51210 - OVERTIME	3,308	9,820	17,000	17,000	17,000	0
51240 - RETIREMENT TERMINATION SICK	(10,393)	6,011	0	0	0	0
51245 - RETIREMENT TERM VACATION	6,092	3,786	0	0	0	0
51260 - VACATION BUY PAY OUT	2,499	1,079	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(565)	(2,204)	0	0	0	0
51610 - PERA	75,694	80,307	84,036	84,036	87,189	3,153
51612 - RETIREMENT HEALTH SAVINGS	20,633	0	0	0	0	0
51615 - WORKERS COMPENSATION	3,469	3,120	2,331	2,331	1,266	(1,065)
51620 - EQUITABLE LIFE INSURANCE	1,197	1,307	1,651	1,651	2,139	488
51640 - DENTAL INSURANCE	3,506	3,228	3,180	3,180	3,600	420
51655 - RETIRED EMP MEDICAL INS	2,194	2,194	2,212	2,212	2,212	0
51670 - PARKING FOR EMPLOYEES	6,020	6,870	6,000	6,000	6,000	0
51690 - MEDICARE	6,718	6,955	8,245	8,245	8,539	294
51695 - CITY EPO MEDICAL PLAN	1,416	7,965	7,956	7,956	9,299	1,343
51696 - ADVANTAGE HD MED PLAN	95,801	94,272	100,792	100,792	104,258	3,466
51697 - HRA BENEFIT TO ADV MED PLAN	5,891	5,094	5,000	5,000	4,750	(250)
Salaries/Benefits/Pensions Total	729,618	771,858	811,981	811,981	835,038	23,057
Operating						
52005 - LEASE RENT EXP RECLASS	0	(15,766)	0	0	0	0
52105 - MISCELLANEOUS OPERATING	43	0	0	0	0	0
52110 - OFFICE SUPPLIES	800	764	1,450	1,450	1,450	0
52115 - MEDICAL SUPPLIES	10	0	150	150	150	0
52120 - SOFTWARE SUBSCRIPTION/LICENSE	1,910	13,447	15,004	15,004	15,004	0
52125 - GENERAL SUPPLIES	780	1,051	1,000	1,000	1,000	0
52130 - OTHER SUPPLIES	1,948	3,611	5,000	5,000	5,000	0
52135 - POSTAGE	189	197	200	200	200	0
52140 - WEARING APPAREL	440	350	400	400	400	0
52220 - MAINT OFFICE MACHINES	3,714	3,473	10,500	10,500	10,500	0
52280 - MAINT ROADS AND BRIDGES	159	0	0	0	0	0
52450 - LAUNDRY AND CLEANING SERVICES	544	688	1,300	1,300	1,300	0
52568 - BANK AND INVESTMENT FEES	364	375	2,431	2,431	1,835	(596)
52573 - CREDIT CARD FEES	1,385	989	1,500	1,500	1,500	0
52575 - SERVICES	216	172	5,207	5,207	5,207	0
52590 - TEMPORARY EMPLOYMENT	13,160	0	30,000	30,000	30,000	0
52605 - CAR MILEAGE	0	0	50	50	50	0
52615 - DUES AND MEMBERSHIP	0	0	550	550	550	0
52625 - MEETING EXPENSES IN TOWN	0	0	50	50	50	0
52630 - TRAINING	0	0	10,300	10,300	10,300	0
52645 - SUBSCRIPTIONS	0	0	100	100	100	0
52776 - PRINTER CONSOLIDATION COST	156,435	139,188	190,000	190,000	190,000	0
52795 - RENTAL OF EQUIPMENT	3,141	7,883	14,280	14,280	14,280	0
52805 - ADMIN PRORATED CHARGES	193,984	164,616	191,556	191,556	267,714	76,158
52872 - MAINT FLEET VEHICLES EQP	5,325	4,232	7,105	7,105	7,105	0
52874 - OFFICE SERVICES PRINTING	284	0	0	0	0	0
52880 - PURCHASES FOR RESALE	357,167	368,855	308,160	308,160	308,160	0

City of Colorado Springs Budget Detail Report

505 - OFFICE SERVICES Support Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
52915 - PASSTHRU MAIL	375,284	413,000	345,000	345,000	345,000	0
65076 - INTEREST EXPENSE-RENTALS	230	1,999	0	0	0	0
65350 - SERVICE AWARD	250	100	0	0	0	0
Operating Total	1,117,762	1,109,224	1,141,293	1,141,293	1,216,855	75,562
Capital Outlay						
53040 - MACHINE APPARATUS REPLC	13,720	97,725	15,027	15,027	15,027	0
Capital Outlay Total	13,720	97,725	15,027	15,027	15,027	0
Grand Total	1,861,100	1,978,807	1,968,301	1,968,301	2,066,920	98,619
Revenue						
42605 - ENT FUND UTIL ALLOCATION	205,178	199,350	230,612	230,612	219,130	(11,482)
42625 - ENTERPRISE FUND UTIL WORDER	104,365	132,559	80,000	80,000	80,000	0
42630 - POSTAGE	359,844	399,029	350,000	350,000	350,000	0
42650 - CITY WORKORDERS	251,541	236,389	230,473	230,473	230,473	0
42660 - CITY ALLOCATION	768,282	799,076	299,076	299,076	299,076	0
42710 - OTHER REVENUE	2,633	2,802	5,000	5,000	5,000	0
42720 - OTHER BILLED INVOICES	289,236	321,217	192,660	192,660	192,660	0
42725 - OTHER WORKORDERS	73,831	65,846	102,000	102,000	102,000	0
42750 - CITY INS EXCESS	58	0	0	0	0	0
43180 - GAIN LOSS INV MKT VALUE	(38,527)	22,636	0	0	0	0
44025 - CASH OVER SHORT	0	7	0	0	0	0
46025 - INTEREST	6,353	13,990	22,100	22,100	36,700	14,600
Revenue Total	2,022,794	2,192,901	1,511,921	1,511,921	1,515,039	3,118

* 2024 Amended Budget as of 8/31/2024

City of Colorado Springs Budget Detail Report

506 - RADIO Support Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	505,642	533,401	540,526	540,526	569,220	28,694
51210 - OVERTIME	5,463	1,118	5,354	5,354	5,354	0
51235 - STANDBY	0	0	20,562	20,562	16,074	(4,488)
51240 - RETIREMENT TERMINATION SICK	13,815	6,352	0	0	0	0
51245 - RETIREMENT TERM VACATION	393	1,360	0	0	0	0
51260 - VACATION BUY PAY OUT	1,043	3,292	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(3,798)	(4,994)	0	0	0	0
51610 - PERA	72,079	77,790	79,890	79,890	84,290	4,400
51612 - RETIREMENT HEALTH SAVINGS	0	0	423	423	423	0
51615 - WORKERS COMPENSATION	21,146	23,970	16,487	16,487	9,778	(6,709)
51620 - EQUITABLE LIFE INSURANCE	1,204	1,266	1,617	1,617	2,087	470
51640 - DENTAL INSURANCE	2,340	2,431	2,460	2,460	2,460	0
51655 - RETIRED EMP MEDICAL INS	1,097	1,097	0	0	0	0
51690 - MEDICARE	7,229	7,657	7,838	7,838	8,253	415
51696 - ADVANTAGE HD MED PLAN	49,874	58,093	62,284	62,284	69,284	7,000
51697 - HRA BENEFIT TO ADV MED PLAN	3,000	3,198	3,250	3,250	3,250	0
Salaries/Benefits/Pensions Total	680,527	716,031	740,691	740,691	770,473	29,782
Operating						
52105 - MISCELLANEOUS OPERATING	33	0	0	0	0	0
52110 - OFFICE SUPPLIES	230	836	450	450	450	0
52111 - PAPER SUPPLIES	51	0	100	100	100	0
52125 - GENERAL SUPPLIES	21	3,226	300	300	300	0
52135 - POSTAGE	61	49	100	100	100	0
52140 - WEARING APPAREL	0	0	100	100	100	0
52145 - PAINT AND CHEMICAL	1,393	142	100	100	100	0
52155 - AUTOMOTIVE	313	21	50	50	50	0
52165 - LICENSES AND TAGS	0	0	1,000	1,000	1,000	0
52190 - JANITORIAL SUPPLIES	430	640	500	500	500	0
52235 - MAINT MACHINERY AND APPARATUS	0	39,803	1,000	1,000	1,000	0
52250 - MAINT RADIOS ALLOCATION	361,640	366,256	404,325	404,325	404,325	0
52265 - MAINT BUILDINGS AND STRUCTURE	3,688	463	1,500	1,500	1,500	0
52445 - JANITORIAL SERVICES	3,147	4,980	2,820	2,820	2,820	0
52568 - BANK AND INVESTMENT FEES	330	355	2,343	2,343	1,660	(683)
52573 - CREDIT CARD FEES	42	19	200	200	200	0
52575 - SERVICES	1,723	3,303	1,000	1,000	1,000	0
52590 - TEMPORARY EMPLOYMENT	0	0	27,348	27,348	27,348	0
52607 - CELL PHONE ALLOWANCE	540	540	900	900	900	0
52630 - TRAINING	0	305	15,000	15,000	15,000	0
52655 - TRAVEL OUT OF TOWN	0	0	3,000	3,000	3,000	0
52725 - RENTAL OF PROPERTY	37,993	0	0	0	0	0
52735 - TELEPHONE LONG DIST CALLS	0	0	66	66	66	0
52736 - CELL PHONE AIRTIME	1,515	1,933	80	80	80	0
52738 - CELL PHONE BASE CHARGES	0	0	650	650	650	0
52746 - UTILITIES ELECTRIC	16,766	10,392	16,923	16,923	16,923	0
52747 - UTILITIES GAS	3,683	4,360	2,713	2,713	2,713	0
52748 - UTILITIES SEWER	456	92	623	623	623	0
52749 - UTILITIES WATER	824	166	853	853	853	0
52775 - MINOR EQUIPMENT	29,662	17,102	5,500	5,500	5,500	0

City of Colorado Springs Budget Detail Report

506 - RADIO Support Services

Acct # - Description	2022 Actual	2023 Actual	2024 Original Budget	* 2024 Amended Budget	2025 Budget	2025 Budget - * 2024 Amended Budget
52776 - PRINTER CONSOLIDATION COST	1,161	(509)	1,100	1,100	1,100	0
52785 - RADIO REPLACEMENT	146,496	9,987	107,549	107,549	107,549	0
52805 - ADMIN PRORATED CHARGES	80,904	90,303	108,879	108,879	186,430	77,551
52872 - MAINT FLEET VEHICLES EQP	14,617	10,814	10,763	10,763	10,763	0
52874 - OFFICE SERVICES PRINTING	6	0	0	0	0	0
52880 - PURCHASES FOR RESALE	24,008	66,049	115,000	115,000	115,000	0
52882 - PURCH FOR RESALE COMMERCIAL	11,540	41,468	3,000	3,000	3,000	0
52883 - PURCH FOR RESALE NON STCK PART	3,456	5,547	10,000	10,000	10,000	0
52886 - RADIO MAINTENANCE MISC	76,103	76,594	165,000	165,000	165,000	0
65350 - SERVICE AWARD	0	150	0	0	0	0
65356 - RETIREMENT AWARDS	0	25	0	0	0	0
Operating Total	822,832	755,411	1,010,835	1,010,835	1,087,703	76,868
Grand Total	1,503,359	1,471,442	1,751,526	1,751,526	1,858,176	106,650
Revenue						
41375 - LEASE REVENUE-RENTALS	126,931	135,970	0	0	0	0
41376 - LEASE RENT EXP RECLASS	(147,570)	(165,507)	0	0	0	0
42660 - CITY ALLOCATION	1,142,543	1,050,568	620,568	620,568	1,120,568	500,000
42720 - OTHER BILLED INVOICES	102,906	114,669	15,755	15,755	15,755	0
42750 - CITY INS EXCESS	500	0	0	0	0	0
42785 - REV SITE LEASES	154,505	178,971	161,252	161,252	161,252	0
42883 - REV PAGING SYSTEM	20,877	11,766	20,500	20,500	20,500	0
42886 - REV NON CITY SVCS	294,760	166,304	296,723	296,723	296,723	0
43180 - GAIN LOSS INV MKT VALUE	(30,741)	18,740	0	0	0	0
46025 - INTEREST	6,004	13,244	21,300	21,300	33,200	11,900
46030 - INTEREST INCOME-RENTALS	5,594	12,828	0	0	0	0
Revenue Total	1,676,309	1,537,553	1,136,098	1,136,098	1,647,998	511,900

* 2024 Amended Budget as of 8/31/2024