



2024 BUDGET CITY OF WINDSOR

Approved Operating Budget



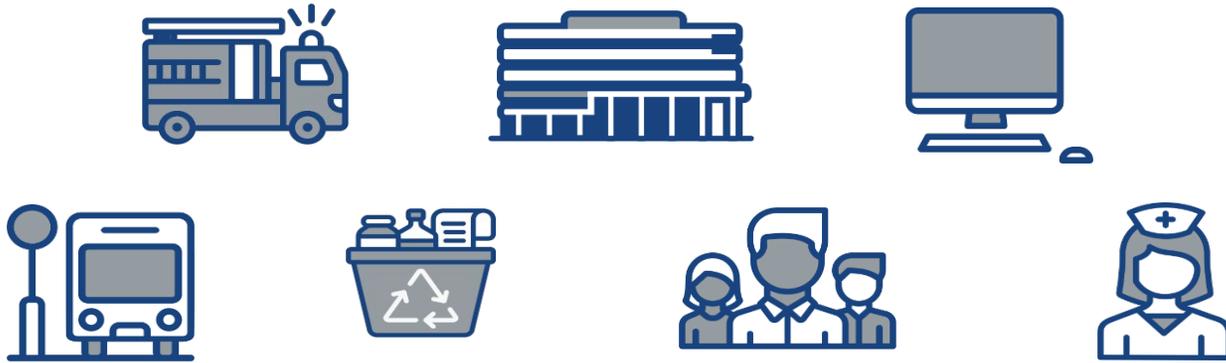
Table of Contents

A. City of Windsor Budget.....	1
B. Organizational Overview.....	2
C. Net Tax Levy by Department.....	3
D. Net Tax Levy by Function.....	5
E. Major Tax Levy Drivers.....	6
F. Gross Budget by Major Category.....	7
G. Gross Budget by Function.....	8
H. 2025-2027 Budget Projections.....	9
I. Long Term Debt Summary.....	10

2024 Approved Operating Budget

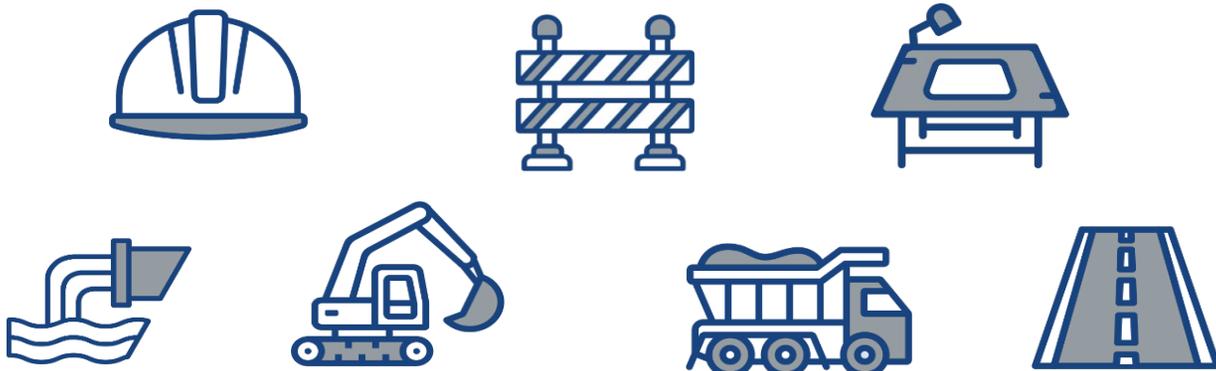
Net
\$485,114,326

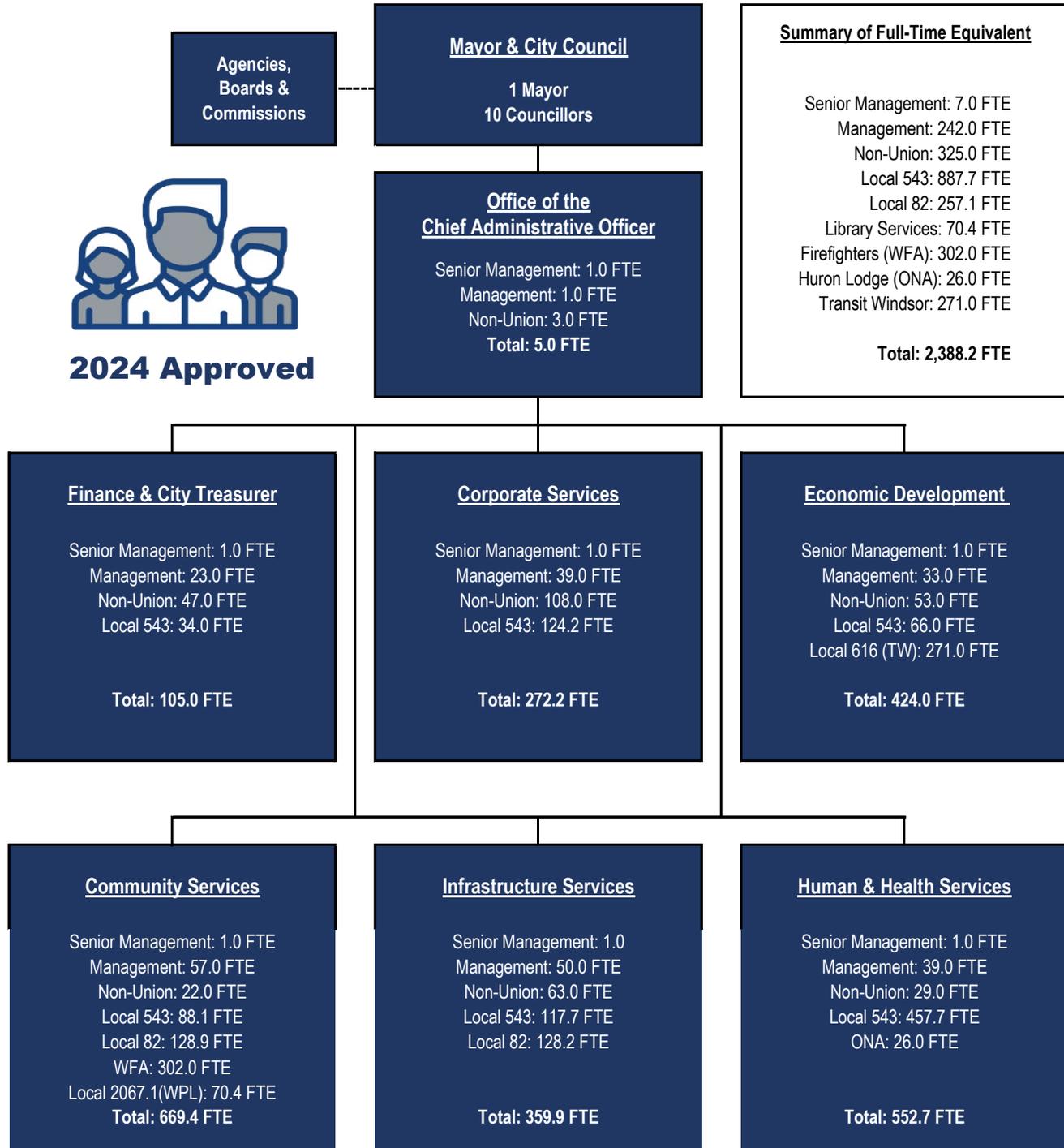
Gross
\$1,077,665,851



2024 Approved Capital Budget

\$207,120,068





Notes

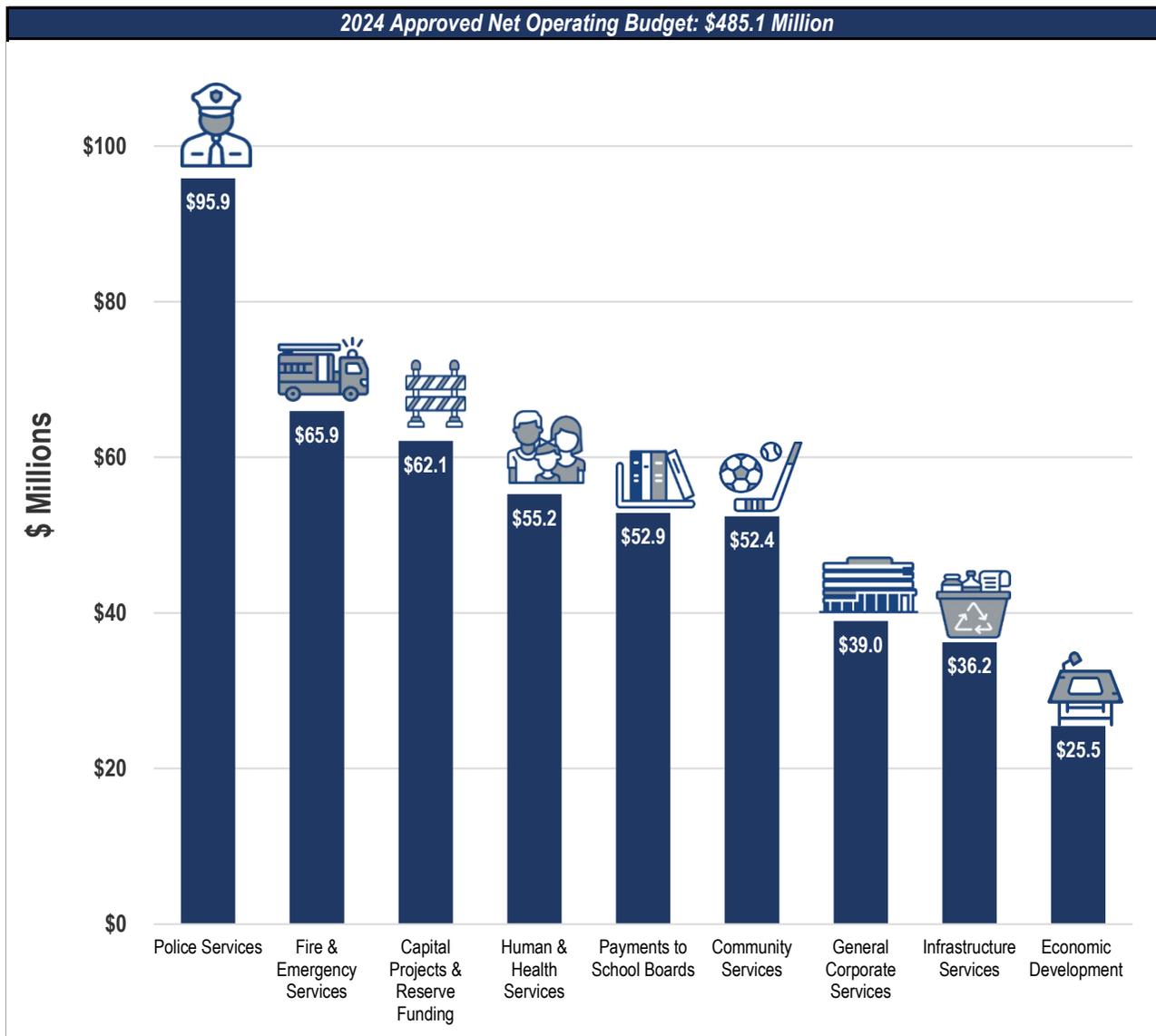
- 1) FTE Excludes: Temporary Full Time, Temporary Part Time, Seasonal Employees, Contract Employees and Agencies Boards & Committees.
- 2) Local 82 (Hourly) FTE calculation is based on the hourly budget and not the number of employees.

	2023 Budget (Approved)	2024 Budget (Approved)	\$ Budget Change	% Budget Change
Administration & Representation				
CAO's Office	\$1,070,193	\$1,200,218	\$130,025	12.15%
City Council	\$968,776	\$992,976	\$24,200	2.50%
Mayor's Office	\$504,338	\$504,893	\$555	0.11%
Finance & City Treasurer				
Asset Planning	\$744,370	\$739,513	(\$4,857)	(0.65%)
Financial Accounting	\$2,585,974	\$2,731,303	\$145,329	5.62%
Financial Planning	\$3,011,664	\$3,379,996	\$368,332	12.23%
Taxation & Financial Projects	\$697,709	\$649,312	(\$48,397)	(6.94%)
Corporate Services				
Communications	\$3,545,355	\$3,693,768	\$148,413	4.19%
Corporate Security	\$1,213,106	\$1,404,244	\$191,138	15.76%
Council Services	\$3,681,446	\$4,013,349	\$331,903	9.02%
Equity, Diversity & Inclusion	\$0	\$359,072	\$359,072	n/a
Human Resources	\$6,700,452	\$6,761,299	\$60,847	0.91%
Information Technology	\$8,170,353	\$8,920,319	\$749,966	9.18%
Legal & Real Estate Services	\$3,470,976	\$3,595,423	\$124,447	3.59%
POA, Purchasing & Risk	\$3,367,337	\$3,169,959	(\$197,378)	(5.86%)
Economic Development & Innovation				
Building Services	\$1,313,075	\$1,449,696	\$136,621	10.40%
Economic Development	\$1,852,867	\$2,194,123	\$341,256	18.42%
Planning & Development	\$3,328,256	\$3,560,106	\$231,850	6.97%
Transit Windsor	\$17,581,466	\$17,618,928	\$37,462	0.21%
Community Services				
Fire & Rescue	\$50,506,467	\$55,504,013	\$4,997,546	9.89%
Library Services	\$8,249,186	\$8,196,393	(\$52,793)	(0.64%)
Parks & Facilities	\$30,070,610	\$31,499,349	\$1,428,739	4.75%
Recreation & Culture	\$13,788,238	\$14,706,566	\$918,328	6.66%
Infrastructure Services				
Engineering	\$2,845,960	\$2,923,403	\$77,443	2.72%
Pollution Control	\$0	\$0	\$0	n/a
Public Works	\$32,290,011	\$33,482,267	\$1,192,256	3.69%
Human & Health Services				
Employment & Social Services	\$8,006,689	\$8,395,577	\$388,888	4.86%
Housing & Children's Services	\$13,642,020	\$16,256,853	\$2,614,833	19.17%
Huron Lodge	\$9,573,835	\$10,152,534	\$578,699	6.04%
Corporate				
Corporate Accounts	\$37,972,367	\$36,282,728	(\$1,689,639)	(4.45%)

	2023 Budget (Approved)	2024 Budget (Approved)	\$ Budget Change	% Budget Change
Agencies, Boards & Committees				
Agencies	\$22,533,834	\$24,421,887	\$1,888,053	8.38%
Windsor Essex Community Housing Corp.	\$15,626,535	\$16,831,885	\$1,205,350	7.71%
Windsor Police Services	\$99,005,478	\$103,576,858	\$4,571,380	4.62%
<hr/>				
Municipal Property Tax Levy Requirement (Prior to Property Tax Assessment Growth)	\$407,918,943	\$429,168,810	\$21,249,867	5.21%
Education Tax Levy Requirement	\$52,481,209	\$52,481,209	\$0	0.00%
<hr/>				
Sub-Total: Property Tax Levy Requirement (Including Education)	\$460,400,152	\$481,650,019	\$21,249,867	4.62%
Assessment Growth	\$0	\$3,464,307	\$3,464,307	0.75%
<hr/>				
Total Property Tax Requirement	\$460,400,152	\$485,114,326	\$24,714,174	5.37%

Taxation by Major Function	Net Budget	% of Total
Police Services	\$95,862,463	19.8%
Fire & Emergency Services	\$65,941,190	13.6%
Capital Projects & Reserve Funding	\$62,112,134	12.8%
Human & Health Services	\$55,249,597	11.4%
Payments to School Boards	\$52,869,008	10.9%
Community Services	\$52,408,023	10.8%
General Corporate Services	\$38,978,874	8.0%
Infrastructure Services	\$36,215,983	7.5%
Economic Development	\$25,477,054	5.3%
Total Net Budget Required From Taxation	\$485,114,326	100.0%

Total Taxation	Net Budget	% of Total
Taxation - Municipal Purposes	(\$432,245,318)	89.1%
Taxation - Education Purposes	(\$52,869,008)	10.9%
Total Taxation	(\$485,114,326)	100.0%



City Departments

Expenditure Increases & Revenue Reductions

Pre-Approved Salary & Wage Costs	\$5,822,020
Fringe Benefit Increases	\$5,808,221
Increase in Community Improvement Plan Tax Rebate	\$1,600,000
Homelessness & Housing Help Hub (H4) Expansion	\$1,470,340
Battery Plant Land Acquisition Debt (Interest & Principle Payments)	\$1,383,789
Net Staffing Adjustments to Address Service Demands	\$879,134
Fuel Related Increases	\$876,300
Increase Annual Equipment Reserve Contributions for Corporate, Parks, and Fire	\$800,000
Utility Related Increases	\$696,424
Life Cycle Costing for Major Information Technology Costs	\$610,000
Additional FTE's - Mandated New Federal Regulation Change -10 Day Sick Leav	\$508,675
OW Bus Pass Revenue Loss - Change in Funding Policy	\$331,000
Budget Increase for Landfill Tipping Fees and EWSWA Fixed Costs	\$317,644
Various Inflationary Pressures	\$306,028
Additional Auxiliary Officers in City Parks & Trails	\$217,000
Various Legislated & Contractual Obligations	\$192,303
Canada Mortgage & Housing Corporation – Rapid Housing Initiative (RHI)	\$185,833
Various Other Miscellaneous Expenditure Increases / Revenue Reductions	\$174,164
Recovery Adjustments Related to Public Works Recoverable Staff	\$117,947
Increase Municipal Election Reserve	\$100,000
Total Expenditure Increases	\$22,396,822

Expenditure Reductions & Revenue Increases

Property Taxes Resulting From New Assessment Growth	(\$3,076,508)
Reduction in Transfer to Property Tax Reserve	(\$2,000,000)
Increase to Interest Income Revenue	(\$1,300,000)
Various Salary Recovery Adjustments	(\$1,295,888)
Realigning Provincial Gas Tax Program Funding Budget with Actuals	(\$1,186,076)
Increase to Enwin Utilities Ltd. Contribution Dividend	(\$1,000,000)
Sewer Surcharge - Increase to Corporate Overhead Transfer to Levy	(\$901,405)
U-Pass Revenue Increase	(\$622,000)
Reduction in Winter Control Budget	(\$500,000)
Increase in Capital Interest Income	(\$500,000)
Increase in Casino Hosting Fee	(\$500,000)
Increase in Tunnel Dividend	(\$500,000)
Various Miscellaneous Revenue Increases	(\$429,779)
Reduction in Net Tax Write-Off	(\$400,000)
Corporate Savings From Permanent Salary & Wage Gapping	(\$400,000)
Increase in County Revenue for Housing and Children's Services	(\$318,881)
Reduction to the Corporate Contingency Account	(\$300,000)
Increase in Ministry of Long-Term Care Funding	(\$250,000)
Ontario Municipal Partnership Fund (OMPF) Increase	(\$176,000)
Right-of-Way Permit Fees - New & Adjusted Fees	(\$164,000)
Building User Fee Increase by 2.5%	(\$150,750)
County Revenue Increase - Ontario Works Program Delivery Budget	(\$148,347)
St. Clair College SaintsPass Revenue	(\$125,900)
Transit Pension Plan - Reduction to Annual Contribution	(\$100,000)
Total Revenue Increases	(\$16,345,534)
Sub-Total: City Departments	\$6,051,288
% Impact on the Tax Levy	1.31%

Agencies, Boards & Committees

Windsor Police Services	\$4,569,226
Windsor Essex County Housing Corporation	\$2,116,658
Essex-Windsor Emergency Medical Services (EMS)	\$2,006,300
Handi Transit	\$75,014
Windsor Essex County Health Unit	\$50,000
Artcite Inc.	\$10,000
Essex Region Conservation Authority (ERCA)	(\$120,261)
Sub-Total: Agencies, Boards & Committees	\$8,706,937
% Impact on the Tax Levy	1.89%

Note: This represents a 2.9% increase over their prior year's budget.

Asset Management Plan (AMP)

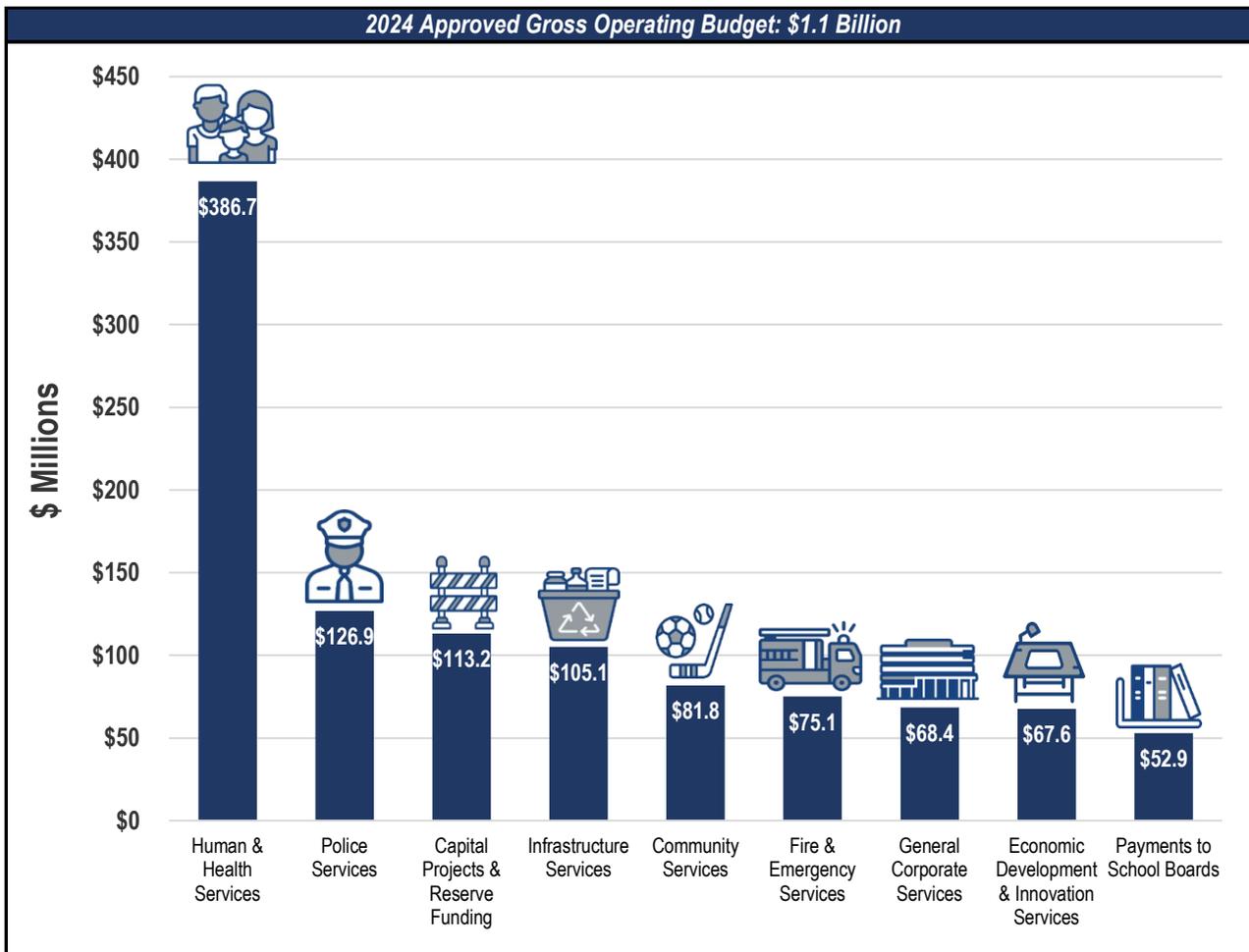
Asset Management Plan (AMP)	\$5,340,642
Local Residential Roads (LRR)	\$1,151,000
Sub-Total: Asset Management Plan (AMP)	\$6,491,642
% Impact on the Tax Levy	1.41%

2024 Municipal Budget Impact On the Overall Net Municipal Tax Levy (Prior to Assessment Growth)		
City Departments	\$6,051,288	1.31%
Agencies, Boards & Committees	\$8,706,937	1.89%
Asset Management Plan (AMP)	\$6,491,642	1.41%
% Impact on the Overall Tax Levy	\$21,249,867	4.62%

GL Category	2023 Budget (Approved)	2024 Budget (Approved)	\$ Budget Change Over PY	% Budget Change Over PY
Revenues				
Taxes - Municipal (Incl. Grants in Lieu)	(\$415,416,943)	(\$439,743,318)	(\$24,326,375)	5.9%
Grants & Subsidies	(\$279,179,599)	(\$320,272,633)	(\$41,093,034)	14.7%
User Fees, Permits & Charges	(\$138,040,586)	(\$140,144,790)	(\$2,104,204)	1.5%
Taxes - Education	(\$52,481,209)	(\$52,869,008)	(\$387,799)	0.7%
Recovery of Expenditures	(\$48,329,900)	(\$51,887,062)	(\$3,557,162)	7.4%
Investment Income & Dividends	(\$40,754,400)	(\$44,554,400)	(\$3,800,000)	9.3%
Transfers From Other Funds	(\$15,044,372)	(\$18,838,847)	(\$3,794,475)	25.2%
Other Miscellaneous Revenue	(\$8,523,720)	(\$9,355,793)	(\$832,073)	9.8%
Total Revenue	(\$997,770,729)	(\$1,077,665,851)	(\$79,895,122)	8.0%
Expenses				
Salaries, Benefits & Related Costs	\$377,006,317	\$398,270,047	\$21,263,730	5.6%
Transfers for Social Services	\$248,587,129	\$288,941,274	\$40,354,145	16.2%
Transfers to Reserves & Capital Funds	\$114,659,432	\$120,760,622	\$6,101,190	5.3%
Purchased Services	\$89,700,403	\$92,889,132	\$3,188,729	3.6%
Transfers to Education Entities	\$52,481,209	\$52,869,008	\$387,799	0.7%
Utilities, Insurance & Taxes	\$31,035,084	\$32,227,735	\$1,192,651	3.8%
Transfers to External Agencies	\$24,316,522	\$27,804,575	\$3,488,053	14.3%
Operating & Maintenance Supplies	\$22,797,830	\$25,301,950	\$2,504,120	11.0%
Financial Expenses	\$21,243,372	\$22,276,214	\$1,032,842	4.9%
Minor Capital	\$12,470,367	\$12,664,090	\$193,723	1.6%
Other Miscellaneous Expenditures	\$3,473,064	\$3,661,204	\$188,140	5.4%
Total Expenses	\$997,770,729	\$1,077,665,851	\$79,895,122	8.0%
Total Net	\$0	\$0	\$0	

Gross Expenditures by Major Function	Gross Budget	% of Total
Human & Health Services	\$386,732,872	35.9%
Police Services	\$126,933,057	11.8%
Capital Projects & Reserve Funding	\$113,200,597	10.5%
Infrastructure Services	\$105,115,636	9.8%
Community Services	\$81,773,431	7.6%
Fire & Emergency Services	\$75,111,101	7.0%
General Corporate Services	\$68,361,134	6.3%
Economic Development & Innovation Services	\$67,569,015	6.3%
Payments to School Boards	\$52,869,008	4.9%
Total Net Budget Required From Taxation	\$1,077,665,851	100.0%

Gross Funding Sources	Gross Budget	% of Total
Taxes - Municipal (Incl. Grants in Lieu)	(\$439,743,318)	40.8%
Grants & Subsidies	(\$320,272,633)	29.7%
User Fees, Permits & Charges	(\$140,144,790)	13.0%
Taxes - Education	(\$52,869,008)	4.9%
Recovery of Expenditures	(\$51,887,062)	4.8%
Investment Income & Dividends	(\$44,554,400)	4.1%
Transfers From Other Funds	(\$18,838,847)	1.7%
Other Miscellaneous Revenue	(\$9,355,793)	0.9%
Total Taxation	(\$1,077,665,851)	100.0%



GL Category	2024 Budget (Approved)	2025 Projected Change	2025 Projected Budget	2026 Projected Change	2026 Projected Budget	2027 Projected Change	2027 Projected Budget
Revenues							
Taxes - Municipal (Incl. Grants in Lieu)	(\$439,743,318)	(\$32,561,678)	(\$472,304,996)	(\$34,869,197)	(\$507,174,193)	(\$37,368,591)	(\$544,542,784)
Grants & Subsidies	(\$320,272,633)	\$0	(\$320,272,633)	\$0	(\$320,272,633)	\$0	(\$320,272,633)
User Fees, Permits & Charges	(\$140,144,790)	(\$2,136,279)	(\$142,281,069)	\$2,168,843	(\$144,449,912)	\$2,201,904	(\$146,651,816)
Taxes - Education	(\$52,869,008)	\$0	(\$52,869,008)	\$0	(\$52,869,008)	\$0	(\$52,869,008)
Recovery of Expenditures	(\$51,887,062)	(\$3,818,975)	(\$55,706,037)	\$4,100,058	(\$59,806,095)	\$4,401,829	(\$64,207,925)
Investment Income & Dividends	(\$44,554,400)	\$1,336,632	(\$45,891,032)	\$1,376,731	(\$47,267,763)	\$1,418,033	(\$48,685,796)
Transfers From Other Funds	(\$18,838,847)	\$0	(\$18,838,847)	\$0	(\$18,838,847)	\$0	(\$18,838,847)
Other Miscellaneous Revenue	(\$9,355,793)	(\$913,299)	(\$10,269,092)	\$1,002,454	(\$11,271,545)	\$1,100,312	(\$12,371,857)
Total Revenue	(\$1,077,665,851)	(\$40,766,863)	(\$1,118,432,714)	(\$43,517,283)	(\$1,161,949,997)	(\$46,490,668)	(\$1,208,440,665)
Expenses							
Salaries, Benefits & Related Costs	\$398,270,047	\$22,463,037	\$420,733,084	\$23,729,986	\$444,463,070	\$25,068,394	\$469,531,463
Transfers for Social Services	\$288,941,274	\$0	\$288,941,274	\$0	\$288,941,274	\$0	\$288,941,274
Transfers to Reserves & Capital Funds	\$120,760,622	\$5,714,303	\$126,474,925	\$6,092,018	\$132,566,943	\$6,496,501	\$139,063,445
Purchased Services	\$92,889,132	\$3,302,084	\$96,191,216	\$3,419,469	\$99,610,685	\$3,541,026	\$103,151,711
Transfers to Education Entities	\$52,869,008	\$0	\$52,869,008	\$0	\$52,869,008	\$0	\$52,869,008
Utilities, Insurance & Taxes	\$32,227,735	\$1,238,484	\$33,466,219	\$1,286,077	\$34,752,296	\$1,335,500	\$36,087,796
Transfers to External Agencies	\$27,804,575	\$3,988,392	\$31,792,967	\$4,560,502	\$36,353,470	\$5,214,678	\$41,568,148
Operating & Maintenance Supplies	\$25,301,950	\$2,779,173	\$28,081,123	\$3,084,438	\$31,165,562	\$3,423,234	\$34,588,796
Minor Capital	\$22,276,214	\$1,083,058	\$23,359,272	\$1,135,716	\$24,494,988	\$1,190,934	\$25,685,922
Financial Expenses	\$12,664,090	\$0	\$12,664,090	\$0	\$12,664,090	\$0	\$12,664,090
Other Miscellaneous Expenditures	\$3,661,204	\$198,332	\$3,859,536	\$209,076	\$4,068,611	\$220,402	\$4,289,013
Total Expenses	\$1,077,665,851	\$40,766,863	\$1,118,432,714	\$43,517,283	\$1,161,949,997	\$46,490,668	\$1,208,440,665
Total Net	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Total Municipal Tax Levy Requirement
(2025-2027 Estimated)

2025
6.6%

2026
6.6%

2027
6.7%

Note: Projections are prior to Mitigations and Assume Status Quo Service Levels & Operations.

<u>Year</u>	<u>(in \$ millions)</u>	<u>Notes</u>
1993	\$89.0	
1994	\$82.2	
1995	\$106.4	
1996	\$106.8	Windsor Tunnel Commission Debt Issued
1997	\$105.2	
1998	\$103.5	
1999	\$130.2	
2000	\$141.2	
2001	\$163.9	Hydro Debt Issued
2002	\$229.4	Joint Justice Facility Debt Issued
2003	\$205.3	Richmond Landing & NP Housing Debt Included
2004	\$185.3	No Debt Issued
2005	\$171.4	No Debt Issued
2006	\$160.2	No Debt Issued
2007	\$158.2	No Debt Issued
2008	\$190.4	No Debt Issued
2009	\$182.4	Phase 1 - Upgrade & Expansion of the LRWRP
2010	\$180.5	No Debt Issued
2011	\$160.6	FCM Debt Issued & Balance of LRWRP
2012	\$114.8	No Debt Issued
2013	\$109.7	No Debt Issued
2014	\$104.1	No Debt Issued
2015	\$98.2	No Debt Issued
2016	\$91.9	No Debt Issued
2017	\$85.2	No Debt Issued
2018	\$78.2	No Debt Issued
2019	\$70.6	No Debt Issued
2020	\$62.7	No Debt Issued
2021	\$54.2	No Debt Issued
2022	\$67.4	WECHC - Meadowbrook Issued (Subject to Final Audit)
2023	\$107.3	WECHC - Initial Repair & Renewal Program Debt Issued, EV (Subject to Final Audit)
2024	\$112.8	

Gross Debt Projections:

<u>Year</u>	<u>(in \$ millions)</u>
2025	\$119.5
2026	\$126.9
2027	\$132.2
2028	\$125.7
2029	\$121.3
2030	\$116.5

Of the gross debt outstanding at the end of 2023, \$56.9 million is the portion issued directly for the City of Windsor purposes (Upgrade and Expansion of the Lou Romano Water Reclamation Plant (LRWRP) and the EV Battery Plant). A balance of \$50.35 million relates to debt which is recoverable from Transit Windsor, Essex Windsor Solid Waste Authority and the Windsor Essex County Housing Corporation (WECHC). In 2023, new debt was issued for the EV battery plant with \$44.6 million outstanding at the end of 2023. The projected debt increases through 2027 includes mortgage debt of WECHC for the Repair and Renewal Program.

Table of Contents

CAO's Office

Overview 11
Budgeted Full Time Equivalents 12
Budget Summary 13
Reconciliation of Budget Changes 15

City Council

Overview 16
Budgeted Full Time Equivalents 17
Budget Summary 18
Reconciliation of Budget Changes 20

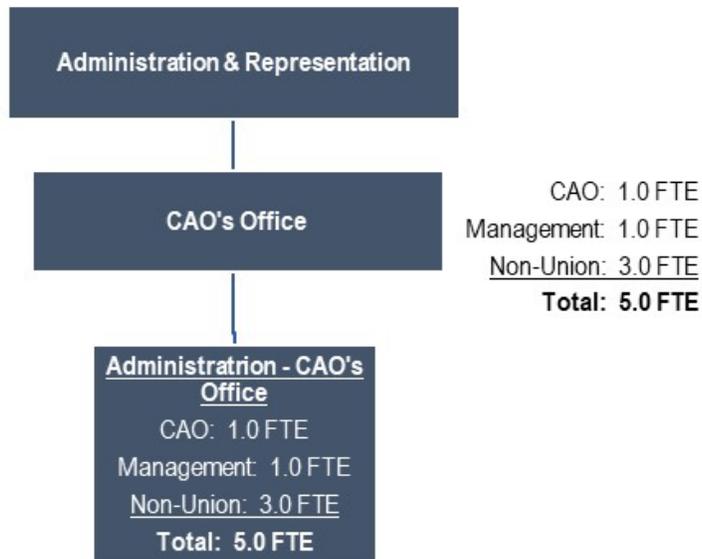
Mayor's Office

Overview 21
Budgeted Full Time Equivalents 22
Budget Summary 23
Reconciliation of Budget Changes 25

DESCRIPTION

The Chief Administrative Officer (CAO) works closely with the Mayor and City Council, as well as City Administration through its senior leaders, to ensure Council's goals and objectives are achieved. This is realized through strategic leadership to the Corporation, managing the daily operations of service delivery, and leading ongoing improvements with a goal of greater efficiency.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - CAO's Office			
Chief Administrative Officer	RFT	Sr. Management	1.0
Manager Corp. Admin/Asst. to CAO	RFT	Management	1.0
Executive Initiatives Coordinator	RFT	Non-Union	1.0
Executive Administrative Assist	RFT	Non-Union	2.0
			5.0
			5.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
--	----------------	----------------	---------------------	--------------------

DIVISION

Administration - CAO's Office	\$1,070,193	\$1,200,218	\$130,025	12.1%
Total Net	\$1,070,193	\$1,200,218	\$130,025	12.1%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

EXPENSES

Minor Capital

5126 - Computer Software	\$1,800	\$600	(\$1,200)	(66.7%)
5130 - Furniture & Furnishings	\$1,000	\$500	(\$500)	(50.0%)

Operating Maintenance & Supplies

2010 - Office Supplies	\$4,513	\$3,013	(\$1,500)	(33.2%)
2170 - Operating and Other Supplies	\$12,564	\$50,000	\$37,436	298.0%

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$95,920	\$99,117	\$3,197	3.3%
4050 - Training Courses	\$990	\$500	(\$490)	(49.5%)
4155 - Conference Registration	\$3,500	\$3,500	\$0	0.0%

Purchased Services

2020 - Postage and Courier	\$1,000	\$250	(\$750)	(75.0%)
2070 - Imaging & Printing External	\$1,000	\$500	(\$500)	(50.0%)
2085 - Publications and Manuals	\$1,000	\$500	(\$500)	(50.0%)
2609 - Mileage and car allowance	\$700	\$200	(\$500)	(71.4%)
2610 - Travel Expense	\$9,011	\$8,000	(\$1,011)	(11.2%)
2620 - Car Allowance	\$9,700	\$12,000	\$2,300	23.7%
2710 - Telephone Expenses	\$500	\$0	(\$500)	(100.0%)
2711 - Cell Phones	\$3,216	\$2,230	(\$986)	(30.7%)
2915 - Consulting Services - External	\$85,390	\$85,390	\$0	0.0%
2940 - Advertising	\$500	\$500	\$0	0.0%
2950 - Other Prof Services-External	\$152	\$0	(\$152)	(100.0%)
2990 - Business Meeting Expense	\$11,943	\$15,764	\$3,821	32.0%
3120 - Rental Expense EXTERNAL	\$1,800	\$1,435	(\$365)	(20.3%)
3181-PC & Maint. Allocation	\$5,000	\$5,000	\$0	0.0%

Salaries & Benefits

8110 - Salary-Reg.Full Time	\$607,437	\$676,067	\$68,630	11.3%
-----------------------------	-----------	-----------	----------	-------

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8130 - Overtime - Salary	\$1,750	\$1,750	\$0	0.0%
8150 - Salary-Temporary	\$2,278	\$2,278	\$0	0.0%
8170 - Service Pay	\$0	\$325	\$325	n/a
8190 - Other Pay	\$980	\$980	\$0	0.0%
8210 - Meal Allowance	\$200	\$200	\$0	0.0%
8280 - Employee Suggestion	\$1,500	\$1,500	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$200,824	\$223,471	\$22,647	11.3%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$2,749	\$3,329	\$580	21.1%
3230 - Liability Insurance	\$1,276	\$1,319	\$43	3.4%
Total Expense	\$1,070,193	\$1,200,218	\$130,025	12.1%
Total Net	\$1,070,193	\$1,200,218	\$130,025	12.1%

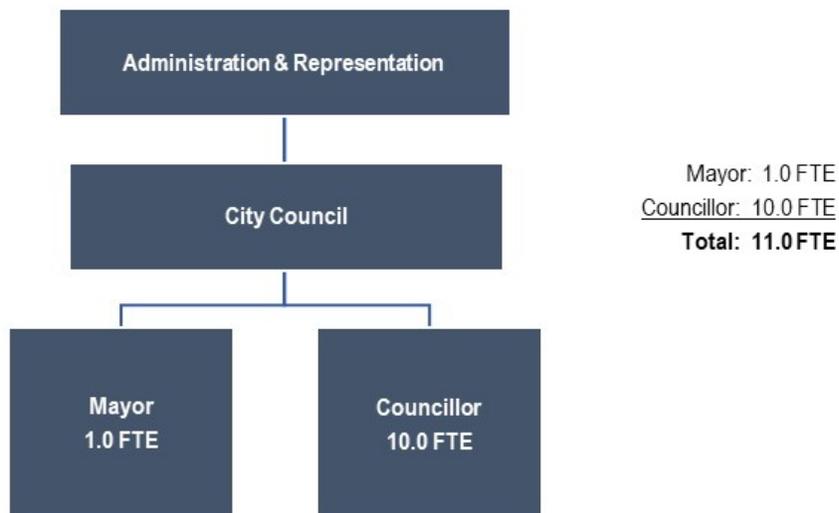
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$91,277	
B27/2024	2024-0024	Increase to Staff Appreciation and Recognition Budget	\$37,800	
B27/2024	n/a	Interdepartmental Reallocations	\$948	
Total Budget Impact			\$130,025	0.0

DESCRIPTION

Municipal councils pass resolutions and by-laws governing municipal services, finances and the various regulatory frameworks. The Mayor is the Head of City Council and the Chief Executive Officer (CEO) of the Corporation of the City of Windsor. As Head of Council he presides over all meetings of Council and ensures that the laws governing the Municipality are properly executed and enforced.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - City Council			
Mayor	n/a	Mayor	1.0
Councillor	n/a	Councillor	10.0
			11.0
			11.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - City Council	\$923,656	\$952,356	\$28,700	3.1%
Council Committees	\$45,120	\$40,620	(\$4,500)	(10.0%)
Total Net	\$968,776	\$992,976	\$24,200	2.5%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Other Miscellaneous Revenue

6990 - Other General Revenue (\$156,991) (\$156,991) \$0 0.0%

Total Revenue **(\$156,991) (\$156,991) \$0 0.0%**

EXPENSES

Minor Capital

5130 - Furniture & Furnishings \$200 \$200 \$0 0.0%

Operating & Maintenance Supplies

2010 - Office Supplies \$2,200 \$2,200 \$0 0.0%

2060 - Computer Supplies \$100 \$100 \$0 0.0%

2170 - Operating and Other Supplies \$3,000 \$3,000 \$0 0.0%

2310 - Food and confections \$500 \$500 \$0 0.0%

Other Miscellaneous Expenditures

4155 - Conference Registration \$8,000 \$8,000 \$0 0.0%

4295 - Public Relations \$56,920 \$52,420 (\$4,500) (7.9%)

Purchased Services

2020 - Postage and Courier \$150 \$150 \$0 0.0%

2085 - Publications and Manuals \$600 \$600 \$0 0.0%

2609 - Mileage and car allowance \$500 \$500 \$0 0.0%

2610 - Travel Expense \$41,465 \$41,465 \$0 0.0%

2710 - Telephone Expenses \$2,000 \$2,000 \$0 0.0%

2711 - Cell Phones \$8,500 \$8,500 \$0 0.0%

2950 - Other Prof Services-External \$100 \$100 \$0 0.0%

2990 - Business Meeting Expense \$3,500 \$3,500 \$0 0.0%

3181-PC & Maint. Allocation \$11,000 \$11,000 \$0 n/a

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$719,167	\$738,730	\$19,563	2.7%
8130 - Overtime - Salary	\$10,000	\$10,000	\$0	0.0%
8210 - Meal Allowance	\$3,500	\$3,500	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$237,326	\$243,783	\$6,457	2.7%
Utilities, Insurance & Taxes				
3230 - Liability Insurance	\$17,039	\$19,719	\$2,680	15.7%
Total Expense	\$1,125,767	\$1,149,967	\$24,200	2.1%
Total Net	\$968,776	\$992,976	\$24,200	2.5%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$26,020	
B21/2024	2024-0345	Elimination of Town & Gown Committee Budget	(\$4,500)	
B27/2024	n/a	Interdepartmental Reallocations	\$2,680	
Total Budget Impact			\$24,200	0.0

DESCRIPTION

Municipal councils pass resolutions and by-laws governing municipal services, finances and the various regulatory frameworks. The Mayor is the Head of City Council and the Chief Executive Officer (CEO) of the Corporation of the City of Windsor. As Head of Council he presides over all meetings of Council and ensures that the laws governing the Municipality are properly executed and enforced.

2024 APPROVED STAFF ESTABLISHMENT

Not Applicable

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
--	----------------	----------------	---------------------	--------------------

DIVISION

Administration - Mayor's Office	\$504,338	\$504,893	\$555	0.1%
Total Net	\$504,338	\$504,893	\$555	0.1%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

EXPENSES

Minor Capital

2220 - Maintenance Parts & Materials	\$1,000	\$1,000	\$0	0.0%
5125 - Computers - PCs	\$1,000	\$1,000	\$0	0.0%
5130 - Furniture & Furnishings	\$2,000	\$2,000	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$11,000	\$11,000	\$0	0.0%
2160 - Kitchen Supplies	\$1,500	\$1,500	\$0	0.0%
2170 - Operating and Other Supplies	\$2,500	\$2,500	\$0	0.0%

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$11,500	\$12,500	\$1,000	8.7%
4155 - Conference Registration	\$8,000	\$8,000	\$0	0.0%
4295 - Public Relations	\$39,500	\$44,500	\$5,000	12.7%

Purchased Services

2020 - Postage and Courier	\$1,600	\$1,600	\$0	0.0%
2070 - Imaging & Printing External	\$2,000	\$2,000	\$0	0.0%
2085 - Publications and Manuals	\$2,000	\$2,000	\$0	0.0%
2609 - Mileage and car allowance	\$10,000	\$10,000	\$0	0.0%
2610 - Travel Expense	\$37,300	\$37,300	\$0	0.0%
2710 - Telephone Expenses	\$1,500	\$1,500	\$0	0.0%
2711 - Cell Phones	\$4,000	\$4,000	\$0	0.0%
2950 - Other Prof Services-External	\$29,520	\$23,520	(\$6,000)	(20.3%)
2990 - Business Meeting Expense	\$6,000	\$6,000	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$2,000	\$2,000	\$0	0.0%
3150 - Vehicle Rental - External	\$100	\$100	\$0	0.0%
3181-PC & Maint. Allocation	\$8,000	\$8,000	\$0	0.0%

Salaries & Benefits

8150 - Salary-Temporary	\$275,043	\$275,043	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$44,007	\$44,007	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$2,818	\$3,371	\$553	19.6%
3230 - Liability Insurance	\$450	\$452	\$2	0.4%
Total Expense	\$504,338	\$504,893	\$555	0.1%
Total Net	\$504,338	\$504,893	\$555	0.1%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Interdepartmental Reallocations	\$555	
Total Budget Impact			\$555	0.0

Table of Contents

Financial Accounting

Overview	26
Budgeted Full Time Equivalents	27
Budget Summary	28
Reconciliation of Budget Changes	30

Asset Planning

Overview	31
Budgeted Full Time Equivalents	32
Budget Summary	33
Reconciliation of Budget Changes	35

Financial Planning

Overview	36
Budgeted Full Time Equivalents	37
Budget Summary	38
Reconciliation of Budget Changes	40

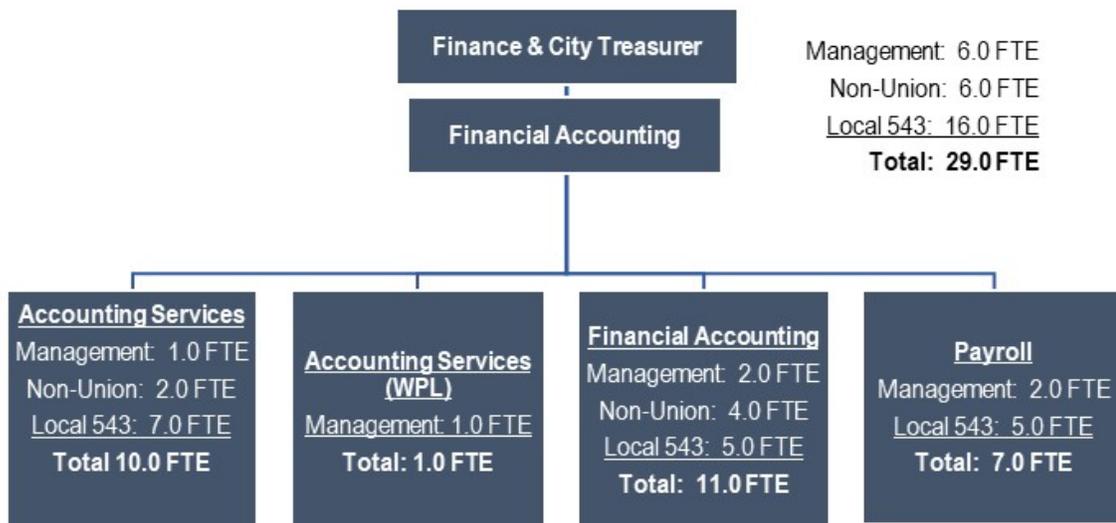
Taxation & Financial Projects

Overview	41
Budgeted Full Time Equivalents	42
Budget Summary	43
Reconciliation of Budget Changes	46

DESCRIPTION

The Accounting department provides accounts payable, accounts receivable, accounting and payroll services to the organization.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Accounting Services			
Mgr. Accounting Services	RFT	Management	1.0
Financial Analyst	RFT	Non-Union	2.0
Corporate Collections Analyst	RFT	Local 543	1.0
Accounts Receivable Clerk	RFT	Local 543	1.0
Accounts Payable Vendor Control Specialist	RFT	Local 543	1.0
General Accounts Payable Clerk	RFT	Local 543	2.0
Accounts Payable Control Clerk	RFT	Local 543	1.0
Tax & Accounts Receivable Collector	RFT	Local 543	1.0
			<u>10.0</u>
Accounting Services (WPL)			
Manager Financial Accounting - WPL	RFT	Management	1.0
			<u>1.0</u>
Financial Accounting			
Deputy Treasurer-Financial Accounting & Corporate Controls	RFT	Management	1.0
Mgr, of Financial Accounting	RFT	Management	1.0
Financial Admin-Capital Assets	RFT	Non-Union	1.0
Corporate Controls Coordinator	RFT	Non-Union	2.0
Financial Analyst	RFT	Non-Union	1.0
Financial Analysis Acctg Clerk	RFT	Local 543	1.0
Financial Reconciliation Clerk	RFT	Local 543	2.0
Financial Reconciliation Clerk - Social Services	RFT	Local 543	1.0
Accounting Clerk	RFT	Local 543	1.0
			<u>11.0</u>
Payroll			
Manager of Corporate Payroll Administration & Compliance	RFT	Management	1.0
Payroll Supervisor	RFT	Management	1.0
Payroll Control & Reporting Specialist	RFT	Local 543	5.0
			<u>7.0</u>
			<u>29.0</u>

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Financial Accounting	\$1,125,630	\$1,109,760	(\$15,870)	(1.4%)
Accounting Services	\$804,781	\$934,849	\$130,068	16.2%
Accounting Services (WPL)	\$0	\$0	\$0	n/a
Payroll	\$655,563	\$686,694	\$31,131	4.7%
Total Net	\$2,585,974	\$2,731,303	\$145,329	5.6%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$185,820)	(\$185,820)	\$0	0.0%
6740 - Recovery of Salaries-INTERNAL	(\$155,312)	(\$186,135)	(\$30,823)	19.8%
6742 - Recovery of Fringes INTERNAL	(\$50,924)	(\$61,095)	(\$10,171)	20.0%
User Fees, Permits & Charges				
6651 - Fees and Recoveries INTERNAL	(\$238,600)	(\$238,600)	\$0	0.0%
6654 - Return Cheque Service Fee	(\$1,900)	(\$1,900)	\$0	0.0%
Total Revenue	(\$632,556)	(\$673,550)	(\$40,994)	6.5%

EXPENSES

Minor Capital

5126 - Computer Software	\$2,500	\$2,919	\$419	16.8%
--------------------------	---------	---------	-------	-------

Operating & Maintenance Supplies

2010 - Office Supplies	\$0	\$250	\$250	n/a
------------------------	-----	-------	-------	-----

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$9,075	\$8,825	(\$250)	(2.8%)
4050 - Training Courses	\$4,854	\$4,854	\$0	0.0%
4155 - Conference Registration	\$2,894	\$2,894	\$0	0.0%

Purchased Services

2085 - Publications and Manuals	\$1,224	\$1,224	\$0	0.0%
2609 - Mileage and car allowance	\$44	\$44	\$0	0.0%
2610 - Travel Expense	\$5,120	\$4,701	(\$419)	(8.2%)
2711 - Cell Phones	\$550	\$550	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2950 - Other Prof Services-External	\$292,120	\$284,050	(\$8,070)	(2.8%)
3181 - PC & Maint. Allocation	\$29,000	\$29,000	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$2,152,047	\$2,297,459	\$145,412	6.8%
8130 - Overtime - Salary	\$8,002	\$9,002	\$1,000	12.5%
8190 - Other Pay	(\$4)	(\$4)	\$0	0.0%
8210 - Meal Allowance	\$936	\$936	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$710,168	\$758,149	\$47,981	6.8%
Total Expense	\$3,218,530	\$3,404,853	\$186,323	5.8%
Total Net	\$2,585,974	\$2,731,303	\$145,329	5.6%

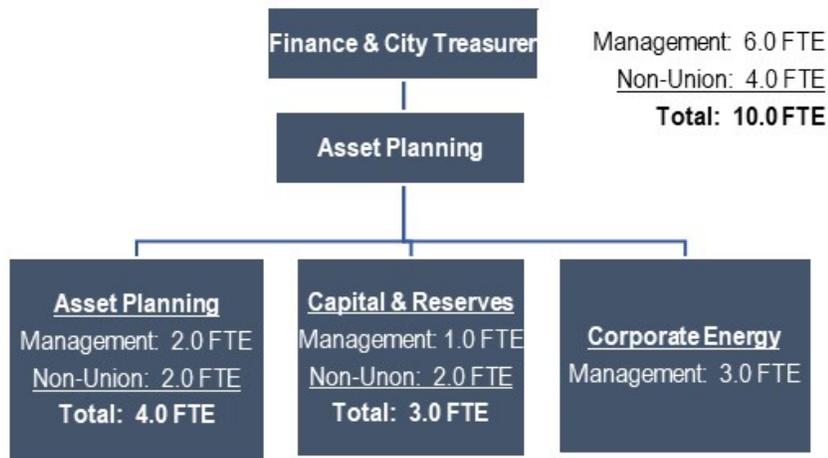
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$214,755	
B27/2024	n/a	Interdepartmental Reallocations	(\$69,426)	
Total Budget Impact			\$145,329	0.0

DESCRIPTION

The Asset Planning department provides asset planning, capital budget development and monitoring, corporate energy management services and capital grant funding programs to the organization.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Asset Planning			
Sen Mgr of Asset Planning	RFT	Management	1.0
Manager, Asset Planning	RFT	Management	1.0
Asset Coordinator	RFT	Non-Union	2.0
			4.0
Capital & Reserves			
Financial Manager, Asset Planning	RFT	Management	1.0
Senior Capital Analyst	RFT	Non-Union	2.0
			3.0
Corporate Energy			
Manager of Energy Initiatives	RFT	Management	1.0
Supervisor of Energy Contracts	RFT	Management	2.0
			3.0
			10.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Asset Planning	\$305,403	\$416,441	\$111,038	36.4%
Capital & Reserves	\$200,031	\$131,991	(\$68,040)	(34.0%)
Corporate Energy	\$238,936	\$191,081	(\$47,855)	(20.0%)
Total Net	\$744,370	\$739,513	(\$4,857)	(0.7%)

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Recovery of Expenditures				
6740 - Recovery of Salaries-INTERNAL	(\$347,292)	(\$644,211)	(\$296,919)	85.5%
6742 - Recovery of Fringes INTERNAL	(\$114,607)	(\$212,589)	(\$97,982)	85.5%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$339,312)	\$0	\$339,312	(100.0%)
User Fees, Permits & Charges				
6651 - Fees and Recoveries INTERNAL	(\$2,000)	(\$2,000)	\$0	0.0%
Total Revenue	(\$803,211)	(\$858,800)	(\$55,589)	6.9%

EXPENSES

Minor Capital

5125 - Computers - PCs	\$500	\$500	\$0	0.0%
------------------------	-------	-------	-----	------

Operating & Maintenance Supplies

2010 - Office Supplies	\$500	\$600	\$100	20.0%
2060 - Computer Supplies	\$0	\$100	\$100	n/a
2170 - Operating and Other Supplies	\$10,000	\$7,600	(\$2,400)	(24.0%)

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$5,370	\$5,370	\$0	0.0%
4050 - Training Courses	\$2,548	\$6,371	\$3,823	150.0%
4155 - Conference Registration	\$5,012	\$5,012	\$0	0.0%

Purchased Services

2020 - Postage and Courier	\$200	\$200	\$0	0.0%
----------------------------	-------	-------	-----	------

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2070 - Imaging & Printing External	\$200	\$200	\$0	0.0%
2085 - Publications and Manuals	\$300	\$300	\$0	0.0%
2610 - Travel Expense	\$3,144	\$2,724	(\$420)	(13.4%)
2620 - Car Allowance	\$210	\$210	\$0	0.0%
2711 - Cell Phones	\$3,600	\$4,300	\$700	19.4%
2915 - Consulting Services - External	\$15,000	\$14,000	(\$1,000)	(6.7%)
2927 - Computer & SW Maint-External	\$104,240	\$102,240	(\$2,000)	(1.9%)
2990 - Business Meeting Expense	\$600	\$1,100	\$500	83.3%
3181 - PC & Maint. Allocation	\$10,880	\$10,000	(\$880)	(8.1%)
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$976,841	\$1,078,634	\$101,793	10.4%
8130 - Overtime - Salary	\$1,903	\$2,500	\$597	31.4%
8190 - Other Pay	\$83,776	\$0	(\$83,776)	(100.0%)
8381 - Workers Comp. - Medical	\$400	\$400	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$322,357	\$355,952	\$33,595	10.4%
Total Expense	\$1,547,581	\$1,598,313	\$50,732	3.3%
Total Net	\$744,370	\$739,513	(\$4,857)	(0.7%)

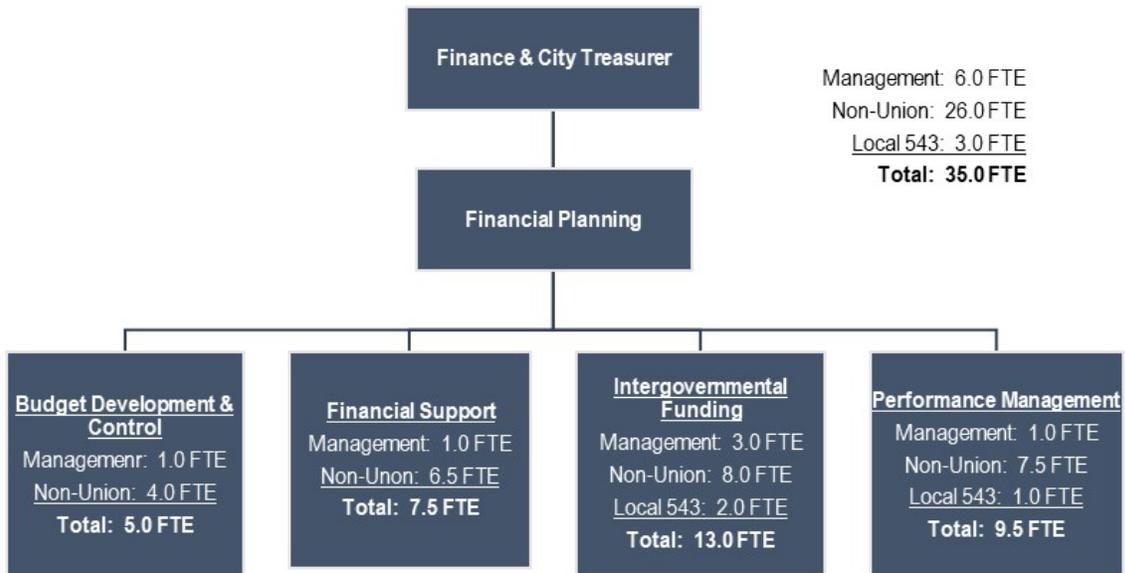
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$135,388	
B27/2024	2024-0238	Increase in Salary Recoveries in Asset Planning & Energy	(\$98,838)	
B27/2024	n/a	Interdepartmental Reallocations	(\$41,407)	
Total Budget Impact			(\$4,857)	0.0

DESCRIPTION

The Financial Planning department provides operating budget development and monitoring services along with performance measurement and overall financial planning leadership for the Corporation and Council.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Budget Development & Control			
Manager of Operating Budget Development & Control	RFT	Management	1.0
Financial Planning Administrator	RFT	Non-Union	3.0
Senior Financial Budget Analyst & System Administrator	RFT	Non-Union	1.0
			5.0
Financial Support			
Manager of Development Revenue & Financial Administration	RFT	Management	1.0
Financial Planning Administrator	RFT	Non-Union	5.5
Financial Analyst	RFT	Non-Union	1.0
			7.5
Intergovernmental Funding			
Deputy Treasurer Fin.Planning	RFT	Management	1.0
Manager of Intergovernmental Funding– Human Serv. Integration	RFT	Management	2.0
Financial Planning Administrator	RFT	Non-Union	5.0
Financial Analyst	RFT	Non-Union	3.0
Subsidy Claims Clerk	RFT	Local 543	1.0
Intermediate Clerk	RFT	Local 543	1.0
			13.0
Performance Measurement			
Manager of Performance Measurement & Business Case Developn	RFT	Management	1.0
Financial Planning Administrator	RFT	Non-Union	3.5
Financial Analyst	RFT	Non-Union	4.0
Financial Planning Clerk	RFT	Local 543	1.0
			9.5
			35.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Budget Development & Control	\$721,997	\$672,881	(\$49,116)	(6.8%)
Financial Support	\$867,001	\$1,151,270	\$284,269	32.8%
Intergovernmental Funding	\$457,561	\$476,465	\$18,904	4.1%
Performance Measurement	\$965,105	\$1,079,380	\$114,275	11.8%
Total Net	\$3,011,664	\$3,379,996	\$368,332	12.2%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Recovery of Expenditures

6735 - Recovery Of Expenses EXTERNAL	(\$7,080)	(\$11,000)	(\$3,920)	55.4%
6740 - Recovery of Salaries-INTERNAL	(\$791,974)	(\$954,182)	(\$162,208)	20.5%
6742 - Recovery of Fringes INTERNAL	(\$261,346)	(\$298,701)	(\$37,355)	14.3%
6999 - Work Auth Recovery INTERNAL	(\$41,582)	(\$41,582)	\$0	0.0%

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	(\$102,655)	(\$170,567)	(\$67,912)	66.2%
------------------------------------	-------------	-------------	------------	-------

User Fees, Permits & Charges

6690 - Sewer Surcharge Recoveries	(\$53,703)	(\$66,052)	(\$12,349)	23.0%
-----------------------------------	------------	------------	------------	-------

Total Revenue	(\$1,258,340)	(\$1,542,084)	(\$283,744)	22.5%
----------------------	----------------------	----------------------	--------------------	--------------

EXPENSES

Minor Capital

5126-Computer Software	\$18,000	\$0	(\$18,000)	(100.0%)
------------------------	----------	-----	------------	----------

Operating & Maintenance Supplies

2010 - Office Supplies	\$100	\$100	\$0	0.0%
------------------------	-------	-------	-----	------

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$31,623	\$38,918	\$7,295	23.1%
4155 - Conference Registration	\$12,461	\$12,461	\$0	0.0%

Purchased Services

2070 - Imaging & Printing External	\$1,500	\$1,500	\$0	0.0%
------------------------------------	---------	---------	-----	------

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2609 - Mileage and car allowance	\$539	\$539	\$0	0.0%
2610 - Travel Expense	\$8,841	\$8,841	\$0	0.0%
2620 - Car Allowance	\$1,450	\$1,450	\$0	0.0%
2711 - Cell Phones	\$1,518	\$1,518	\$0	0.0%
2990 - Business Meeting Expense	\$300	\$300	\$0	0.0%
3181 - PC & Maint. Allocation	\$35,880	\$35,000	(\$880)	(2.5%)
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$2,954,918	\$3,338,305	\$383,387	13.0%
8115 - Salary-Reg.Part Time	\$90,866	\$106,008	\$15,142	16.7%
8130 - Overtime - Salary	\$23,506	\$23,506	\$0	0.0%
8150 - Salary-Temporary	\$857	\$857	\$0	0.0%
8170 - Service Pay	\$2,048	\$2,113	\$65	3.2%
8190 - Other Pay	\$93,775	\$229,593	\$135,818	144.8%
8210 - Meal Allowance	\$215	\$215	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$991,607	\$1,120,856	\$129,249	13.0%
Total Expense	\$4,270,004	\$4,922,080	\$652,076	15.3%
Total Net	\$3,011,664	\$3,379,996	\$368,332	12.2%

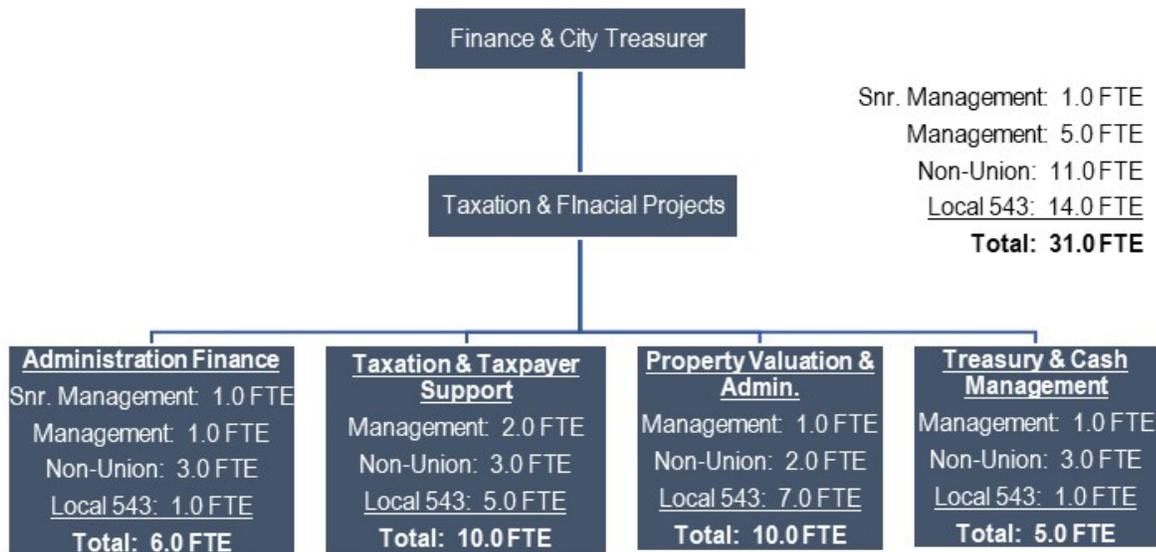
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$528,701	
B27/2024	2024-0200	Contractual Increase For MBNC Benchmarking Initiative	\$6,600	
B27/2024	2024-0284	Increase in Salary Recoveries in Financial Planning	(\$158,927)	
B27/2024	2024-0197	One-Time Funding of Financial Analyst - Financial Planning	\$0	
B27/2024	2024-0198	One-Time Funding for a Financial Analyst Position - Parks & Recreation Sup	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$8,042)	
Total Budget Impact			\$368,332	0.0

DESCRIPTION

The Taxation department provides property billing and tax collection services, cash management and leadership on corporate financial projects.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Finance			
Commissioner Corporate Services, CFO & City Treasurer	RFT	Sr. Management	1.0
Manager of Administration	RFT	Management	1.0
Executive Initiative Coord.	RFT	Non-Union	1.0
Executive Administrative Assistant	RFT	Non-Union	1.0
Financial Policy Coordinator	RFT	Non-Union	1.0
Administrative Clerk	RFT	Local 543	1.0
			6.0
Taxation & Taxpayer Support			
Deputy Treasurer-Taxation, Treasury & Financial Projects	RFT	Management	1.0
Manager, Revenue & Collections	RFT	Management	1.0
Senior Tax Analyst	RFT	Non-Union	2.0
Financial Analyst	RFT	Non-Union	1.0
Tax Account Administrator	RFT	Local 543	2.0
Tax Registration Clerk	RFT	Local 543	2.0
Tax Account & Collection Control Clerk	RFT	Local 543	1.0
			10.0
Property Valuation & Admin.			
Manager, Property Valuation & Administration	RFT	Management	1.0
Assessment Management Officer	RFT	Non-Union	1.0
Senior Tax Analyst	RFT	Non-Union	1.0
Property Assessor	RFT	Local 543	2.0
Mortgage and Ownership Clerk	RFT	Local 543	1.0
Property Tax Clerk	RFT	Local 543	3.0
Customer Service Clerk	RFT	Local 543	1.0
			10.0
Treasury & Cash Management			
Mgr Treasury & Cash Management	RFT	Management	1.0
Senior Treasury Analyst & Financial System Coordinator	RFT	Non-Union	2.0
Financial Analyst	RFT	Non-Union	1.0
Tax Account & Collection Control Clerk	RFT	Local 543	1.0
			5.0
			31.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Finance	\$816,338	\$1,047,770	\$231,432	28.4%
Taxation & Taxpayer Support	\$605,185	\$629,211	\$24,026	4.0%
Property Valuation & Admin	(\$966,587)	(\$1,084,934)	(\$118,347)	(12.2%)
Treasury & Cash Management	\$242,773	\$57,265	(\$185,508)	(76.4%)
Total Net	\$697,709	\$649,312	(\$48,397)	(6.9%)

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Other Miscellaneous Revenue

6990 - Other General Revenue	(\$100,000)	(\$244,701)	(\$144,701)	144.7%
------------------------------	-------------	-------------	-------------	--------

Recovery of Expenditures

6735 - Recovery Of Expenses EXTERNAL	(\$40,880)	(\$40,880)	\$0	0.0%
6740 - Recovery of Salaries-INTERNAL	(\$635,125)	(\$685,512)	(\$50,387)	7.9%
6742 - Recovery of Fringes INTERNAL	(\$105,829)	(\$226,220)	(\$120,391)	113.8%

Transfers From Other Funds

7052 - TRANSFER From Capital Projects	(\$73,827)	(\$73,827)	\$0	n./a
7054 - TRANSFER From Reserve Funds	(\$50,000)	(\$138,541)	(\$88,541)	177.1%

User Fees, Permits & Charges

6622 - Ownership Changes	(\$487,500)	(\$487,500)	\$0	0.0%
6623 - Letters of Default	(\$132,000)	(\$172,000)	(\$40,000)	30.3%
6624 - Tax Lien Registration Fees	(\$150,000)	(\$200,000)	(\$50,000)	33.3%
6630 - Tax Certificates	(\$56,000)	(\$56,000)	\$0	0.0%
6633 - Tax Information	(\$4,000)	(\$4,000)	\$0	0.0%
6650 - User Fees- External	(\$608,474)	(\$649,664)	(\$41,190)	6.8%
6652 - Collection Fees - WUC	(\$18,000)	\$0	\$18,000	(100.0%)
6653 - Dial-Up Service Fees	(\$450,000)	(\$450,000)	\$0	0.0%
6654 - Return Cheque Service Fee	(\$43,750)	(\$43,750)	\$0	0.0%
6657 - WSIB Admin Fee	(\$1,000)	(\$1,000)	\$0	0.0%
6658 - Collection Fees-Other Depts	(\$42,250)	(\$60,251)	(\$18,001)	42.6%
6661 - Expedited Tax Certificates	(\$8,100)	(\$8,100)	\$0	0.0%

Total Revenue	(\$3,006,735)	(\$3,541,946)	(\$535,211)	17.8%
----------------------	----------------------	----------------------	--------------------	--------------

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
EXPENSES				
Minor Capital				
2220 - Maintenance Parts & Materials	\$3,003	\$0	(\$3,003)	(100.0%)
2530 - Equipment Repairs	\$6,100	\$4,100	(\$2,000)	(32.8%)
5126 - Computer Software	\$500	\$1,000	\$500	100.0%
5130 - Furniture & Furnishings	\$2,084	\$2,000	(\$84)	(4.0%)
Operating & Maintenance Supplies				
2010 - Office Supplies	\$35,235	\$35,000	(\$235)	(0.7%)
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$13,913	\$13,900	(\$13)	(0.1%)
4025 - Document Registration	\$40,000	\$40,000	\$0	0.0%
4050 - Training Courses	\$5,678	\$4,274	(\$1,404)	(24.7%)
4155 - Conference Registration	\$2,503	\$4,503	\$2,000	79.9%
Purchased Services				
2020 - Postage and Courier	\$169,708	\$173,708	\$4,000	2.4%
2070 - Imaging & Printing External	\$16,665	\$18,665	\$2,000	12.0%
2085 - Publications and Manuals	\$1,050	\$1,720	\$670	63.8%
2609 - Mileage and car allowance	\$361	\$361	\$0	0.0%
2610 - Travel Expense	\$7,266	\$7,239	(\$27)	(0.4%)
2620 - Car Allowance	\$6,950	\$6,950	\$0	0.0%
2711 - Cell Phones	\$2,307	\$2,907	\$600	26.0%
2915 - Consulting Services - External	\$120,521	\$120,521	\$0	0.0%
2940 - Advertising	\$4,000	\$4,000	\$0	0.0%
2950 - Other Prof Services-External	\$25,692	\$34,570	\$8,878	34.6%
2962 - Fees and Service Charges Exp	\$5,000	\$5,000	\$0	0.0%
2980 - Contracted Services	\$0	\$4,800	\$4,800	n/a
3120 - Rental Expense EXTERNAL	\$7,112	\$4,500	(\$2,612)	(36.7%)
3181 -PC & Maint. Allocation	\$29,000	\$31,000	\$2,000	6.9%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$2,378,648	\$2,627,096	\$248,448	10.4%
8130 - Overtime - Salary	\$8,746	\$7,746	(\$1,000)	(11.4%)
8170 - Service Pay	\$1,885	\$1,625	(\$260)	(13.8%)
8190 - Other Pay	\$0	\$138,541	\$138,541	n/a
8210 - Meal Allowance	\$690	\$690	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$784,959	\$866,944	\$81,985	10.4%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$18,660	\$21,235	\$2,575	13.8%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
3230 - Liability Insurance	\$6,208	\$6,663	\$455	7.3%
Total Expense	\$3,704,444	\$4,191,258	\$486,814	13.1%
Total Net	\$697,709	\$649,312	(\$48,397)	(6.9%)

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$147,809	
B27/2024	2024-0204	Increase to Mortgage Account Administration Fee	(\$41,190)	
B27/2024	2024-0217	New User Fee - Property Tax Arrears Notice	(\$34,000)	
B27/2024	2024-0218	New User Fee - CentralSquare Online Customer Portal	(\$1)	
B27/2024	2024-0219	One-Time Funding for An Additional Property Tax Clerk	\$0	
B27/2024	2024-0220	One-Time Funding of a Financial Analyst - Housing Accelerator Funding	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$121,015)	2.0
Total Budget Impact			(\$48,397)	2.0

Table of Contents

Legal & Real Estate Services

Overview	47
Budgeted Full Time Equivalents	48
Budget Summary	49
Reconciliation of Budget Changes	51

Communications & Customer Service

Overview	52
Budgeted Full Time Equivalents	53
Budget Summary	54
Reconciliation of Budget Changes	56

Corporate Security

Overview	57
Budgeted Full Time Equivalents	58
Budget Summary	59
Reconciliation of Budget Changes	61

Council Services

Overview	62
Budgeted Full Time Equivalents	63
Budget Summary	64
Reconciliation of Budget Changes	67

Equity, Diversity & Inclusion

Overview	68
Budgeted Full Time Equivalents	69
Budget Summary	70
Reconciliation of Budget Changes	72

Human Resources

Overview	73
Budgeted Full Time Equivalents	74
Budget Summary	75
Reconciliation of Budget Changes	78

Information Technology

Overview	79
Budgeted Full Time Equivalents	80
Budget Summary	81
Reconciliation of Budget Changes	83

POA, Purchasing, Risk

Overview	84
Budgeted Full Time Equivalents	85
Budget Summary	86
Reconciliation of Budget Changes	88

DESCRIPTION

The Legal Department provides legal services in connection with administrative tribunal/court litigation, contracts and agreements, expropriations, labour/employment matters, real estate transactions and leases.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Legal Services & Real Estate			
Commissioner - Corporate Services	RFT	Sr. Management	1.0
Deputy City Solicitor - Legal Services & Real Estate	RFT	Management	1.0
Manager of Real Estate Services	RFT	Management	1.0
Senior Legal Counsel	RFT	Non-Union	7.0
Executive Initiative Coord.	RFT	Non-Union	1.0
Lease Administrator	RFT	Non-Union	1.0
Coordinator of Real Estate Services	RFT	Non-Union	1.0
Executive Administrative Assistant	RFT	Non-Union	1.0
Legal Assistant	RFT	Non-Union	3.0
Legal Assist. RealEstate/Corp	RFT	Non-Union	1.0
Legal Assistant-Litigation	RFT	Non-Union	1.0
			<u>19.0</u>
			<u>19.0</u>

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
--	----------------	----------------	---------------------	--------------------

DIVISION

Legal Services & Real Estate	\$3,470,976	\$3,595,423	\$124,447	3.6%
Total Net	\$3,470,976	\$3,595,423	\$124,447	3.6%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Recovery of Expenditures

6735 - Recovery Of Expenses EXTERNAL	(\$25,000)	(\$10,000)	\$15,000	(60.0%)
6740 - Recovery of Salaries-INTERNAL	(\$168,137)	(\$193,568)	(\$25,431)	15.1%

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	(\$1,425)	\$0	\$1,425	(100.0%)
------------------------------------	-----------	-----	---------	----------

User Fees, Permits & Charges

6650 - User Fees- External	(\$110,176)	(\$113,812)	(\$3,636)	3.3%
6651 - Fees and Recoveries INTERNAL	(\$15,000)	(\$15,000)	\$0	0.0%

Total Revenue	(\$319,738)	(\$332,380)	(\$12,642)	4.0%
----------------------	--------------------	--------------------	-------------------	-------------

EXPENSES

Financial Expenses

4540 - Bank Charges	\$1,000	\$1,000	\$0	0.0%
---------------------	---------	---------	-----	------

Minor Capital

2220 - Maintenance Parts & Materials	\$252	\$252	\$0	0.0%
5125 - Computers - PCs	\$2,352	\$2,352	\$0	0.0%
5126 - Computer Software	\$12,095	\$25,670	\$13,575	112.2%
5130 - Furniture & Furnishings	\$2,500	\$2,500	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$6,787	\$6,787	\$0	0.0%
2310 - Food and Confections	\$300	\$300	\$0	0.0%
2330 - Beverages - Non Alcoholic	\$100	\$100	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$23,442	\$23,442	\$0	0.0%
4025 - Document Registration	\$12,345	\$12,345	\$0	0.0%
4050 - Training Courses	\$4,225	\$4,225	\$0	0.0%
4155 - Conference Registration	\$1,500	\$1,500	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$10,352	\$10,352	\$0	0.0%
2085 - Publications and Manuals	\$32,732	\$32,732	\$0	0.0%
2610 - Travel Expense	\$7,331	\$7,331	\$0	0.0%
2620 - Car Allowance	\$7,500	\$7,500	\$0	0.0%
2711 - Cell Phones	\$2,753	\$2,753	\$0	0.0%
2915 - Consulting Services - External	\$3,566	\$3,566	\$0	0.0%
2920 - Legal Services	\$513,950	\$513,950	\$0	0.0%
2940 - Advertising	\$3,000	\$3,000	\$0	0.0%
2950 - Other Prof Services-External	\$145,400	\$145,400	\$0	0.0%
2990 - Business Meeting Expense	\$300	\$300	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$2,973	\$2,973	\$0	0.0%
3181 - PC & Maint. Allocation	\$19,000	\$19,000	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$2,127,317	\$2,246,581	\$119,264	5.6%
8130 - Overtime - Salary	\$1,794	\$1,794	\$0	0.0%
8150 - Salary-Temporary	\$55,864	\$55,864	\$0	0.0%
8170 - Service Pay	\$650	\$325	(\$325)	(50.0%)
8190 - Other Pay	\$200	\$200	\$0	0.0%
8210 - Meal Allowance	\$100	\$100	\$0	0.0%
8380 - Workers Comp. - Admin.	\$900	\$900	\$0	0.0%
8381 - Workers Comp. - Medical	\$800	\$800	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$710,952	\$750,301	\$39,349	5.5%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$2,396	\$7,171	\$4,775	199.3%
3230 - Liability Insurance	\$53,438	\$13,889	(\$39,549)	(74.0%)
3231 - Law Pro	\$20,548	\$20,548	\$0	0.0%
Total Expense	\$3,790,714	\$3,927,803	\$137,089	3.6%
Total Net	\$3,470,976	\$3,595,423	\$124,447	3.6%

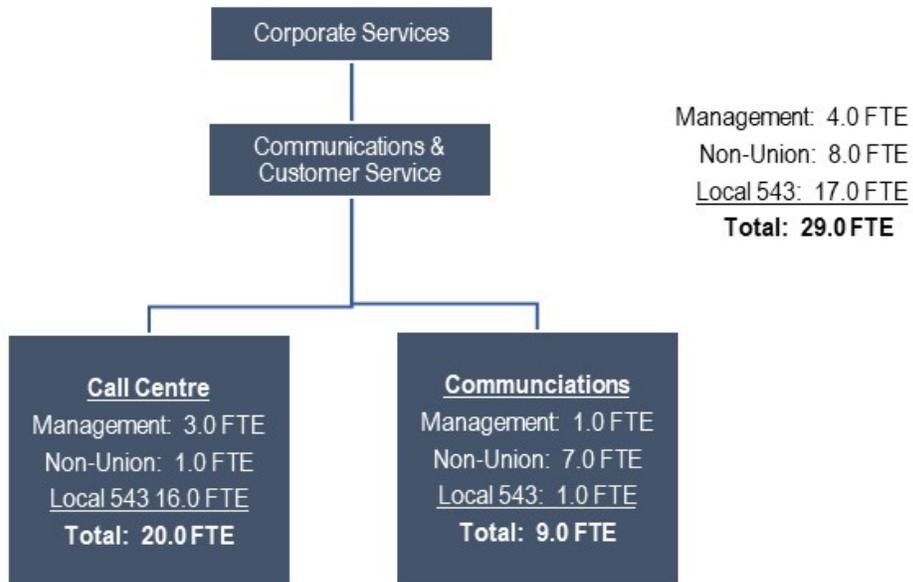
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$105,688	
B27/2024	2024-0235	Increase in Legal Cost Recoveries	(\$18,344)	
B27/2024	n/a	Interdepartmental Reallocations	\$37,103	
Total Budget Impact			\$124,447	0.0

DESCRIPTION

The Communications Department is the primary point of contact for communication and customer service, internally and externally including the 211/311 Contact Centre, for the City of Windsor.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



Communications & Customer Service

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Call Centre			
Manager, Customer Contact Centre	RFT	Management	1.0
Supervisor, Customer Contact Centre	RFT	Management	2.0
Systems Administrator	RFT	Non-Union	1.0
311 Mapping Support Analyst	RFT	Local 543	1.0
311 Support Analyst	RFT	Local 543	2.0
211 Support Analyst	RFT	Local 543	1.0
Customer Contact Representative	RFT	Local 543	9.0
Customer Contact Representative	RPT	Local 543	2.0
Administrative Clerk	RFT	Local 543	1.0
			20.0
Customer Service			
Senior Mgr. Communications&C/S	RFT	Management	1.0
Corp.Mktg & Communications Ofc	RFT	Non-Union	5.0
Customer Service Coordinator	RFT	Non-Union	1.0
Comm/Writer/Editor Council Liaison	RFT	Non-Union	1.0
Graphic Designer & Marketing Assistant	RFT	Local 543	1.0
			9.0
			29.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Call Centre	\$2,232,464	\$2,300,981	\$68,517	3.1%
Customer Service	\$1,312,891	\$1,392,787	\$79,896	6.1%
Total Net	\$3,545,355	\$3,693,768	\$148,413	4.2%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Grants & Subsidies				
6330 - Other Municipal Grants & Fees	(\$90,000)	(\$90,000)	\$0	0.0%
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$162,033)	(\$162,033)	\$0	0.0%
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$2,000)	(\$8,000)	(\$6,000)	300.0%
6740 - Recovery of Salaries-INTERNAL	(\$312,000)	(\$312,000)	\$0	0.0%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$152,895)	(\$109,000)	\$43,895	(28.7%)
Total Revenue	(\$718,928)	(\$681,033)	\$37,895	(5.3%)

EXPENSES

Minor Capital

5111 - Machinery & Equipment -Non TCA	\$5,500	\$5,500	\$0	0.0%
5125 - Computers - PCs	\$150	\$150	\$0	0.0%
5126 - Computer Software	\$4,100	\$4,100	\$0	0.0%
5130 - Furniture & Furnishings	\$4,247	\$4,247	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$5,750	\$5,750	\$0	0.0%
2060 - Computer Supplies	\$200	\$200	\$0	0.0%
2360 -Promotional Material & Product	\$5,000	\$5,000	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$3,820	\$3,820	\$0	0.0%
4050 - Training Courses	\$1,731	\$1,731	\$0	0.0%
4155 - Conference Registration	\$9,200	\$9,200	\$0	0.0%
4295 - Public Relations	\$1,000	\$1,000	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$1,175	\$1,175	\$0	0.0%
2070 - Imaging & Printing External	\$350	\$350	\$0	0.0%
2085 - Publications and Manuals	\$725	\$725	\$0	0.0%
2609 - Mileage and car allowance	\$1,500	\$1,500	\$0	0.0%
2610 - Travel Expense	\$7,407	\$7,407	\$0	0.0%
2620 - Car Allowance	\$1,900	\$1,900	\$0	0.0%
2710 - Telephone Expenses	\$75,200	\$75,200	\$0	0.0%
2711 - Cell Phones	\$4,600	\$4,600	\$0	0.0%
2914 - Non-Occ Medical	\$1,500	\$1,500	\$0	0.0%
2917 - Ergonomic Assessments	\$250	\$250	\$0	0.0%
2940 - Advertising	\$9,970	\$15,970	\$6,000	60.2%
2950 - Other Prof Services-External	\$25,183	\$60,183	\$35,000	139.0%
2951 - INTERNAL Service Salary Allocn	\$312,000	\$312,000	\$0	0.0%
2980 - Contracted Services	\$341,281	\$352,516	\$11,235	3.3%
2990 - Business Meeting Expense	\$1,000	\$1,000	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$3,025	\$3,025	\$0	0.0%
3181 - PC & Maint. Allocation	\$31,160	\$29,000	(\$2,160)	(6.9%)
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$2,263,615	\$2,360,790	\$97,175	4.3%
8115 - Salary-Reg.Part Time	\$130,678	\$134,256	\$3,578	2.7%
8130 - Overtime - Salary	\$5,000	\$5,000	\$0	0.0%
8140 - Overtime - Wages	\$1,000	\$1,000	\$0	0.0%
8150 - Salary-Temporary	\$66,134	\$66,134	\$0	0.0%
8170 - Service Pay	\$1,885	\$1,885	\$0	0.0%
8190 - Other Pay	\$150,735	\$74,000	(\$76,735)	(50.9%)
8381 - Workers Comp. - Medical	\$3,000	\$3,000	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$781,094	\$813,815	\$32,721	4.2%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$2,218	\$2,748	\$530	23.9%
3230 - Liability Insurance	\$0	\$3,174	\$3,174	n/a
Total Expense	\$4,264,283	\$4,374,801	\$110,518	2.6%
Total Net	\$3,545,355	\$3,693,768	\$148,413	4.2%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$133,474	
B27/2024	2024-0251	Motorola Premier One CSR Software & Hosting Agreement Contractual Incr	\$11,235	
B27/2024	2024-0278	One Time Funding to Extend the Pilot Project Manager Position	\$0	
B27/2024	2024-0279	One Time Funding for Corporate Online Engagement Tool – Bang the Table	\$0	
B27/2024	n/a	Interdepartmental Reallocations	\$3,704	
Total Budget Impact			\$148,413	0.0

DESCRIPTION

The Security Unit exists to provide proactive and reactive security measures to the Corporation at large working synergistically with existing agencies, departments and tenants.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Security & Special Activities			
Director of City Hall Campus, Security & Special Activities	RFT	Management	1.0
SAC Site Coordinator	RFT	Non-Union	1.0
Operating Engineer 4th Class	RFT	Local 543	2.0
Facility Person	RFT	Local 543	1.0
Facility Person	RPT	Local 543	1.5
Caretaker	RFT	Local 543	8.0
Caretaker	RPT	Local 543	4.7
			19.2

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
--	----------------	----------------	---------------------	--------------------

DIVISION

Security & Special Activities	\$1,213,106	\$1,404,244	\$191,138	15.8%
Total Net	\$1,213,106	\$1,404,244	\$191,138	15.8%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	(\$120,764)	(\$43,900)	\$76,864	(63.6%)
------------------------------------	-------------	------------	----------	---------

User Fees, Permits & Charges

6417 - Lease & Rental Revenue	(\$2,322,500)	(\$2,322,500)	\$0	0.0%
6450 - Parking Revenue - Monthly	(\$52,800)	(\$52,800)	\$0	0.0%
6651 - Fees and Recoveries INTERNAL	(\$168,200)	(\$168,200)	\$0	0.0%
6725 - Fees&Service Charges EXTERNAL	(\$6,500)	(\$6,750)	(\$250)	3.8%

Total Revenue	(\$2,670,764)	(\$2,594,150)	\$76,614	(2.9%)
----------------------	----------------------	----------------------	-----------------	---------------

EXPENSES

Minor Capital

2150 - Minor Apparatus & Tools	\$19,000	\$19,000	\$0	0.0%
2220 - Maintenance Parts & Materials	\$27,000	\$27,000	\$0	0.0%
5130 - Furniture & Furnishings	\$3,000	\$3,000	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$12,000	\$12,000	\$0	0.0%
2060 - Computer Supplies	\$1,000	\$1,000	\$0	0.0%
2145 - Housekeeping Supplies	\$83,600	\$83,600	\$0	0.0%
3176 - Facility Opns-Labour INTERNAL	\$104,200	\$104,200	\$0	0.0%

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$1,450	\$1,450	\$0	0.0%
-------------------------------	---------	---------	-----	------

Purchased Services

2085 - Publications and Manuals	\$362	\$362	\$0	0.0%
2710 - Telephone Expenses	\$600	\$600	\$0	0.0%
2711 - Cell Phones	\$2,409	\$2,049	(\$360)	(14.9%)
2915 - Consulting Services - External	\$4,600	\$4,600	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2916 - INTERNAL Services- non-salary	\$19,050	\$19,205	\$155	0.8%
2980 - Contracted Services	\$890,408	\$890,408	\$0	0.0%
3181 - PC & Maint. Allocation	\$17,200	\$19,200	\$2,000	11.6%
3250 - Licenses	\$22,469	\$27,469	\$5,000	22.3%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$643,051	\$856,702	\$213,651	33.2%
8115 - Salary-Reg.Part Time	\$399,928	\$339,887	(\$60,041)	(15.0%)
8170 - Service Pay	\$975	\$975	\$0	0.0%
8190 - Other Pay	\$86,504	\$10,000	(\$76,504)	(88.4%)
8290 - Clothing - Uniforms	\$4,000	\$4,000	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$284,198	\$343,890	\$59,692	21.0%
Transfers to Reserves & Capital Funds				
4250 - TRANSFER to Reserve Fund	\$274,000	\$274,000	\$0	0.0%
Utilities, Insurance & Taxes				
3010 - Utilities	\$917,871	\$868,542	(\$49,329)	(5.4%)
3210 - Building Insurance	\$35,995	\$55,169	\$19,174	53.3%
3230 - Liability Insurance	\$0	\$1,086	\$1,086	n/a
4015 - Taxes	\$29,000	\$29,000	\$0	0.0%
Total Expense	\$3,883,870	\$3,998,394	\$114,524	2.9%
Total Net	\$1,213,106	\$1,404,244	\$191,138	15.8%

2024 RECONCILIATION OF BUDGET CHANGES

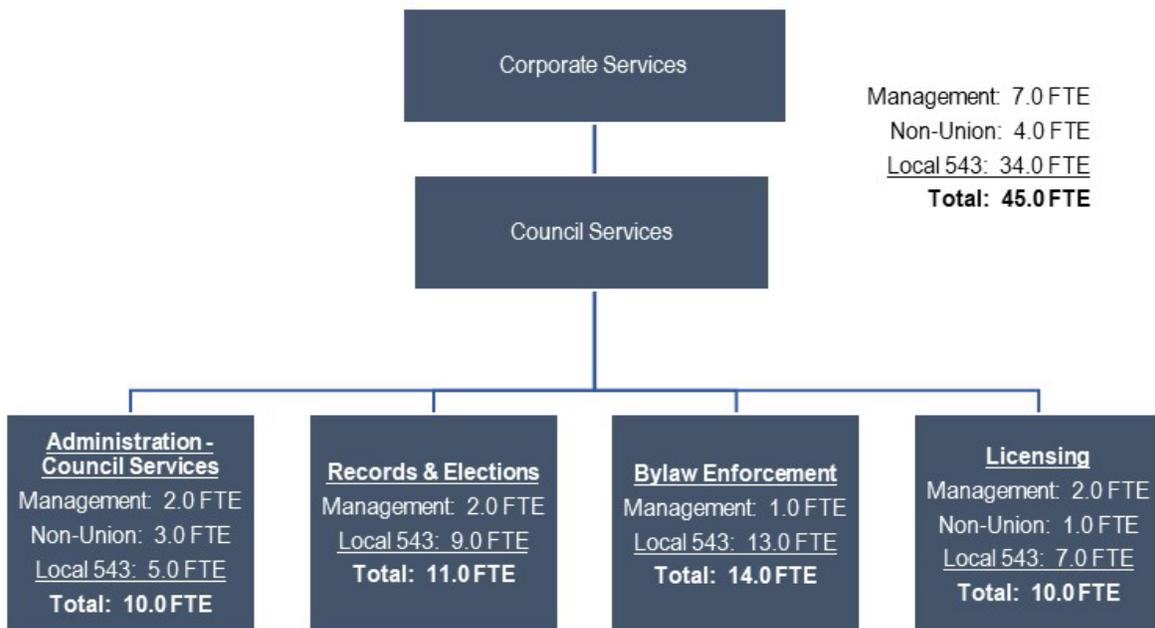
Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$116,204	
B27/2024	2024-0156	Genetec Advantage Security Software License Fees	\$5,000	
B27/2024	2024-0193	One Time Operating Budget for 185-189 City Hall Square South	\$0	
B27/2024	n/a	Interdepartmental Reallocations	\$69,934	1.0
Total Budget Impact			\$191,138	1.0

DESCRIPTION

The City Clerk’s Office administers the city’s legislative process including Elections, Council and Committee meetings, and the maintenance of public records, as a service to City Council, Administration and the citizens of the City of Windsor.

Licensing & By-Law Enforcement oversees several categories of business licenses and enforcement of the licensing and various regulatory by-laws to ensure compliance and public health and safety. For example, public vehicles, hospitality, lodging, dirty yards etc. Coordinate licensing hearings for the Windsor Licensing Commission. Also acts as gaming regulator for the AGCO/OLG i.e.bingo, raffles.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration Council Services			
City Clerk	RFT	Management	1.0
Supervisor Council Services/Deputy City Clerk	RFT	Management	1.0
Executive Administrative Assistant	RFT	Non-Union	1.0
Council Assistant	RFT	Non-Union	2.0
Committee Coordinator	RFT	Local 543	1.0
Order of Business Coordinator	RFT	Local 543	1.0
Council Agenda Coordinator	RFT	Local 543	1.0
Council Resolutions Coord.	RFT	Local 543	1.0
Development Applications Clerk	RFT	Local 543	1.0
			10.0
Records & Elections			
Mgr,Records,Elections,FOICoord	RFT	Management	1.0
Supv, Information & Records	RFT	Management	1.0
Legal Documents Clerk	RFT	Local 543	1.0
Records Analyst	RFT	Local 543	4.0
Financial Records & Administration Clerk	RFT	Local 543	2.0
Senior Issuer, Vital Statistics	RFT	Local 543	2.0
			11.0
Bylaw Enforcement			
Supervisor of By-Law Enforcement	RFT	Management	1.0
By-Law Enforcement Officer	RFT	Local 543	12.0
By-Law Enforcement Clerk	RFT	Local 543	1.0
			14.0
Licensing			
Manager Licensing & Enforcement / Deputy Licensing Com	RFT	Management	1.0
Supervisor of Licensing	RFT	Management	1.0
Corporate Policy Coordinator	RFT	Non-Union	1.0
Municipal Gaming Analyst	RFT	Local 543	2.0
Senior Licence Issuer	RFT	Local 543	1.0
Licence Issuer	RFT	Local 543	3.0
Licensing Clerk	RFT	Local 543	1.0
			10.0
			45.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Council Services	\$1,101,478	\$1,285,833	\$184,355	16.7%
Records & Elections	\$985,227	\$1,106,880	\$121,653	12.3%
Bylaw Enforcement	\$1,002,250	\$1,058,726	\$56,476	5.6%
Licensing	\$592,491	\$561,910	(\$30,581)	(5.2%)
Total Net	\$3,681,446	\$4,013,349	\$331,903	9.0%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$120,000)	(\$120,000)	\$0	0.0%
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$22,200)	(\$24,200)	(\$2,000)	9.0%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	\$0	(\$301,260)	(\$301,260)	n/a
User Fees, Permits & Charges				
6410 - Licenses & Permits	(\$2,243,027)	(\$2,214,827)	\$28,200	(1.3%)
6650 - User Fees- External	(\$12,369)	(\$12,369)	\$0	0.0%
6651 - Fees and Recoveries INTERNAL	(\$2,000)	\$0	\$2,000	(100.0%)
6725 - Fees&Service Charges EXTERNAL	(\$565,781)	(\$565,781)	\$0	0.0%
Total Revenue	(\$2,965,377)	(\$3,238,437)	(\$273,060)	9.2%

EXPENSES

Minor Capital

2220 - Maintenance Parts & Materials	\$7,550	\$7,550	\$0	0.0%
5126 - Computer Software	\$0	\$500	\$500	n/a
5130 - Furniture & Furnishings	\$6,700	\$6,700	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$39,683	\$39,683	\$0	0.0%
2060 - Computer Supplies	\$1,932	\$1,932	\$0	0.0%
2180 - Program Supplies	\$1,000	\$1,000	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$10,800	\$6,800	(\$4,000)	(37.0%)
4050 - Training Courses	\$6,495	\$15,495	\$9,000	138.6%
4060 - Contingency	\$60,000	\$60,000	\$0	0.0%
4155 - Conference Registration	\$3,500	\$3,500	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$44,350	\$39,350	(\$5,000)	(11.3%)
2070 - Imaging & Printing External	\$25,300	\$15,800	(\$9,500)	(37.5%)
2085 - Publications and Manuals	\$1,450	\$1,450	\$0	0.0%
2610 - Travel Expense	\$15,459	\$15,459	\$0	0.0%
2620 - Car Allowance	\$400	\$400	\$0	0.0%
2710 - Telephone Expenses	\$1,000	\$1,000	\$0	0.0%
2711 - Cell Phones	\$10,826	\$10,826	\$0	0.0%
2920 - Legal Services	\$1,000	\$1,000	\$0	0.0%
2940 - Advertising	\$62,214	\$61,214	(\$1,000)	(1.6%)
2943 - Commissions Expense	\$73,300	\$28,500	(\$44,800)	(61.1%)
2950 - Other Prof Services-External	\$1,166,418	\$1,190,265	\$23,847	2.0%
2962 - Fees and Service Charges Exp	\$7,265	\$13,265	\$6,000	82.6%
2980 - Contracted Services	\$49,500	\$51,500	\$2,000	4.0%
2990 - Business Meeting Expense	\$550	\$550	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$71,400	\$71,400	\$0	0.0%
3121 - GPS	\$6,349	\$6,349	\$0	0.0%
3140 - VehicleRent-Dedicated INTERNAL	\$162,400	\$177,015	\$14,615	9.0%
3145 - VehicleRent-TempOther INTERNAL	\$11,964	\$11,964	\$0	0.0%
3181 - PC & Maint. Allocation	\$45,000	\$45,000	\$0	0.0%
3250 - Licenses	\$68,800	\$63,800	(\$5,000)	(7.3%)
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$3,198,375	\$3,350,300	\$151,925	4.8%
8130 - Overtime - Salary	\$23,527	\$28,527	\$5,000	21.3%
8140 - Overtime - Wages	\$200	\$200	\$0	0.0%
8150 - Salary-Temporary	\$126,941	\$126,941	\$0	0.0%
8170 - Service Pay	\$2,275	\$2,275	\$0	0.0%
8190 - Other Pay	\$6,700	\$6,700	\$0	0.0%
8210 - Meal Allowance	\$1,700	\$1,700	\$0	0.0%
8290 - Clothing - Uniforms	\$15,940	\$17,200	\$1,260	7.9%
8399 - Fringe Benefits (Dept.)	\$1,075,771	\$1,125,918	\$50,147	4.7%
Transfers to Reserves & Capital Funds				
4248 - TRANSFER to Reserve Account	\$200,000	\$600,000	\$400,000	200.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Utilities, Insurance & Taxes				
3010 - Utilities	\$14,596	\$22,400	\$7,804	53.5%
3210 - Building Insurance	\$10,506	\$12,473	\$1,967	18.7%
3230 - Liability Insurance	\$7,687	\$7,885	\$198	2.6%
Total Expense	\$6,646,823	\$7,251,786	\$604,963	9.1%
Total Net	\$3,681,446	\$4,013,349	\$331,903	9.0%

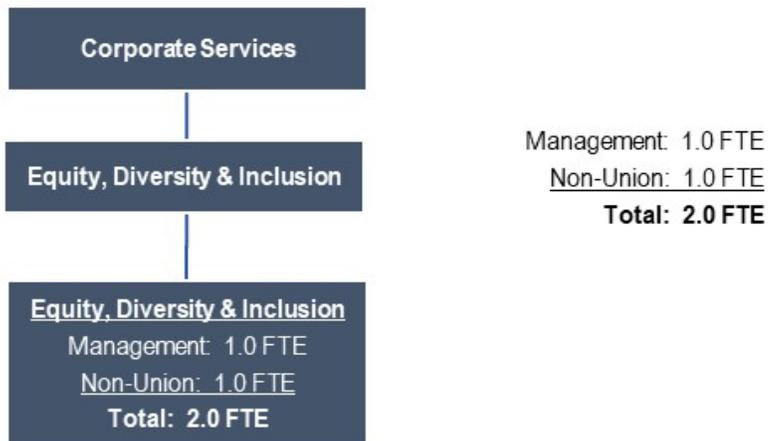
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$202,072	
B27/2024	2024-0087	Animal Control Contract - Windsor Essex County Humane Society	\$21,847	
B27/2024	2024-0164	Increase Municipal Election Reserve	\$100,000	
B27/2024	2024-0213	Elimination of Towing License Fees Revenues	\$5,000	
B27/2024	2024-0326	Dog Licenses Exemption	\$0	
B27/2024	2024-0287	User Fee Increases for Council Services	(\$21,600)	
B27/2024	n/a	Interdepartmental Reallocations	\$24,584	
Total Budget Impact			\$331,903	0.0

DESCRIPTION

The Equity, Diversity, and Inclusion (EDI) department is committed to fostering a culture of equality, respect, and inclusivity within our organization. Our mission is to cultivate an environment where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents while striving to eliminate discrimination, bias, and systemic barriers that may impede the full participation and advancement of individuals from underrepresented groups.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Human Resources			
Executive Director Equity, Anti Racisim and Indigenous Initiatives	RFT	Management	1.0
Diversity/Access Officer	RFT	Non-Union	1.0
			2.0
			2.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
--	----------------	----------------	---------------------	--------------------

DIVISION

Equity, Diversity & Inclusion	\$0	\$359,072	\$359,072	n/a
Total Net	\$0	\$359,072	\$359,072	n/a

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Recovery of Expenditures

6998 Temporary Gapping	\$0	(\$50,508)	(\$50,508)	n/a
------------------------	-----	------------	------------	-----

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	\$0	(\$62,765)	(\$62,765)	n/a
------------------------------------	-----	------------	------------	-----

Total Revenue	\$0	(\$113,273)	(\$113,273)	n/a
----------------------	------------	--------------------	--------------------	------------

EXPENSES

Minor Capital

5130 - Furniture & Furnishings	\$0	\$10,000	\$10,000	n/a
--------------------------------	-----	----------	----------	-----

Operating & Maintenance Supplies

2010 - Office Supplies	\$0	\$500	\$500	n/a
2180 - Program Supplies	\$0	\$500	\$500	n/a

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$0	\$1,000	\$1,000	n/a
4050 - Training Courses	\$0	\$1,000	\$1,000	n/a
4155 - Conference Registration	\$0	\$1,000	\$1,000	n/a

Purchased Services

2610 - Travel Expense	\$0	\$1,000	\$1,000	n/a
2620 - Car Allowance	\$0	\$250	\$250	n/a
2710 - Telephone Expenses	\$0	\$17,481	\$17,481	n/a
2711 - Cell Phones	\$0	\$550	\$550	n/a
2916 - INTERNAL Services- non-salary	\$0	\$200	\$200	n/a
2950 - Other Prof Services-External	\$0	\$10,000	\$10,000	n/a
3181 - PC & Maint Allocation	\$0	\$2,000	\$2,000	n/a

Salaries & Benefits

8110 - Salary-Reg.Full Time	\$0	\$273,757	\$273,757	n/a
-----------------------------	-----	-----------	-----------	-----

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8190 - Other Pay	\$0	\$62,765	\$62,765	n/a
8399 - Fringe Benefits (Dept.)	\$0	\$90,342	\$90,342	n/a
Total Expense	\$0	\$472,345	\$472,345	n/a
Total Net	\$0	\$359,072	\$359,072	n/a

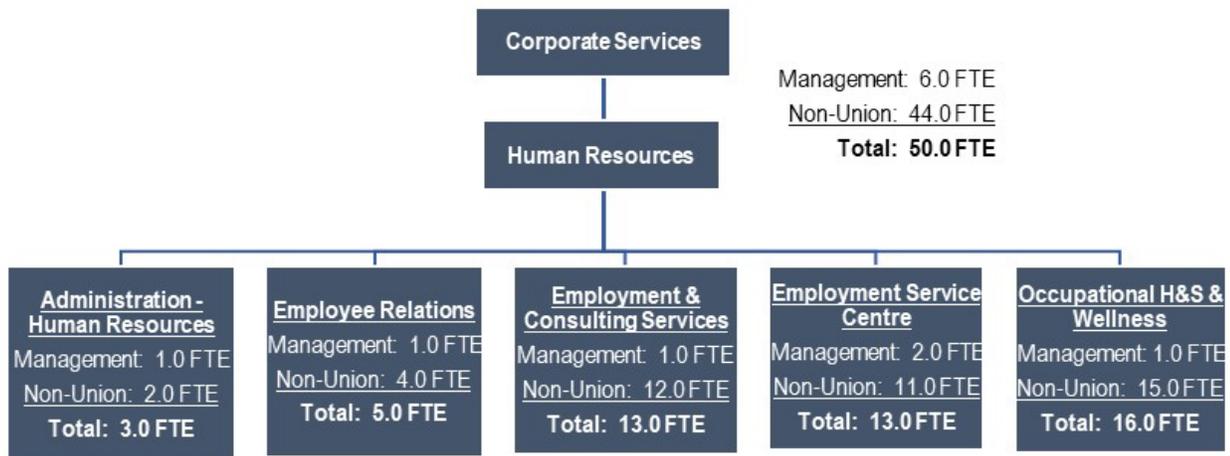
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$13,329	
B27/2024	2024-0258	Addition of Equity, Diversity & Inclusion Department	\$168,953	1.0
B27/2024	n/a	Interdepartmental Reallocations	\$176,790	1.0
Total Budget Impact			\$359,072	2.0

DESCRIPTION

The Human Resources Department provides various services such as recruitment, compensation management, benefit administration, health and safety initiatives, and employee relations. As an equal opportunity employer, the City's HR Department also endeavours to provide succession management, professional skills development, and mental health initiatives to our corporate employees and retirees.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Human Resources			
ExDir, Human Resources	RFT	Management	1.0
Policy & Procedures Coordinator	RFT	Non-Union	1.0
Administrative Assistant	RFT	Non-Union	1.0
			3.0
Employee Relations			
Manager of Employee Relations	RFT	Management	1.0
Employee Relations Specialist	RFT	Non-Union	2.0
Employee Relations Assistant	RFT	Non-Union	1.0
Employee Relations Coordinator	RFT	Non-Union	1.0
			5.0
Employment & Consulting Services			
Employment & Consulting Services Manager	RFT	Management	1.0
HR Business Partner	RFT	Non-Union	8.0
Workforce Planning Specialist	RFT	Non-Union	1.0
Organizational Dev. Specialist	RFT	Non-Union	1.0
Human Resources Assistant	RFT	Non-Union	2.0
			13.0
Employment Service Centre			
Manager of ESC & Total Rewards	RFT	Management	1.0
Supervisor of ESC	RFT	Management	1.0
Total Compensation Specialist	RFT	Non-Union	1.0
Controls & Systems Analyst	RFT	Non-Union	2.0
Pension & Benefits Specialist	RFT	Non-Union	1.0
Employee Service Representative	RFT	Non-Union	6.0
Records Management Clerk	RFT	Non-Union	1.0
			13.0
Occupational H&S & Wellness			
OHS and Wellness Manager	RFT	Management	1.0
Disability Management Specialist	RFT	Non-Union	6.0
Ergonomist & Wellness Specialist	RFT	Non-Union	1.0
Occupational Health & Safety Advisor	RFT	Non-Union	6.0
Health & Safety Coordinator	RFT	Non-Union	1.0
Intake Coord/Assistant	RFT	Non-Union	1.0
			16.0
			50.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Human Resources	\$513,958	\$373,509	(\$140,449)	(27.3%)
Employment & Consulting Services	\$2,134,055	\$1,932,252	(\$201,803)	(9.5%)
Employee Relations	\$385,343	\$404,112	\$18,769	4.9%
Employment Service Centre	\$1,266,761	\$1,550,649	\$283,888	22.4%
Occupational H&S & Wellness	\$2,400,335	\$2,500,777	\$100,442	4.2%
Total Net	\$6,700,452	\$6,761,299	\$60,847	0.9%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$19,600)	(\$19,600)	\$0	0.0%
6740 - Recovery of Salaries-INTERNAL	(\$410,520)	(\$468,368)	(\$57,848)	14.1%
6742 - Recovery of Fringes INTERNAL	(\$135,471)	(\$154,561)	(\$19,090)	14.1%
6998 Temporary Gapping	\$0	(\$72,935)	(\$72,935)	n/a
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$243,773)	(\$236,535)	\$7,238	(3.0%)
User Fees, Permits & Charges				
6651 - Fees and Recoveries INTERNAL	(\$33,400)	(\$33,400)	\$0	0.0%
Total Revenue	(\$842,764)	(\$985,399)	(\$142,635)	16.9%

EXPENSES

Minor Capital

5111 - Machinery & Equipment -Non TCA	\$10,800	\$10,800	\$0	0.0%
5125 - Computers - PCs	\$2,250	\$2,250	\$0	0.0%
5126 - Computer Software	\$7,874	\$7,874	\$0	0.0%
5130 - Furniture & Furnishings	\$4,265	\$4,265	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$27,316	\$27,016	(\$300)	(1.1%)
2180 - Program Supplies	\$33,100	\$32,800	(\$300)	(0.9%)

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$5,975	\$4,975	(\$1,000)	(16.7%)
-------------------------------	---------	---------	-----------	---------

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
4050 - Training Courses	\$43,403	\$43,003	(\$400)	(0.9%)
4155 - Conference Registration	\$2,500	\$2,200	(\$300)	(12.0%)
Purchased Services				
2020 - Postage and Courier	\$3,350	\$3,350	\$0	0.0%
2070 - Imaging & Printing External	\$5,650	\$5,650	\$0	0.0%
2085 - Publications and Manuals	\$12,461	\$12,461	\$0	0.0%
2610 - Travel Expense	\$9,542	\$8,814	(\$728)	(7.6%)
2620 - Car Allowance	\$1,750	\$1,500	(\$250)	(14.3%)
2710 - Telephone Expenses	\$19,481	\$2,000	(\$17,481)	(89.7%)
2711 - Cell Phones	\$8,560	\$7,760	(\$800)	(9.3%)
2915 - Consulting Services - External	\$366,944	\$366,944	\$0	0.0%
2916 - INTERNAL Services- non-salary	\$200	\$0	(\$200)	(100.0%)
2940 - Advertising	\$25,000	\$25,000	\$0	0.0%
2950 - Other Prof Services-External	\$396,499	\$330,957	(\$65,542)	(16.5%)
2962 - Fees and Service Charges Exp	\$8,025	\$8,025	\$0	0.0%
2990 - Business Meeting Expense	\$4,800	\$4,800	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$7,500	\$7,500	\$0	0.0%
3170 - Facility Rental INTERNAL	\$2,000	\$2,000	\$0	0.0%
3175 - Facility Rental EXTERNAL	\$6,000	\$6,000	\$0	0.0%
3181 - PC & Maint Allocation	\$49,080	\$50,000	\$920	1.9%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$4,400,436	\$4,753,535	\$353,099	8.0%
8130 - Overtime - Salary	\$1,545	\$1,545	\$0	0.0%
8150 - Salary-Temporary	\$14,503	\$14,503	\$0	0.0%
8160 - Hourly-Temporary	\$1	\$1	\$0	0.0%
8170 - Service Pay	\$3,120	\$2,795	(\$325)	(10.4%)
8190 - Other Pay	\$333,788	\$152,425	(\$181,363)	(54.3%)
8210 - Meal Allowance	\$250	\$250	\$0	0.0%
8220 - Education Allowance	\$56,287	\$56,287	\$0	0.0%
8260 - Pre-Employment Medical	\$27,500	\$27,500	\$0	0.0%
8380 - Workers Comp. - Admin.	\$1,000	\$1,000	\$0	0.0%
8381 - Workers Comp. - Medical	\$1,500	\$1,500	\$0	0.0%
8383 - Workers Comp. - Pension	\$25,000	\$25,000	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$1,454,467	\$1,570,989	\$116,522	8.0%
Transfers to Reserves & Capital Funds				
4248 - TRANSFER to Reserve Account	\$150,100	\$150,100	\$0	0.0%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$3,757	\$5,325	\$1,568	41.7%
3230 - Liability Insurance	\$5,637	\$5,999	\$362	6.4%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Total Expense	\$7,543,216	\$7,746,698	\$203,482	2.7%
Total Net	\$6,700,452	\$6,761,299	\$60,847	0.9%

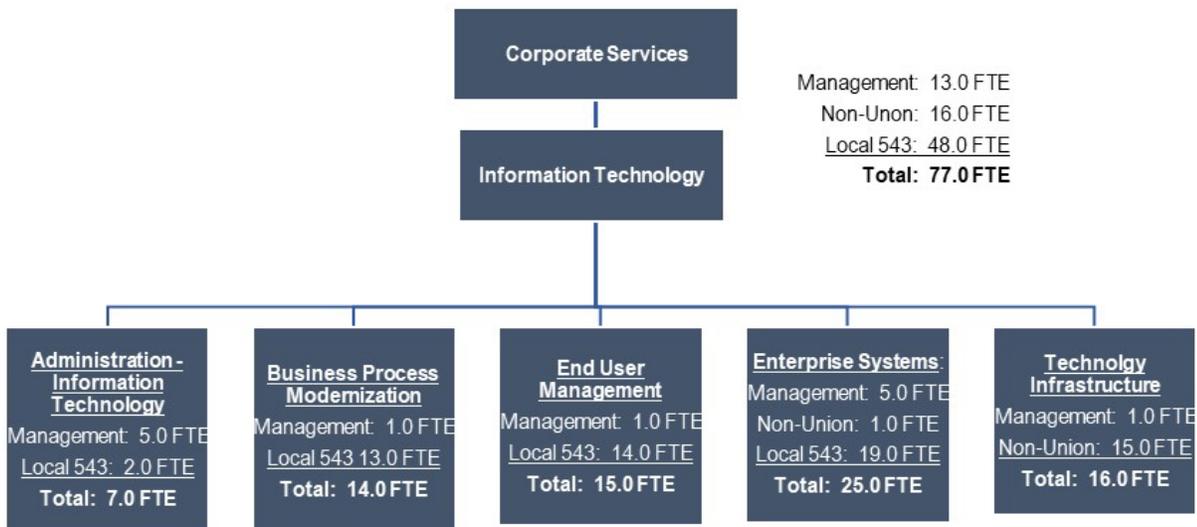
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$303,977	
B27/2024	2024-0314	Increase HR Business Partner Recovery from Employment & Social Services	(\$21,109)	
B27/2024	2024-0178	One-Time Funding for an Accessibility Assistant Position	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$222,021)	2.0
Total Budget Impact			\$60,847	2.0

DESCRIPTION

Provides technology planning, support and operations, which enables City services, and drives efficiencies. Committed to providing innovative, reliable, responsive and secure solutions that align business, process and technology. Provides and supports the systems, applications, computers, networks, data, internet access, security and policies that are critical to the delivery of City services.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Information Technology			
Chief Information Officer/ExDir, Information Technology	RFT	Management	1.0
Deputy CIO Technology Strategy & Operations	RFT	Management	1.0
Deputy CIO Business Solutions & Project Delievery	RFT	Management	1.0
IT Manager - Web & Digital Services	RFT	Management	1.0
IT Manager - Cybersecurity & Risk	RFT	Management	1.0
Administrative Assistant/Sec.	RFT	Local 543	1.0
Technical Support Clerk	RFT	Local 543	1.0
			7.0
Business Process Modernization			
Manager, Business Process Modernization	RFT	Management	1.0
Business Analyst	RFT	Local 543	9.0
Analyst Programmer	RFT	Local 543	3.0
Multimedia Solutions Analyst	RFT	Local 543	1.0
			14.0
End User Management			
Mgr, End User Support	RFT	Management	1.0
P.C. Support Analyst	RFT	Local 543	13.0
Tier 1 - Helpdesk	RFT	Local 543	1.0
			15.0
Enterprise Systems			
Manager, Enterprise Systems	RFT	Management	1.0
Program Manager, Corporate Project	RFT	Management	4.0
Technical Support Analyst	RFT	Non-Union	1.0
Analyst Programmer	RFT	Local 543	9.0
Enterprise Support Analyst	RFT	Local 543	9.0
Enterprise Support Analyst II	RFT	Local 543	1.0
			25.0
Technology Infrastructure			
Deputy CIO/Manager, Tech Infrastructure	RFT	Management	1.0
Technical Support Analyst	RFT	Non-Union	15.0
			16.0
			77.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
--	----------------	----------------	---------------------	--------------------

DIVISION

Administration - Info. Tech.	\$382,524	\$586,249	\$203,725	53.3%
Business Process Modernization	\$1,670,963	\$1,740,478	\$69,515	4.2%
End User Management	\$938,688	\$1,091,697	\$153,009	16.3%
Enterprise Systems	\$2,472,850	\$2,633,209	\$160,359	6.5%
Technology Infrastructure	\$2,705,328	\$2,868,686	\$163,358	6.0%
Total Net	\$8,170,353	\$8,920,319	\$749,966	9.2%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Recovery of Expenditures

6740 - Recovery of Salaries-INTERNAL	(\$1,321,024)	(\$1,566,860)	(\$245,836)	18.6%
6742 - Recovery of Fringes INTERNAL	(\$166,268)	(\$248,385)	(\$82,117)	49.4%

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	\$0	(\$521,235)	(\$521,235)	n/a
------------------------------------	-----	-------------	-------------	-----

User Fees, Permits & Charges

6650 - User Fees- External	(\$62,784)	(\$62,784)	\$0	0.0%
6651 - Fees and Recoveries INTERNAL	(\$159,299)	(\$161,259)	(\$1,960)	1.2%

Total Revenue	(\$1,709,375)	(\$2,560,523)	(\$851,148)	49.8%
----------------------	----------------------	----------------------	--------------------	--------------

EXPENSES

Minor Capital

2150 - Minor Apparatus & Tools	\$80,638	\$81,838	\$1,200	1.5%
5126 - Computer Software	\$429,252	\$429,252	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$5,191	\$5,191	\$0	0.0%
------------------------	---------	---------	-----	------

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$156,551	\$156,710	\$159	0.1%
4050 - Training Courses	\$20,141	\$59,791	\$39,650	196.9%
4155 - Conference Registration	\$5,100	\$11,140	\$6,040	118.4%

Purchased Services

2020 - Postage and Courier	\$50	\$50	\$0	0.0%
----------------------------	------	------	-----	------

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2085 - Publications and Manuals	\$100	\$100	\$0	0.0%
2609 - Mileage and car allowance	\$450	\$450	\$0	0.0%
2610 - Travel Expense	\$18,736	\$21,216	\$2,480	13.2%
2620 - Car Allowance	\$75	\$75	\$0	0.0%
2710 - Telephone Expenses	\$213,956	\$213,956	\$0	0.0%
2925 - Computer Maintenance	\$173,328	\$170,288	(\$3,040)	(1.8%)
2927 - Computer & SW Maint-External	\$38,723	\$38,723	\$0	0.0%
2950 - Other Prof Services-External	\$340,000	\$340,000	\$0	0.0%
2990 - Business Meeting Expense	\$750	\$3,215	\$2,465	328.7%
3181 - PC & Maint. Allocation	\$69,640	\$77,000	\$7,360	10.6%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$6,175,544	\$7,366,144	\$1,190,600	19.3%
8115 - Salary-Reg.Part Time	\$54,130	\$0	(\$54,130)	(100.0%)
8130 - Overtime - Salary	\$16,508	\$36,808	\$20,300	123.0%
8170 - Service Pay	\$5,623	\$4,973	(\$650)	(11.6%)
8190 - Other Pay	\$1,600	\$1,600	\$0	0.0%
8192 - Shift Differential	\$5,000	\$8,000	\$3,000	60.0%
8210 - Meal Allowance	\$1,935	\$1,935	\$0	0.0%
8380 - Workers Comp. - Admin.	\$750	\$750	\$0	0.0%
8381 - Workers Comp. - Medical	\$1,500	\$1,500	\$0	0.0%
8383 - Workers Comp. - Pension	\$3,000	\$3,000	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$2,047,669	\$2,430,830	\$383,161	18.7%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$7,231	\$8,993	\$1,762	24.4%
3230 - Liability Insurance	\$6,557	\$7,314	\$757	11.5%
Total Expense	\$9,879,728	\$11,480,842	\$1,601,114	16.2%
Total Net	\$8,170,353	\$8,920,319	\$749,966	9.2%

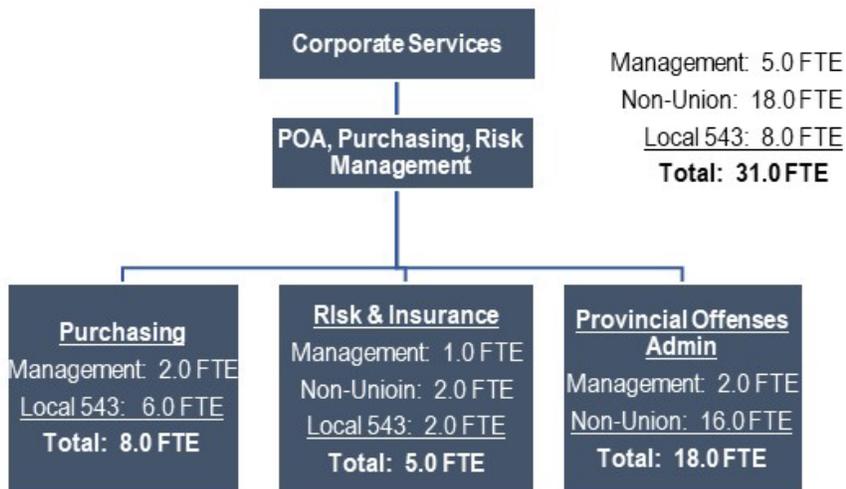
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$520,808	
B27/2024	2024-0068	Conversion of Part Time Analyst Programmer(AP) Position to Full Time AP F	\$38,697	0.4
B27/2024	2024-0137	Digitization of Development Services	\$0	2.0
B27/2024	2024-0227	Addition of Regular Full-Time IT Manager - Web & Digital Services	\$146,826	1.0
B20/2024	2024-0288	Addition of One Regular Full-Time Tier 1 Service Desk Positions	\$75,783	1.0
B27/2024	2024-0325	Corporate Technology Strategic Plan (CTSP)	\$0	3.0
B27/2024	n/a	Interdepartmental Reallocations	(\$32,148)	
Total Budget Impact			\$749,966	7.4

DESCRIPTION

Purchasing procures goods and services. Risk Management manages personal injury, property loss claims, and insurance. The Provincial Offences administers POA Court and prosecutes offences.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Purchasing			
Purchasing Manager	RFT	Management	1.0
Supv, Purchasing	RFT	Management	1.0
Senior Buyer	RFT	Local 543	2.0
Buyer	RFT	Local 543	4.0
			8.0
Risk & Insurance			
Deputy City Solicitor-POA, Purchasing & Risk Mgmt.	RFT	Management	1.0
Claims Administrator	RFT	Non-Union	2.0
Insurance & Risk Analyst	RFT	Local 543	1.0
Risk Management Clerk	RFT	Local 543	1.0
			5.0
Provincial Offences Admin			
Manager, Provincial Offences	RFT	Management	1.0
Supv, POA Fines Enforcement	RFT	Management	1.0
Lead Prosecutor	RFT	Non-Union	1.0
Prosecutor, Provincial Offences	RFT	Non-Union	1.0
Bilingual Prosecutor	RFT	Non-Union	1.0
Coord, Prov Offences Operation	RFT	Non-Union	1.0
POA Fines Enforcement Specialist	RFT	Non-Union	1.0
Coord, Trial	RFT	Non-Union	1.0
Court Administrator	RFT	Non-Union	7.0
Court Administrator - Bilingual	RFT	Non-Union	1.0
Court Clerk Reporter	RFT	Non-Union	1.0
Court Clerk Reporter - Bilingual	RFT	Non-Union	1.0
			18.0
			31.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Purchasing	\$828,406	\$858,456	\$30,050	3.6%
Risk & Insurance	\$3,263,489	\$2,990,967	(\$272,522)	(8.4%)
Provincial Offenses Admin	(\$724,558)	(\$679,464)	\$45,094	6.2%
Total Net	\$3,367,337	\$3,169,959	(\$197,378)	(5.9%)

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$219,673)	(\$224,646)	(\$4,973)	2.3%
6740 - Recovery of Salaries-INTERNAL	(\$120,853)	(\$140,854)	(\$20,001)	16.5%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	\$0	(\$82,617)	(\$82,617)	n/a
User Fees, Permits & Charges				
6485 - Bylaw Fines - Courts	(\$6,897,093)	(\$6,897,093)	\$0	0.0%
6650 - User Fees- External	(\$35,000)	(\$20,000)	\$15,000	(42.9%)
6651 - Fees and Recoveries INTERNAL	(\$6,012,706)	(\$6,631,522)	(\$618,816)	10.3%
Total Revenue	(\$13,285,325)	(\$13,996,732)	(\$711,407)	5.4%

EXPENSES

Financial Expenses

4540 - Bank Charges	\$72,152	\$80,869	\$8,717	12.1%
4560 - Collection Charges	\$177,900	\$170,900	(\$7,000)	(3.9%)

Minor Capital

5125 - Computers - PCs	\$8,715	\$8,715	\$0	0.0%
5126 - Computer Software	\$17,705	\$21,105	\$3,400	19.2%
5130 - Furniture & Furnishings	\$12,915	\$12,915	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$24,032	\$23,857	(\$175)	(0.7%)
2145 - Housekeeping Supplies	\$3,420	\$3,420	\$0	0.0%
3176 - Facility Opns-Labour INTERNAL	\$62,124	\$70,124	\$8,000	12.9%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$14,032	\$14,032	\$0	0.0%
4050 - Training Courses	\$9,182	\$8,782	(\$400)	(4.4%)
4155 - Conference Registration	\$2,500	\$2,500	\$0	0.0%
4295 - Public Relations	\$878,582	\$799,447	(\$79,135)	(9.0%)
Purchased Services				
2020 - Postage and Courier	\$30,160	\$30,160	\$0	0.0%
2070 - Imaging & Printing External	\$12,000	\$12,000	\$0	0.0%
2085 - Publications and Manuals	\$18,500	\$18,500	\$0	0.0%
2215 - Bldg Maintenance Services	\$2,500	\$2,500	\$0	0.0%
2610 - Travel Expense	\$6,380	\$6,206	(\$174)	(2.7%)
2620 - Car Allowance	\$2,500	\$2,500	\$0	0.0%
2710 - Telephone Expenses	\$7,160	\$7,160	\$0	0.0%
2711 - Cell Phones	\$2,902	\$3,076	\$174	6.0%
2920 - Legal Services	\$3,000	\$3,000	\$0	0.0%
2927 - Computer & SW Maint-External	\$7,100	\$14,100	\$7,000	98.6%
2950 - Other Prof Services-External	\$1,892,233	\$1,892,233	\$0	0.0%
2951 - INTERNAL Service Salary Allocn	\$12,771	\$1,571	(\$11,200)	(87.7%)
2980 - Contracted Services	\$540,000	\$540,000	\$0	0.0%
2995 - Other Purchased Services	\$12,000	\$12,000	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$6,400	\$6,400	\$0	0.0%
3175 - Facility Rental EXTERNAL	\$316,315	\$316,315	\$0	0.0%
3181 - PC & Maint. Allocation	\$31,000	\$31,000	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$2,605,946	\$2,743,947	\$138,001	5.3%
8130 - Overtime - Salary	\$2,000	\$2,000	\$0	0.0%
8150 - Salary-Temporary	\$26,129	\$30,683	\$4,554	17.4%
8170 - Service Pay	\$975	\$650	(\$325)	(33.3%)
8190 - Other Pay	\$1,100	\$83,717	\$82,617	7510.6%
8399 - Fringe Benefits (Dept.)	\$864,144	\$910,424	\$46,280	5.4%
Utilities, Insurance & Taxes				
3200 - Insurance Premiums	\$6,244,546	\$6,597,276	\$352,730	5.6%
3210 - Building Insurance	\$4,248	\$5,214	\$966	22.7%
3230 - Liability Insurance	\$4,889	\$4,682	(\$207)	(4.2%)
3235 - Claim Costs and Subrogation	\$2,712,505	\$2,672,711	(\$39,794)	(1.5%)
Total Expense	\$16,652,662	\$17,166,691	\$514,029	3.1%
Total Net	\$3,367,337	\$3,169,959	(\$197,378)	(5.9%)

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$188,660	
B27/2024	2024-0031	Increase Insurance Premium Budget	\$77,621	
B27/2024	2024-0029	User Fee Adjustments in Purchasing, Legal & POA	\$11,364	
B27/2024	2024-0025	Adjustment of the Revenue Share to Provincial Offences Act (POA) Municipa	(\$70,618)	
B27/2024	2024-0302	Alternative Delivery for Court Clerk Services	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$404,405)	
Total Budget Impact			(\$386,038)	0.0

Table of Contents

Building Services

Overview	89
Budgeted Full Time Equivalents	90
Budget Summary	91
Reconciliation of Budget Changes	94

Economic Development & Climate Change

Overview	95
Budgeted Full Time Equivalents	96
Budget Summary	97
Reconciliation of Budget Changes	99

Planning & Development

Overview	100
Budgeted Full Time Equivalents	101
Budget Summary	102
Reconciliation of Budget Changes	104

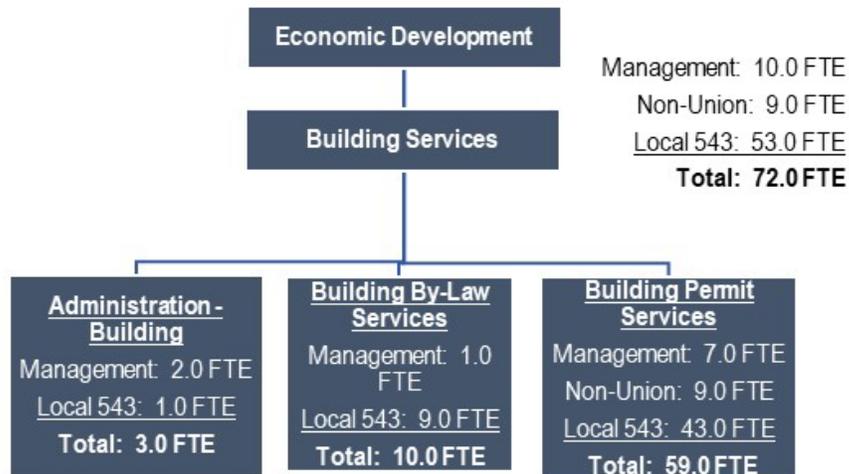
Transit Windsor

Overview	105
Budgeted Full Time Equivalents	106
Budget Summary	108
Reconciliation of Budget Changes	111

DESCRIPTION

Building Services is responsible for the application and enforcement of the Ontario Building Code and property related Municipal Bylaws. This includes issuing permits and performing inspections for all construction projects, and investigating and enforcing maintenance & land use Bylaws for all private properties.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Building			
Chief Building Official	RFT	Management	1.0
Manager of Administration	RFT	Management	1.0
Administrative Assistant	RFT	Local 543	1.0
			3.0
Building ByLaw Services			
Manager of Inspections - West	RFT	Management	1.0
Building By-Law Officer	RFT	Local 543	8.0
Building By-Law Enforcement Clerk	RFT	Local 543	1.0
			10.0
Building Permit Services			
Manager of Permits/Deputy CBO	RFT	Management	1.0
Director, Inspections/Deputy CBO	RFT	Management	1.0
Manager, Policy & Regulatory Services	RFT	Management	1.0
Manager, Application Coordinator	RFT	Management	1.0
Manager, Customer Service	RFT	Management	1.0
Manager of Inspections - East	RFT	Management	1.0
Supervisor of Permit Services	RFT	Management	1.0
Plan Examiner 3	RFT	Non-Union	2.0
Plan Examiner 2	RFT	Non-Union	6.0
Research & Policy Analyst	RFT	Non-Union	1.0
Building Inspector I	RFT	Local 543	9.0
Building Inspector II	RFT	Local 543	6.0
Mechanical Building Inspector I	RFT	Local 543	2.0
Plan Examiner	RFT	Local 543	6.0
Development Application Coordinator	RFT	Local 543	10.0
Policy & Regulatory Services Clerk	RFT	Local 543	1.0
Permit Services Clerk	RFT	Local 543	1.0
Customer Care Clerk	RFT	Local 543	2.0
Sec. to Mgr. Inspections	RFT	Local 543	1.0
Legal Documents Clerk	RFT	Local 543	1.0
Communications Clerk	RFT	Local 543	1.0
Document Clerk	RFT	Local 543	3.0
			59.0
			72.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Building	\$528,592	\$554,288	\$25,696	4.9%
Building Bylaw Services	\$909,766	\$1,029,242	\$119,476	13.1%
Building Permit Services	(\$125,283)	(\$133,834)	(\$8,551)	6.8%
Total Net	\$1,313,075	\$1,449,696	\$136,621	10.4%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$65,000)	(\$65,000)	\$0	0.0%
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$67,683)	(\$67,683)	\$0	0.0%
6998 - Temporary Gapping	\$0	(\$32,201)	(\$32,201)	n/a
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$948,624)	(\$1,512,956)	(\$564,332)	59.5%
7055 - TRANSFER From Current Funds	(\$151,620)	\$0	\$151,620	(100.0%)
User Fees, Permits & Charges				
6410 - Licenses & Permits	(\$5,462,810)	(\$5,738,265)	(\$275,455)	5.0%
6485 - Bylaw Fines - Courts	(\$136,550)	(\$136,550)	\$0	0.0%
6650 - User Fees- External	(\$297,283)	(\$299,483)	(\$2,200)	0.7%
6725 - Fees&Service Charges EXTERNAL	(\$191,294)	(\$191,294)	\$0	0.0%
Total Revenue	(\$7,320,864)	(\$8,043,432)	(\$722,568)	9.9%

EXPENSES

Financial Expenses

4540 - Bank Charges	\$82,740	\$82,740	\$0	0.0%
---------------------	----------	----------	-----	------

Minor Capital

2150 - Minor Apparatus & Tools	\$1,200	\$1,200	\$0	0.0%
5110 - Machinery & Equipment - TCA	\$1,600	\$1,600	\$0	0.0%
5125 - Computers - PCs	(\$2,000)	\$2,000	\$4,000	(200.0%)
5126 - Computer Software	\$135,343	\$135,343	\$0	0.0%
5130 - Furniture & Furnishings	\$1,366	\$1,366	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Operating & Maintenance Supplies				
2010 - Office Supplies	\$11,654	\$11,654	\$0	0.0%
2060 - Computer Supplies	\$100	\$100	\$0	0.0%
2175 - First Aid Safety Supplies	\$1,000	\$1,000	\$0	0.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$17,481	\$17,481	\$0	0.0%
4050 - Training Courses	\$14,734	\$17,734	\$3,000	20.4%
4155 - Conference Registration	\$4,100	\$4,100	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$16,114	\$16,114	\$0	0.0%
2070 - Imaging & Printing External	\$2,842	\$2,842	\$0	0.0%
2085 - Publications and Manuals	\$2,600	\$2,600	\$0	0.0%
2609 - Mileage and car allowance	\$865	\$865	\$0	0.0%
2610 - Travel Expense	\$6,004	\$6,004	\$0	0.0%
2620 - Car Allowance	\$221	\$221	\$0	0.0%
2711 - Cell Phones	\$15,354	\$15,954	\$600	3.9%
2915 - Consulting Services - External	\$1,000	\$1,000	\$0	0.0%
2920 - Legal Services	\$5,000	\$5,000	\$0	0.0%
2925 - Computer Maintenance	\$0	\$144	\$144	n/a
2950 - Other Prof Services-External	\$250	\$250	\$0	0.0%
2990 - Business Meeting Expense	\$200	\$200	\$0	0.0%
2995 - Other Purchased Services	\$1,920	\$1,920	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$3,516	\$3,516	\$0	0.0%
3121 - GPS	\$12,700	\$13,200	\$500	3.9%
3140 - VehicleRent-Dedicated INTERNAL	\$300,700	\$337,220	\$36,520	12.1%
3145 - VehicleRent-TempOther INTERNAL	\$24,246	\$24,246	\$0	0.0%
3180 - Computer Rental - INTERNAL	\$0	\$80	\$80	n/a
3181 - PC & Maint. Allocation	\$71,000	\$72,000	\$1,000	1.4%
3250 - Licenses	\$207	\$207	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$5,633,037	\$6,147,423	\$514,386	9.1%
8130 - Overtime - Salary	\$8,692	\$8,692	\$0	0.0%
8150 - Salary-Temporary	\$139,278	\$139,278	\$0	0.0%
8170 - Service Pay	\$2,925	\$2,925	\$0	0.0%
8190 - Other Pay	\$157,035	\$306,251	\$149,216	95.0%
8210 - Meal Allowance	\$200	\$200	\$0	0.0%
8290 - Clothing - Uniforms	\$13,200	\$16,360	\$3,160	23.9%
8291 - Clothing Allowance	\$100	\$100	\$0	0.0%
8380 - Workers Comp. - Admin.	\$6,000	\$6,000	\$0	0.0%
8381 - Workers Comp. - Medical	\$5,300	\$5,300	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8383 - Workers Comp. - Pension	\$13,000	\$13,000	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$1,881,193	\$2,050,937	\$169,744	9.0%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$9,890	\$12,193	\$2,303	23.3%
3230 - Liability Insurance	\$30,032	\$4,568	(\$25,464)	(84.8%)
Total Expense	\$8,633,939	\$9,493,128	\$859,189	10.0%
Total Net	\$1,313,075	\$1,449,696	\$136,621	10.4%

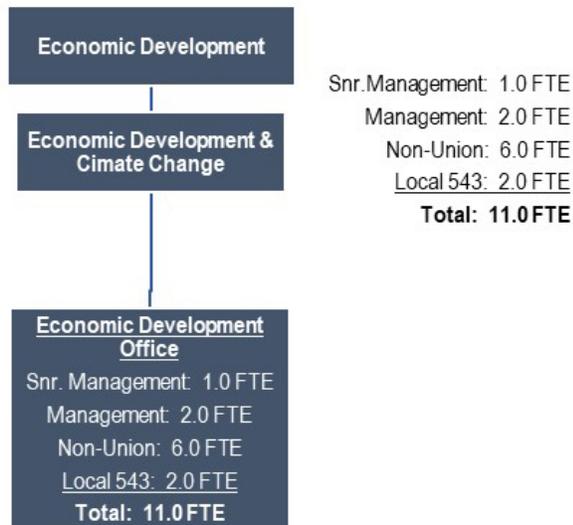
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$587,516	
B27/2024	2024-0044	Recovery Adjustment From Building Reserve Due to 2024 Salary Adjustmer	(\$379,717)	
B27/2024	2024-0151	Addition of Temporary Patio Application User Fee	(\$2,950)	
B27/2024	2024-0165	Building User Fee Increase by 2.5%	(\$150,750)	
B27/2024	2024-0131	One Time Funding to Hire Temporary Document Clerk	\$0	
B27/2024	2024-0132	One Time Funding to Hire for a Temporary Plan Examiner II for Heavy Workl	\$0	
CR198/2024	2024-0493	Addition of One RFT Building By-Law Officer	\$81,383	1.0
B27/2024	n/a	Interdepartmental Reallocations	\$1,139	
Total Budget Impact			\$136,621	1.0

DESCRIPTION

Economic Development is responsible for attracting new business development to the region and helping retain existing businesses that foster a vibrant, economically diverse city.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Economic Development Office			
Commissioner, Economic Development & Innovation	RFT	Sr. Management	1.0
Executive Director of Economic Development	RFT	Management	1.0
Supervisor, Environmental Sustainability & Climate Change	RFT	Management	1.0
Senior Economic Development Officer	RFT	Non-Union	2.0
Executive Initiatives Coordinator	RFT	Non-Union	1.0
Economic Development - Project Lead	RFT	Non-Union	1.0
CEP Project Administrator	RFT	Non-Union	1.0
Executive Administrative Assistant	RFT	Non-Union	1.0
Environment & Sustainability Coordinator	RFT	Local 543	1.0
Administrative Assistant	RFT	Local 543	1.0
			11.0
			11.0

ECONOMIC DEVELOPMENT Economic Development & Climate Change

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
--	----------------	----------------	---------------------	--------------------

DIVISION

Economic Development Office	\$1,852,867	\$2,194,123	\$341,256	18.4%
Total Net	\$1,852,867	\$2,194,123	\$341,256	18.4%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

Revenue

Other Miscellaneous Revenue

6990 - Other General Revenue	(\$20,000)	\$0	\$20,000	(100.0%)
------------------------------	------------	-----	----------	----------

Recovery of Expenditures

6740 - Recovery of Salaries-INTERNAL	(\$66,246)	\$0	\$66,246	(100.0%)
6742 - Recovery of Fringes-INTERNAL	(\$21,204)	\$0	\$21,204	(100.0%)
6998 - Temporary Gapping	\$0	(\$42,826)	(\$42,826)	n/a

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	(\$107,073)	\$0	\$107,073	(100.0%)
------------------------------------	-------------	-----	-----------	----------

User Fees, Permits & Charges

6690 - Sewer Surcharge Recoveries	(\$49,000)	(\$49,000)	\$0	0.0%
-----------------------------------	------------	------------	-----	------

Total Revenue	(\$263,523)	(\$91,826)	\$171,697	(65.2%)
----------------------	--------------------	-------------------	------------------	----------------

EXPENSES

Minor Capital

5125 - Computers - PCs	\$1,500	\$1,500	\$0	0.0%
5475 - Non-Tendered Construction Cost	\$7,000	\$7,000	\$0	0.0%

Operating & Maintenance Supplies

2010-Office Supplies	\$500	\$500	\$0	0.0%
2060 - Computer Supplies	\$100	\$100	\$0	0.0%
2170-Operating and Other Supplies	\$3,700	\$3,700	\$0	0.0%
2180-Program Supplies	\$18,200	\$18,200	\$0	0.0%
2360-Promotional Material & Product	\$13,000	\$13,000	\$0	0.0%

ECONOMIC DEVELOPMENT

Economic Development & Climate Change

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Other Miscellaneous Expenditures				
4020-Membership Fees & Dues	\$4,250	\$4,250	\$0	0.0%
4155 - Conference Registration	\$3,500	\$3,500	\$0	0.0%
Purchased Services				
2070 - Imaging & Printing External	\$200	\$200	\$0	0.0%
2610 - Travel Expense	\$6,133	\$6,133	\$0	0.0%
2620 - Car Allowance	\$6,070	\$6,070	\$0	0.0%
2711 - Cell Phones	\$2,860	\$3,360	\$500	17.5%
2940 - Advertising	\$9,500	\$9,500	\$0	0.0%
2950 - Other Prof Services-External	\$71,500	\$71,500	\$0	0.0%
2980-Contracted Services	\$49,000	\$49,000	\$0	0.0%
2990 - Business Meeting Expense	\$8,000	\$8,000	\$0	0.0%
3170-Facility Rental INTERNAL	\$1,000	\$1,000	\$0	0.0%
3181 - PC & Maint. Allocation	\$8,000	\$11,000	\$3,000	37.5%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$915,135	\$1,229,568	\$314,433	34.4%
8150-Salary-Temporary	\$132,493	\$0	(\$132,493)	(100.0%)
8160-Hourly-Temporary	\$20,709	\$20,709	\$0	0.0%
8170-Service Pay	\$325	\$325	\$0	0.0%
8190 - Other Pay	\$507,795	\$407,388	(\$100,407)	(19.8%)
8210-Meal Allowance	\$235	\$235	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$325,685	\$408,241	\$82,556	25.3%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$0	\$311	\$311	n/a
3230 - Liability Insurance	\$0	\$1,659	\$1,659	n/a
Total Expense	\$2,116,390	\$2,283,979	\$169,559	7.9%
Total Net	\$1,852,867	\$2,192,153	\$341,256	18.3%

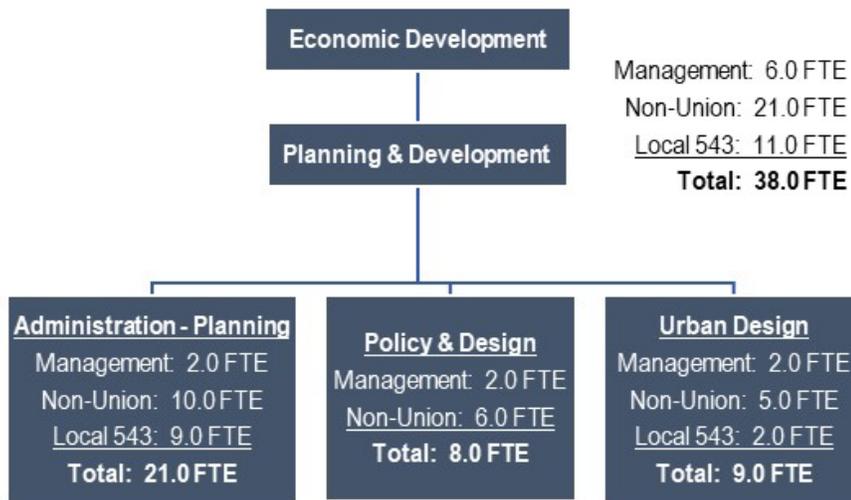
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$98,519	
B27/2024	2024-0163	Elimination of County Revenue for Environment Committee Coordinator	\$20,000	
B27/2024	2024-0019	Addition of Community Energy Plan Administrator Position	\$114,282	1.0
CR198/2024	2024-0494	Addition of One RFT Project Lead, Economic Development	\$87,155	1.0
B27/2024	n/a	Interdepartmental Reallocations	\$21,300	1.0
Total Budget Impact			\$341,256	3.0

DESCRIPTION

Planning Services is responsible for the preparation and implementation of plans regarding land use and development including the Official Plan & Zoning By-law. The division reviews, processes and makes recommendations to Council on land development applications as set out in the Planning Act of Ontario.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Planning & Building			
City Planner/Exec Dir Planning & Development Services	RFT	Management	1.0
Supervisor, Development Applications	RFT	Management	1.0
Planner III - Development	RFT	Non-Union	4.0
Planner III - Site Plan Approval Officer	RFT	Non-Union	2.0
Planner II- Development Review	RFT	Non-Union	4.0
Administrative Assistant	RFT	Local 543	1.0
Zoning Coordinator	RFT	Local 543	2.0
Sec/Treasurer Comm of Adj.	RFT	Local 543	1.0
Development Planning Tech	RFT	Local 543	1.0
Street & Alley Legal Clerk	RFT	Local 543	1.0
Secretary to Mgr, Development Applications	RFT	Local 543	1.0
Comm. of Adjustment Clerk	RFT	Local 543	1.0
Clerk Steno Senior	RFT	Local 543	1.0
			21.0
Policy & Design			
Manager, Development/Deputy City Planner	RFT	Management	1.0
Supervisor, Land Information & Special Projects	RFT	Management	1.0
Planner III - Economic Develop	RFT	Non-Union	1.0
Planner III - Land Information & Development Tracking	RFT	Non-Union	1.0
Planner III -Heritage	RFT	Non-Union	1.0
Planner III- Policy & Special Studies	RFT	Non-Union	1.0
Planner II - Revitalization & Policy Initiatives	RFT	Non-Union	1.0
PlannerII-Research & Policy Support	RFT	Non-Union	1.0
			8.0
Urban Design			
Mgr, Urban Design	RFT	Management	1.0
Supervisor, Site Plan Control	RFT	Management	1.0
Planner III-Special Projects	RFT	Non-Union	2.0
Planner III Senior Urban Design	RFT	Non-Union	1.0
Landscape Architect	RFT	Non-Union	1.0
Planner II-Res & Design Support	RFT	Non-Union	1.0
Planning Technician	RFT	Local 543	1.0
Clerk-Steno (Planning)	RFT	Local 543	1.0
			9.0
			38.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Planning	\$820,286	\$951,275	\$130,989	16.0%
Policy & Design	\$1,267,100	\$1,319,423	\$52,323	4.1%
Urban Design	\$1,240,870	\$1,289,408	\$48,538	3.9%
Total Net	\$3,328,256	\$3,560,106	\$231,850	7.0%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	\$0	(\$150,000)	(\$150,000)	n/a
------------------------------------	-----	-------------	-------------	-----

User Fees, Permits & Charges

6410 - Licenses & Permits	(\$25,250)	(\$25,250)	\$0	0.0%
6650 - User Fees- External	(\$1,788,035)	(\$1,788,785)	(\$750)	0.0%
6725 - Fees&Service Charges EXTERNAL	(\$37,145)	(\$37,145)	\$0	0.0%

Total Revenue	(\$1,850,430)	(\$2,001,180)	(\$150,750)	8.1%
----------------------	----------------------	----------------------	--------------------	-------------

EXPENSES

Minor Capital

2150 - Minor Apparatus & Tools	\$200	\$200	\$0	0.0%
2230 - Infrastructure Maint. Material	\$1,920	\$1,920	\$0	0.0%
2530 - Equipment Repairs	\$552	\$552	\$0	0.0%
5110 - Machinery & Equipment - TCA	\$100	\$100	\$0	0.0%
5111 - Machinery & Equipment -Non TCA	\$1,400	\$1,400	\$0	0.0%
5125 - Computers - PCs	\$2,800	\$2,800	\$0	0.0%
5126 - Computer Software	\$33,671	\$33,671	\$0	0.0%
5130 - Furniture & Furnishings	\$1,292	\$1,292	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$13,556	\$13,556	\$0	0.0%
2170 - Operating and Other Supplies	\$6,376	\$6,376	\$0	0.0%

Other Miscellaneous Expenditures

4020 - Membership Fees & Dues	\$18,099	\$18,099	\$0	0.0%
4050 - Training Courses	\$11,979	\$11,979	\$0	0.0%
4155 - Conference Registration	\$7,000	\$7,000	\$0	0.0%
4295 - Public Relations	\$7,800	\$7,800	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Purchased Services				
2020 - Postage and Courier	\$4,940	\$4,940	\$0	0.0%
2070 - Imaging & Printing External	\$5,560	\$5,560	\$0	0.0%
2085 - Publications and Manuals	\$2,760	\$2,760	\$0	0.0%
2609 - Mileage and car allowance	\$4,324	\$4,324	\$0	0.0%
2610 - Travel Expense	\$16,115	\$16,115	\$0	0.0%
2620 - Car Allowance	\$6,506	\$6,506	\$0	0.0%
2710 - Telephone Expenses	\$1,702	\$1,702	\$0	0.0%
2711 - Cell Phones	\$5,277	\$5,277	\$0	0.0%
2920 - Legal Services	\$11,000	\$11,000	\$0	0.0%
2940 - Advertising	\$48,094	\$48,094	\$0	0.0%
2950 - Other Prof Services-External	\$46,592	\$196,592	\$150,000	321.9%
2990 - Business Meeting Expense	\$2,200	\$2,200	\$0	0.0%
2995 - Other Purchased Services	\$7,614	\$7,614	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$6,828	\$6,828	\$0	0.0%
3170 - Facility Rental INTERNAL	\$1,100	\$1,100	\$0	0.0%
3181 - PC & Maint. Allocation	\$38,000	\$38,000	\$0	n/a
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$3,539,138	\$3,713,896	\$174,758	4.9%
8130 - Overtime - Salary	\$5,748	\$5,748	\$0	0.0%
8150 - Salary-Temporary	\$37,354	\$37,354	\$0	0.0%
8160 - Hourly-Temporary	\$32,457	\$32,457	\$0	0.0%
8170 - Service Pay	\$2,210	\$1,885	(\$325)	(14.7%)
8190 - Other Pay	\$2,340	\$2,340	\$0	0.0%
8210 - Meal Allowance	\$936	\$936	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$1,177,794	\$1,235,455	\$57,661	4.9%
Transfers to Reserves & Capital Funds				
4250 Transfer to Reserve Fund	\$55,200	\$55,200	\$0	0.0%
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$2,125	\$3,975	\$1,850	87.1%
3230 - Liability Insurance	\$8,027	\$6,683	(\$1,344)	(16.7%)
Total Expense	\$5,178,686	\$5,561,286	\$382,600	7.4%
Total Net	\$3,328,256	\$3,560,106	\$231,850	7.0%

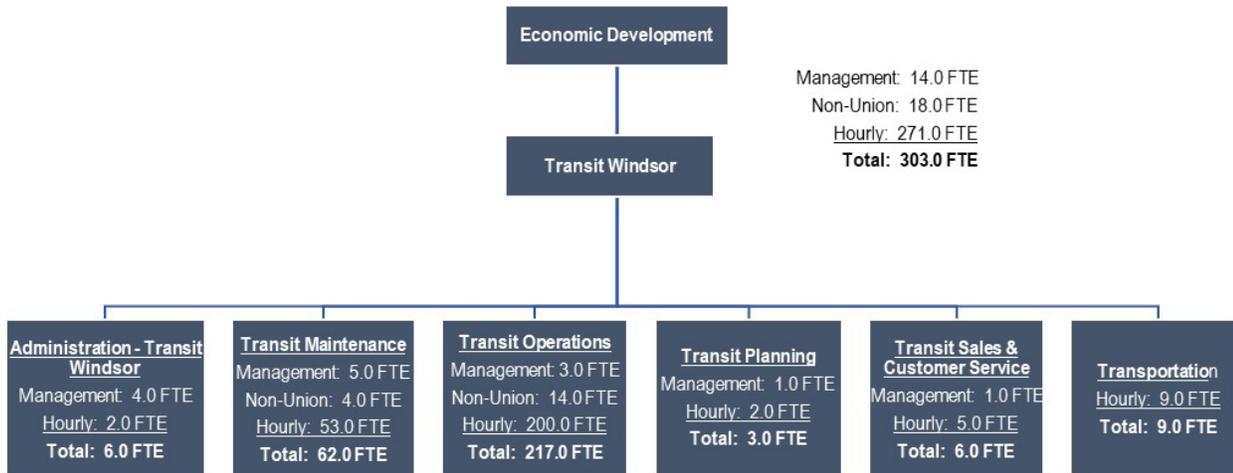
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$232,419	
B27/2024	2024-0043	One Time Funding To Hire Consultants For a Planning Application Review	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$569)	
Total Budget Impact			\$231,850	0.0

DESCRIPTION

Transit Services provides residents of and visitors to the City with a variety of transit options that allow for mobility throughout the City for various purposes (employment, school, health care, shopping, etc.).

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration Transit Windsor			
Executive Director Transit Services	RFT	TW-NU1	1.0
Program Manager	RFT	TW-NU1	1.0
Coordinator, Administration/Executive Assistant	RFT	TW-NU1	1.0
Payroll Clerk	RFT	TW-NU1	1.0
Accounting Clerk	RFT	TW-HRLY	1.0
Revenue & Data Process Clerk	RFT	TW-HRLY	1.0
			6.0
Transit Maintenance			
Director, Fleet & Facility Development	RFT	TW-NU1	1.0
Maintenance Manager - Facilities	RFT	TW-NU1	1.0
Maintenance Manager - Fleet	RFT	TW-NU1	1.0
Coordinator Fleet	RFT	TW-NU1	1.0
ITS Coordinator	RFT	TW-NU1	1.0
Supervisor Maintenance	RFT	TW-NU2	4.0
Lead Hand Body Man	RFT	TW-HRLY	1.0
Licensed Body Technician	RFT	TW-HRLY	4.0
Licensed Motor Mechanic - Leader	RFT	TW-HRLY	1.0
Licensed Motor Mechanic	RFT	TW-HRLY	22.0
Fleet Systems Support Specialist	RFT	TW-HRLY	2.0
Licensed Facilities Maint.Mech	RFT	TW-HRLY	3.0
Maintenance/Janitorial	RFT	TW-HRLY	2.0
Tireman	RFT	TW-HRLY	1.0
Service Line	RFT	TW-HRLY	13.0
Maintenance Stores	RFT	TW-HRLY	3.0
Maintenance/Stores Clerk	RFT	TW-HRLY	1.0
			62.0
Transit Operations			
Director, Operations & Planning	RFT	TW-NU1	1.0
Manager Transportation	RFT	TW-NU1	1.0
Supervisor Operations	RFT	TW-NU2	14.0
Supervisor, Operations Administration	RFT	TW-NU1	1.0
Operator	RFT	TW-HRLY	199.0
Transportation Clerk	RFT	TW-HRLY	1.0
			217.0
Transit Planning			
Manager, Transit Planning	RFT	TW-NU1	1.0
Planning Analyst	RFT	TW-HRLY	2.0
			3.0

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Transit Sales & Customer Services			
Manager Sales & Marketing	RFT	TW-NU1	1.0
Marketing Coordinator	RFT	TW-HRLY	1.0
Customer Service Clerk	RFT	TW-HRLY	4.0
			6.0
Transportation			
Operator	RFT	TW-HRLY	9.0
			9.0
			303.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Transit Windsor	\$1,267,839	\$863,450	(\$404,389)	(31.9%)
Transit Maintenance	\$14,360,086	\$15,684,032	\$1,323,946	9.2%
Transit Operations	\$708,754	\$435,246	(\$273,508)	(38.6%)
Transit Planning	\$348,080	\$364,606	\$16,526	4.7%
Transit Sales & Customer Service	\$1,202,328	\$1,182,381	(\$19,947)	(1.7%)
Transportation	(\$305,621)	(\$910,787)	(\$605,166)	198.0%
Total Net	\$17,581,466	\$17,618,928	\$37,462	0.2%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Other Miscellaneous Revenue				
6993 - Advertising Revenue	(\$255,000)	(\$267,500)	(\$12,500)	4.9%
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$880,995)	(\$880,995)	\$0	0.0%
6740 - Recovery of Salaries-INTERNAL	(\$190,604)	(\$190,604)	\$0	0.0%
Transfers From Other Funds				
7052 - TRANSFER From Capital Projects	(\$500,000)	(\$500,000)	\$0	0.0%
7054 - TRANSFER From Reserve Funds	(\$4,685,890)	(\$8,232,865)	(\$3,546,975)	75.7%
User Fees, Permits & Charges				
6417 - Lease & Rental Revenue	\$0	(\$50,000)	(\$50,000)	n/a
6475 - Transit Revenue	(\$18,263,646)	(\$18,099,577)	\$164,069	(0.9%)
Total Revenue	(\$24,776,135)	(\$28,221,541)	(\$3,445,406)	13.9%

EXPENSES

Financial Expenses

4540 - Bank Charges	\$26,500	\$31,500	\$5,000	18.9%
---------------------	----------	----------	---------	-------

Minor Capital

2150 - Minor Apparatus & Tools	\$87,540	\$87,540	\$0	0.0%
2220 - Maintenance Parts & Materials	\$126,885	\$217,169	\$90,284	71.2%
5126 - Computer Software	\$116,248	\$141,248	\$25,000	21.5%

Operating & Maintenance Supplies

2010 - Office Supplies	\$23,314	\$23,814	\$500	2.1%
2060 - Computer Supplies	\$5,500	\$6,000	\$500	9.1%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2115 - Motor Fuels	\$4,954,607	\$6,207,606	\$1,252,999	25.3%
2117 - Oils and Lubricants	\$213,915	\$219,051	\$5,136	2.4%
2170 - Operating and Other Supplies	\$20,500	\$21,000	\$500	2.4%
2180 - Program Supplies	\$171,100	\$169,100	(\$2,000)	(1.2%)
2250 - Vehicle Maint Parts/Materials	\$2,183,043	\$2,248,276	\$65,233	3.0%
3176 - Facility Opns-Labour INTERNAL	\$184,052	\$184,052	\$0	0.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$20,000	\$20,000	\$0	0.0%
4050 - Training Courses	\$47,118	\$47,118	\$0	0.0%
4155 - Conference Registration	\$5,500	\$5,500	\$0	0.0%
4295 - Public Relations	\$5,000	\$5,000	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$22,000	\$22,000	\$0	0.0%
2070 - Imaging & Printing External	\$22,000	\$22,000	\$0	0.0%
2085 - Publications and Manuals	\$1,000	\$1,000	\$0	0.0%
2610 - Travel Expense	\$16,691	\$16,691	\$0	0.0%
2620 - Car Allowance	\$2,000	\$2,000	\$0	0.0%
2710 - Telephone Expenses	\$18,515	\$18,515	\$0	0.0%
2711 - Cell Phones	\$51,560	\$51,560	\$0	0.0%
2920 - Legal Services	\$10,000	\$10,000	\$0	0.0%
2925 - Computer Maintenance	\$2,000	\$2,000	\$0	0.0%
2927 - Computer & SW Maint-External	\$49,706	\$49,706	\$0	0.0%
2940 - Advertising	\$87,000	\$87,000	\$0	0.0%
2943 - Commissions Expense	\$162,700	\$178,300	\$15,600	9.6%
2950 - Other Prof Services-External	\$190,923	\$192,923	\$2,000	1.0%
2962 - Fees and Service Charges Exp	\$294,000	\$294,000	\$0	0.0%
2980 - Contracted Services	\$253,498	\$258,498	\$5,000	2.0%
2990 - Business Meeting Expense	\$5,000	\$5,000	\$0	0.0%
2995 - Other Purchased Services	\$5,000	\$5,000	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$270,450	\$270,450	\$0	0.0%
3145 - VehicleRent-TempOther INTERNAL	\$18,000	\$0	(\$18,000)	(100.0%)
3161 - Towing	\$28,500	\$28,500	\$0	0.0%
3175 - Facility Rental EXTERNAL	\$45,500	\$45,500	\$0	0.0%
3181 - PC & Maint. Allocation	\$92,000	\$95,000	\$3,000	3.3%
3250 - Licenses	\$118,426	\$119,471	\$1,045	0.9%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$3,331,181	\$3,444,414	\$113,233	3.4%
8120 - Hourly-Reg.Full Time	\$18,032,343	\$19,232,687	\$1,200,344	6.7%
8130 - Overtime - Salary	\$62,337	\$62,337	\$0	0.0%
8140 - Overtime - Wages	\$823,847	\$823,847	\$0	0.0%
8160 - Hourly-Temporary	\$205,117	\$212,617	\$7,500	3.7%
8190 - Other Pay	(\$100,006)	\$507,340	\$607,346	(607.3%)
8192 - Shift Differential	\$105,000	\$133,080	\$28,080	26.7%
8195-Transit-Union Time Off	\$0	(\$30,600)	(\$30,600)	n/a

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8198-Phased in Wage Step Increments	\$0	(\$186,300)	(\$186,300)	n/a
8199-Phased in Float Days	\$0	(\$38,634)	(\$38,634)	n/a
8210 - Meal Allowance	\$500	\$500	\$0	0.0%
8290 - Clothing - Uniforms	\$194,111	\$204,651	\$10,540	5.4%
8310 - Pensions - Contributory	\$155,956	\$55,956	(\$100,000)	(64.1%)
8380 - Workers Comp. - Admin.	\$376,958	\$376,958	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$7,074,582	\$7,508,956	\$434,374	6.1%
Transfers to Reserves & Capital Funds				
4248 - TRANSFER to Reserve Account	\$260,000	\$260,000	\$0	0.0%
4250 - TRANSFER to Reserve Fund	\$34,000	\$34,000	\$0	0.0%
Utilities, Insurance & Taxes				
3010 - Utilities	\$442,176	\$507,700	\$65,524	14.8%
3210 - Building Insurance	\$53,788	\$64,087	\$10,299	19.1%
3220 - Vehicle Insurance	\$926,663	\$881,676	(\$44,987)	(4.9%)
3230 - Liability Insurance	\$248,757	\$203,109	(\$45,648)	(18.4%)
4015 - Taxes	\$173,000	\$173,000	\$0	0.0%
Total Expense	\$42,357,601	\$45,840,469	\$3,482,868	8.2%
Total Net	\$17,581,466	\$17,618,928	\$37,462	0.2%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$979,608	
B27/2024	2024-0051	Additional FTE's - Mandated New Federal Regulation Change -10 Day Sick I	\$508,675	6.0
B27/2024	2024-0059	One-Time Funding for Mandated New Federal Regulation Change - 10 Day :	\$0	
B27/2024	2024-0081	Transit Windsor Fuel Market Rate Increase	\$576,300	
B27/2024	2024-0263	OW Bus Pass Revenue Loss - Change in Funding Policy	\$331,000	
B27/2024	2024-0062	Increase to AVL computer system and additional software licenses budget	\$25,000	
B27/2024	2024-0069	One-Time Funding For East End Terminal Lease Increase	\$0	
B27/2024	2024-0305	Transit Pension Plan - Reduction to Annual Contribution	(\$100,000)	
B27/2024	2024-0049	Annual Fare Increase	(\$1)	
B27/2024	2024-0071	St. Clair College SaintsPass Revenue	(\$125,900)	
B27/2024	2024-0072	U-Pass Revenue Increase	(\$622,000)	
B27/2024	2024-0074	Increase Transit Windsor's Advertising Revenue to Contract Amount	(\$12,500)	
B27/2024	2024-0075	Increase to Provincial Gas Tax Program Funding Budget	(\$1,186,076)	
B27/2024	2024-0079	New Revenue – Usage of Bus Bays at Windsor International Transit Termina	(\$50,000)	
B27/2024	2024-0280	New Service: Route 250 (Rhodes/Twin Oaks/NextStar Industrial)	\$0	3.0
B27/2024	n/a	Interdepartmental Reallocations	(\$286,644)	
Total Budget Impact			\$37,462	9.0

Table of Contents

Fire & Rescue

Overview	112
Budgeted Full Time Equivalents	113
Budget Summary	114
Reconciliation of Budget Changes	117

Library Services

Overview	118
Budgeted Full Time Equivalents	119
Budget Summary	121
Reconciliation of Budget Changes	124

Parks & Facilities

Overview	125
Budgeted Full Time Equivalents	126
Budget Summary	128
Reconciliation of Budget Changes	132

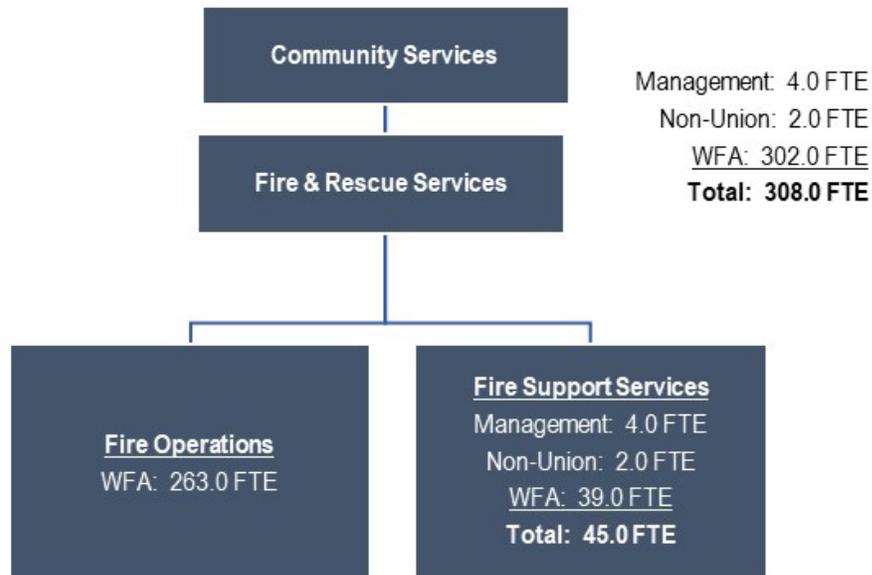
Recreation & Culture

Overview	133
Budgeted Full Time Equivalents	134
Budget Summary	136
Reconciliation of Budget Changes	140

DESCRIPTION

Services to the community include public education, code enforcement, fire plans examination, emergency dispatch, emergency response and fire cause determination. Along with structure fires, firefighters respond to a broad range of emergency incidents including vehicle fires, motor vehicle collisions, medical related emergencies, technical rescue incidents and hazardous materials incidents.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Fire Operations			
Assistant Chief - Fire Rescue	RFT	WFA	1.0
District Chief - Firefighting	RFT	WFA	8.0
Chief Training Officer	RFT	WFA	1.0
Captain - Fire Rescue	RFT	WFA	44.0
Training Officer	RFT	WFA	3.0
Firefighter	RFT	WFA- Firefighters	206.0
			263.0
Fire Support Services			
Fire Chief	RFT	Management	1.0
Deputy Fire Chief	RFT	Management	2.0
Assistant Deputy Fire Chief	RFT	Management	1.0
Administrative Assistant	RFT	Non-Union	1.0
Emergency Planning Officer	RFT	Non-Union	1.0
Chief Fire Prevention Officer	RFT	WFA	1.0
Fire Prevention Officer	RFT	WFA	10.0
Dir. Emergency App./Equipment	RFT	WFA	1.0
Lead Emergency Equipment Tech	RFT	WFA	1.0
Senior Electronics Technician	RFT	WFA	1.0
Public Education Officer	RFT	WFA	1.0
Emergency Equipment Technician	RFT	WFA	3.0
Emergency Communications Coord	RFT	WFA	2.0
Computer Support Analyst	RFT	WFA	1.0
Electronics Technician	RFT	WFA	1.0
Emergency Communications Oper.	RFT	WFA	11.0
Clerk-Fire Prevention	RFT	WFA	1.0
Clerk-Emergency Apparatus & Equipment	RFT	WFA	1.0
Fire & Rescue Clerk	RFT	WFA	2.0
Clerk - Training	RFT	WFA	1.0
General/Financial Clerk	RFT	WFA	1.0
			45.0
			308.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Fire Operations	\$44,007,656	\$48,210,654	\$4,202,998	9.6%
Fire Support Services	\$6,498,811	\$7,293,359	\$794,548	12.2%
Total Net	\$50,506,467	\$55,504,013	\$4,997,546	9.9%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Grants & Subsidies

6310 - Ontario Specific Grants	(\$450,000)	(\$450,000)	\$0	0.0%
6330 - Other Municipal Grants & Fees	(\$473,301)	(\$537,762)	(\$64,461)	13.6%

Other Miscellaneous Revenue

6910 - Donations	(\$1,000)	(\$1,000)	\$0	0.0%
------------------	-----------	-----------	-----	------

Recovery of Expenditures

6735 - Recovery Of Expenses EXTERNAL	(\$52,500)	(\$52,500)	\$0	0.0%
6740 - Recovery of Salaries-INTERNAL	(\$69,965)	(\$69,965)	\$0	0.0%
6997 - Permanent Gapping Recovery	(\$150,000)	(\$150,000)	\$0	0.0%

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	(\$72,501)	(\$120,132)	(\$47,631)	65.7%
------------------------------------	------------	-------------	------------	-------

User Fees, Permits & Charges

6650 - User Fees- External	(\$412,825)	(\$402,825)	\$10,000	(2.4%)
6725 - Fees&Service Charges EXTERNAL	(\$319,338)	(\$319,338)	\$0	0.0%

Total Revenue	(\$2,001,430)	(\$2,103,522)	(\$102,092)	5.1%
----------------------	----------------------	----------------------	--------------------	-------------

EXPENSES

Financial Expenses

4540 - Bank Charges	\$1,000	\$1,350	\$350	35.0%
---------------------	---------	---------	-------	-------

Minor Capital

2150 - Minor Apparatus & Tools	\$17,750	\$17,750	\$0	0.0%
2220 - Maintenance Parts & Materials	\$101,921	\$111,921	\$10,000	9.8%
5110 - Machinery & Equipment - TCA	\$283,620	\$284,000	\$380	0.1%
5111 - Machinery & Equipment -Non TCA	\$225,128	\$224,628	(\$500)	(0.2%)

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
5125 - Computers - PCs	\$4,200	\$3,700	(\$500)	(11.9%)
5126 - Computer Software	\$4,150	\$6,150	\$2,000	48.2%
5130 - Furniture & Furnishings	\$28,600	\$35,100	\$6,500	22.7%
Operating & Maintenance Supplies				
2010 - Office Supplies	\$26,378	\$26,028	(\$350)	(1.3%)
2060 - Computer Supplies	\$6,210	\$6,210	\$0	0.0%
2115 - Motor Fuels	\$188,028	\$436,148	\$248,120	132.0%
2117 - Oils and Lubricants	\$11,500	\$16,700	\$5,200	45.2%
2145 - Housekeeping Supplies	\$52,002	\$62,002	\$10,000	19.2%
2170 - Operating and Other Supplies	\$138,581	\$159,581	\$21,000	15.2%
2175 - First Aid Safety Supplies	\$19,800	\$20,329	\$529	2.7%
2180 - Program Supplies	\$6,850	\$6,850	\$0	0.0%
2250 - Vehicle Maint Parts/Materials	\$220,000	\$220,000	\$0	0.0%
2310 - Food and confections	\$4,000	\$4,000	\$0	0.0%
2360 - Promotional Material & Product	\$8,750	\$8,750	\$0	0.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$8,105	\$9,405	\$1,300	16.0%
4050 - Training Courses	\$67,726	\$67,426	(\$300)	(0.4%)
4155 - Conference Registration	\$11,650	\$11,650	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$9,450	\$11,450	\$2,000	21.2%
2070 - Imaging & Printing External	\$2,400	\$2,400	\$0	0.0%
2085 - Publications and Manuals	\$11,050	\$11,050	\$0	0.0%
2215 - Bldg Maintenance Services	\$3,000	\$15,000	\$12,000	400.0%
2610 - Travel Expense	\$50,768	\$53,768	\$3,000	5.9%
2710 - Telephone Expenses	\$67,870	\$67,870	\$0	0.0%
2711 - Cell Phones	\$19,079	\$19,679	\$600	3.1%
2925 - Computer Maintenance	\$9,084	\$8,504	(\$580)	(6.4%)
2927 - Computer & SW Maint-External	\$213,630	\$193,730	(\$19,900)	(9.3%)
2940 - Advertising	\$7,750	\$7,250	(\$500)	(6.5%)
2950 - Other Prof Services-External	\$67,471	\$67,942	\$471	0.7%
2951 - INTERNAL Service Salary Allocn	\$5,000	\$5,000	\$0	0.0%
2957 - Fleet Car Washes	\$1,200	\$1,200	\$0	0.0%
2990 - Business Meeting Expense	\$5,888	\$5,888	\$0	0.0%
2995 - Other Purchased Services	\$20,500	\$20,500	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$267,708	\$267,708	\$0	0.0%
3145 - VehicleRent-TempOther INTERNAL	\$23,928	\$23,928	\$0	0.0%
3150 - Vehicle Rental - External	\$630	\$630	\$0	0.0%
3180 - Computer Rental - INTERNAL	\$900	\$0	(\$900)	(100.0%)
3181 - PC & Maint. Allocation	\$307,000	\$308,000	\$1,000	0.3%
3250 - Licenses	\$5,000	\$5,000	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$32,393,606	\$35,581,721	\$3,188,115	9.8%
8130 - Overtime - Salary	\$1,668,658	\$1,771,958	\$103,300	6.2%
8150 - Salary-Temporary	\$248,508	\$248,508	\$0	0.0%
8190 - Other Pay	\$562,622	\$682,073	\$119,451	21.2%
8290 - Clothing - Uniforms	\$195,980	\$206,560	\$10,580	5.4%
8380 - Workers Comp. - Admin.	\$293,933	\$293,933	\$0	0.0%
8381 - Workers Comp. - Medical	\$521,653	\$521,653	\$0	0.0%
8382 - Workers Comp. - Salary	\$41,600	\$41,600	\$0	0.0%
8383 - Workers Comp. - Pension	\$258,814	\$258,814	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$10,729,640	\$11,781,728	\$1,052,088	9.8%
Transfers to Reserves & Capital Funds				
4210 - Depreciation	\$1,202,758	\$1,447,758	\$245,000	20.4%
4248 - TRANSFER to Reserve Account	\$1,275,000	\$1,350,000	\$75,000	5.9%
4250 - TRANSFER to Reserve Fund	\$2,000	\$2,000	\$0	0.0%
Utilities, Insurance & Taxes				
3010 - Utilities	\$440,252	\$425,900	(\$14,352)	(3.3%)
3210 - Building Insurance	\$52,460	\$66,882	\$14,422	27.5%
3220 - Vehicle Insurance	\$23,402	\$23,836	\$434	1.9%
3230 - Liability Insurance	\$61,756	\$66,436	\$4,680	7.6%
Total Expense	\$52,507,897	\$57,607,535	\$5,099,638	9.7%
Total Net	\$50,506,467	\$55,504,013	\$4,997,546	9.9%

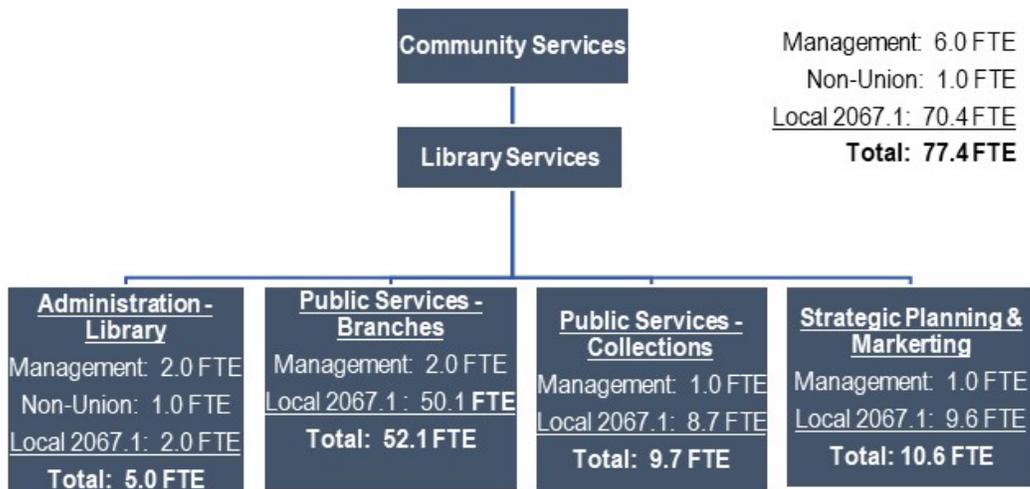
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$4,076,148	
B27/2024	2024-0010	Annualize WFRS Salary Budget Pressures	\$163,000	
B27/2024	2024-0011	Fire & Rescue Inflationary/CPI Pressures	\$45,000	
B27/2024	2024-0028	Self Contained Breathing Apparatus Increase Contribution to Reserve	\$75,000	
B27/2024	2024-0017	Fire & Rescue User Fee update for Central Dispatch & Minor Events Fee	(\$25,961)	
B27/2024	2024-0013	One-Time Funding for an Emergency Communication Operator	\$0	
B27/2024	2024-0016	Addition of One Assistant Deputy Fire Chief Position	\$166,055	1.0
B27/2024	n/a	Interdepartmental Reallocations	\$498,304	
Total Budget Impact			\$4,997,546	1.0

DESCRIPTION

The Windsor Public Library consists of 10 library branches of varying sizes that provide a physical space where people can gather, attend programs, gain access to the internet and access the libraries' collections.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Library			
Chief Executive Officer (CEO) WPL	RFT	Management	1.0
Manager, WPL Operations	RFT	Management	1.0
Administrative Receptionist - WPL	RFT	Non-Union	1.0
Admin Support - Accounting	RFT	Local 2067.1	2.0
			5.0
Public Services - Branches			
Manager Public Services	RFT	Management	2.0
Team Leader	RFT	Local 2067.1	3.0
Librarian	RFT	Local 2067.1	10.0
Team Leader - Customer Services	RFT	Local 2067.1	1.0
Adult Literacy Coordinator	RFT	Local 2067.1	1.0
Library Service Representative	RFT	Local 2067.1	18.0
Sr. Clerk Service Rep	RFT	Local 2067.1	2.0
Circulation Service Representative	RFT	Local 2067.1	5.0
Adult Literacy Instructor	RPT	Local 2067.1	1.4
Book Buddy Coordinator	RPT	Local 2067.1	0.6
Book Mobile/CSR Driver	RPT	Local 2067.1	1.2
Deaf Literacy Instructor	RPT	Local 2067.1	0.9
Librarian	RPT	Local 2067.1	1.2
Library Service Representative	RPT	Local 2067.1	4.9
			52.1
Public Services - Collections			
Manager Public Services	RFT	Management	1.0
Digital Media Librarian	RFT	Local 2067.1	1.0
Accessibility Librarian	RFT	Local 2067.1	1.0
Librarian	RFT	Local 2067.1	2.0
Archivist	RFT	Local 2067.1	1.0
Library Service Representative	RFT	Local 2067.1	1.0
Collections Senior Clerk	RFT	Local 2067.1	1.0
Collections Clerk	RFT	Local 2067.1	1.7
			9.7

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Strategic Planning & Marketing			
Manager of Marketing and Communications	RFT	Management	1.0
Maintenance/Repair	RFT	Local 2067.1	1.0
Shipper Receiver	RFT	Local 2067.1	1.0
Caretaker	RFT	Local 2067.1	6.0
Graphic Designer	RPT	Local 2067.1	0.6
Caretaker	RPT	Local 2067.1	0.6
Driver	RPT	Local 2067.1	0.4
			10.6
			77.4

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Library	\$1,715,553	\$1,748,177	\$32,624	1.9%
Public Services - Branches	\$3,733,268	\$3,597,632	(\$135,636)	(3.6%)
Public Services - Collections	\$1,717,283	\$1,720,901	\$3,618	0.2%
Strategic Planning & Marketing	\$1,083,082	\$1,129,683	\$46,601	4.3%
Total Net	\$8,249,186	\$8,196,393	(\$52,793)	(0.6%)

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Grants & Subsidies				
6310 - Ontario Specific Grants	(\$629,183)	(\$630,023)	(\$840)	0.1%
6330 - Other Municipal Grants & Fees	(\$150,000)	(\$150,000)	\$0	0.0%
Other Miscellaneous Revenue				
6910 - Donations	(\$25,712)	(\$25,712)	\$0	0.0%
6950 - Proceed-Disposal of non-TCA	(\$7,000)	(\$7,000)	\$0	0.0%
User Fees, Permits & Charges				
6417 - Lease & Rental Revenue	(\$2,000)	(\$2,000)	\$0	0.0%
6650 - User Fees- External	(\$90,000)	\$0	\$90,000	(100.0%)
6725 - Fees&Service Charges EXTERNAL	(\$57,300)	(\$57,300)	\$0	0.0%
Total Revenue	(\$961,195)	(\$872,035)	\$89,160	(9.3%)

EXPENSES

Financial Expenses

4540 - Bank Charges	\$7,000	\$7,000	\$0	0.0%
---------------------	---------	---------	-----	------

Minor Capital

5111 - Machinery & Equipment -Non TCA	\$10,500	\$10,500	\$0	0.0%
5125 - Computers - PCs	\$10,000	\$12,000	\$2,000	20.0%
5130 - Furniture & Furnishings	\$19,550	\$19,550	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$20,250	\$20,250	\$0	0.0%
2060 - Computer Supplies	\$1,000	\$5,300	\$4,300	430.0%
2145 - Housekeeping Supplies	\$25,000	\$25,000	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2170 - Operating and Other Supplies	\$22,000	\$22,000	\$0	0.0%
2180 - Program Supplies	\$80,281	\$81,121	\$840	1.0%
2250 - Vehicle Maint Parts/Materials	\$10,000	\$28,000	\$18,000	180.0%
2310 - Food and confections	\$2,000	\$2,000	\$0	0.0%
2970 - Building Maintenance	\$242,854	\$242,854	\$0	0.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$18,000	\$13,000	(\$5,000)	(27.8%)
4050 - Training Courses	\$2,000	\$2,000	\$0	0.0%
4155 - Conference Registration	\$3,000	\$3,000	\$0	0.0%
4295 - Public Relations	\$20,204	\$20,204	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$4,300	\$4,300	\$0	0.0%
2070 - Imaging & Printing External	\$69,000	\$34,000	(\$35,000)	(50.7%)
2085 - Publications and Manuals	\$968,700	\$968,700	\$0	0.0%
2609 - Mileage and car allowance	\$2,000	\$2,000	\$0	0.0%
2610 - Travel Expense	\$10,000	\$10,000	\$0	0.0%
2620 - Car Allowance	\$10,000	\$10,000	\$0	0.0%
2711 - Cell Phones	\$15,600	\$15,600	\$0	0.0%
2810 - Parking, Permits and Passes	\$17,750	\$17,750	\$0	0.0%
2927 - Computer & SW Maint-External	\$225,500	\$225,500	\$0	0.0%
2950 - Other Prof Services-External	\$100,700	\$101,400	\$700	0.7%
2951 - INTERNAL Service Salary Allocn	\$438,964	\$542,958	\$103,994	23.7%
2962 - Fees and Service Charges Exp	\$53,626	\$48,289	(\$5,337)	(10.0%)
3140 - VehicleRent-Dedicated INTERNAL	\$34,200	\$17,655	(\$16,545)	(48.4%)
3181 - PC & Maint. Allocation	\$76,430	\$76,430	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$3,813,001	\$3,798,512	(\$14,489)	(0.4%)
8115 - Salary-Reg.Part Time	\$644,301	\$622,982	(\$21,319)	(3.3%)
8160 - Hourly-Temporary	\$490,487	\$401,343	(\$89,144)	(18.2%)
8170-Service Pay	\$0	\$13,520	\$13,520	n/a
8190 - Other Pay	\$31,212	\$0	(\$31,212)	(100.0%)
8390-Employer Health Tax	\$0	\$90,300	\$90,300	n/a
8395-Health Coverage	\$0	\$400,000	\$400,000	n/a
8398 - Fringe benefits-Departmental	\$1,334,254	\$812,075	(\$522,179)	(39.1%)
Transfers to Reserves & Capital Funds				
4250 - TRANSFER to Reserve Fund	\$7,000	\$7,000	\$0	0.0%
Utilities, Insurance & Taxes				
3010 - Utilities	\$257,385	\$178,900	(\$78,485)	(30.5%)

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
3210 - Building Insurance	\$104,524	\$147,656	\$43,132	41.3%
3220 - Vehicle Insurance	\$403	\$394	(\$9)	(2.2%)
3230 - Liability Insurance	\$7,405	\$7,385	(\$20)	(0.3%)
Total Expense	\$9,210,381	\$9,068,428	(\$141,953)	(1.5%)
Total Net	\$8,249,186	\$8,196,393	(\$52,793)	(0.6%)

2024 RECONCILIATION OF BUDGET CHANGES

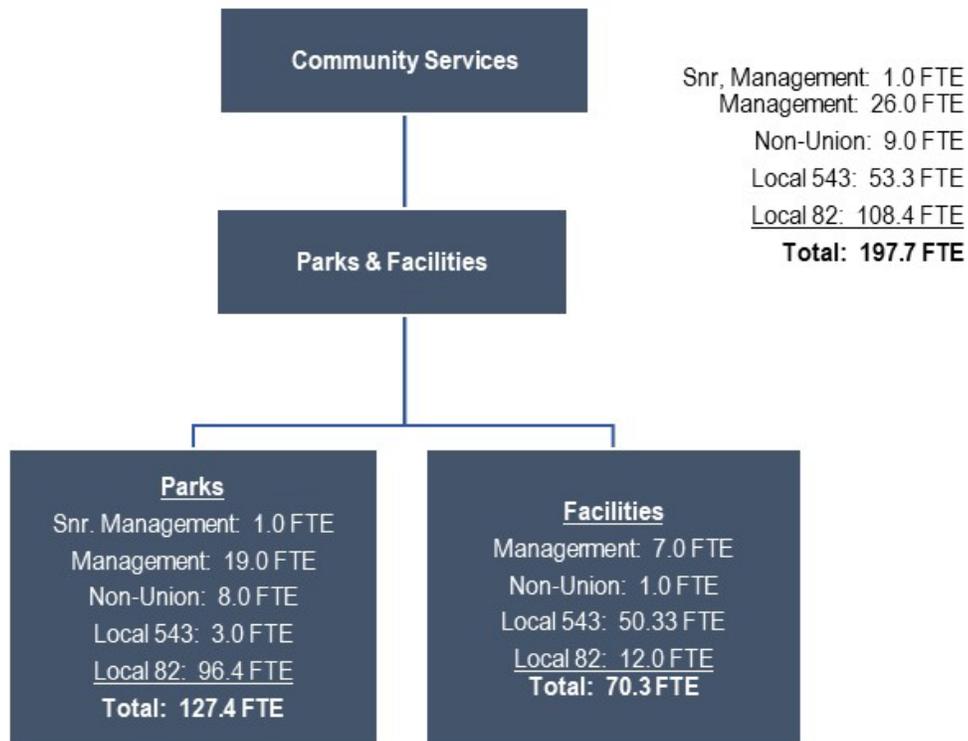
Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	(\$19,773)	
B27/2024	2024-0067	Establish a New WPL Facilities Position and Reorganize WPL Corporate Ser	\$0	1.0
B27/2024	n/a	Interdepartmental Reallocations	(\$33,020)	(1.0)
Total Budget Impact			(\$52,793)	0.0

DESCRIPTION

Parks is responsible for 204 parks, with over 2,500 acres of parkland, 136 km of hard surface trails, 300,000 sqft of horticultural beds, 2300 self watering planters, and 90,000 City owned trees within the urban forest, the Ojibway Nature Centre and the most species diverse parks in Canada. Also responsible for designing and creating unique park experiences and supporting numerous special events.

Facilities provides building maintenance and operations, caretaking, security, planning, building construction & renovations, project management, lease administration, and asset management. Committed to supporting the corporation and community by providing safe, clean, well-maintained facilities in a responsive and effective manner.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Parks			
Commissioner - Community Services	RFT	Sr. Management	1.0
Executive Director of Parks & Facilities	RFT	Management	1.0
Mgr, Parks Development	RFT	Management	1.0
Mgr, Parks Operations	RFT	Management	1.0
Manager of Horticulture	RFT	Management	1.0
City Forester/Mgr, Forestry & Natural Areas	RFT	Management	1.0
Projects Lead, Parks Development	RFT	Non-Union	1.0
Supervisor Parks (General)	RFT	Management	5.0
Supervisor Parks (Forestry)	RFT	Management	2.0
Supervisor, Fleet	RFT	Management	1.0
Supervisor, Parks Projects	RFT	Management	4.0
Supervisor Parks (Horticulture)	RFT	Management	1.0
Parks Supervisor - Bright Lights, BIA, Winter Control	RFT	Management	1.0
Executive Initiative Coord.	RFT	Non-Union	1.0
Landscape Architect	RFT	Non-Union	1.0
Naturalist & Outreach Coordinator	RFT	Non-Union	1.0
Executive Administrative Assistant	RFT	Non-Union	1.0
Coordinator Community Programming & Guest Services	RFT	Non-Union	1.0
Coordinator, Technical Support	RFT	Non-Union	1.0
Parks Operations Asset Analyst	RFT	Non-Union	1.0
Biodiversity Coordinator	RFT	Local 543	1.0
Draftsperson IV	RFT	Local 543	1.0
Wildlife & Visitor Services Coordinator	RFT	Local 543	1.0
Certified Automotive Service Technician	RFT	Local 82	4.0
Certified Playground Inspector	RFT	Local 82	3.0
Certified Refrigeration Operator	RFT	Local 82	2.2
Forestry II	RFT	Local 82	9.0
Heavy Equipment Operator	RFT	Local 82	2.0
Horticulturist I	RFT	Local 82	2.0
Horticulturist III	RFT	Local 82	18.0
One Man Packer	RFT	Local 82	1.0
Parks Operator	RFT	Local 82	46.9
Rink Attendant "A" Full-Time	RFT	Local 82	8.4
			127.4

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Facilities			
Manager, Facility Operations	RFT	Management	1.0
Supervisor, Facilities	RFT	Management	5.0
Supervisor, Facilities - Huron Lodge	RFT	Management	1.0
Coordinator, Technical Support	RFT	Non-Union	1.0
Building Automation & Low Voltage Systems Technician	RFT	Local 543	1.0
Caretaker	RFT	Local 543	20.0
Facility Person	RFT	Local 543	3.0
Maintenance Engineer	RFT	Local 543	2.0
Maintenance Engineer (Carpentry)	RFT	Local 543	2.0
Operating Engineer (MURF)	RFT	Local 543	1.0
Operating Engineer 4th Class	RFT	Local 543	4.0
Painter Brush	RFT	Local 543	1.0
Resource Operations Analyst	RFT	Local 543	1.0
Roof Technologist	RFT	Local 543	1.0
Certified Carpenter	RFT	Local 82	2.0
Certified Electrician	RFT	Local 82	2.0
Certified Plumber	RFT	Local 82	3.0
Facilities Technician	RFT	Local 82	5.0
Caretaker	RPT	Local 543	13.6
Facility Person	RPT	Local 543	0.7
			70.3
			197.8

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Parks	\$21,210,600	\$22,551,855	\$1,341,255	6.3%
Facilities	\$8,860,010	\$8,947,494	\$87,484	1.0%
Total Net	\$30,070,610	\$31,499,349	\$1,428,739	4.8%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
---------	----------------	----------------	---------------------	--------------------

REVENUE

Other Miscellaneous Revenue

6910 - Donations	(\$16,500)	(\$16,500)	\$0	0.0%
6950 - Proceed-Disposal of non-TCA	(\$20,000)	(\$20,000)	\$0	0.0%
6990 - Other General Revenue	(\$69,650)	(\$69,650)	\$0	0.0%

Recovery of Expenditures

6735 - Recovery Of Expenses EXTERNAL	(\$186,318)	(\$186,318)	\$0	0.0%
6740 - Recovery of Salaries-INTERNAL	(\$1,414,289)	(\$1,453,523)	(\$39,234)	2.8%
6742 - Recovery of Fringes INTERNAL	(\$203,920)	(\$219,621)	(\$15,701)	7.7%
6999 - Work Auth Recovery INTERNAL	(\$2,942,366)	(\$3,437,753)	(\$495,387)	16.8%

Transfers From Other Funds

7054 - TRANSFER From Reserve Funds	(\$1,107,084)	(\$630,974)	\$476,110	(43.0%)
7058 - TRANSFER From Reserve Account	(\$286,000)	(\$286,000)	\$0	0.0%

User Fees, Permits & Charges

6417 - Lease & Rental Revenue	(\$327,737)	(\$475,157)	(\$147,420)	45.0%
6430 - Concessions	(\$33,034)	(\$33,034)	\$0	0.0%
6460 - Sale Of Goods & Services	(\$65,000)	(\$65,000)	\$0	0.0%
6640 - Management Fees	(\$282,000)	(\$282,000)	\$0	0.0%
6650 - User Fees- External	(\$45,948)	(\$45,947)	\$1	(0.0%)
6651 - Fees and Recoveries INTERNAL	(\$3,896,158)	(\$3,831,147)	\$65,011	(1.7%)
6725 - Fees&Service Charges EXTERNAL	(\$2,135,154)	(\$2,135,154)	\$0	0.0%

Total Revenue	(\$13,031,158)	(\$13,187,778)	(\$156,620)	1.2%
----------------------	-----------------------	-----------------------	--------------------	-------------

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
EXPENSES				
Minor Capital				
2150 - Minor Apparatus & Tools	\$192,424	\$225,024	\$32,600	16.9%
2220 - Maintenance Parts & Materials	\$890,255	\$874,755	(\$15,500)	(1.7%)
2230 - Infrastructure Maint. Material	\$1,266,292	\$1,198,792	(\$67,500)	(5.3%)
2520 - Vehicle Repairs	\$7,000	\$5,000	(\$2,000)	(28.6%)
2530 - Equipment Repairs	\$55,000	\$63,000	\$8,000	14.5%
5111 - Machinery & Equipment -Non TCA	\$10,000	\$10,000	\$0	0.0%
5125 - Computers - PCs	\$0	\$1,500	\$1,500	n/a
5126 - Computer Software	\$50,000	\$49,000	(\$1,000)	(2.0%)
5130 - Furniture & Furnishings	\$5,000	\$5,500	\$500	10.0%
Operating & Maintenance Supplies				
2010 - Office Supplies	\$30,060	\$30,000	(\$60)	(0.2%)
2060 - Computer Supplies	\$5,210	\$4,610	(\$600)	(11.5%)
2110 - Linen	\$0	\$10,000	\$10,000	n/a
2115 - Motor Fuels	\$173,319	\$178,166	\$4,847	2.8%
2117 - Oils and Lubricants	\$11,300	\$11,300	\$0	0.0%
2140 - Chemicals	\$240,770	\$240,770	\$0	0.0%
2145 - Housekeeping Supplies	\$296,120	\$292,120	(\$4,000)	(1.4%)
2147 - Caretaking	\$1,411,947	\$1,661,947	\$250,000	17.7%
2170 - Operating and Other Supplies	\$103,393	\$113,393	\$10,000	9.7%
2175 - First Aid Safety Supplies	\$28,900	\$28,900	\$0	0.0%
2180 - Program Supplies	\$61,410	\$33,410	(\$28,000)	(45.6%)
2250 - Vehicle Maint Parts/Materials	\$30,000	\$30,000	\$0	0.0%
2310 - Food and confections	\$16,050	\$5,750	(\$10,300)	(64.2%)
2330 - Beverages - non-alcoholic	\$700	\$700	\$0	0.0%
2360 - Promotional Material & Product	\$0	\$2,500	\$2,500	n/a
2970 - Building Maintenance	\$700	\$1,700	\$1,000	142.9%
3176 - Facility Opns-Labour INTERNAL	\$2,098,216	\$2,110,016	\$11,800	0.6%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$16,000	\$16,200	\$200	1.3%
4050 - Training Courses	\$19,362	\$19,962	\$600	3.1%
4085 - Interpretation & Exhibition	\$500	\$700	\$200	40.0%
4155 - Conference Registration	\$8,300	\$8,450	\$150	1.8%
Purchased Services				
2020 - Postage and Courier	\$200	\$200	\$0	0.0%
2070 - Imaging & Printing External	\$1,605	\$1,605	\$0	0.0%
2215 - Bldg Maintenance Services	\$1,000	\$1,000	\$0	0.0%
2610 - Travel Expense	\$10,900	\$10,900	\$0	0.0%
2620 - Car Allowance	\$13,600	\$16,300	\$2,700	19.9%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2710 - Telephone Expenses	\$12,400	\$13,900	\$1,500	12.1%
2711 - Cell Phones	\$42,482	\$48,482	\$6,000	14.1%
2915 - Consulting Services - External	\$10,000	\$10,000	\$0	0.0%
2916 - INTERNAL Services- non-salary	\$149,250	\$149,835	\$585	0.4%
2940 - Advertising	\$6,152	\$6,652	\$500	8.1%
2950 - Other Prof Services-External	\$539,815	\$773,815	\$234,000	43.3%
2951 - INTERNAL Service Salary Allocn	\$69,800	\$69,800	\$0	0.0%
2962 - Fees and Service Charges Exp	\$37,115	\$37,115	\$0	0.0%
2980 - Contracted Services	\$4,744,667	\$4,493,714	(\$250,953)	(5.3%)
2990 - Business Meeting Expense	\$3,455	\$3,655	\$200	5.8%
2995 - Other Purchased Services	\$500,000	\$890,000	\$390,000	78.0%
3120 - Rental Expense EXTERNAL	\$522,180	\$272,180	(\$250,000)	(47.9%)
3121 - GPS	\$35,538	\$35,538	\$0	0.0%
3140 - VehicleRent-Dedicated INTERNAL	\$1,879,300	\$2,055,595	\$176,295	9.4%
3145 - VehicleRent-TempOther INTERNAL	\$221,338	\$207,357	(\$13,981)	(6.3%)
3181 - PC & Maint. Allocation	\$201,682	\$197,782	(\$3,900)	(1.9%)
3250 - Licenses	\$23,800	\$22,800	(\$1,000)	(4.2%)
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$6,414,176	\$6,720,349	\$306,173	4.8%
8115 - Salary-Reg.Part Time	\$796,388	\$803,781	\$7,393	0.9%
8120 - Hourly-Reg.Full Time	\$7,123,576	\$7,450,778	\$327,202	4.6%
8130 - Overtime - Salary	\$33,688	\$33,688	\$0	0.0%
8140 - Overtime - Wages	\$195,820	\$195,820	\$0	0.0%
8150 - Salary-Temporary	\$168,931	\$153,044	(\$15,887)	(9.4%)
8160 - Hourly-Temporary	\$1,236,584	\$1,253,584	\$17,000	1.4%
8170 - Service Pay	\$4,485	\$3,835	(\$650)	(14.5%)
8175 - Service Pay - Hourly	\$11,000	\$11,000	\$0	0.0%
8180 - Stand-by Pay	\$2,500	\$2,500	\$0	0.0%
8190 - Other Pay	\$464,605	\$561,161	\$96,556	20.8%
8210 - Meal Allowance	\$3,279	\$3,279	\$0	0.0%
8290 - Clothing - Uniforms	\$138,456	\$154,356	\$15,900	11.5%
8380 - Workers Comp. - Admin.	\$60,800	\$60,800	\$0	0.0%
8381 - Workers Comp. - Medical	\$19,168	\$19,168	\$0	0.0%
8382 - Workers Comp. - Salary	\$15,000	\$15,000	\$0	0.0%
8383 - Workers Comp. - Pension	\$68,000	\$68,000	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$4,786,253	\$4,996,056	\$209,803	4.4%
Transfers to Reserves & Capital Funds				
4210 - Depreciation	\$719,399	\$864,399	\$145,000	20.2%
4245 - TRANSFER to Capital Fund	\$0	\$109,830	\$109,830	n/a
4250 - TRANSFER to Reserve Fund	\$179,000	\$179,000	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Utilities, Insurance & Taxes				
3010 - Utilities	\$2,187,461	\$1,952,996	(\$234,465)	(10.7%)
3011 - Recoverable Utilities	\$1,801,000	\$1,801,000	\$0	0.0%
3210 - Building Insurance	\$219,128	\$268,955	\$49,827	22.7%
3220 - Vehicle Insurance	\$9,185	\$8,971	(\$214)	(2.3%)
3230 - Liability Insurance	\$388,379	\$443,387	\$55,008	14.2%
4015 - Taxes	\$1,000	\$1,000	\$0	0.0%
Total Expense	\$43,101,768	\$44,687,127	\$1,585,359	3.7%
Total Net	\$30,070,610	\$31,499,349	\$1,428,739	4.8%

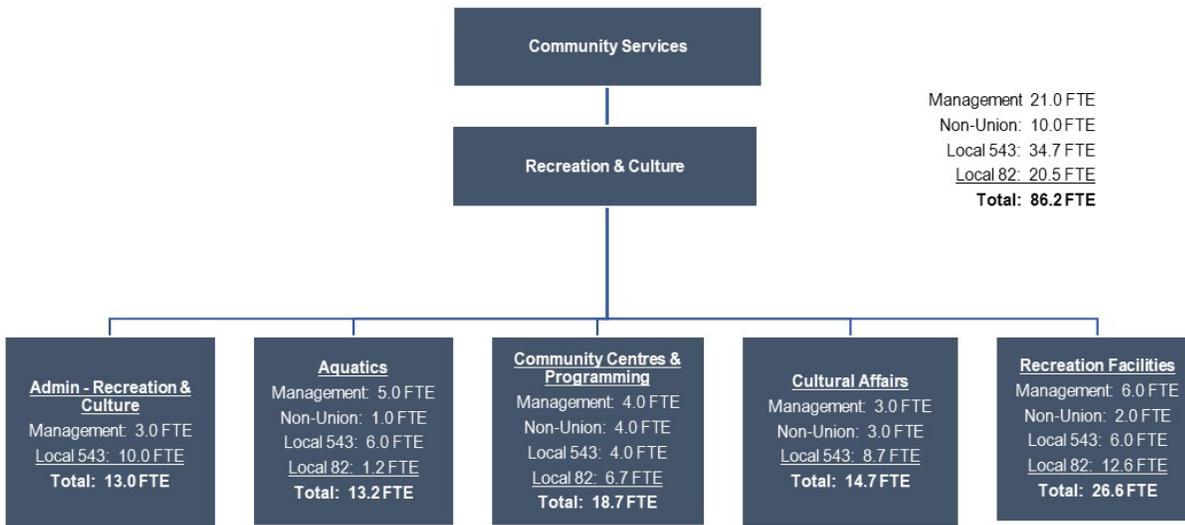
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$819,805	
B27/2024	2024-0139	Budget Increase for Pool Chemicals	\$45,000	
B27/2024	2024-0127	Monuments, Memorials and Sculpture Repairs and Restoration Funding	\$50,000	
B27/2024	2024-0144	Parks & Facilities Inflationary Pressure on Maintenance Budget	\$100,000	
B27/2024	2024-0128	Parks, Recreation, and Facilities Vandalism Budget Funding	\$50,000	
B27/2024	2024-0141	Facilities and SAC User Fee Updates	(\$250)	
B27/2024	2024-0171	Parks User Fee Updates	\$0	
B27/2024	2024-0309	User Fee Increase – Parkland Dedication User Fee Update	\$0	
B27/2024	2024-0125	One-Time Funding of Temp. Parks & Facilities Operations Asset Analyst Pos	\$0	
B27/2024	2024-0126	One Time Improvements to Parks Drainage for Flood Mitigation	\$0	
B27/2024	2024-0142	One-Time Budget Funding for One Temporary Supervisor, Facilities	\$0	
CR198/2024	2024-0294	Additional Auxiliary Officers in City Parks and Trails	\$217,000	
B27/2024	n/a	Interdepartmental Reallocations	\$147,184	(0.7)
Total Budget Impact			\$1,428,739	(0.7)

DESCRIPTION

Recreation services builds vibrant, healthy, active and connected communities by providing facilities (arenas, pools, community centres) and programs that allow residents to participate in recreational activities. The Culture division provides programs, events and services that express the City's cultural identity, celebrates traditions and improves the quality of life for Windsor residents.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Admin - Recreation & Culture			
ExDir, Recreation & Culture	RFT	Management	1.0
Manager of Administration	RFT	Management	1.0
Supervisor, Facilities - WPL	RFT	Management	1.0
Parks Operations Assistant	RFT	Local 543	2.0
Administrative Assistant	RFT	Local 543	1.0
Senior Accounting Clerk	RFT	Local 543	2.0
Parks Clerk	RFT	Local 543	1.0
P & R Data Clerk	RFT	Local 543	1.0
Account Receivable Clerk	RFT	Local 543	1.0
Accounting Clerk	RFT	Local 543	1.0
Recreation Clerk	RFT	Local 543	1.0
			13.0
Aquatics			
Manager, Aquatics	RFT	Management	1.0
Assistant Manager, WIATC	RFT	Management	1.0
Supervisor, Community Programming	RFT	Management	3.0
Marina Operator	RFT	Non-Union	1.0
Recreation Assistant-Aquatics	RFT	Local 543	3.0
Caretaker/Pool Maintenance Operator	RFT	Local 82	1.2
Recreation Centre Clerk	RFT	Local 543	3.0
			13.2
Community Centres & Programming			
Manager, Community Programming & Development	RFT	Management	1.0
Supv, Community Programming	RFT	Management	3.0
Coordinator, Recreation Systems	RFT	Non-Union	1.0
Client Support & Staff Development Coordinator	RFT	Non-Union	3.0
Recreation Assistant	RFT	Local 543	1.0
Caretaker/Pool Maintenance Operator	RFT	Local 82	4.5
Recreation Centre Clerk	RFT	Local 543	3.0
Rink Attendant "A" Full-Time	RFT	Local 82	2.2
			18.7

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Cultural Affairs			
Manager, Culture & Events	RFT	Management	1.0
Supervisor, Community Programming (Cultural Development)	RFT	Management	1.0
Supervisor, Special Events	RFT	Management	1.0
Coordinator, Cultural Affairs	RFT	Non-Union	1.0
Coordinator, Special Events	RFT	Non-Union	1.0
Coordinator, Museum Curator	RFT	Non-Union	1.0
Education/Volunteer Coordinator	RFT	Local 543	1.0
Museum Coordinator	RFT	Local 543	1.0
Registrar	RFT	Local 543	1.0
Recreation Centre Clerk (Willistead Manor)	RFT	Local 543	1.0
Recreation Centre Clerk	RFT	Local 543	1.0
Recreation Clerk	RFT	Local 543	1.0
Museum Collections Assistant	RFT	Local 543	1.0
Museum Assistant	RPT	Local 543	1.7
			14.7
Recreation Facilities			
Manager, Arenas & Recreation Facilities	RFT	Management	1.0
Assistant Manager, WFCU Centre & Rec. Facilities	RFT	Management	1.0
Supervisor Arena & Rec. Facilities	RFT	Management	2.0
Supv, Community Programming	RFT	Management	2.0
Coordinator, Recreation	RFT	Non-Union	2.0
Recreation Assistant - Aquatics	RFT	Local 543	2.0
Seasonal & Sports Facilitator	RFT	Local 543	2.0
Caretaker/Pool Maintenance Operator	RFT	Local 82	3.2
Certified Refrigeration Operator	RFT	Local 82	2.8
Parks Operator	RFT	Local 82	1.1
Rink Attendant "A" Full-Time	RFT	Local 82	5.5
Recreation Centre Clerk	RFT	Local 543	2.0
			26.6
			86.2

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration	\$1,794,129	\$1,904,824	\$110,695	6.2%
Aquatics	\$3,754,514	\$4,047,848	\$293,334	7.8%
Community Centres & Programming	\$2,824,438	\$2,486,531	(\$337,907)	(12.0%)
Cultural Affairs	\$2,112,131	\$2,183,729	\$71,598	3.4%
Recreation Facilities	\$3,303,026	\$4,083,634	\$780,608	23.6%
Total Net	\$13,788,238	\$14,706,566	\$918,328	6.7%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Grants & Subsidies				
6310 - Ontario Specific Grants	(\$162,145)	(\$172,590)	(\$10,445)	6.4%
6330 - Other Municipal Grants & Fees	(\$398,000)	(\$363,000)	\$35,000	(8.8%)
Other Miscellaneous Revenue				
6642 - Membership Revenue	(\$651,214)	(\$651,214)	\$0	0.0%
6990 - Other General Revenue	(\$297,985)	(\$297,985)	\$0	0.0%
6993 - Advertising Revenue	(\$225,000)	(\$100,000)	\$125,000	(55.6%)
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$66,060)	(\$81,060)	(\$15,000)	22.7%
6740 - Recovery of Salaries-INTERNAL	(\$171,319)	(\$273,757)	(\$102,438)	59.8%
6742 - Recovery of Fringes INTERNAL	(\$56,538)	(\$90,340)	(\$33,802)	59.8%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$15,000)	(\$50,000)	(\$35,000)	233.3%
User Fees, Permits & Charges				
6417 - Lease & Rental Revenue	(\$5,249,434)	(\$5,315,634)	(\$66,200)	1.3%
6430 - Concessions	(\$21,225)	(\$21,225)	\$0	0.0%
6435 - Commissions	(\$294,100)	(\$294,100)	\$0	0.0%
6460 - Sale Of Goods & Services	(\$474,595)	(\$474,595)	\$0	0.0%
6650 - User Fees- External	(\$4,430,731)	(\$4,430,731)	\$0	0.0%
6651 - Fees and Recoveries INTERNAL	(\$104,735)	(\$104,735)	\$0	0.0%
6725 - Fees&Service Charges EXTERNAL	(\$145,000)	(\$145,000)	\$0	0.0%
Total Revenue	(\$12,763,081)	(\$12,865,966)	(\$102,885)	0.8%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
EXPENSES				
Financial Expenses				
4540 - Bank Charges	\$141,000	\$141,000	\$0	0.0%
Minor Capital				
2150 - Minor Apparatus & Tools	\$3,800	\$3,800	\$0	0.0%
2220 - Maintenance Parts & Materials	\$47,000	\$47,000	\$0	0.0%
2230 - Infrastructure Maint. Material	\$9,700	\$9,700	\$0	0.0%
2520 - Vehicle Repairs	\$0	\$1,000	\$1,000	n/a
5111 - Machinery & Equipment -Non TCA	\$112,470	\$111,470	(\$1,000)	(0.9%)
5125 - Computers - PCs	\$2,000	(\$1,900)	(\$3,900)	(195.0%)
5126 - Computer Software	\$131,844	\$140,144	\$8,300	6.3%
5130 - Furniture & Furnishings	\$5,500	\$5,500	\$0	0.0%
5250 - Artefact Acquisition	\$5,250	\$5,250	\$0	0.0%
Operating & Maintenance Supplies				
2010 - Office Supplies	\$71,500	\$71,500	\$0	0.0%
2115 - Motor Fuels	\$349,200	\$349,200	\$0	0.0%
2140 - Chemicals	\$88,000	\$73,000	(\$15,000)	(17.0%)
2145 - Housekeeping Supplies	\$154,660	\$154,660	\$0	0.0%
2170 - Operating and Other Supplies	\$68,497	\$68,497	\$0	0.0%
2175 - First Aid Safety Supplies	\$12,450	\$12,450	\$0	0.0%
2180 - Program Supplies	\$467,503	\$458,303	(\$9,200)	(2.0%)
2310 - Food and confections	\$26,156	\$28,087	\$1,931	7.4%
2970 - Building Maintenance	\$33,000	\$36,000	\$3,000	9.1%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$16,730	\$16,730	\$0	0.0%
4025 - Document Registration	\$695	\$695	\$0	0.0%
4050 - Training Courses	\$10,845	\$10,845	\$0	0.0%
4075 - Conservation	\$12,000	\$12,000	\$0	0.0%
4085 - Interpretation & Exhibition	\$47,000	\$47,000	\$0	0.0%
4155 - Conference Registration	\$3,000	\$3,000	\$0	0.0%
4295 - Public Relations	\$14,615	\$14,615	\$0	0.0%
Purchased Services				
2020 - Postage and Courier	\$2,250	\$3,004	\$754	33.5%
2070 - Imaging & Printing External	\$1,500	\$1,500	\$0	0.0%
2215 - Bldg Maintenance Services	\$110,000	\$110,000	\$0	0.0%
2610 - Travel Expense	\$18,960	\$18,960	\$0	0.0%
2620 - Car Allowance	\$29,760	\$27,430	(\$2,330)	(7.8%)
2710 - Telephone Expenses	\$37,690	\$23,090	(\$14,600)	(38.7%)
2711 - Cell Phones	\$17,350	\$18,350	\$1,000	5.8%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2916 - INTERNAL Services- non-salary	\$76,535	\$96,535	\$20,000	26.1%
2925 - Computer Maintenance	\$0	\$24,445	\$24,445	n/a
2940 - Advertising	\$392,965	\$267,965	(\$125,000)	(31.8%)
2943 - Commissions Expense	\$62,000	\$62,000	\$0	0.0%
2950 - Other Prof Services-External	\$674,600	\$724,885	\$50,285	7.5%
2980 - Contracted Services	\$129,950	\$173,150	\$43,200	33.2%
2981 - Agreements	\$0	\$200,000	\$200,000	n/a
2990 - Business Meeting Expense	\$1,000	\$1,000	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$152,194	\$152,194	\$0	0.0%
3145 - VehicleRent-TempOther INTERNAL	\$103,400	\$103,400	\$0	0.0%
3150 - Vehicle Rental - External	\$35,850	\$35,850	\$0	0.0%
3175 - Facility Rental EXTERNAL	\$32,483	\$32,483	\$0	0.0%
3181 - PC & Maint. Allocation	\$87,123	\$87,123	\$0	0.0%
3250 - Licenses	\$2,000	\$7,000	\$5,000	250.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$5,163,373	\$5,465,527	\$302,154	5.9%
8115 - Salary-Reg.Part Time	\$75,559	\$77,553	\$1,994	2.6%
8120 - Hourly-Reg.Full Time	\$1,263,102	\$1,298,837	\$35,735	2.8%
8130 - Overtime - Salary	\$11,500	\$11,500	\$0	0.0%
8140 - Overtime - Wages	\$158,357	\$158,357	\$0	0.0%
8160 - Hourly-Temporary	\$6,887,832	\$6,695,592	(\$192,240)	(2.8%)
8170 - Service Pay	\$3,575	\$2,925	(\$650)	(18.2%)
8175 - Service Pay - Hourly	\$35	\$35	\$0	0.0%
8190 - Other Pay	\$124,805	\$124,805	\$0	0.0%
8210 - Meal Allowance	\$4,420	\$4,420	\$0	0.0%
8240 - Other Training Expenses	\$14,875	\$14,875	\$0	0.0%
8290 - Clothing - Uniforms	\$41,850	\$41,850	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$2,960,913	\$3,049,689	\$88,776	3.0%
Transfers For Social Services				
4230 - Special Projects-Social Service	\$398,000	\$363,000	(\$35,000)	(8.8%)
3569 - Reparis and Maintenance	\$0	\$6,000	\$6,000	n/a
Transfers to External Agencies				
4145 - Grants from City	\$132,000	\$132,000	\$0	0.0%
Transfers to Reserves & Capital Funds				
4248 - TRANSFER to Reserve Account	\$21,445	\$21,445	\$0	0.0%
4250 - TRANSFER to Reserve Fund	\$138,580	\$138,580	\$0	0.0%
Utilities, Insurance & Taxes				
3010 - Utilities	\$4,854,321	\$5,394,733	\$540,412	11.1%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
3210 - Building Insurance	\$404,287	\$490,835	\$86,548	21.4%
3230 - Liability Insurance	\$12,745	\$12,344	(\$401)	(3.1%)
4015 - Taxes	\$77,720	\$77,720	\$0	0.0%
Total Expense	\$26,551,319	\$27,572,532	\$1,021,213	3.8%
Total Net	\$13,788,238	\$14,706,566	\$918,328	6.7%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$367,546	
B13/2024	2024-0114	User Fee Updates- Recreation and Culture	\$0	
B27/2024	2024-0113	One Time Funding for Windsor Water World Operations	\$0	
B17/2024	2024-0303	One Time Funding Summer Drop-In Recreation Program in Parks	\$0	
B27/2024	n/a	Interdepartmental Reallocations	\$550,782	
Total Budget Impact			\$918,328	0.0

Table of Contents

Engineering

Overview 141
Budgeted Full Time Equivalents 142
Budget Summary 144
Reconciliation of Budget Changes 147

Pollution Control

Overview 148
Budgeted Full Time Equivalents 149
Budget Summary 150
Reconciliation of Budget Changes 153

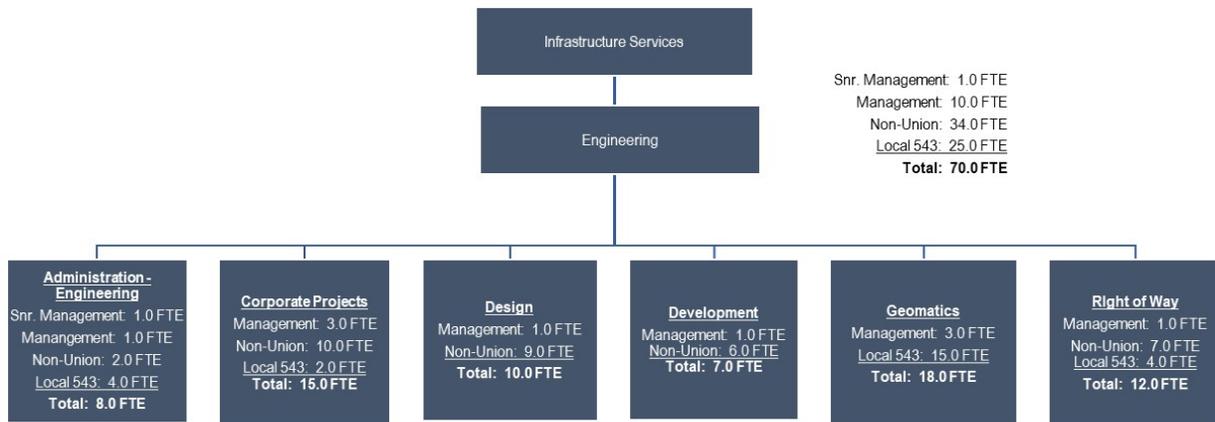
Public Works

Overview 154
Budgeted Full Time Equivalents 155
Budget Summary 158
Reconciliation of Budget Changes 162

DESCRIPTION

Engineering is responsible for; project management of municipal infrastructure projects, new buildings and non-building projects; development services; right-of-way permits; GIS system, and CAD services.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Engineering			
Commissioner, Infrastructure Services	RFT	Sr. Management	1.0
Mgr, Administration	RFT	Management	1.0
Executive Initiative Coord.	RFT	Non-Union	1.0
Executive Administrative Assist	RFT	Non-Union	1.0
Clerk Senior	RFT	Local 543	1.0
Senior Invoice Clerk	RFT	Local 543	2.0
Secretary Senior	RFT	Local 543	1.0
			8.0
Corporate Projects			
Executive Director of Engineering/Deputy City Engineer	RFT	Management	1.0
Manager of Corporate Projects	RFT	Management	1.0
Supervisor of Assets & Facilities Projects	RFT	Management	1.0
Project Administrator	RFT	Non-Union	5.0
Project Coordinator	RFT	Non-Union	4.0
Facility Operation Asset Analyst	RFT	Non-Union	1.0
Administrative Assistant	RFT	Local 543	2.0
			15.0
Design			
Manager of Design	RFT	Management	1.0
Engineer III	RFT	Non-Union	1.0
Engineer III - Design Standards Lead	RFT	Non-Union	1.0
Environmental Compliance Coordinator	RFT	Non-Union	1.0
Engineer II	RFT	Non-Union	5.0
Technologist III	RFT	Non-Union	1.0
			10.0
Development			
Manager of Development	RFT	Management	1.0
Development Engineer	RFT	Non-Union	2.0
Engineer III - Drainage Superintendent	RFT	Non-Union	1.0
Water & Waste Water Engineer	RFT	Non-Union	1.0
Engineer II	RFT	Non-Union	1.0
Technologist III	RFT	Non-Union	1.0
			7.0
Geomatics			
Mgr, Geomatics	RFT	Management	1.0
GIS Supervisor	RFT	Management	1.0
Supv, Drafting	RFT	Management	1.0
CAD Tech III/Special Projects	RFT	Local 543	2.0
Property Analyst	RFT	Local 543	1.0
GIS Data Analyst	RFT	Local 543	2.0

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
CAD Technician II	RFT	Local 543	3.0
GIS-CAD Technician	RFT	Local 543	3.0
CAD Technician I	RFT	Local 543	2.0
Print Room Operator	RFT	Local 543	1.0
Data Research Clerk	RFT	Local 543	1.0
			18.0
Right of Way			
Manager, Right-of-Way	RFT	Management	1.0
Technologist III	RFT	Non-Union	2.0
Technologist I	RFT	Non-Union	3.0
Technologist II	RFT	Non-Union	2.0
Right-of-Way Permit Clerk	RFT	Local 543	2.0
Development Clerk	RFT	Local 543	1.0
Intermediate Accounting Clerk	RFT	Local 543	1.0
			12.0
			70.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Engineering	\$854,980	\$902,953	\$47,973	5.6%
Corporate Projects	\$876,264	\$1,043,879	\$167,615	19.1%
Design	\$195,659	\$202,565	\$6,906	3.5%
Development	\$655,110	\$339,973	(\$315,137)	(48.1%)
Geomatics	\$725,015	\$759,486	\$34,471	4.8%
Right of Way	(\$461,068)	(\$325,453)	\$135,615	29.4%
Total Net	\$2,845,960	\$2,923,403	\$77,443	2.7%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$246,104)	(\$238,700)	\$7,404	(3.0%)
Recovery of Expenditures				
6740 - Recovery of Salaries-INTERNAL	(\$726,508)	(\$430,507)	\$296,001	(40.7%)
6999 - Work Auth Recovery INTERNAL	(\$3,166,192)	(\$3,673,917)	(\$507,725)	16.0%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$65,252)	(\$96,755)	(\$31,503)	48.3%
User Fees, Permits & Charges				
6410 - Licenses & Permits	(\$736,677)	(\$820,600)	(\$83,923)	11.4%
6650 - User Fees- External	(\$451,791)	(\$577,492)	(\$125,701)	27.8%
6656 - GIS User Fees	(\$330,743)	(\$330,743)	\$0	0.0%
6672 - MOE Application & Review	(\$10,897)	(\$5,000)	\$5,897	(54.1%)
6690 - Sewer Surcharge Recoveries	(\$863,643)	(\$927,454)	(\$63,811)	7.4%
Total Revenue	(\$6,597,807)	(\$7,101,168)	(\$503,361)	7.6%

EXPENSES

Financial Expenses

4540 - Bank Charges	\$6,650	\$6,650	\$0	0.0%
---------------------	---------	---------	-----	------

Minor Capital

2530 - Equipment Repairs	\$3,252	\$3,252	\$0	0.0%
5125 - Computers - PCs	\$2,140	\$15,140	\$13,000	607.5%
5126 - Computer Software	\$125,314	\$143,514	\$18,200	14.5%
5130 - Furniture & Furnishings	\$4,102	\$11,102	\$7,000	170.6%
5410 - Construction Contracts - TCA	\$259,048	\$259,048	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
5475 - Non-Tendered Construction Cost	\$500	\$500	\$0	0.0%
Operating & Maintenance Supplies				
2010 - Office Supplies	\$16,288	\$16,788	\$500	3.1%
2060 - Computer Supplies	\$800	\$800	\$0	0.0%
2170 - Operating and Other Supplies	\$12,500	\$15,000	\$2,500	20.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$22,379	\$35,439	\$13,060	58.4%
4050 - Training Courses	\$8,181	\$11,181	\$3,000	36.7%
4155 - Conference Registration	\$4,500	\$10,600	\$6,100	135.6%
Purchased Services				
2020 - Postage and Courier	\$3,800	\$3,800	\$0	0.0%
2085 - Publications and Manuals	\$400	\$600	\$200	50.0%
2609 - Mileage and car allowance	\$700	\$700	\$0	0.0%
2610 - Travel Expense	\$13,687	\$21,887	\$8,200	59.9%
2620 - Car Allowance	\$14,880	\$19,149	\$4,269	28.7%
2711 - Cell Phones	\$14,158	\$23,409	\$9,251	65.3%
2915 - Consulting Services - External	\$500	\$500	\$0	0.0%
2920 - Legal Services	\$4,069	\$4,069	\$0	0.0%
2940 - Advertising	\$2,000	\$2,000	\$0	0.0%
2950 - Other Prof Services-External	\$10,500	\$15,000	\$4,500	42.9%
2951 - INTERNAL Service Salary Allocn	\$40,960	\$50,960	\$10,000	24.4%
2990 - Business Meeting Expense	\$3,000	\$6,700	\$3,700	123.3%
3120 - Rental Expense EXTERNAL	\$6,220	\$6,220	\$0	0.0%
3145 - VehicleRent-TempOther INTERNAL	\$1,200	\$1,000	(\$200)	(16.7%)
3181 - PC & Maint. Allocation	\$70,000	\$70,000	\$0	0.0%
3250 - Licenses	\$400	\$400	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$6,365,664	\$6,769,861	\$404,197	6.3%
8130 - Overtime - Salary	\$6,770	\$6,770	\$0	0.0%
8150 - Salary-Temporary	\$30,112	\$30,112	\$0	0.0%
8170 - Service Pay	\$1,300	\$325	(\$975)	(75.0%)
8190 - Other Pay	\$2,029	\$28,686	\$26,657	1313.8%
8210 - Meal Allowance	\$100	\$100	\$0	0.0%
8290 - Clothing - Uniforms	\$950	\$1,510	\$560	58.9%
8291 - Clothing Allowance	\$400	\$2,857	\$2,457	614.3%
8399 - Fringe Benefits (Dept.)	\$2,105,492	\$2,238,867	\$133,375	6.3%
Transfers to Reserves & Capital Funds				
4245 - TRANSFER to Capital Fund	\$245,093	\$175,965	(\$69,128)	(28.2%)
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$8,641	\$10,842	\$2,201	25.5%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
3230 - Liability Insurance	\$25,088	\$3,268	(\$21,820)	(87.0%)
Total Expense	\$9,443,767	\$10,024,571	\$580,804	6.2%
Total Net	\$2,845,960	\$2,923,403	\$77,443	2.7%

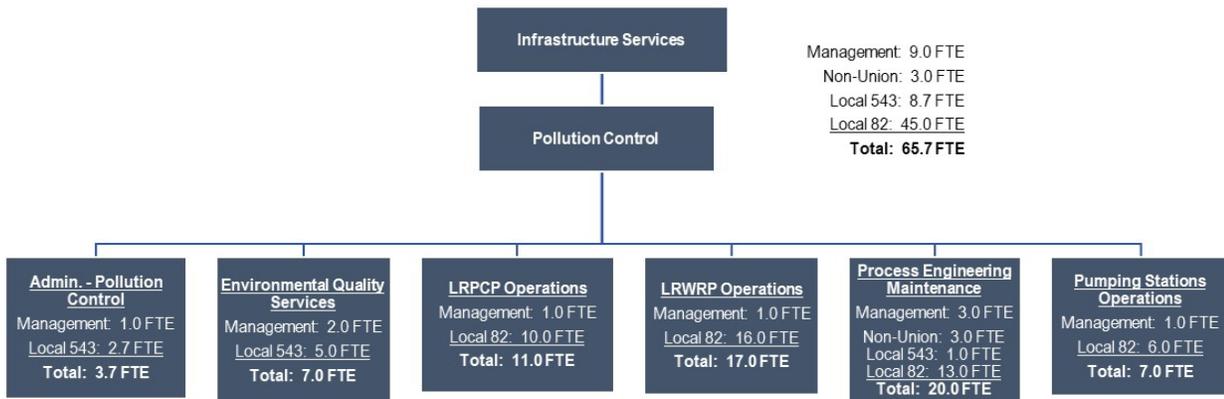
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$537,300	
B27/2024	2024-0228	One-Time Funding for Waived Sidewalk Café Fees	\$0	
B27/2024	2024-0122	Adjust Recoveries from Capital Projects - Engineering Department	(\$211,452)	
B27/2024	2024-0157	Local Improvement Flat Rate User Fee Adjustments	\$0	
B27/2024	2024-0225	Adjust Recoveries from Sewer Surcharge - Engineering Department	(\$63,811)	
B27/2024	2024-0226	Right-of-Way Permit Fees - New & Adjusted Fees	(\$164,000)	
B27/2024	2024-0211	One Time Funding - Project Management Services Project Coordinator Posit	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$20,594)	
Total Budget Impact			\$77,443	0.0

DESCRIPTION

Pollution Control manages and oversees 49 pumping stations, 2 wastewater treatment plants (treatment of wastewater from Windsor and surrounding municipalities) & the biosolid processing facility.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Admin. - Pollution Control			
Executive Director Pollution Control/Deputy City Engineer	RFT	Management	1.0
Admin Asst to SM of Pollution Control	RFT	Local 543	1.0
Maintenance Clerk	RFT	Local 543	1.0
Clerk Intermediate	RPT	Local 543	0.7
			3.7
Environmental Quality Services			
Mgr, Environmental Quality	RFT	Management	1.0
Supv, Environmental Quality	RFT	Management	1.0
Environmental Technologist	RFT	Local 543	5.0
			7.0
LRPCP Operations			
Mgr, Little River Poll Control	RFT	Management	1.0
Chief Wastewater Treatment Operator	RFT	Local 82	5.0
Wastewater Collection Operator (Step 3 - II)	RFT	Local 82	2.0
Wastewater Treatment Operator (Step 4 - III of IV)	RFT	Local 82	2.0
Caretaker - Yard Attendant	RFT	Local 82	1.0
			11.0
LRWRP Operations			
Mgr, Lou Romano Water Reclama	RFT	Management	1.0
Chief Wastewater Treatment Operator	RFT	Local 82	5.0
Wastewater Treatment Operator (Step 4 - III or IV)	RFT	Local 82	10.0
Caretaker - Yard Attendant	RFT	Local 82	1.0
			17.0
Process Engineering Maint.			
Mgr, Process Eng & Maintenance	RFT	Management	1.0
Supv, Electrical Maintenance	RFT	Management	1.0
Supv, Mechanical Maintenance	RFT	Management	1.0
Pollution Control Project Eng	RFT	Non-Union	3.0
Process Control Programmer	RFT	Local 543	1.0
Instrument Electrical/Electronic Technologist (GP)	RFT	Local 82	5.0
Pollution Control Mechanic	RFT	Local 82	5.0
Pollution Control Mechanic Trainee	RFT	Local 82	3.0
			20.0
Pumping Stations Operations			
Supervisor, Pump Station	RFT	Management	1.0
Wastewater Collection Operator (Step 3 - II)	RFT	Local 82	6.0
			7.0
			65.7

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Pollution Control	\$0	\$0	\$0	n/a
Environmental Quality Services	\$0	\$0	\$0	n/a
LRPCP Operations	\$0	\$0	\$0	n/a
LRWRP Operations	\$0	\$0	\$0	n/a
Process Engineering Maint.	\$0	\$0	\$0	n/a
Pumping Station Operations	\$0	\$0	\$0	n/a
Total Net	\$0	\$0	\$0	n/a

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$450,000)	(\$960,000)	(\$510,000)	113.3%
Recovery of Expenditures				
6999 - Work Auth Recovery INTERNAL	(\$647,398)	(\$726,981)	(\$79,583)	12.3%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$500,000)	(\$5,400)	\$494,600	(98.9%)
User Fees, Permits & Charges				
6410 - Licenses & Permits	(\$34,570)	(\$34,570)	\$0	0.0%
6670 - Sewage Treatment	(\$3,397,748)	(\$3,580,415)	(\$182,667)	5.4%
6690 - Sewer Surcharge Recoveries	(\$19,090,935)	(\$19,893,712)	(\$802,777)	4.2%
Total Revenue	(\$24,120,651)	(\$25,201,078)	(\$1,080,427)	4.5%

EXPENSES

Minor Capital

2150 - Minor Apparatus & Tools	\$16,200	\$16,200	\$0	0.0%
2220 - Maintenance Parts & Materials	\$1,995,000	\$1,555,000	(\$440,000)	(22.1%)
5110 - Machinery & Equipment - TCA	\$6,000	\$6,000	\$0	0.0%
5125 - Computers - PCs	\$1,000	\$1,000	\$0	0.0%
5130 - Furniture & Furnishings	\$6,000	\$6,000	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$8,915	\$8,915	\$0	0.0%
2115 - Motor Fuels	\$159,000	\$219,000	\$60,000	37.7%
2117 - Oils and Lubricants	\$42,000	\$42,000	\$0	0.0%
2140 - Chemicals	\$2,569,263	\$2,699,264	\$130,001	5.1%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2145 - Housekeeping Supplies	\$28,800	\$28,800	\$0	0.0%
2170 - Operating and Other Supplies	\$25,404	\$25,404	\$0	0.0%
2175 - First Aid Safety Supplies	\$31,000	\$31,000	\$0	0.0%
2250 - Vehicle Maint Parts/Materials	\$7,840	\$7,840	\$0	0.0%
2970 - Building Maintenance	\$4,000	\$4,000	\$0	0.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$10,505	\$10,505	\$0	0.0%
4050 - Training Courses	\$14,603	\$25,000	\$10,397	71.2%
4155 - Conference Registration	\$5,400	\$12,000	\$6,600	122.2%
Purchased Services				
2020 - Postage and Courier	\$3,602	\$3,602	\$0	0.0%
2070 - Imaging & Printing External	\$1,000	\$1,000	\$0	0.0%
2085 - Publications and Manuals	\$900	\$900	\$0	0.0%
2610 - Travel Expense	\$11,851	\$20,000	\$8,149	68.8%
2710 - Telephone Expenses	\$68,900	\$68,900	\$0	0.0%
2711 - Cell Phones	\$6,146	\$6,146	\$0	0.0%
2915 - Consulting Services - External	\$218,217	\$218,217	\$0	0.0%
2916 - INTERNAL Services- non-salary	\$194,430	\$194,430	\$0	0.0%
2940 - Advertising	\$2,000	\$2,000	\$0	0.0%
2950 - Other Prof Services-External	\$481,420	\$549,420	\$68,000	14.1%
2951 - INTERNAL Service Salary Allocn	\$120,442	\$140,033	\$19,591	16.3%
2975 - Landfill Tipping Fees	\$25,000	\$25,000	\$0	0.0%
2980 - Contracted Services	\$2,488,000	\$2,588,000	\$100,000	4.0%
2990 - Business Meeting Expense	\$1,000	\$1,000	\$0	0.0%
2995 - Other Purchased Services	\$25,000	\$25,000	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$24,534	\$24,534	\$0	0.0%
3121 - GPS	\$10,260	\$10,260	\$0	0.0%
3140 - VehicleRent-Dedicated INTERNAL	\$432,500	\$471,410	\$38,910	9.0%
3181 - PC & Maint. Allocation	\$65,740	\$65,740	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$2,065,843	\$2,204,244	\$138,401	6.7%
8115 - Salary-Reg.Part Time	\$34,999	\$35,924	\$925	2.6%
8120 - Hourly-Reg.Full Time	\$3,183,781	\$3,268,060	\$84,279	2.6%
8130 - Overtime - Salary	\$13,240	\$13,240	\$0	0.0%
8140 - Overtime - Wages	\$353,862	\$370,862	\$17,000	4.8%
8160 - Hourly-Temporary	\$72,544	\$72,544	\$0	0.0%
8170 - Service Pay	\$975	\$650	(\$325)	(33.3%)
8175 - Service Pay - Hourly	\$4,620	\$4,620	\$0	0.0%
8190 - Other Pay	\$101,475	\$144,500	\$43,025	42.4%
8210 - Meal Allowance	\$9,900	\$9,900	\$0	0.0%
8290 - Clothing - Uniforms	\$18,600	\$24,000	\$5,400	29.0%
8291 - Clothing Allowance	\$552	\$552	\$0	0.0%
8380 - Workers Comp. - Admin.	\$23,292	\$23,292	\$0	0.0%
8381 - Workers Comp. - Medical	\$37,336	\$37,336	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8383 - Workers Comp. - Pension	\$17,008	\$17,008	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$1,747,385	\$1,821,045	\$73,660	4.2%
Transfers to Reserves & Capital Funds				
4250 - TRANSFER to Reserve Fund	\$835,000	\$835,000	\$0	0.0%
Utilities, Insurance & Taxes				
3010 - Utilities	\$4,641,632	\$5,103,673	\$462,041	10.0%
3210 - Building Insurance	\$607,164	\$672,675	\$65,511	10.8%
3230 - Liability Insurance	\$429	\$153,291	\$152,862	35632.2%
4015 - Taxes	\$1,239,142	\$1,275,142	\$36,000	2.9%
Total Expense	\$24,120,651	\$25,201,078	\$1,080,427	4.5%
Total Net	\$0	\$0	\$0	n/a

2024 RECONCILIATION OF BUDGET CHANGES

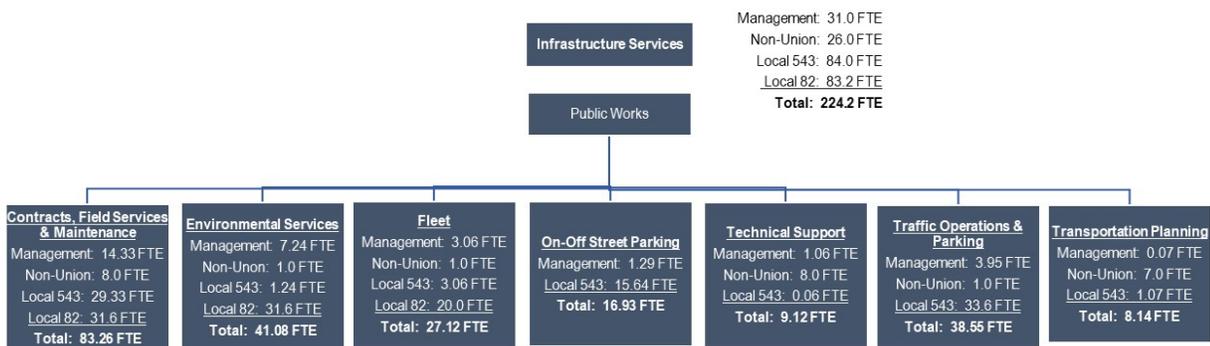
Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$297,265	
B27/2024	2024-0330	Additional Sludge Processing Cost for Synagro Contract	\$0	
B27/2024	2024-0257	Septic Tank Waste Disposal User Fee	\$0	
B27/2024	2024-0291	Overall Response Operator (ORO) Premiums	\$0	
B27/2024	2024-0292	Overtime Wages in Little River Pollution Control Plant	\$0	
B27/2024	2024-0295	Maintenance and Professional Fees Budget Increase	\$0	
B27/2024	2024-0296	Chemical Budget Increase	\$0	
B27/2024	2024-0297	Motor Fuels Budget Increase	\$0	
B27/2024	2024-0299	Training, Travel and Conference Registration Budget Increases	\$0	
B27/2024	2024-0300	Biomonitoring Budget Increase	\$0	
B27/2024	2024-0304	Budget Increase for Internet Speeds	\$0	
B27/2024	2024-0322	Increase in Tax Rates for 2479 Howard - Pumping Station	\$0	
B27/2024	2024-0082	Increase Recovery from Sewer Surcharge for Salaries & Wages	(\$218,690)	
B27/2024	2024-0083	Adjust Recoveries from Capital Projects	\$0	
B27/2024	2024-0169	Increase in Budgeted Recoveries	\$0	
B27/2024	2024-0229	Budget Increase Contribution to Pollution Control Reserve	\$0	
B27/2024	2024-0306	Increase Funding to Sewer Surcharge Reserve (Fund #153)	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$78,575)	
Total Budget Impact			\$0	0.0

DESCRIPTION

The Roads and Infrastructure Services area provides a variety of services related to the planning, design, construction, operation and maintenance of roadways, sanitary and storm sewers, traffic control (signals & signs) and the City's fleet of vehicles. Services also include the City's street lighting, municipal parking and seasonal maintenance including snow clearing.

Environmental Services ensures that all residential and municipal waste, recyclables and yard waste are collected in a manner consistent with current standards, Council approved service levels, and environmental requirements.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
----------	--------	---------	-----

Contracts, Field Services & Maintenance

Executive Director, Operations/Deputy City Engineer	RFT	Management	0.33
Manager, Contracts, Field Services, Maintenance	RFT	Management	1.00
Contracts Supervisor	RFT	Management	4.00
Maintenance Supervisor	RFT	Management	6.00
Supv, Field Services	RFT	Management	3.00
Coordinator, Maintenance	RFT	Non-Union	1.00
Contracts Coordinator	RFT	Non-Union	1.00
Right-of-Way & Field Services Coordinator	RFT	Non-Union	1.00
Enforcement Administrator	RFT	Non-Union	1.00
Engineer I	RFT	Non-Union	2.00
Technologist I	RFT	Non-Union	2.00
Construction Technologist	RFT	Local 543	10.00
Administrative Inspector	RFT	Local 543	5.00
Sec. to ExDir. of Operations	RFT	Local 543	0.33
Infrastructure Location Technician	RFT	Local 543	2.00
Construction Technician	RFT	Local 543	8.00
Secretary - Field Services	RFT	Local 543	2.00
Secretary - Contracts, Fleet & Maintenance	RFT	Local 543	2.00
Sewer Maintainer	RFT	Local 82	16.85
Road Maintainer	RFT	Local 82	10.85
Winter Control Operator	RFT	Local 82	3.90
			83.26

Environmental Services

Executive Director, Operations/Deputy City Engineer	RFT	Management	0.24
Mgr, Environmental Services	RFT	Management	1.00
Supv, Environmental Services	RFT	Management	6.00
Coordinator, Environmental Services	RFT	Non-Union	1.00
Sec. to ExDir. of Operations	RFT	Local 543	0.24
Clerk Intermediate	RFT	Local 543	1.00
Facility Operator	RFT	Local 82	14.20
Waste Collection Operator	RFT	Local 82	17.40
			41.08

Fleet

Executive Director, Operations/Deputy City Engineer	RFT	Management	0.06
Mgr, Fleet	RFT	Management	1.00
Supv, Fleet	RFT	Management	2.00
Fleet Co-ordinator	RFT	Non-Union	1.00
Sec. to ExDir. of Operations	RFT	Local 543	0.06
Certified Automotive Service Technician	RFT	Local 82	13.00

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Stockkeeper - Expediter	RFT	Local 82	2.00
Vehicle Maintainer 1	RFT	Local 82	2.00
Vehicle Maintainer	RFT	Local 82	3.00
Fleet Systems Analyst	RFT	Local 543	1.00
Fleet Clerk	RFT	Local 543	1.00
Fleet Analyst	RFT	Local 543	1.00
			27.12

On-Off Street Parking

Executive Director, Operations/Deputy City Engineer	RFT	Management	0.06
Sr. Manager, Traffic Operations, Parking & Transportation Planning	RFT	Management	0.23
Manager Traffic Operations	RFT	Management	0.40
Coordinator, Parking Services	RFT	Management	0.40
Supv, Signs & Markings	RFT	Management	0.20
Parking Technician/Lead Hand	RFT	Local 543	1.00
Parking Technician	RFT	Local 543	2.00
Sec. to ExDir. of Operations	RFT	Local 543	0.06
Senior Sec-Parkg Permit Coord	RFT	Local 543	1.00
Operations Data Technician	RFT	Local 543	0.35
Senior Clerk	RFT	Local 543	0.23
Parking Maintenance Staff	RFT	Local 543	11.00
			16.94

Technical Support

Executive Director, Operations/Deputy City Engineer	RFT	Management	0.06
Mgr, Technical Support	RFT	Management	1.00
Coord, IMS	RFT	Non-Union	1.00
Coord, Technical Support	RFT	Non-Union	1.00
Operations/Asset Analyst	RFT	Non-Union	6.00
Sec. to ExDir. of Operations	RFT	Local 543	0.06
			9.12

Traffic Operations & Parking

Executive Director, Operations/Deputy City Engineer	RFT	Management	0.19
Sr. Manager, Traffic Operations, Parking & Transportation Planning	RFT	Management	0.77
Manager Traffic Operations	RFT	Management	0.60
Coordinator, Parking Services	RFT	Management	0.60
Supv, Signs & Markings	RFT	Management	0.80
Supv, Traffic Signals	RFT	Management	1.00
Engineer II	RFT	Non-Union	1.00
Signal Maint. - Electrician II	RFT	Local 543	6.00
Construction Technologist	RFT	Local 543	1.00

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Signal Maintenance - Electrician	RFT	Local 543	3.00
Signal Maintenance - Electrician Apprentice	RFT	Local 543	1.00
Signal Systems Analyst	RFT	Local 543	2.00
Sec. to ExDir. of Operations	RFT	Local 543	0.19
Crossing Guard Coordinator	RFT	Local 543	1.00
Traffic Technician	RFT	Local 543	1.00
Traffic Infrastructure Location Technician	RFT	Local 543	2.00
Maintenance Staff	RFT	Local 543	9.00
Signwriter	RFT	Local 543	1.00
Transportation Technologist I	RFT	Local 543	1.00
Parking & Compliance Clerk	RFT	Local 543	1.00
Senior Clerk	RFT	Local 543	0.77
Parking Violations Review Clk	RFT	Local 543	1.00
Operations Data Technician	RFT	Local 543	0.65
Parking Violations Cashier	RFT	Local 543	2.00
			38.55
Transportation Planning			
Executive Director, Operations/Deputy City Engineer	RFT	Management	0.07
Transportation Planning Senior Engineer	RFT	Non-Union	1.00
Transportation Planning Eng	RFT	Non-Union	1.00
Active Transportation Engineer	RFT	Non-Union	1.00
Policy Analyst	RFT	Non-Union	1.00
Transportation Planning Engineer I	RFT	Non-Union	1.00
Transportation Planning Coordinator	RFT	Non-Union	1.00
Active Transportation Coordinator	RFT	Non-Union	1.00
Transportation Planner I	RFT	Local 543	1.00
Sec. to ExDir. of Operations	RFT	Local 543	0.07
			8.14
			224.21

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Public Works	\$1,494,273	\$1,035,701	(\$458,572)	(30.7%)
Contracts, Field Services & Maintenance	\$10,042,712	\$10,033,481	(\$9,231)	(0.1%)
Environmental Services	\$15,028,294	\$16,358,409	\$1,330,115	8.9%
Fleet	\$22,447	\$22,465	\$18	0.1%
On-Off Street Parking	\$6	(\$7,435)	(\$7,441)	(124016.7%)
Technical Support	\$356,847	\$382,624	\$25,777	7.2%
Traffic Operations & Parking	\$4,356,144	\$4,589,380	\$233,236	5.4%
Transportation Planning	\$989,288	\$1,067,642	\$78,354	7.9%
Total Net	\$32,290,011	\$33,482,267	\$1,192,256	3.7%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$1,368,970)	(\$1,389,018)	(\$20,048)	1.5%
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$3,849,353)	(\$3,208,959)	\$640,394	(16.6%)
6740 - Recovery of Salaries-INTERNAL	(\$125,333)	(\$147,572)	(\$22,239)	17.7%
6742 - Recovery of Fringes INTERNAL	(\$23,567)	(\$30,873)	(\$7,306)	31.0%
6999 - Work Auth Recovery INTERNAL	(\$4,215,917)	(\$4,330,595)	(\$114,678)	2.7%
Transfers From Other Funds				
7052 - TRANSFER From Capital Projects	(\$213,242)	(\$213,242)	\$0	0.0%
7054 - TRANSFER From Reserve Funds	(\$304,886)	(\$838,057)	(\$533,171)	174.9%
User Fees, Permits & Charges				
6417 - Lease & Rental Revenue	(\$6,771,795)	(\$7,342,125)	(\$570,330)	8.4%
6440 - Parking Revenue - Daily	(\$2,857,025)	(\$2,881,122)	(\$24,097)	0.8%
6450 - Parking Revenue - Monthly	(\$1,320,067)	(\$1,320,067)	\$0	0.0%
6455 - Parking Revenue - Resid - Perm	(\$50,975)	(\$50,975)	\$0	0.0%
6460 - Sale of Goods & Services	(\$3,842,234)	(\$2,563,355)	\$1,278,879	(33.3%)
6480 - Parking Fines	(\$2,833,626)	(\$2,833,626)	\$0	0.0%
6483 - parking Ticket-MTO Collections	(\$875,000)	(\$875,000)	\$0	0.0%
6650 - User Fees - External	(\$1,513,100)	(\$1,563,726)	(\$50,626)	3.3%
6651 - Fees and Recoveries INTERNAL	(\$2,843,624)	(\$2,601,975)	\$241,649	(8.5%)
6690 - Sewer Surcharge Recoveries	(\$8,957,248)	(\$8,975,184)	(\$17,936)	0.2%
Total Revenue	(\$41,965,962)	(\$41,165,471)	\$800,491	(1.9%)

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
EXPENSES				
Financial Expenses				
4530 - Temporary Financing Costs	\$71,215	\$57,677	(\$13,538)	(19.0%)
4540 - Bank Charges	\$2,175	\$2,175	\$0	0.0%
Minor Capital				
2150 - Minor Apparatus & Tools	\$80,044	\$80,044	\$0	0.0%
2220 - Maintenance Parts & Materials	\$163,819	\$164,319	\$500	0.3%
2230 - Infrastructure Maint. Material	\$2,900,248	\$2,971,559	\$71,311	2.5%
2510 - Building Repairs	\$3,700	\$3,700	\$0	0.0%
2520 - Vehicle Repairs	\$539,112	\$441,882	(\$97,230)	(18.0%)
2530 - Equipment Repairs	\$11,400	\$13,900	\$2,500	21.9%
5110 - Machinery & Equipment - TCA	\$21,042	\$21,042	\$0	0.0%
5111 - Machinery & Equipment -Non TCA	\$52,700	\$52,700	\$0	0.0%
5125 - Computers - PCs	\$2,258	\$2,558	\$300	13.3%
5126 - Computer Software	\$21,852	\$23,052	\$1,200	5.5%
5130 - Furniture & Furnishings	\$1,500	\$1,500	\$0	0.0%
5410 - Construction Contracts - TCA	\$37,882	\$37,882	\$0	0.0%
Operating & Maintenance Supplies				
2010 - Office Supplies	\$89,402	\$89,402	\$0	0.0%
2060 - Computer Supplies	\$2,300	\$2,300	\$0	0.0%
2115 - Motor Fuels	\$2,184,911	\$2,185,572	\$661	0.0%
2117 - Oils and Lubricants	\$200	\$200	\$0	0.0%
2140 - Chemicals	\$10,550	\$10,550	\$0	0.0%
2145 - Housekeeping Supplies	\$2,300	\$2,300	\$0	0.0%
2170 - Operating and Other Supplies	\$136,855	\$128,320	(\$8,535)	(6.2%)
2175 - First Aid Safety Supplies	\$12,700	\$12,700	\$0	0.0%
2180 - Program Supplies	\$31,600	\$31,600	\$0	0.0%
2245 - Out Of Stock Parts	\$5,750	\$5,750	\$0	0.0%
2250 - Vehicle Maint Parts/Materials	\$191,325	\$192,037	\$712	0.4%
2255 - Outside Vehicle Parts	\$608,179	\$599,942	(\$8,237)	(1.4%)
2360 - Promotional Material & Product	\$300	\$300	\$0	0.0%
2970 - Building Maintenance	\$58,000	\$58,000	\$0	0.0%
3165 - Inventory Variance	\$3,500	\$3,500	\$0	0.0%
3166 - Scrap Inventory	\$1,500	\$1,500	\$0	0.0%
3176 - Facility Opns-Labour INTERNAL	\$1,500	\$1,500	\$0	0.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$164,153	\$164,153	\$0	0.0%
4025 - Document Registration	\$18,438	\$4,000	(\$14,438)	(78.3%)
4050 - Training Courses	\$27,583	\$29,583	\$2,000	7.3%
4155 - Conference Registration	\$7,900	\$7,900	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Purchased Services				
2020 - Postage and Courier	\$37,502	\$39,502	\$2,000	5.3%
2070 - Imaging & Printing External	\$4,250	\$4,250	\$0	0.0%
2085 - Publications and Manuals	\$3,000	\$3,000	\$0	0.0%
2215 - Bldg Maintenance Services	\$19,200	\$19,200	\$0	0.0%
2609 - Mileage and car allowance	\$100	\$100	\$0	0.0%
2610 - Travel Expense	\$29,032	\$29,032	\$0	0.0%
2620 - Car Allowance	\$1,385	\$1,385	\$0	0.0%
2710 - Telephone Expenses	\$23,158	\$21,055	(\$2,103)	(9.1%)
2711 - Cell Phones	\$48,195	\$48,862	\$667	1.4%
2914 - Non-Occ Medical	\$2,200	\$2,200	\$0	0.0%
2915 - Consulting Services - External	\$2,750	\$2,750	\$0	0.0%
2916 - INTERNAL Services- non-salary	\$1,294,649	\$885,514	(\$409,135)	(31.6%)
2920 - Legal Services	\$46,465	\$46,465	\$0	0.0%
2940 - Advertising	\$4,000	\$4,000	\$0	0.0%
2950 - Other Prof Services-External	\$391,820	\$365,770	(\$26,050)	(6.6%)
2951 - INTERNAL Service Salary Allocn	\$124,813	\$124,813	\$0	0.0%
2957 - Fleet Car Washes	\$23,403	\$21,337	(\$2,066)	(8.8%)
2962 - Fees and Service Charges Exp	\$5,753,615	\$5,988,553	\$234,938	4.1%
2975 - Landfill Tipping Fees	\$2,856,026	\$2,938,732	\$82,706	2.9%
2980 - Contracted Services	\$16,571,570	\$15,737,187	(\$834,383)	(5.0%)
2981 - Agreements	\$5,500	\$5,500	\$0	0.0%
2990 - Business Meeting Expense	\$1,050	\$1,050	\$0	0.0%
2995 - Other Purchased Services	\$500	\$500	\$0	0.0%
3120 - Rental Expense EXTERNAL	\$241,922	\$241,922	\$0	0.0%
3121 - GPS	\$76,482	\$74,518	(\$1,964)	(2.6%)
3140 - VehicleRent-Dedicated INTERNAL	\$3,802,700	\$4,119,390	\$316,690	8.3%
3145 - VehicleRent-TempOther INTERNAL	\$84,572	\$85,272	\$700	0.8%
3150 - Vehicle Rental - External	\$104,340	\$71,166	(\$33,174)	(31.8%)
3160 - Vehicle Rental Control	\$35,450	\$35,450	\$0	0.0%
3181 - PC & Maint. Allocation	\$224,198	\$224,202	\$4	0.0%
3250 - Licenses	\$154,091	\$139,523	(\$14,568)	(9.5%)
4046 - Park Enf - PMTO R/O Requests	\$160,000	\$160,000	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$11,638,633	\$12,175,036	\$536,403	4.6%
8120 - Hourly-Reg.Full Time	\$5,528,073	\$5,682,891	\$154,818	2.8%
8130 - Overtime - Salary	\$433,073	\$421,687	(\$11,386)	(2.6%)
8140 - Overtime - Wages	\$690,870	\$595,853	(\$95,017)	(13.8%)
8150 - Salary-Temporary	\$667,476	\$725,377	\$57,901	8.7%
8160 - Hourly-Temporary	\$1,449,926	\$1,072,914	(\$377,012)	(26.0%)
8170 - Service Pay	\$7,150	\$6,500	(\$650)	(9.1%)
8175 - Service Pay - Hourly	\$17,115	\$17,115	\$0	0.0%
8180 - Stand-by Pay	\$25,000	\$25,000	\$0	0.0%
8190 - Other Pay	\$217,909	\$342,067	\$124,158	57.0%
8192 - Shift Differential	\$29,550	\$81,850	\$52,300	177.0%
8210 - Meal Allowance	\$43,594	\$35,968	(\$7,626)	(17.5%)

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8215 - Tool Allowance	\$5,950	\$5,950	\$0	0.0%
8220 - Education Allowance	\$148	\$148	\$0	0.0%
8240 - Other Training Expenses	\$252	\$252	\$0	0.0%
8290 - Clothing - Uniforms	\$56,446	\$71,948	\$15,502	27.5%
8291 - Clothing Allowance	\$30,500	\$42,300	\$11,800	38.7%
8380 - Workers Comp. - Admin.	\$108,120	\$108,120	\$0	0.0%
8381 - Workers Comp. - Medical	\$87,959	\$80,069	(\$7,890)	(9.0%)
8382 - Workers Comp. - Salary	\$46,060	\$46,060	\$0	0.0%
8383 - Workers Comp. - Pension	\$222,900	\$222,900	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$5,945,768	\$6,137,869	\$192,101	3.2%
Transfers to Reserves & Capital Funds				
4210 - Depreciation	\$2,118,199	\$2,538,782	\$420,583	19.9%
4240 - Transfer to Current	\$0	\$6	\$6	n/a
4245 - TRANSFER to Capital Fund	\$855,860	\$794,340	(\$61,520)	(7.2%)
4250 - TRANSFER to Reserve Fund	\$1,549,630	\$1,503,879	(\$45,751)	(3.0%)
Utilities, Insurance & Taxes				
3010 - Utilities	\$383,105	\$368,302	(\$14,803)	(3.9%)
3210 - Building Insurance	\$70,885	\$94,068	\$23,183	32.7%
3220 - Vehicle Insurance	\$205,854	\$191,862	(\$13,992)	(6.8%)
3230 - Liability Insurance	\$1,823,580	\$2,010,769	\$187,189	10.3%
4015 - Taxes	\$400,557	\$400,557	\$0	0.0%
Total Expense	\$74,255,973	\$74,647,738	\$391,765	0.5%
Total Net	\$32,290,011	\$33,482,267	\$1,192,256	3.7%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$903,378	
B27/2024	2024-0100	Budget Increase for Landfill Tipping Fees and EWSWA Fixed Costs	\$317,644	
B27/2024	2024-0109	Increased Contract Costs for the Winter Maintenance of Municipal Roads	\$0	
B27/2024	2024-0111	Increase in Waste and Recycling Collection Contract Costs	\$120,018	
B25/2024	2024-0346	One Time Funding for Traffic Calming (Proj. OPS-004-24)	\$0	
B27/2024	2024-0007	Fuel Adjustments for Pricing and Consumption Adjustments	\$300,000	
B27/2024	2024-0008	Increase Annual Equipment Reserve Contributions for Corporate, Parks, and	\$800,000	
B27/2024	2024-0005	Recovery Adjustments Related to Public Works Recoverable Staff	\$117,947	
B27/2024	2024-0104	Increased Asset Maintenance Costs for Public Works Operations	\$66,028	
B27/2024	2024-0154	Increase in Temporary Wage Budgets	\$19,140	
B27/2024	2024-0230	Wage and Clothing Increases for Crossing Guards	\$59,825	
B27/2024	2024-0310	One-Time Funding Increase to the Allowance for Safety Boots Corporate-Wi	\$0	
B27/2024	2024-0009	User Fee Adjustments and Additions for Public Works	(\$22,225)	
B27/2024	2024-0098	Rodent Control Program - Implementation of New User Fee	\$0	
B27/2024	2024-0162	Revenue Adjustment to Adjust Sewer Surcharge Funding	(\$99,252)	
B15/2024	2024-0222	Parking Fee Adjustments for Parking Lots and Meters	\$0	
B27/2024	2024-0327	Reduction in Winter Control Budget	(\$500,000)	
B27/2024	2024-0006	Addition of a Temporary Fleet Technology and Training Administrator	\$0	
B27/2024	2024-0247	One-Time Funding For a Temporary Locator for Traffic Signals and Streetlig	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$890,247)	
Total Budget Impact			\$1,192,256	0.0

Table of Contents

Employment & Social Services

Overview	163
Budgeted Full Time Equivalents	164
Budget Summary	166
Reconciliation of Budget Changes	169

Housing & Children's Services

Overview	170
Budgeted Full Time Equivalents	171
Budget Summary	173
Reconciliation of Budget Changes	177

Huron Lodge

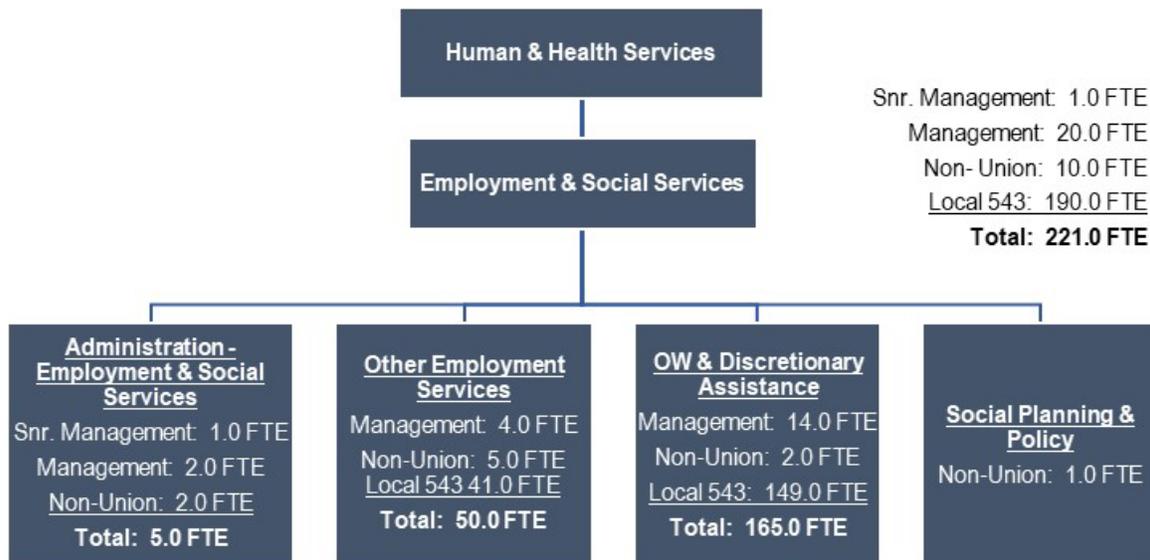
Overview	178
Budgeted Full Time Equivalents	179
Budget Summary	181
Reconciliation of Budget Changes	184

DESCRIPTION

Health Services provides the latest information on the state of public health in the City and County and best practices for good health and illness and disease prevention. In addition, the service provides professional response to infection disease outbreaks and enforces violations of public health regulations.

Employment & Social Services provides basic financial, social and employment assistance for individuals who are in temporary financial need in Windsor, Essex County and Pelee Island.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Employment & Social Services			
Commissioner - Human & Health Services	RFT	Sr. Management	1.0
Manager Social Policy & Planning	RFT	Management	1.0
Mgr, Administration - Social & Health Serv	RFT	Management	1.0
Executive Initiatives Coord.	RFT	Non-Union	1.0
Executive Administrative Assist	RFT	Non-Union	1.0
			5.0
Other Employment Services			
Manager, Integrated Employment Services	RFT	Management	1.0
Supv, Employment	RFT	Management	3.0
Staff Development Coordinator	RFT	Non-Union	1.0
Coordinatr, Quality Assurance & Program Support	RFT	Non-Union	4.0
Caseworker - Employment Services-Bilingual	RFT	Local 543	2.0
Caseworker - Employment Services	RFT	Local 543	18.0
Intake Service Representative	RFT	Local 543	3.0
Intake Service Representative - Bilingual	RFT	Local 543	1.0
Job Developer	RFT	Local 543	8.0
Special Projects Coordinator	RFT	Local 543	2.0
Staff Trainer	RFT	Local 543	1.0
Resource Centre Greeter (Bilingual)	RFT	Local 543	1.0
Resource Centre Greeter	RFT	Local 543	1.0
Clerk Steno Intermediate	RFT	Local 543	1.0
Clerk Junior (Team)	RFT	Local 543	3.0
			50.00
OW & Discretionary Assistance			
EXDir. Employment & Social Ser	RFT	Management	1.0
Mgr Customer Service	RFT	Management	1.0
Mgr Employment & Training Init	RFT	Management	1.0
Mgr Policy & Staff Develop	RFT	Management	1.0
Supervisor, Support Services	RFT	Management	1.0
Supv, Ontario Works	RFT	Management	7.0
Supv, Ontario Works Bilingual	RFT	Management	1.0
Supervisor of Administration	RFT	Management	1.0
Co-ordinator, Social Planning	RFT	Non-Union	1.0
Coord, Staff Development	RFT	Non-Union	1.0
Eligibility Review Officer	RFT	Local 543	5.0
Administrative Assistant	RFT	Local 543	1.0
Caseworker Discretionary Benefits	RFT	Local 543	3.0
Caseworker Discretionary Benefits - Bilingual	RFT	Local 543	1.0
Clerk - Leamington	RFT	Local 543	2.0
Clerk Junior (File)	RFT	Local 543	1.0

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Clerk Junior (Fin)	RFT	Local 543	1.0
Clerk Junior (Team)	RFT	Local 543	9.0
Clerk Junior (Team) - Bilingual	RFT	Local 543	1.0
Clerk Junior-Backup Receptionist (Bilingual)	RFT	Local 543	1.0
Clerk Steno Intermediate	RFT	Local 543	1.0
Data Analyst	RFT	Local 543	2.0
Intake Receptionist	RFT	Local 543	2.0
Intake Receptionist - Bilingual	RFT	Local 543	1.0
Intake Service Representative	RFT	Local 543	5.0
Intake Service Representative Bilingual	RFT	Local 543	1.0
Intermediate Clerk	RFT	Local 543	2.0
Intermediate Clerk-S/S Finance	RFT	Local 543	1.0
Intermediate Receptionist Leam	RFT	Local 543	1.0
Junior Clerk (ERO)	RFT	Local 543	1.0
Local Business Expert	RFT	Local 543	2.0
Ontario Works Caseworker	RFT	Local 543	96.0
Ontario Works Caseworker Bilingual	RFT	Local 543	2.0
Records & Supply Clerk	RFT	Local 543	1.0
Retroactive Budget Clerk	RFT	Local 543	1.0
Social Research & Data Analyst	RFT	Local 543	1.0
Social Worker (BSW)	RFT	Local 543	2.0
Staff Trainer	RFT	Local 543	2.0
			165.0
Social Planning & Policy			
Community Health Project Manager	RFT	Non-Union	1.0
			1.0
			221.0

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Community Development & Health Services	\$300,044	\$292,964	(\$7,080)	(2.4%)
Other Employment Services	\$20,329	\$15,540	(\$4,789)	(23.6%)
OW & Discretionary Assistance	\$7,686,316	\$7,969,334	\$283,018	3.7%
Social Planning & Policy	\$0	\$117,739	\$117,739	n/a
Total Net	\$8,006,689	\$8,395,577	\$388,888	4.9%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Grants & Subsidies				
6310 - Ontario Specific Grants	(\$107,691,722)	(\$133,312,261)	(\$25,620,539)	23.8%
6320 - Canada Specific Grants	(\$1,312,998)	(\$1,312,998)	\$0	0.0%
Recovery of Expenditures				
6340 - Net County Cost	(\$4,160,094)	(\$4,368,388)	(\$208,294)	5.0%
6735 - Recovery Of Expenses EXTERNAL	(\$1,363,535)	(\$1,375,835)	(\$12,300)	0.9%
6740 - Recovery of Salaries-INTERNAL	(\$495,900)	(\$516,602)	(\$20,702)	4.2%
6742 - Recovery of Fringes INTERNAL	(\$163,325)	(\$170,479)	(\$7,154)	4.4%
Total Revenue	(\$115,187,574)	(\$141,056,563)	(\$25,868,989)	22.5%

EXPENSES

Financial Expenses

4540 - Bank Charges	\$14,200	\$35,000	\$20,800	146.5%
---------------------	----------	----------	----------	--------

Minor Capital

2150 - Minor Apparatus & Tools	\$0	\$2,400	\$2,400	n/a
5125 - Computers - PCs	\$187,000	\$187,000	\$0	0.0%
5126 - Computer Software	\$31,856	\$31,856	\$0	0.0%
5130 - Furniture & Furnishings	\$62,200	\$62,200	\$0	0.0%

Operating & Maintenance Supplies

2010 - Office Supplies	\$97,474	\$108,119	\$10,645	10.9%
2060 - Computer Supplies	\$8,072	\$11,972	\$3,900	48.3%
2170 - Operating and Other Supplies	\$0	\$1,000	\$1,000	n/a
2180 - Program Supplies	\$6,500	\$6,500	\$0	0.0%
2310 - Food and confections	\$871	\$871	\$0	0.0%
2360 - Promotional Material & Product	\$5,200	\$18,700	\$13,500	259.6%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$29,656	\$26,476	(\$3,180)	(10.7%)
4050 - Training Courses	\$73,500	\$189,500	\$116,000	157.8%
4155 - Conference Registration	\$18,421	\$15,882	(\$2,539)	(13.8%)
Purchased Services				
2020 - Postage and Courier	\$150,005	\$150,000	(\$5)	(0.0%)
2085 - Publications and Manuals	\$6,652	\$6,652	\$0	0.0%
2609 - Mileage and car allowance	\$5,700	\$5,700	\$0	0.0%
2610 - Travel Expense	\$18,718	\$29,718	\$11,000	58.8%
2620 - Car Allowance	\$18,683	\$20,683	\$2,000	10.7%
2710 - Telephone Expenses	\$70,558	\$66,528	(\$4,030)	(5.7%)
2711 - Cell Phones	\$18,747	\$41,005	\$22,258	118.7%
2914 - Non-Occ Medical	\$10,000	\$10,000	\$0	0.0%
2915 - Consulting Services - External	\$15,000	\$235,000	\$220,000	1466.7%
2916 - INTERNAL Services- non-salary	\$90,000	\$90,000	\$0	0.0%
2917 - Ergonomic Assessments	\$6,600	\$6,600	\$0	0.0%
2920 - Legal Services	\$162,564	\$170,923	\$8,359	5.1%
2925 - Computer Maintenance	\$1,400	\$10,400	\$9,000	642.9%
2940 - Advertising	\$17,000	\$28,150	\$11,150	65.6%
2950 - Other Prof Services-External	\$10,000	\$510,000	\$500,000	5000.0%
2951 - INTERNAL Service Salary Allocn	\$1,748,435	\$1,987,875	\$239,440	13.7%
2980 - Contracted Services	\$179,293	\$189,411	\$10,118	5.6%
2990 - Business Meeting Expense	\$9,784	\$47,384	\$37,600	384.3%
3120 - Rental Expense EXTERNAL	\$20,425	\$26,425	\$6,000	29.4%
3140 - VehicleRent-Dedicated INTERNAL	\$17,500	\$13,515	(\$3,985)	(22.8%)
3145 - VehicleRent-TempOther INTERNAL	\$2,600	\$13,625	\$11,025	424.0%
3150 - Vehicle Rental - External	\$0	\$5,000	\$5,000	n/a
3170 - Facility Rental INTERNAL	\$1,525,825	\$1,685,242	\$159,417	10.4%
3175 - Facility Rental EXTERNAL	\$120,100	\$121,600	\$1,500	1.2%
3181 - PC & Maint. Allocation	\$219,000	\$221,000	\$2,000	n/a
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$14,766,296	\$15,847,102	\$1,080,806	7.3%
8130 - Overtime - Salary	\$2,516	\$2,516	\$0	0.0%
8150 - Salary-Temporary	\$195,399	\$195,399	\$0	0.0%
8170 - Service Pay	\$12,935	\$11,050	(\$1,885)	(14.6%)
8210 - Meal Allowance	\$400	\$400	\$0	0.0%
8220 - Education Allowance	\$3,420	\$2,733	(\$687)	(20.1%)
8260 - Pre-Employment Medical	\$720	\$720	\$0	0.0%
8380 - Workers Comp. - Admin.	\$7,081	\$7,081	\$0	0.0%
8381 - Workers Comp. - Medical	\$27,420	\$27,420	\$0	0.0%
8383 - Workers Comp. - Pension	\$5,000	\$5,000	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8384 - Workers Comp - Ergonomic	\$11,613	\$11,613	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$4,904,121	\$5,260,808	\$356,687	7.3%
Transfers for Social Services				
2290 - Social Dev-Corporate Overhead	\$2,657,849	\$2,782,849	\$125,000	4.7%
3531 - Other Mandatory Benefits	\$57,500	\$63,700	\$6,200	10.8%
3532 - Employ Transition - Mandatory	\$170,000	\$370,100	\$200,100	117.7%
3533 - Drugs	\$1,200	\$1,200	\$0	0.0%
3534 - Hearing Aids Mandatory	\$12,500	\$21,100	\$8,600	68.8%
3535 - Diabetic Supplies	\$9,600	\$39,900	\$30,300	315.6%
3536 - Medical Supplies	\$29,200	\$5,200	(\$24,000)	(82.2%)
3537 - Surgical Supplies	\$2,400	\$13,400	\$11,000	458.3%
3538 - Medical Transportation	\$159,400	\$250,400	\$91,000	57.1%
3539 - Vision Care Dependant	\$17,600	\$18,200	\$600	3.4%
3540 - Indigent Transportation	\$2,800	\$46,100	\$43,300	1546.4%
3541 - Wheelchair repairs	\$6,300	\$3,900	(\$2,400)	(38.1%)
3543 - Moving Expenses	\$0	\$100	\$100	n/a
3546 - Funeral and Burial	\$1,312,175	\$1,516,550	\$204,375	15.6%
3551 - Dental Discretionary	\$470,075	\$482,200	\$12,125	2.6%
3553 - Dentures and Repairs	\$255,700	\$159,700	(\$96,000)	(37.5%)
3556 - Prosthetic Appliances	\$222,900	\$30,100	(\$192,800)	(86.5%)
3560 - Glasses and Vision Care	\$35,400	\$36,000	\$600	1.7%
3562 - Financial Assistance	\$65,689,200	\$78,317,400	\$12,628,200	19.2%
3563 - Transition Child Benefit	\$831,400	\$1,544,500	\$713,100	85.8%
3573 - Special Allowance	\$3,240,896	\$30,188,174	\$26,947,278	831.5%
3576 - Personal Needs Allowance	\$12,800	\$25,800	\$13,000	101.6%
3580 - Other - Non-Health	\$486,973	\$757,507	\$270,534	55.6%
3582 - Other Health Assistance	\$174,600	\$493,100	\$318,500	182.4%
3595 - SS Purchase of Service	\$75,800	\$75,800	\$0	0.0%
4230 - Special Projects-Social Serv	\$22,334,377	\$4,413,343	(\$17,921,034)	(80.2%)
Utilities, Insurance & Taxes				
3210 - Building Insurance	\$2,403	\$2,325	(\$78)	(3.2%)
3230 - Liability Insurance	\$6,755	\$31,738	\$24,983	369.8%
Total Expense	\$123,194,263	\$149,452,140	\$26,257,877	21.3%
Total Net	\$8,006,689	\$8,395,577	\$388,888	4.9%

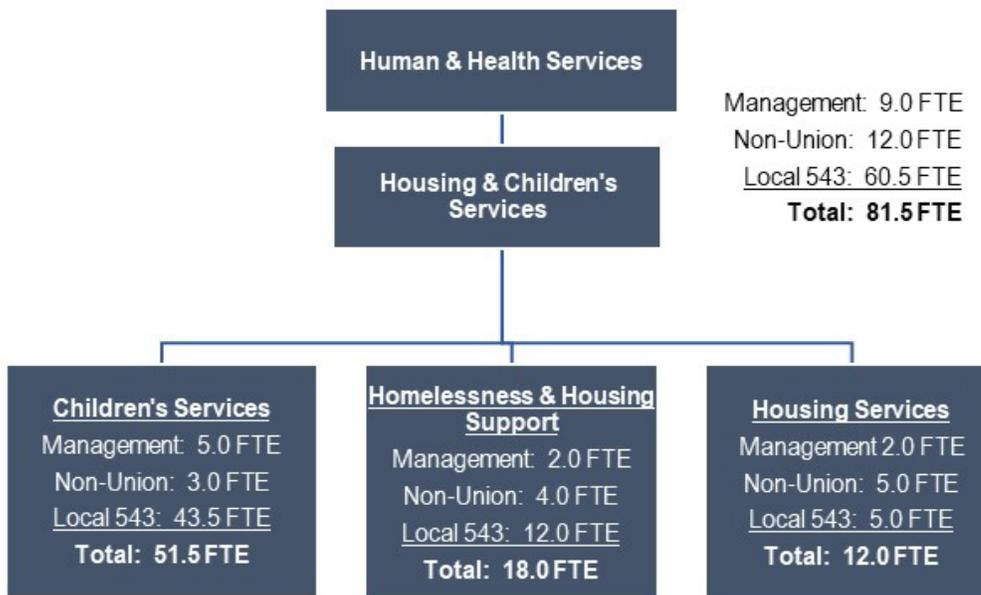
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$1,136,580	
B27/2024	2024-0158	Funeral & Burial Expense Review	\$20,000	
B27/2024	2024-0138	County Revenue Increase - Ontario Works Program Delivery Budget	(\$148,347)	
B27/2024	2024-0285	Corporate Program Support Revenue Increase	(\$125,000)	
B27/2024	2024-0182	Addition of Fleet Vehicle for Service System Manager	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$494,345)	2.0
Total Budget Impact			\$388,888	2.0

DESCRIPTION

The City of Windsor is the Consolidated Municipal Service Manager (CMSM) for Children’s Services in Windsor and Essex County. CMSMs are the designated child care and early years service system managers responsible for planning and managing licensed child care services and EarlyON Child and Family Centres in their communities.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Children Services			
Manager of Children Services	RFT	Management	1.0
Supv, Children's Serv Systems	RFT	Management	1.0
Supv, EarlyON Chld&Fam Centres	RFT	Management	1.0
Supervisor, Child Care Subsidy	RFT	Management	1.0
Supv, Program & Policy	RFT	Management	1.0
Community Engagement Coordinatoator	RFT	Non-Union	1.0
Early Years Co-Ordinator	RFT	Non-Union	1.0
Professional Development Coordinator	RFT	Non-Union	1.0
Bilingual Early Literacy Specialist	RFT	Local 543	1.0
Caseworker (Children's Serv)	RFT	Local 543	8.0
Caseworker (Children's Serv) Bilingual	RFT	Local 543	1.0
Child Care Data Analysis Coord	RFT	Local 543	1.0
Children's Service System Analyst	RFT	Local 543	2.0
Clerk Steno Intermediate	RFT	Local 543	1.0
Contract Clerk	RFT	Local 543	1.0
Early Learning Initiatives Clerk Bilingual	RFT	Local 543	1.0
Early ON CFC-Data Analysis Coor	RFT	Local 543	1.0
Early Years Program Development Officer	RFT	Local 543	1.0
Intake Clerk - Bilingual	RFT	Local 543	1.0
Intermediate Clerk Steno	RFT	Local 543	4.0
OEY Early Childhood Educator	RFT	Local 543	5.0
OEY Early Childhood Educator	RPT	Local 543	10.5
Program Analyst	RFT	Local 543	2.0
Program and Policy Clerk	RFT	Local 543	1.0
Special Projects Co-ordinator	RFT	Local 543	2.0
			51.5
Homelessness & Housing Support			
Mgr, Homelessness & Housing Support	RFT	Management	1.0
Supv, Housing Support	RFT	Management	1.0
Coordinator, Housing Admin & Develop	RFT	Non-Union	3.0
Emergency Planning Officer	RFT	Non-Union	1.0
Caseworker - Housing Support - Bilingual	RFT	Local 543	1.0
Caseworker - Housing Support	RFT	Local 543	5.0
Social Worker (BSW)	RFT	Local 543	2.0
Program Development Officer	RFT	Local 543	1.0
Social Research & Data Analyst	RFT	Local 543	1.0
Special Projects Coordinator	RFT	Local 543	1.0
Clerk Steno Intermediate	RFT	Local 543	1.0
			18.0

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Housing Services			
ExDir, Housing & Children Serv	RFT	Management	1.0
Manager Social & Affordable Housing	RFT	Management	1.0
Coord, Housing Admin & Policy	RFT	Non-Union	1.0
Coordinator, Housing Administration & Development	RFT	Non-Union	3.0
Social Housing Analyst	RFT	Non-Union	1.0
Program Development Officer	RFT	Local 543	2.0
Maint/Technical Support Person	RFT	Local 543	1.0
Administrative Assistant	RFT	Local 543	1.0
Social Research & Data Analyst	RFT	Local 543	1.0
			12.0
			81.5

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Children's Services	\$2,688,620	\$2,736,835	\$48,215	1.8%
Homelessness & Housing Support	\$2,609,053	\$4,173,732	\$1,564,679	60.0%
Housing Services	\$8,344,347	\$9,346,286	\$1,001,939	12.0%
Total Net	\$13,642,020	\$16,256,853	\$2,614,833	19.2%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Grants & Subsidies				
6310 - Ontario Specific Grants	(\$111,047,446)	(\$116,816,428)	(\$5,768,982)	5.2%
6320 - Canada Specific Grants	(\$7,701,154)	(\$14,993,354)	(\$7,292,200)	94.7%
Recovery of Expenditures				
6340 - Net County Cost	(\$6,916,133)	(\$7,541,305)	(\$625,172)	9.0%
6735 - Recovery Of Expenses EXTERNAL	(\$1,135,503)	(\$853,994)	\$281,509	(24.8%)
6740 - Recovery of Salaries-INTERNAL	(\$1,806,006)	(\$1,891,334)	(\$85,328)	4.7%
6742 - Recovery of Fringes INTERNAL	(\$595,983)	(\$624,463)	(\$28,480)	4.8%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	\$0	(\$342,140)	(\$342,140)	n/a
Total Revenue	(\$129,202,225)	(\$143,063,018)	(\$13,860,793)	10.7%

EXPENSES

Financial Expenses

4540 - Bank Charges	\$250	\$0	(\$250)	(100.0%)
---------------------	-------	-----	---------	----------

Minor Capital

2220 - Maintenance Parts & Materials	\$7,781	\$7,608	(\$173)	(2.2%)
2230 - Infrastructure Maint. Material	\$0	\$1,540	\$1,540	n/a
5111 - Machinery & Equipment -Non TCA	\$9,327	\$11,959	\$2,632	28.2%
5125 - Computers - PCs	\$9,527	\$34,892	\$25,365	266.2%
5126 - Computer Software	\$4,809	\$2,325	(\$2,484)	(51.7%)
5130 - Furniture & Furnishings	\$15,526	\$13,088	(\$2,438)	(15.7%)

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Operating & Maintenance Supplies				
2010 - Office Supplies	\$38,031	\$44,550	\$6,519	17.1%
2060 - Computer Supplies	\$0	\$300	\$300	n/a
2145 - Housekeeping Supplies	\$0	\$400	\$400	n/a
2170 - Operating and Other Supplies	\$18,028	\$21,320	\$3,292	18.3%
2175 - First Aid Safety Supplies	\$0	\$222	\$222	n/a
2180 - Program Supplies	\$132,902	\$195,261	\$62,359	46.9%
2310 - Food and confections	\$34,765	\$48,448	\$13,683	39.4%
2360 - Promotional Material & Product	\$123,292	\$116,449	(\$6,843)	(5.6%)
2970 - Building Maintenance	\$2,616	\$2,650	\$34	1.3%
3176 - Facility Opns-Labour INTERNAL	\$10,000	\$10,000	\$0	0.0%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$26,737	\$24,987	(\$1,750)	(6.5%)
4050 - Training Courses	\$93,910	\$32,961	(\$60,949)	(64.9%)
4071 - Social Housing Transfer Other	\$200,000	\$200,000	\$0	0.0%
4155 - Conference Registration	\$6,574	\$15,862	\$9,288	141.3%
Purchased Services				
2020 - Postage and Courier	\$2,583	\$1,240	(\$1,343)	(52.0%)
2070 - Imaging & Printing External	\$3,523	\$25,200	\$21,677	615.3%
2085 - Publications and Manuals	\$10,370	\$7,525	(\$2,845)	(27.4%)
2215 - Bldg Maintenance Services	\$11,378	\$17,650	\$6,272	55.1%
2609 - Mileage and car allowance	\$36	\$0	(\$36)	(100.0%)
2610 - Travel Expense	\$32,709	\$32,576	(\$133)	(0.4%)
2620 - Car Allowance	\$13,415	\$13,915	\$500	3.7%
2710 - Telephone Expenses	\$28,466	\$31,401	\$2,935	10.3%
2711 - Cell Phones	\$13,200	\$18,905	\$5,705	43.2%
2810 - Parking, Permits and Passes	\$0	\$10	\$10	n/a
2914 - Non-Occ Medical	\$10	\$50	\$40	400.0%
2915 - Consulting Services - External	\$0	\$88,380	\$88,380	n/a
2916 - INTERNAL Services- non-salary	\$1,100	\$0	(\$1,100)	(100.0%)
2920 - Legal Services	\$93,219	\$103,856	\$10,637	11.4%
2940 - Advertising	\$74,768	\$51,305	(\$23,463)	(31.4%)
2950 - Other Prof Services-External	\$1,119,803	\$1,196,208	\$76,405	6.8%
2951 - INTERNAL Service Salary Allocn	\$3,358,786	\$3,402,270	\$43,484	1.3%
2980 -Contracted Services	\$854,772	\$758,824	(\$95,948)	(11.2%)
2990 - Business Meeting Expense	\$8,806	\$25,473	\$16,667	189.3%
2995 - Other Purchased Services	\$0	\$10,685	\$10,685	n/a
3120 - Rental Expense EXTERNAL	\$20,286	\$21,300	\$1,014	5.0%
3150 - Vehicle Rental - External	\$334	\$1,155	\$821	245.8%
3170 - Facility Rental INTERNAL	\$403,954	\$447,221	\$43,267	10.7%
3175 - Facility Rental EXTERNAL	\$16,626	\$25,451	\$8,825	53.1%
3181 - PC & Maint. Allocation	\$80,500	\$81,500	\$1,000	1.2%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$5,126,679	\$5,612,028	\$485,349	9.5%
8115 - Salary-Reg.Part Time	\$723,628	\$681,869	(\$41,759)	(5.8%)
8130 - Overtime - Salary	\$88,049	\$95,597	\$7,548	8.6%
8140 - Overtime - Wages	\$61	\$61	\$0	0.0%
8150 - Salary-Temporary	\$19,546	\$19,546	\$0	0.0%
8170 - Service Pay	\$3,575	\$1,625	(\$1,950)	(54.5%)
8190 - Other Pay	\$106,539	\$424,691	\$318,152	298.6%
8192 - Shift Differential	\$675	\$675	\$0	0.0%
8210 - Meal Allowance	\$1,988	\$1,988	\$0	0.0%
8380 - Workers Comp. - Admin.	\$477	\$477	\$0	0.0%
8381 - Workers Comp. - Medical	\$90	\$90	\$0	0.0%
8382 - Workers Comp. - Salary	\$9,833	\$9,833	\$0	0.0%
8383 - Workers Comp. - Pension	\$492	\$492	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$1,825,185	\$1,977,834	\$152,649	8.4%
Transfers for Social Services				
2290 - Social Dev-Corporate Overhead	\$381,170	\$200,000	(\$181,170)	(47.5%)
3510 - Hostels	\$9,233,960	\$9,233,960	\$0	0.0%
3569 - Repairs and Maintenance	\$3,548,474	\$1,904,461	(\$1,644,013)	(46.3%)
3571 - General Operating -CC-B	\$14,469,376	\$10,580,422	(\$3,888,954)	(26.9%)
3572 - Fee Subsidy -CC	\$11,355,029	\$10,609,667	(\$745,362)	(6.6%)
3573 - Special Allowance	\$20,783,016	\$28,161,158	\$7,378,142	35.5%
3574 - Special Needs Res-CC	\$6,571,568	\$7,328,996	\$757,428	11.5%
3575 - Ontario Works Formal-CC	\$1,608,877	\$1,154,202	(\$454,675)	(28.3%)
3578 - General Operating -CC-A	\$9,998,107	\$12,500,826	\$2,502,719	25.0%
3584 - Pay Equity -CC	\$407,919	\$407,919	\$0	0.0%
3585 - Capacity Building-CC	\$218,504	\$202,142	(\$16,362)	(7.5%)
3589 - Play-based Material & Equipmnt	\$2,000,000	\$1,456,800	(\$543,200)	(27.2%)
3595 - SS Purchase of Service	\$9,406,782	\$5,696,504	(\$3,710,278)	(39.4%)
3599 - CWELCC-CC	\$477,590	\$1,671,254	\$1,193,664	249.9%
3600 - Wage Enhancement	\$5,132,145	\$5,132,145	\$0	0.0%
3603 - CC Minor Capital	\$0	\$2,906,974	\$2,906,974	n/a
3604 - CC Gen Oper-Home CC Ctr	\$255,300	\$255,300	\$0	0.0%
3605 - CWELCC Professional Learning	\$0	\$486,534	\$486,534	n/a
4070 - Social Housing Transfers	\$11,025,054	\$11,884,850	\$859,796	7.8%
4072 - CHPI City	\$2,226,666	\$2,226,666	\$0	0.0%
4073 - CHPI County	\$196,000	\$196,000	\$0	0.0%
4074 - Rent Supplement	\$3,048,524	\$2,910,500	(\$138,024)	(4.5%)
4076 - Housing Allowance	\$1,100,000	\$348,000	(\$752,000)	(68.4%)
4136 - CC-Emerging Issues	\$0	\$1,973,407	\$1,973,407	n/a
4230 - Special Projects-Social Servic	\$14,489,826	\$23,795,084	\$9,305,258	64.2%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Utilities, Insurance & Taxes				
3010 - Utilities	\$84,000	\$84,000	\$0	0.0%
3210 - Building Insurance	\$9,929	\$12,169	\$2,240	22.6%
3230 - Liability Insurance	\$26,893	\$26,203	(\$690)	(2.6%)
	\$142,844,245	\$159,319,871	\$16,475,626	11.5%
	\$13,642,020	\$16,256,853	\$2,614,833	19.2%

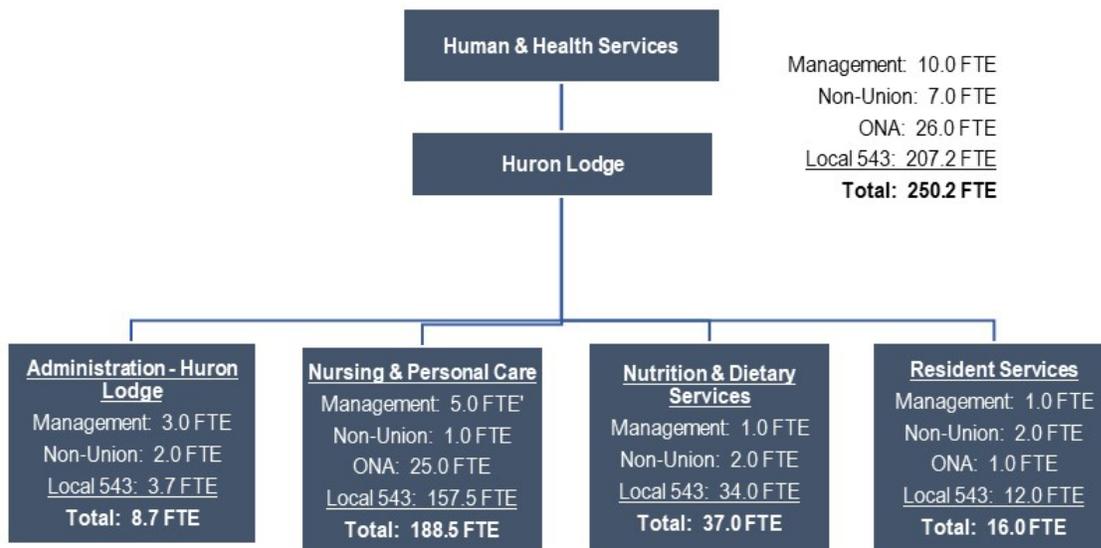
2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$458,455	
B27/2024	2024-0035	Canada Mortgage & Housing Corporation – Rapid Housing Initiative (RHI)	\$185,833	
B27/2024	2024-0036	One-Time Funding - Rent Supplement Program Expiries and Mitigation	\$0	
B27/2024	2024-0037	Increase in County Revenue for Housing and Children's Services	(\$318,881)	
B27/2024	2024-0027	One-Time Funding for Full-Time Coordinator of Housing Admin. & Developm	\$0	
B27/2024	2024-0212	Addition of One (1) RFT Community Engagement Coordinator - Child Care	\$0	1.0
CR198/2024	2024-0329	Homelessness & Housing Help Hub (H4) Expansion	\$1,470,340	
B27/2024	n/a	Interdepartmental Reallocations	\$819,086	
Total Budget Impact			\$2,614,833	1.0

DESCRIPTION

Huron Lodge is a long-term care facility committed to providing compassionate, quality care in a home-like setting for those who require 24-hour nursing and personal care.

2024 ORGANIZATION STRUCTURE (BUDGETED FTE's)



2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Administration - Huron Lodge			
ExDir, Long Term Care/Admin	RFT	Management	1.0
Manager, Resident & Corporate Services	RFT	Management	1.0
Manager, Quality Improvement & Special Projects	RFT	Management	1.0
Administrative Assistant	RFT	Non-Union	1.0
Co-ordinator, Technical Support	RFT	Non-Union	1.0
Resident Financial Coordinator	RFT	Local 543	1.0
Clerk Steno Senior	RFT	Local 543	1.0
Administrative Clerk	RFT	Local 543	1.0
Junior Clerk Typist	RFT	Local 543	0.7
			8.7
Nursing & Personal Care			
Director of Care	RFT	Management	1.0
Assistant Director of Care	RFT	Management	3.0
Clinical Care Supervisor	RFT	Management	1.0
Coordinator of Attendance & Schedules	RFT	Non-Union	1.0
Infection Control Practitioner	RFT	ONA	1.0
Registered Nurse	RFT	ONA	14.0
Registered Practical Nurse	RFT	Local 543	22.0
Personal Support Worker	RFT	Local 543	76.0
Med Transcript/Admin Asst	RFT	Local 543	1.0
Time Keeper & Resource Clerk	RFT	Local 543	2.0
Time Keeper & Resource Clerk	RPT	Local 543	0.5
Registered Nurse	RPT	ONA	10.0
Registered Practical Nurse	RPT	Local 543	10.5
Personal Support Worker	RPT	Local 543	45.5
			188.5
Nutrition & Dietary Services			
Supervisor Dietary Services & Nutrition Manager	RFT	Management	1.0
Coordinator Dietary Services & Nutrition Supervisor	RFT	Non-Union	1.0
Coordinator of Attendance & Schedules	RFT	Non-Union	1.0
Cook	RFT	Local 543	5.0
Nutritional Administrative Asst	RFT	Local 543	1.0
Kitchen Staff II	RFT	Local 543	16.0
Kitchen Staff II	RPT	Local 543	11.5
Time Keeper & Resource Clerk	RPT	Local 543	0.5
			37.0

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
Resident Services			
Mgr, Resident Services	RFT	Management	1.0
Registered Dietician	RFT	Non-Union	2.0
Staff Development Coordinator	RFT	ONA	1.0
Social Worker	RFT	Local 543	3.0
Entertain. & Activities Coord.	RFT	Local 543	1.0
Adjuvant	RFT	Local 543	1.0
Therapeutic Recreation Aide	RFT	Local 543	5.0
Recreation Aide/Volunteer Coordinator	RFT	Local 543	1.0
Therapeutic Recreation Aide	RPT	Local 543	1.0
			16.0
			250.2

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Administration - Huron Lodge	(\$16,277,301)	(\$4,528,258)	\$11,749,043	(72.2%)
Nursing & Personal Care	\$16,555,997	\$6,894,587	(\$9,661,410)	(58.4%)
Nutrition & Dietary Services	\$4,085,520	\$3,292,843	(\$792,677)	(19.4%)
Program Services	\$3,539,579	\$3,729,646	\$190,067	5.4%
Resident Services	\$1,670,040	\$763,716	(\$906,324)	(54.3%)
Total Net	\$9,573,835	\$10,152,534	\$578,699	6.0%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Grants & Subsidies				
6310 - Ontario Specific Grants	(\$16,766,003)	(\$19,181,767)	(\$2,415,764)	14.4%
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$26,502)	(\$106,000)	(\$79,498)	300.0%
Recovery of Expenditures				
6735 - Recovery Of Expenses EXTERNAL	(\$10,000)	\$0	\$10,000	(100.0%)
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	\$0	(\$125,000)	(\$125,000)	n/a
User Fees, Permits & Charges				
6417 - Lease & Rental Revenue	(\$24,353)	(\$24,353)	\$0	0.0%
6460 - Sale Of Goods & Services	(\$4,000)	\$0	\$4,000	(100.0%)
6970 - H.L. Residents Revenue	(\$5,579,654)	(\$5,643,000)	(\$63,346)	1.1%
Total Revenue	(\$22,410,512)	(\$25,080,120)	(\$2,669,608)	11.9%

EXPENSES

Minor Capital

2150 - Minor Apparatus & Tools	\$13,000	\$23,000	\$10,000	76.9%
2220 - Maintenance Parts & Materials	\$85,350	\$105,350	\$20,000	23.4%
5110 - Machinery & Equipment - TCA	\$1,000	\$0	(\$1,000)	(100.0%)
5111 - Machinery & Equipment -Non TCA	\$8,203	\$23,203	\$15,000	182.9%
5125 - Computers - PCs	\$2,052	\$2,052	\$0	0.0%
5126 - Computer Software	\$113,167	\$148,718	\$35,551	31.4%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Operating & Maintenance Supplies				
2010 - Office Supplies	\$33,640	\$33,640	\$0	0.0%
2170 - Operating and Other Supplies	\$76,160	\$88,200	\$12,040	15.8%
2176 - Nursing Supplies	\$200,000	\$221,787	\$21,787	10.9%
2180 - Program Supplies	\$36,120	\$47,400	\$11,280	31.2%
2310 - Food and confections	\$1,015,036	\$1,259,604	\$244,568	24.1%
Other Miscellaneous Expenditures				
4020 - Membership Fees & Dues	\$39,035	\$63,325	\$24,290	62.2%
4050 - Training Courses	\$114,848	\$146,431	\$31,583	27.5%
4155 - Conference Registration	\$1,847	\$0	(\$1,847)	(100.0%)
Purchased Services				
2020 - Postage and Courier	\$3,250	\$3,250	\$0	0.0%
2085 - Publications and Manuals	\$1,000	\$2,000	\$1,000	100.0%
2215 - Bldg Maintenance Services	\$2,541,345	\$3,036,732	\$495,387	19.5%
2610 - Travel Expense	\$2,300	\$2,300	\$0	0.0%
2620 - Car Allowance	\$700	\$500	(\$200)	(28.6%)
2711 - Cell Phones	\$4,252	\$4,252	\$0	0.0%
2920 - Legal Services	\$250	\$250	\$0	0.0%
2940 - Advertising	\$100	\$100	\$0	0.0%
2950 - Other Prof Services-External	\$492,451	\$686,514	\$194,063	39.4%
2951 - INTERNAL Service Salary Allocn	\$139,425	\$210,217	\$70,792	50.8%
2980 - Contracted Services	\$64,003	\$106,003	\$42,000	65.6%
2990 - Business Meeting Expense	\$500	\$500	\$0	0.0%
2995 - Other Purchased Services	\$0	\$13,000	\$13,000	n/a
3120 - Rental Expense EXTERNAL	\$11,600	\$13,100	\$1,500	12.9%
3181 - PC & Maint. Allocation	\$62,686	\$63,686	\$1,000	1.6%
3250 - Licenses	\$500	\$500	\$0	0.0%
Salaries & Benefits				
8110 - Salary-Reg.Full Time	\$12,052,754	\$12,883,063	\$830,309	6.9%
8115 - Salary-Reg.Part Time	\$5,300,252	\$5,444,789	\$144,537	2.7%
8130 - Overtime - Salary	\$148,377	\$148,377	\$0	0.0%
8150 - Salary-Temporary	\$90,633	\$190,633	\$100,000	110.3%
8170 - Service Pay	\$13,324	\$12,187	(\$1,137)	(8.5%)
8190 - Other Pay	\$1,525,419	\$2,041,546	\$516,127	33.8%
8192 - Shift Differential	\$1,356,697	\$1,508,551	\$151,854	11.2%
8210 - Meal Allowance	\$2,500	\$2,500	\$0	0.0%
8260 - Pre-Employment Medical	\$100	\$100	\$0	0.0%
8290 - Clothing - Uniforms	\$35,400	\$46,525	\$11,125	31.4%
8380 - Workers Comp. - Admin.	\$105,500	\$105,500	\$0	0.0%
8381 - Workers Comp. - Medical	\$37,000	\$37,000	\$0	0.0%
8382 - Workers Comp. - Salary	\$91,100	\$91,100	\$0	0.0%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
8383 - Workers Comp. - Pension	\$149,800	\$149,800	\$0	0.0%
8399 - Fringe Benefits (Dept.)	\$4,945,972	\$5,261,990	\$316,018	6.4%
Transfers for Social Services				
3536 - Medical Supplies	\$143,112	\$161,112	\$18,000	12.6%
Utilities, Insurance & Taxes				
3010 - Utilities	\$864,758	\$779,000	(\$85,758)	(9.9%)
3210 - Building Insurance	\$50,298	\$54,696	\$4,398	8.7%
3230 - Liability Insurance	\$7,531	\$8,571	\$1,040	13.8%
Total Expense	\$31,984,347	\$35,232,654	\$3,248,307	10.2%
Total Net	\$9,573,835	\$10,152,534	\$578,699	6.0%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	\$892,525	
B27/2024	2024-0174	Elimination Facilities Person Position	(\$44,732)	(0.7)
B27/2024	2024-0170	Increase in Ministry of Long-Term Care Funding	(\$250,000)	
B27/2024	2024-0282	Alternative Service Delivery Model for Linen Services	\$0	
B27/2024	n/a	Interdepartmental Reallocations	(\$19,094)	4.7
Total Budget Impact			\$578,699	4.0

Table of Contents

Corporate Accounts

Overview.....	185
Budgeted Full Time Equivalents	186
Budget Summary	187
Reconciliation of Budget Changes	190

DESCRIPTION

The Corporate Finance section encompasses a number of financial revenue and expense accounts which are not directly attributable to specific departments of the Corporation. The budgets contained in this section relate to expenditures incurred or revenues generated that impact on the Corporation as a whole as opposed to a specific department.

The Corporate Human Resources section encompasses a number of personnel related revenues and expenditures accounts which are not directly attributable to specific departments of the Corporation. The budgets contained in this section relate to expenditures incurred or revenues generated that impact on the Corporation as a whole as opposed to a specific department.

2024 APPROVED STAFF ESTABLISHMENT

Position	Status	Profile	FTE
----------	--------	---------	-----

Not Applicable

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
DIVISION				
Banking & Interest Charges	(\$13,872,071)	(\$15,538,373)	(\$1,666,302)	12.0%
Corporate Expense Accounts	\$17,594,649	\$17,397,093	(\$197,556)	(1.1%)
Corporate Revenue Accounts	(\$37,046,886)	(\$41,747,886)	(\$4,701,000)	(12.7%)
Debt Charges	\$1,383,789	\$2,800,052	\$1,416,263	(102.3%)
Fringe Benefits	(\$5,049,017)	(\$4,146,790)	\$902,227	17.9%
Fund Transfers	\$74,076,309	\$79,949,546	\$5,873,237	7.9%
Leases	\$4,047,594	\$4,207,594	\$160,000	4.0%
Taxation - Levy	\$936,000	(\$2,540,508)	(\$3,476,508)	(371.4%)
Taxation - Other	(\$2,138,000)	(\$2,138,000)	\$0	0.0%
Taxation -PIL Other	(\$1,960,000)	(\$1,960,000)	\$0	0.0%
Total Net (Prior to Assessment Growth)	\$37,972,367	\$36,282,728	(\$1,689,639)	(4.4%)
Assessment Growth		\$3,464,307	\$3,464,307	
Total Net	\$37,972,367	\$39,747,035	\$1,774,668	4.7%

Account	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
REVENUE				
Grants & Subsidies				
6310 - Ontario Specific Grants	(\$23,545,992)	(\$23,721,992)	(\$176,000)	0.7%
Investment Income & Dividends				
6530 - Investment Income - Own Funds	(\$1,100,000)	(\$1,600,000)	(\$500,000)	45.5%
6540 - Bank Deposit Interest Earned	(\$21,034,473)	(\$22,334,473)	(\$1,300,000)	6.2%
6560 - Dividends	(\$6,000,000)	(\$7,500,000)	(\$1,500,000)	25.0%
6985 - Casino Hosting Fee	(\$10,819,927)	(\$11,319,927)	(\$500,000)	4.6%
Other Miscellaneous Revenue				
6990 - Other General Revenue	(\$4,070,000)	(\$4,470,000)	(\$400,000)	9.8%
Recovery of Expenditures				
6995 - Automated Fringes Recovery	(\$85,109,357)	(\$90,281,290)	(\$5,171,933)	6.1%
Taxes - Education				
6060 - Main Tax Levy - Public Eng.	(\$28,743,092)	(\$28,952,503)	(\$209,411)	0.7%
6070 - Main Tax Levy - Public Frch.	(\$610,416)	(\$618,172)	(\$7,756)	1.3%
6080 - Main Tax Levy - Separate Eng.	(\$18,924,762)	(\$19,064,370)	(\$139,608)	0.7%
6090 - Main Tax Levy - Sep Frch.	(\$4,202,939)	(\$4,233,963)	(\$31,024)	0.7%

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
Taxes - Municipal (Incl. Grants in Lieu)				
6010 - Main Municipal Tax Levy	\$1,915,000	(\$1,161,508)	(\$3,076,508)	(160.7%)
6011 - Mun. Tax Addition - Curr Yr	(\$2,343,000)	(\$2,343,000)	\$0	0.0%
6012 - Mun. Tax Addition - Prior Yr	(\$1,200,000)	(\$1,200,000)	\$0	0.0%
6099 - Hospital Tax Levy	(\$3,875,000)	(\$3,875,000)	\$0	0.0%
6110 - Lieu Payments General	(\$1,995,000)	(\$1,995,000)	\$0	0.0%
Transfers From Other Funds				
7054 - TRANSFER From Reserve Funds	(\$5,271,464)	(\$4,376,147)	\$895,317	(17.0%)
7055 - TRANSFER From Current Funds	(\$100,000)	(\$100,000)	\$0	0.0%
User Fees, Permits & Charges				
6510 - Penalty - Taxes Receivable	(\$4,212,302)	(\$4,212,302)	\$0	0.0%
6520 - Penalty - Accounts Receivable	(\$100,000)	(\$100,000)	\$0	0.0%
6550 - Foreign Exchange	(\$500,000)	(\$500,000)	\$0	0.0%
6650 - User Fees- External	(\$188,063)	(\$188,063)	\$0	0.0%
6651 - Fees and Recoveries INTERNAL	(\$13,285,955)	(\$14,312,360)	(\$1,026,405)	7.7%
Total Revenue	(\$235,316,742)	(\$248,460,070)	(\$13,143,328)	5.6%

EXPENSES

Financial Expenses

4510 - Debt Principal	\$4,073,840	\$5,490,103	\$1,416,263	34.8%
4530 - Temporary Financing Costs	\$12,000,000	\$12,000,000	\$0	0.0%
4540 - Bank Charges	\$5,000	\$5,000	\$0	0.0%
4550 - Foreign Exchange	\$500,000	\$500,000	\$0	0.0%
4555 - Tax Reductions - Prior Year	\$2,720,000	\$2,320,000	(\$400,000)	(14.7%)
4575 - Tax Reductions - Current Year	\$1,236,000	\$1,236,000	\$0	0.0%
4585 - Bad Debt Expense	\$100,000	\$100,000	\$0	0.0%

Minor Capital

2220 - Maintenance Parts & Materials	\$50,000	\$50,000	\$0	0.0%
5126 - Computer Software	\$463,940	\$669,623	\$205,683	44.3%

Purchased Services

2710 - Telephone Expenses	\$7,000	\$7,000	\$0	0.0%
2915 - Consulting Services - External	\$450,000	\$450,000	\$0	0.0%
2925 - Computer Maintenance	\$0	\$13,000	\$13,000	n/a
2927 - Computer & SW Maint-External	\$770,355	\$770,355	\$0	0.0%
2950 - Other Prof Services-External	\$1,552,900	\$1,301,900	(\$251,000)	(16.2%)
2951 - INTERNAL Service Salary Allocn	\$810,919	\$1,232,056	\$421,137	51.9%
2981 - Agreements	\$1,339,573	\$1,335,620	(\$3,953)	(0.3%)

	2023 Budget	2024 Budget	\$ Budget Change	% Budget Change
2995 - Other Purchased Services	\$2,418,135	\$2,418,135	\$0	0.0%
3250 - Licenses	\$18,000	\$18,000	\$0	0.0%
Salaries & Benefits				
8181 - LTD Wages	\$2,508,000	\$2,508,000	\$0	0.0%
8190 - Other Pay	\$7,110,927	\$4,679,640	(\$2,431,287)	(34.2%)
8310 - Pensions - Contributory	\$27,363,200	\$28,650,000	\$1,286,800	4.7%
8340 - Group Life Insurance	\$2,055,700	\$2,236,500	\$180,800	8.8%
8345 - LTD Plan	\$70,000	\$70,000	\$0	0.0%
8350 - Sick Leave Gratuity	\$660,000	\$660,000	\$0	0.0%
8360 - Unemployment Insurance	\$4,000,000	\$4,200,000	\$200,000	5.0%
8370 - Canada Pension Plan	\$10,500,000	\$11,400,000	\$900,000	8.6%
8390 - Employer Health Tax	\$5,460,000	\$5,550,000	\$90,000	1.6%
8395 - Health Coverage	\$26,937,440	\$29,605,000	\$2,667,560	9.9%
Transfers to Education Entities				
3610 - School Brd Pymts - Public Eng.	\$28,554,649	\$28,952,503	\$397,854	1.4%
3620 - School Brd Pymts - Separ. Eng.	\$18,946,714	\$19,064,370	\$117,656	0.6%
3630 - School Brd Pymts - Public Fren	\$628,993	\$618,172	(\$10,821)	(1.7%)
3640 - School Brd Pymts - Separ. Fren	\$4,350,853	\$4,233,963	(\$116,890)	(2.7%)
Transfers to External Agencies				
4145 - Grants from City	\$1,550,090	\$3,150,090	\$1,600,000	103.2%
Transfers to Reserves & Capital Funds				
4245 - TRANSFER to Capital Fund	\$2,691,176	\$2,768,867	\$77,691	2.9%
4248 - TRANSFER to Reserve Account	\$360,000	\$360,000	\$0	0.0%
4250 - TRANSFER to Reserve Fund	\$98,512,191	\$103,337,253	\$4,825,062	4.9%
Utilities, Insurance & Taxes				
3010 - Utilities	\$2,469,548	\$2,728,662	\$259,114	10.5%
3210 - Building Insurance	\$43,966	\$52,986	\$9,020	20.5%
Total Expense	\$273,289,109	\$284,742,798	\$11,453,689	4.2%
Total Net (Prior to Assessment Growth)	\$37,972,367	\$36,282,728	(\$1,689,639)	(4.4%)
Assessment Growth		\$3,464,307	\$3,464,307	
Total Net	\$37,972,367	\$39,747,035	\$1,774,668	4.7%

2024 RECONCILIATION OF BUDGET CHANGES

Res.#	Issue #	Issue Description	\$ Budget Impact	FTE Impact
B27/2024	n/a	Contractual / Pre-Approved Salary & Wage Adjustments	(\$3,482,407)	
B27/2024	2024-0203	Battery Plant Land Acquisition Debt (Interest & Principle Payments)	\$1,383,789	
B27/2024	2024-0241	Life Cycle Costing for Major Information Technology Costs	\$610,000	
B27/2024	2024-0273	Asset Management Plan (AMP)	\$5,340,642	
B27/2024	2024-0274	Local Residential Roads (LRR)	\$1,151,000	
B27/2024	2024-0248	Canada Pension Plan (CPP)	\$900,000	
B27/2024	2024-0249	Employment Insurance (EI)	\$200,000	
B27/2024	2024-0250	Employer Health Tax (EHT)	\$40,000	
B27/2024	2024-0046	Estimated Corporate Salary & Wage Provision for Unsettled Contracts	\$1,750,000	
B27/2024	2024-0232	Ontario Municipal Employees Retirement System (OMERS) Pension Fund	\$2,136,800	
B27/2024	2024-0233	Green Shield Health & Dental Benefits Rate	\$2,601,622	
B27/2024	2024-0234	Group Life Insurance	\$180,800	
B27/2024	2024-0206	Increase in Utilities Related to Water	\$7,988	
B27/2024	2024-0207	Increase in Utilities Related to Gas	\$14,046	
B27/2024	2024-0208	Increase in Utilities Related to District Energy	\$174,194	
B27/2024	2024-0205	Increase in Utilities Related to Electricity & Energy Initiatives Unit Recovery	\$500,196	
B27/2024	2024-0221	Increase in Community Improvement Plan Tax Rebate	\$1,600,000	
B27/2024	2024-0240	Short Term Disability Program (STD)	(\$251,000)	
B27/2024	2024-0290	Reduction in Transfer to Property Tax Reserve	(\$2,000,000)	
B27/2024	2024-0317	Reduction in Net Tax Write-Off	(\$400,000)	
B27/2024	2024-0318	Reduction to the Corporate Contingency Account	(\$300,000)	
B27/2024	2024-0176	Increase in Capital Interest Income	(\$500,000)	
B27/2024	2024-0275	Property Taxes Resulting From New Assessment Growth	(\$3,076,508)	
B27/2024	2024-0289	Ontario Municipal Partnership Fund (OMPF) Increase	(\$176,000)	
B27/2024	2024-0298	Increase to Enwin Utilities Ltd. Contribution Dividend	(\$1,000,000)	
B27/2024	2024-0301	Increase to Interest Income Revenue	(\$1,300,000)	
B27/2024	2024-0319	Sewer Surcharge - Increase to Corporate Overhead Transfer to Levy	(\$901,405)	
B27/2024	2024-0320	Corporate Savings From Permanent Salary & Wage Gapping	(\$400,000)	
B27/2024	2024-0321	Increase in Casino Hosting Fee	(\$500,000)	
B27/2024	2024-0331	Increase to Windsor-Detroit Tunnel Corporation Dividend	(\$500,000)	
B27/2024	n/a	Interdepartmental Reallocations	(\$5,493,396)	
Total Budget Impact			(\$1,689,639)	0.0

	2019 Budget	2020 Budget	2021 Budget	2022 Budget	2023 Budget	2024 Budget (Approved)	\$ Budget Change Over PY	% Budget Change Over PY
Agencies								
Artcite, Inc.	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$15,000	\$10,000	200.0%
Arts Council Windsor & Region	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	\$0	0.0%
Essex Region Conservation Authority	\$1,642,964	\$1,642,964	\$1,725,250	\$1,751,944	\$1,863,137	\$1,609,876	(\$253,261)	(13.6%)
Handi-Transit	\$1,052,638	\$1,074,649	\$1,098,049	\$1,098,049	\$1,262,756	\$1,337,770	\$75,014	5.9%
Invest Windsor Essex	\$1,190,472	\$1,291,661	\$1,291,661	\$1,291,661	\$1,366,661	\$1,366,661	\$0	0.0%
Essex-Windsor Emergency Medical Services (EM:	\$11,897,560	\$12,007,430	\$12,272,240	\$12,379,200	\$13,737,400	\$15,743,700	\$2,006,300	14.6%
Life After Fifty	\$142,438	\$172,438	\$172,438	\$172,438	\$172,438	\$172,438	\$0	0.0%
The Safety Village	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250	\$0	0.0%
Windsor Essex County Health Unit	\$3,132,187	\$3,445,406	\$3,637,406	\$3,803,275	\$3,870,192	\$3,920,192	\$50,000	1.3%
Windsor Symphony	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$0	0.0%
	\$19,319,509	\$19,895,798	\$20,458,294	\$20,757,817	\$22,533,834	\$24,421,887	\$1,888,053	8.4%
Boards								
Windsor Essex Community Housing Corp.	\$12,125,479	\$12,083,421	\$12,561,418	\$13,683,493	\$15,626,535	\$16,831,885	\$1,205,350	7.7%
Windsor Police Services	\$88,737,654	\$92,126,606	\$93,932,409	\$96,977,437	\$99,005,478	\$108,576,858	\$9,571,380	9.7%
	\$100,863,133	\$104,210,027	\$106,493,827	\$110,660,930	\$114,632,013	\$125,408,743	\$10,776,730	9.4%
Committees								
Diversity Committee	\$3,870	\$3,870	\$3,870	\$3,870	\$3,870	\$3,870	\$0	0.0%
International Relations Committee	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	\$0	0.0%
Property Standards Committee	\$200	\$200	\$200	\$200	\$200	\$200	\$0	0.0%
Age Friendly Windsor Working Group	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0.0%
Town & Gown Committee	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$0	(\$4,500)	(100.0%)
Windsor Accessibility Advisory Committee	\$6,250	\$6,250	\$6,250	\$6,250	\$6,250	\$6,250	\$0	0.0%
Active Transportation Expert Panel	\$4,300	\$4,300	\$4,300	\$4,300	\$4,300	\$4,300	\$0	0.0%
Environment & Climate Change Committee	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0.0%
Windsor Indigenous Advisory Committee	\$0	\$0	\$0	\$3,000	\$3,000	\$3,000	\$0	0.0%
	\$42,120	\$42,120	\$42,120	\$45,120	\$45,120	\$40,620	(\$4,500)	(10.0%)
Total Agencies, Boards & Committees	\$120,224,762	\$124,147,945	\$126,994,241	\$131,463,867	\$137,210,967	\$149,871,250	\$12,660,283	9.2%