

Environmental Services



Page Intentionally Left Blank

Environmental Services



Description

The Environmental Services Department ensures residents are provided with a clean and safe environment. The Department pursues waste management strategies that emphasize waste reduction and recycling, composting, and environmentally sound landfill management. The Department consists of five Divisions: Clean SD, Collection Services, Disposal & Environmental Protection, Waste Reduction and Support Services.

The Clean SD Division is responsible for managing the waste abatement components of the Clean SD Program which includes abatement of homeless encampments, enforcement of citywide solid waste codes, removal of illegal dumping, waste abatements, providing rolloff bin services to city facilities, organizing planned curbside cleanups in neighborhoods, removing dead animals from public rights-of-way, and conducting sidewalk sanitization to protect public health.

The Collection Services Division provides collection and disposal of residential refuse, collection and proper handling of recyclables and organic waste, and collection of litter from street litter containers in business districts.

The Disposal & Environmental Protection Division operates the Miramar Landfill and Greenery. The Division maintains eight closed landfills and eight inactive burn sites; ensures regulatory compliance of the City's underground fuel storage tanks; performs inspections and manages abatements of lead and asbestos in City facilities; provides public education on lead and asbestos; and disposal services for residential household hazardous waste.

The Waste Reduction Division is responsible for managing the Non-Exclusive Solid Waste Collection Franchise system, waste diversion programs, zero waste planning, Senate Bill 1383 reporting and compliance, recycling education and technical assistance, and enforcement and compliance of solid waste and recycling codes for residents and businesses.

The Support Services Division facilitates the Department's delivery of quality environmental programs through the provision of administrative and regulatory support, contracting and fiscal management,

Environmental Services

intra-departmental facility maintenance, information systems management, customer service, and safety, training, and employee development programs. The Division functions as a multifaceted resource to the Department, highlighting the commitment to customers and environmental stewardship.

The vision is:

To be a leader in the waste management industry and provide first in class service to all San Diegans.

The mission is:

Manage solid waste in a way that champions sustainability emphasizing resource conservation and protection of the environment.

Goals and Objectives

Goal 1: Maintain a safe and innovative workforce.

Goal 2: Ensure excellence in service delivery.

Goal 3: Protect and enhance environmental quality.

Goal 4: Recognize our employees are the key resource to achieving our mission.

Budget Equity Impact Statement

Equity Highlights

Examples from the current fiscal year.

- Enhanced the hiring process by collaborating City-wide on interview panels for common classifications. Engaged all levels of supervisory and operational staff and offered Appointing Authority Interview (Hiring Panel) training to increase staff participation in hiring processes.
- Completed roll-out of SB 1383 Organics Collection which included the following equity components: Used the Climate Equity Index Tool and San Diego Promise Zone to prioritize communities of concern to receive new automated green containers and weekly organic waste recycling collection service first. Developed education materials and translated into Spanish, Tagalog, and Vietnamese to increase equitable access to services, customer service, and program information. Established an edible food recovery program to facilitate delivery of food to food-insecure San Diegans.

Budget Equity Lens Summary

Ongoing Operations

Is there an opportunity to adjust the department's ongoing operations to address a disparity?

Yes

Collaborating with Human Resources to source and provide staff training that sustains and enhances industry knowledge. Collaborating with the Department of Race & Equity and Human Resources to modify existing employee engagement strategy to yield more authentic, robust and representative engagement. Collaborating with Human Resources and Personnel on a debiased selection process and staff retention. Collaborating with the Performance & Analytics Department to assess what disparities exist within our department.

Budget Adjustment(s)

Do the Budget Adjustments address a disparity?

Yes

Budget Adjustments will address disparities that align with the following Tactical Equity Plan goals: 1. Maintain a safe and innovative workforce. 2. Ensure excellence in service delivery. 3. Protect and enhance environmental quality. 4. Recognize our employees are the key resource to achieving our mission. Significant budget additions include 36.26 FTE new positions, and \$4.0 million in ongoing non-personnel expenditures for supplies, equipment, and contract services to carry out essential functions. These adjustments will provide support for the internal workforce because service delivery hinges on filled, qualified and productive employees. These adjustments will also allow the department to carry out state mandates and adhere to regulatory compliance requirements.

Environmental Services

Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2024 Performance	Goal
Employee Vacancy Rate	Average daily vacancy rate for budgeted FTE	N/A	13.9%	<13%
Missed Collection Resolution Rate	Average of resident survey response score to missed collection reports generated in Get It Done (responses are based on a score of 0 to 10)	N/A	6.1	8.0
Curbside Recycling Contamination Percentage	Percentage of contamination contained in City forces collected recyclable materials	N/A	23.0%	<18%
Illegal dumping Get-It-Done reports resolved within three calendar days	Average days to close illegal dumping reports generated in Get It Done	N/A	5.2	3.0
Perform sidewalk sanitation services on at least 9,600 City blocks each fiscal year	Number of City sidewalks sanitized to reduce the potential presence of pathogens, bacteria, and communicable diseases	N/A	9,296	9,600
Landfill Regulatory Compliance	Number of instances of regulatory compliance issues (Areas of Concern, Notices of Violation, and related regulatory actions from various agencies)	N/A	6	0

Environmental Services

Department Summary

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
FTE Positions (Budgeted)	557.26	573.51	608.51	35.00
Personnel Expenditures	\$ 58,311,173	\$ 69,160,743	\$ 75,680,510	\$ 6,519,767
Non-Personnel Expenditures	99,063,613	113,007,838	118,605,944	5,598,106
Total Department Expenditures	\$ 157,374,786	\$ 182,168,581	\$ 194,286,454	\$ 12,117,873
Total Department Revenue	\$ 85,363,825	\$ 85,168,806	\$ 88,896,547	\$ 3,727,741

General Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Clean SD	\$ -	\$ 18,626,703	\$ 22,501,014	\$ 3,874,311
Collection Services	63,682,327	74,041,660	70,678,700	(3,362,960)
Disposal & Environmental Protection	2,614,478	2,964,124	3,241,116	276,992
Environmental Services	3,736,740	5,212,736	3,969,010	(1,243,726)
Waste Reduction	12,900,447	3,857,782	3,153,540	(704,242)
Total	\$ 82,933,992	\$ 104,703,005	\$ 103,543,380	\$ (1,159,625)

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Clean SD	0.00	75.00	77.00	2.00
Collection Services	185.52	194.52	194.52	0.00
Disposal & Environmental Protection	17.95	19.95	18.15	(1.80)
Environmental Services	28.33	22.01	20.58	(1.43)
Waste Reduction	63.40	22.20	18.00	(4.20)
Total	295.20	333.68	328.25	(5.43)

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	\$ 4,478,644	\$ -
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00	3,818,065	-

Environmental Services

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	130,025	-
Executive Approval to Fill Vacancies Addition of estimated savings associated with the implementation of the Executive Approval to Fill Vacancies process.	0.00	(245,795)	-
Restructure of Cost of Service Support Restructure of 5.00 FTE positions and non-personnel expenditures from the General Fund to the Solid Waste Management Fund associated with the Cost of Service Study for refuse collection.	5.00	(1,375,650)	-
Reallocation of Positions Reallocation of positions among various Environmental Services Funds to align with operational needs.	(0.43)	(114,671)	-
Reduction of Container Budget Reduction of non-personnel expenditures associated with the distribution of organic waste containers, which was completed in Fiscal Year 2024.	0.00	(1,868,984)	-
Reduction of Refuse Disposal Fees Reduction of one-time non-personnel expenditures which will provide a discount of \$7 per ton to City forces for refuse disposal fees.	0.00	(2,100,000)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2024.	0.00	(3,881,259)	-
Total	(5.43)	\$ (1,159,625)	\$ -

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
PERSONNEL				
Personnel Cost	\$ 18,086,921	\$ 24,684,349	\$ 27,288,911	\$ 2,604,562
Fringe Benefits	12,772,825	16,014,123	16,016,510	2,387
PERSONNEL SUBTOTAL	30,859,746	40,698,472	43,305,421	2,606,949
NON-PERSONNEL				
Supplies	\$ 2,067,676	\$ 2,633,321	\$ 851,114	\$ (1,782,207)
Contracts & Services	43,928,567	50,549,496	51,202,637	653,141
<i>External Contracts & Services</i>	<i>13,408,145</i>	<i>10,744,003</i>	<i>9,024,679</i>	<i>(1,719,324)</i>
<i>Internal Contracts & Services</i>	<i>30,520,421</i>	<i>39,805,493</i>	<i>42,177,958</i>	<i>2,372,465</i>
Information Technology	3,265,297	3,036,470	2,666,495	(369,975)
Energy and Utilities	2,623,132	5,466,125	5,508,577	42,452
Other	162,278	10,862	9,136	(1,726)
Transfers Out	-	2,308,259	-	(2,308,259)
Capital Expenditures	27,296	-	-	-
NON-PERSONNEL SUBTOTAL	52,074,246	64,004,533	60,237,959	(3,766,574)
Total	\$ 82,933,992	\$ 104,703,005	\$ 103,543,380	\$ (1,159,625)

Environmental Services

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 1,421,341	\$ 911,720	\$ 1,126,720	\$ 215,000
Fines Forfeitures and Penalties	60,299	55,500	60,500	5,000
Licenses and Permits	112,905	190,000	150,000	(40,000)
Other Local Taxes	181,008	160,000	160,000	-
Other Revenue	11,898	180,000	-	(180,000)
Total	\$ 1,787,452	\$ 1,497,220	\$ 1,497,220	\$ -

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
20000011	Account Clerk	2.35	2.35	2.35	\$ 46,777 - 56,281	\$ 116,787
20000012	Administrative Aide 1	1.80	0.80	0.00	55,036 - 66,266	-
20000024	Administrative Aide 2	2.83	3.83	3.55	63,360 - 76,360	235,176
20000860	Area Refuse Collection Supervisor	9.00	10.00	10.00	86,082 - 102,731	988,310
20001092	Assistant Environmental Services Director	0.35	0.35	0.35	49,246 - 269,958	82,716
20000119	Associate Management Analyst	2.58	4.58	2.58	80,424 - 97,203	230,375
20000266	Cashier	1.00	1.00	1.00	49,115 - 59,100	53,638
20000306	Code Compliance Officer	49.00	43.00	43.00	58,436 - 70,391	2,926,247
20000307	Code Compliance Supervisor	9.00	7.00	7.00	67,324 - 80,601	544,459
20000303	Community Development Specialist 4	0.00	1.00	0.00	97,444 - 118,068	-
20001168	Deputy Director	2.25	2.25	1.85	72,886 - 268,057	384,895
20000863	District Refuse Collection Supervisor	2.50	2.50	2.50	100,983 - 120,952	287,401
21000625	Environmental Health Coordinator	2.00	2.00	2.00	90,867 - 109,832	200,699
20000038	Environmental Health Inspector 2	8.00	10.00	10.00	80,358 - 97,422	900,606
20000037	Environmental Health Manager	1.00	1.00	1.00	106,511 - 129,211	120,106
20001149	Environmental Services Director	0.35	0.35	0.35	96,395 - 365,173	90,809
20000430	Equipment Operator 2	0.00	1.00	1.00	62,115 - 74,284	74,284
20000924	Executive Assistant	0.35	0.35	0.00	63,557 - 76,906	-
20001049	General Utility Supervisor	0.20	1.00	0.00	86,198 - 104,266	-
20000521	Hazardous Materials Inspector 2	2.00	2.00	2.00	85,864 - 104,107	205,741
20000548	Hazardous Materials Inspector 3	1.00	1.00	1.00	94,581 - 114,638	110,012
20000494	Hazardous Materials Program Manager	0.45	0.45	0.45	113,808 - 138,081	51,210
20000502	Heavy Truck Driver 1	2.00	5.00	5.00	50,841 - 60,607	291,148
20000501	Heavy Truck Driver 2	3.00	13.00	13.00	52,764 - 63,622	807,320
20000178	Information Systems Administrator	0.38	0.38	0.38	109,307 - 132,401	50,310

Environmental Services

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000290	Information Systems Analyst 2	1.14	1.14	1.14	81,997 - 99,082	93,495
20000293	Information Systems Analyst 3	0.76	0.76	0.76	90,015 - 108,805	80,349
20000998	Information Systems Analyst 4	0.76	0.76	0.76	101,223 - 122,656	93,216
90001073	Management Intern - Hourly	1.00	0.00	0.00	36,814 - 45,925	-
20000172	Payroll Specialist 1	0.56	0.56	0.00	51,693 - 62,224	-
20000680	Payroll Specialist 2	1.16	1.50	2.06	54,075 - 65,305	130,654
20001234	Program Coordinator	1.00	1.00	1.00	36,814 - 214,004	162,129
20001222	Program Manager	3.24	4.24	3.74	72,886 - 268,057	642,717
20000783	Public Information Clerk	6.78	6.78	6.78	46,777 - 56,281	359,536
20000776	Public Works Dispatcher	1.20	2.20	2.20	57,092 - 68,802	139,664
20001050	Public Works Superintendent	0.00	0.00	1.00	106,751 - 128,894	126,961
20001032	Public Works Supervisor	1.00	2.00	3.00	79,146 - 95,825	273,101
20000562	Recycling Specialist 2	1.00	1.00	1.00	78,545 - 94,887	91,764
20000565	Recycling Specialist 3	1.00	1.00	1.00	86,213 - 104,216	102,653
20001042	Safety and Training Manager	0.36	0.36	0.36	92,310 - 111,878	39,673
20000847	Safety Officer	0.35	0.35	0.35	80,086 - 96,743	30,801
20000854	Safety Representative 2	0.35	0.35	0.35	69,787 - 84,407	28,531
20000859	Sanitation Driver 1	16.00	13.00	6.00	61,962 - 74,022	397,224
20000857	Sanitation Driver 2	135.00	138.00	145.00	75,901 - 89,425	12,455,112
20000851	Sanitation Driver 3	7.00	7.00	7.00	79,659 - 93,839	614,329
20000885	Senior Civil Engineer	0.10	0.10	0.10	125,388 - 151,584	15,162
20000965	Senior Code Compliance Supervisor	1.00	1.00	1.00	74,086 - 88,930	88,930
20000015	Senior Management Analyst	1.45	2.45	1.35	88,289 - 106,773	144,146
20000947	Supervising Hazardous Materials Inspector	1.00	1.00	1.00	103,998 - 126,130	126,130
20000970	Supervising Management Analyst	1.60	1.60	1.60	94,669 - 114,682	173,495
20000561	Supervising Recycling Specialist	0.00	1.00	1.00	92,353 - 111,907	92,353
21000177	Trainer	0.00	0.34	0.34	74,757 - 90,340	28,904
20001051	Utility Worker 1	3.00	11.00	11.00	43,905 - 52,211	559,549
20001053	Utility Worker 2	4.00	17.00	17.00	47,935 - 57,070	939,938
	Bilingual - Regular Budgeted Personnel					83,754
	Expenditure Savings					(1,250,080)
	Infrastructure Registration Pay					2,424
	Overtime Budgeted					1,344,789
	Reg Pay For Engineers					2,273
	Standby Pay					2,611
	Termination Pay Annual Leave					67,677
	Vacation Pay In Lieu					252,698
FTE, Salaries, and Wages Subtotal		295.20	333.68	328.25		\$ 27,288,911

Environmental Services

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Fringe Benefits				
Employee Offset Savings	\$ 629,288	\$ 29,440	\$ 27,197	\$ (2,243)
Flexible Benefits	3,269,060	3,967,225	4,381,114	413,889
Long-Term Disability	80,172	81,495	93,341	11,846
Medicare	267,693	332,744	398,273	65,529
Other Post-Employment Benefits	1,446,152	1,793,206	1,300,506	(492,700)
Retiree Medical Trust	28,032	38,892	45,427	6,535
Retirement 401 Plan	108,379	152,634	182,377	29,743
Retirement ADC	5,238,438	7,383,332	7,570,837	187,505
Retirement DROP	28,807	37,187	38,052	865
Risk Management Administration	351,562	405,731	435,623	29,892
Supplemental Pension Savings Plan	425,396	461,419	443,414	(18,005)
Unemployment Insurance	20,428	26,235	26,600	365
Workers' Compensation	879,419	1,304,583	1,073,749	(230,834)
Fringe Benefits Subtotal	\$ 12,772,825	\$ 16,014,123	\$ 16,016,510	\$ 2,387
Total Personnel Expenditures			\$ 43,305,421	

Automated Refuse Container Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Collection Services	\$ 1,510,062	\$ 1,951,659	\$ 1,950,868	\$ (791)
Total	\$ 1,510,062	\$ 1,951,659	\$ 1,950,868	\$ (791)

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Support for Information Technology	0.00	\$ (791)	\$ -
Adjustment to expenditure allocations according to an annual review of information technology funding requirements.			
Total	0.00	\$ (791)	\$ -

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
NON-PERSONNEL				
Supplies	\$ 1,306,959	\$ 1,750,000	\$ 1,750,000	\$ -
Contracts & Services	152,282	150,000	150,000	-
<i>External Contracts & Services</i>	10,256	10,000	10,000	-
<i>Internal Contracts & Services</i>	142,025	140,000	140,000	-
Information Technology	50,821	51,659	50,868	(791)
NON-PERSONNEL SUBTOTAL	1,510,062	1,951,659	1,950,868	(791)
Total	\$ 1,510,062	\$ 1,951,659	\$ 1,950,868	\$ (791)

Environmental Services

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 1,529,457	\$ 1,600,000	\$ 1,600,000	\$ -
Rev from Money and Prop	38,396	-	-	-
Total	\$ 1,567,853	\$ 1,600,000	\$ 1,600,000	\$ -

Recycling Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Clean SD	\$ -	\$ 188,576	\$ -	\$ (188,576)
Collection Services	14,037,590	14,401,035	10,780,962	(3,620,073)
Disposal & Environmental Protection	1,624,563	1,617,242	2,467,406	850,164
Environmental Services	3,168,190	3,783,338	4,155,038	371,700
Waste Reduction	9,599,301	9,192,814	13,942,334	4,749,520
Total	\$ 28,429,644	\$ 29,183,005	\$ 31,345,740	\$ 2,162,735

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Clean SD	0.00	3.25	1.00	(2.25)
Collection Services	53.98	53.98	53.98	0.00
Disposal & Environmental Protection	5.05	5.05	4.80	(0.25)
Environmental Services	8.49	9.15	14.80	5.65
Waste Reduction	19.91	26.07	27.51	1.44
Total	87.43	97.50	102.09	4.59

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Debris Assistance Program Support Addition of non-personnel expenditures to support the Debris Assistance Program.	0.00	\$ 2,800,000	\$ -
Support for Curbside Recycling Processing Addition of non-personnel expenditures to support curbside recycling processing contract increases.	0.00	1,000,000	-
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00	882,666	-
Safe Lithium-Ion Battery Recycling Addition of non-personnel expenditures to support safe recycling of lithium-ion batteries.	0.00	500,000	-

Environmental Services

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Reallocation of Positions Reallocation of positions among various Environmental Services Funds to align with operational needs.	0.59	321,469	-
Household Hazardous Waste Program Addition of non-personnel expenditures and associated revenue for the management and disposal of household hazardous waste.	0.00	220,000	150,000
Expanded Operations for Household Hazardous Waste Transfer Facility Addition of 1.00 Hazardous Materials Inspector 2 and 1.00 Supervising Hazardous Materials Inspector to implement a plan for expanding the Household Hazardous Waste Transfer Facility.	2.00	188,238	-
Support for Mattress Recycling Addition of 2.00 Utility Worker 1s to support the Mattress Recycling Program.	2.00	101,191	-
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	6,601	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	0.00	722	-
Supplemental Cost of Living Adjustment Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	0.00	(10,000)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2024.	0.00	(85,000)	-
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	(3,763,152)	-
Construction and Demolition Deposits Adjustment to reflect revised construction and demolition deposits revenue projections.	0.00	-	500,000
Revised Facility Franchise Fee Revenue Adjustment to reflect revised facility franchise fee revenue projections and one-time transfer to the General Fund for the Sycamore Facility Franchise Fee.	0.00	-	(3,910,000)
Total	4.59	\$ 2,162,735	\$ (3,260,000)

Environmental Services

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
PERSONNEL				
Personnel Cost	\$ 6,258,774	\$ 7,420,570	\$ 8,630,866	\$ 1,210,296
Fringe Benefits	4,400,384	4,763,315	5,053,305	289,990
PERSONNEL SUBTOTAL	10,659,157	12,183,885	13,684,171	1,500,286
NON-PERSONNEL				
Supplies	\$ 1,621,953	\$ 1,555,637	\$ 1,356,360	\$ (199,277)
Contracts & Services	14,395,119	12,026,936	15,019,996	2,993,060
<i>External Contracts & Services</i>	8,164,920	6,985,032	11,742,620	4,757,588
<i>Internal Contracts & Services</i>	6,230,199	5,041,904	3,277,376	(1,764,528)
Information Technology	454,172	624,579	631,180	6,601
Energy and Utilities	1,189,271	2,769,468	641,533	(2,127,935)
Other	58,773	22,500	12,500	(10,000)
Capital Expenditures	51,199	-	-	-
NON-PERSONNEL SUBTOTAL	17,770,486	16,999,120	17,661,569	662,449
Total	\$ 28,429,644	\$ 29,183,005	\$ 31,345,740	\$ 2,162,735

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 24,396,828	\$ 18,916,557	\$ 19,076,557	\$ 160,000
Fines Forfeitures and Penalties	2,812,157	2,133,103	2,633,103	500,000
Other Local Taxes	6,396,851	3,910,000	-	(3,910,000)
Other Revenue	962,869	130,000	120,000	(10,000)
Rev from Money and Prop	1,476,733	611,100	611,100	-
Rev from Other Agencies	481,377	550,000	550,000	-
Transfers In	834,231	1,000,000	1,000,000	-
Total	\$ 37,361,045	\$ 27,250,760	\$ 23,990,760	\$ (3,260,000)

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
20000011	Account Clerk	1.61	1.61	1.61	\$ 46,777 - 56,281	\$ 87,413
20000012	Administrative Aide 1	0.11	1.11	1.11	55,036 - 66,266	70,878
20000024	Administrative Aide 2	1.66	2.66	2.81	63,360 - 76,360	197,396
20000860	Area Refuse Collection Supervisor	2.00	2.00	2.00	86,082 - 102,731	205,462
20001092	Assistant Environmental Services Director	0.31	0.31	0.31	49,246 - 269,958	73,266
20000119	Associate Management Analyst	2.37	2.37	2.37	80,424 - 97,203	198,081
20000266	Cashier	1.00	1.00	1.00	49,115 - 59,100	59,100
20000306	Code Compliance Officer	2.00	2.00	2.00	58,436 - 70,391	131,633
20000354	Custodian 2	0.31	0.00	0.00	38,711 - 46,054	-
20001168	Deputy Director	0.50	0.50	1.35	72,886 - 268,057	265,501
20000863	District Refuse Collection Supervisor	0.50	0.50	0.50	100,983 - 120,952	55,486
20001149	Environmental Services Director	0.31	0.31	0.31	96,395 - 365,173	80,429
20000924	Executive Assistant	0.31	0.31	0.00	63,557 - 76,906	-

Environmental Services

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000521	Hazardous Materials Inspector 2	1.00	1.00	2.00	85,864 - 104,107	174,044
20000548	Hazardous Materials Inspector 3	1.00	1.00	1.00	94,581 - 114,638	110,626
20000494	Hazardous Materials Program Manager	0.45	0.45	0.45	113,808 - 138,081	51,210
20000502	Heavy Truck Driver 1	1.00	1.00	1.00	50,841 - 60,607	50,841
20000178	Information Systems Administrator	0.28	0.28	0.28	109,307 - 132,401	37,073
20000290	Information Systems Analyst 2	0.84	0.84	0.84	81,997 - 99,082	68,868
20000293	Information Systems Analyst 3	0.56	0.56	0.56	90,015 - 108,805	59,208
20000998	Information Systems Analyst 4	0.56	0.56	0.56	101,223 - 122,656	68,686
90001073	Management Intern - Hourly	1.26	1.26	1.26	36,814 - 45,925	46,386
20000172	Payroll Specialist 1	0.41	0.41	0.00	51,693 - 62,224	-
20000680	Payroll Specialist 2	0.66	0.99	1.40	54,075 - 65,305	88,083
20001222	Program Manager	1.06	2.06	2.31	72,886 - 268,057	398,033
20000783	Public Information Clerk	1.96	1.96	1.96	46,777 - 56,281	102,168
20000776	Public Works Dispatcher	0.70	0.70	0.70	57,092 - 68,802	48,156
20001032	Public Works Supervisor	0.25	0.25	0.00	79,146 - 95,825	-
20000557	Recycling Program Manager	0.38	1.00	1.00	106,139 - 128,512	128,512
20000562	Recycling Specialist 2	6.46	11.25	11.25	78,545 - 94,887	1,000,041
20000565	Recycling Specialist 3	3.00	5.00	5.00	86,213 - 104,216	497,866
20001042	Safety and Training Manager	0.31	0.31	0.31	92,310 - 111,878	34,160
20000847	Safety Officer	0.31	0.31	0.31	80,086 - 96,743	27,276
20000854	Safety Representative 2	0.31	0.31	0.31	69,787 - 84,407	25,266
20000859	Sanitation Driver 1	6.00	6.00	5.00	61,962 - 74,022	341,015
20000857	Sanitation Driver 2	32.00	32.00	33.00	75,901 - 89,425	2,815,428
20000851	Sanitation Driver 3	4.00	4.00	4.00	79,659 - 93,839	361,173
20000927	Senior Clerk/Typist	1.00	0.00	0.00	52,633 - 63,469	-
20000015	Senior Management Analyst	1.41	1.41	1.31	88,289 - 106,773	137,033
20000947	Supervising Hazardous Materials Inspector	0.00	0.00	1.00	103,998 - 126,130	103,998
20000970	Supervising Management Analyst	1.27	1.27	1.27	94,669 - 114,682	135,634
20000561	Supervising Recycling Specialist	1.00	1.00	1.00	92,353 - 111,907	111,907
21000177	Trainer	0.00	0.33	0.33	74,757 - 90,340	28,050
20001051	Utility Worker 1	2.00	2.31	4.31	43,905 - 52,211	206,444
20001053	Utility Worker 2	3.00	3.00	3.00	47,935 - 57,070	162,075
	Bilingual - Regular					21,318
	Budgeted Personnel Expenditure Savings					(697,087)
	Exceptional Performance Pay-Classified					792
	Overtime Budgeted					336,088

Environmental Services

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
	Termination Pay Annual Leave					61,166
	Vacation Pay In Lieu					64,684
FTE, Salaries, and Wages Subtotal		87.43	97.50	102.09		\$ 8,630,866

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Fringe Benefits				
Employee Offset Savings	\$ 371,961	\$ 15,324	\$ 21,218	\$ 5,894
Flexible Benefits	1,053,181	1,155,317	1,233,812	78,495
Long-Term Disability	27,526	24,759	29,892	5,133
Medicare	92,379	101,688	120,018	18,330
Other Post-Employment Benefits	477,377	498,270	391,344	(106,926)
Retiree Medical Trust	8,968	10,736	13,171	2,435
Retirement 401 Plan	35,518	41,756	51,706	9,950
Retirement ADC	1,786,584	2,295,204	2,582,958	287,754
Retirement DROP	15,460	19,862	19,649	(213)
Risk Management Administration	116,161	112,899	131,058	18,159
Supplemental Pension Savings Plan	152,540	169,583	184,814	15,231
Unemployment Insurance	7,039	8,047	8,482	435
Workers' Compensation	255,691	309,870	265,183	(44,687)
Fringe Benefits Subtotal	\$ 4,400,384	\$ 4,763,315	\$ 5,053,305	\$ 289,990
Total Personnel Expenditures			\$ 13,684,171	

Refuse Disposal Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Clean SD	\$ -	\$ 1,493,761	\$ -	(1,493,761)
Collection Services	2,158,051	587,040	577,268	(9,772)
Disposal & Environmental Protection	32,016,439	38,528,181	44,350,243	5,822,062
Environmental Services	4,327,587	4,870,059	5,893,079	1,023,020
Waste Reduction	5,999,011	851,871	-	(851,871)
Total	\$ 44,501,088	\$ 46,330,912	\$ 50,820,590	\$ 4,489,678

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Collection Services	9.50	2.50	2.50	0.00
Disposal & Environmental Protection	116.00	125.00	138.05	13.05
Environmental Services	10.18	10.84	21.62	10.78
Waste Reduction	38.95	3.24	0.00	(3.24)
Total	174.63	142.33	162.17	19.84

Environmental Services

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00 \$	3,023,710 \$	-
Support for Organics Processing Facility Addition of 20.00 FTE positions and non-personnel expenditures to support Organics Processing Facility operations and processing of organic material in compliance with Senate Bill 1383.	20.00	2,702,250	-
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00	1,060,591	-
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	24,436	-
Supplemental Cost of Living Adjustment Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	0.00	(6,000)	-
Reallocation of Positions Reallocation of positions between various Environmental Services Funds to align with operational needs.	(0.16)	(185,309)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2024.	0.00	(2,130,000)	(2,308,259)
Refuse Disposal Fees Revenue Adjustment to reflect revised refuse disposal fees revenue projections.	0.00	-	11,396,000
Refuse Disposal Fee General Fund Discount Reduction of refuse disposal fee revenue associated with a one-time discount to the General Fund.	0.00	-	(2,100,000)
Total	19.84 \$	4,489,678 \$	6,987,741

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
PERSONNEL				
Personnel Cost	\$ 9,824,883	\$ 10,011,847	\$ 11,769,670	1,757,823
Fringe Benefits	6,967,387	6,266,539	6,921,248	654,709
PERSONNEL SUBTOTAL	16,792,270	16,278,386	18,690,918	2,412,532
NON-PERSONNEL				
Supplies	\$ 1,611,985	\$ 1,592,278	\$ 1,713,710	121,432
Contracts & Services	19,968,408	24,338,618	23,024,682	(1,313,936)
<i>External Contracts & Services</i>	<i>14,410,226</i>	<i>20,146,141</i>	<i>18,778,882</i>	<i>(1,367,259)</i>

Environmental Services

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
<i>Internal Contracts & Services</i>	5,558,182	4,192,477	4,245,800	53,323
Information Technology	1,197,234	1,030,882	1,055,318	24,436
Energy and Utilities	2,163,743	2,016,488	2,347,971	331,483
Other	27,109	24,260	17,991	(6,269)
Transfers Out	834,231	1,000,000	3,920,000	2,920,000
Capital Expenditures	1,906,109	50,000	50,000	-
NON-PERSONNEL SUBTOTAL	27,708,818	30,052,526	32,129,672	2,077,146
Total	\$ 44,501,088	\$ 46,330,912	\$ 50,820,590	\$ 4,489,678

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 42,159,412	\$ 50,821,251	\$ 60,115,200	\$ 9,293,949
Fines Forfeitures and Penalties	15,205	1,500	1,500	-
Other Revenue	465,795	540,000	490,000	(50,000)
Rev from Money and Prop	1,452,380	1,099,816	1,151,867	52,051
Transfers In	-	2,308,259	-	(2,308,259)
Total	\$ 44,092,792	\$ 54,770,826	\$ 61,758,567	\$ 6,987,741

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
20000011	Account Clerk	3.04	3.04	3.04	\$ 46,777 - 56,281	\$ 167,272
20000012	Administrative Aide 1	2.09	1.09	1.89	55,036 - 66,266	120,207
20000024	Administrative Aide 2	1.51	1.51	2.64	63,360 - 76,360	186,041
20000860	Area Refuse Collection Supervisor	1.00	1.00	1.00	86,082 - 102,731	102,731
20001202	Assistant Deputy Director	0.00	1.00	1.00	72,886 - 268,057	170,472
20000070	Assistant Engineer-Civil	1.00	2.00	4.00	94,516 - 113,852	389,872
20000077	Assistant Engineer- Electrical	1.00	1.00	1.00	94,516 - 113,852	94,516
20000087	Assistant Engineer- Mechanical	1.00	1.00	0.00	94,516 - 113,852	-
20001092	Assistant Environmental Services Director	0.34	0.34	0.34	49,246 - 269,958	80,358
20000143	Associate Engineer-Civil	5.00	5.00	7.00	108,826 - 131,374	845,914
20000154	Associate Engineer- Mechanical	0.00	0.00	1.00	108,826 - 131,374	108,826
20000119	Associate Management Analyst	2.05	3.05	3.05	80,424 - 97,203	259,091
20000162	Associate Planner	1.00	1.00	1.00	88,486 - 106,904	88,486
20000655	Biologist 2	0.00	1.00	0.00	83,373 - 101,376	-
20000201	Building Maintenance Supervisor	0.00	0.00	1.00	96,438 - 116,670	96,438
20000354	Custodian 2	0.69	0.00	0.00	38,711 - 46,054	-
20001168	Deputy Director	1.25	1.25	0.80	72,886 - 268,057	180,036
20000389	Disposal Site Representative	14.00	14.00	14.00	45,584 - 55,055	740,814
20000390	Disposal Site Supervisor	2.00	3.00	4.00	75,967 - 91,785	319,686
21000440	Environmental Biologist 2	0.00	0.00	1.00	83,788 - 101,857	83,788

Environmental Services

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
21000451	Environmental Biologist 3	1.00	1.00	1.00	96,679 - 117,063	117,063
20001149	Environmental Services Director	0.34	0.34	0.34	96,395 - 365,173	88,211
20000430	Equipment Operator 2	17.00	16.00	23.00	62,115 - 74,284	1,556,179
20000423	Equipment Technician 2	1.00	2.00	3.00	55,473 - 66,135	171,055
20000431	Equipment Technician 3	1.00	2.00	2.00	60,913 - 72,777	133,690
20000924	Executive Assistant	0.34	0.34	0.00	63,557 - 76,906	-
20001049	General Utility Supervisor	2.80	3.00	3.00	86,198 - 104,266	294,730
20000521	Hazardous Materials Inspector 2	4.00	3.00	3.00	85,864 - 104,107	309,105
20000494	Hazardous Materials Program Manager	0.10	0.10	0.10	113,808 - 138,081	11,388
20000502	Heavy Truck Driver 1	3.00	0.00	0.00	50,841 - 60,607	-
20000501	Heavy Truck Driver 2	6.00	0.00	0.00	52,764 - 63,622	-
20000178	Information Systems Administrator	0.34	0.34	0.34	109,307 - 132,401	45,018
20000290	Information Systems Analyst 2	1.02	1.02	1.02	81,997 - 99,082	83,628
20000293	Information Systems Analyst 3	0.68	0.68	0.68	90,015 - 108,805	71,892
20000998	Information Systems Analyst 4	0.68	0.68	0.68	101,223 - 122,656	83,410
20000515	Instrumentation and Control Technician	0.00	0.00	1.00	85,280 - 102,385	85,280
20000589	Laborer	19.00	19.00	21.00	43,032 - 51,226	1,002,000
20000580	Landfill Equipment Operator	20.00	21.00	22.00	71,378 - 85,361	1,803,365
20001019	Land Surveying Associate	1.00	1.00	1.00	109,045 - 131,680	127,071
20000439	Master Fleet Technician	1.00	1.00	1.00	77,019 - 92,243	92,243
20000756	Office Support Specialist	1.00	1.00	1.00	45,969 - 55,342	55,342
20000172	Payroll Specialist 1	0.03	0.03	0.00	51,693 - 62,224	-
20000680	Payroll Specialist 2	1.18	1.51	1.54	54,075 - 65,305	96,172
20001234	Program Coordinator	0.00	1.00	1.00	36,814 - 214,004	162,129
20001222	Program Manager	1.70	1.70	0.95	72,886 - 268,057	165,033
20000783	Public Information Clerk	2.26	2.26	2.26	46,777 - 56,281	122,964
20000776	Public Works Dispatcher	0.10	0.10	0.10	57,092 - 68,802	6,876
20001032	Public Works Supervisor	1.75	0.75	0.00	79,146 - 95,825	-
20000557	Recycling Program Manager	0.62	0.00	1.00	106,139 - 128,512	106,139
20000562	Recycling Specialist 2	4.54	0.00	0.00	78,545 - 94,887	-
20000565	Recycling Specialist 3	2.00	0.00	0.00	86,213 - 104,216	-
20001042	Safety and Training Manager	0.33	0.33	0.33	92,310 - 111,878	36,367
20000847	Safety Officer	0.34	0.34	0.34	80,086 - 96,743	29,919
20000854	Safety Representative 2	0.34	0.34	0.34	69,787 - 84,407	27,710
20000885	Senior Civil Engineer	2.90	2.90	3.90	125,388 - 151,584	564,977
20000907	Senior Disposal Site Representative	4.00	4.00	4.00	49,861 - 60,339	207,776
20000015	Senior Management Analyst	1.14	1.14	1.34	88,289 - 106,773	143,072
20000856	Senior Mechanical Engineer	1.00	1.00	1.00	125,388 - 151,584	125,387

Environmental Services

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000918	Senior Planner	1.00	1.00	1.00	101,901 - 123,225	120,760
20000989	Supervising Disposal Site Representative	2.00	2.00	2.00	54,876 - 66,317	126,662
20000947	Supervising Hazardous Materials Inspector	1.00	1.00	1.00	103,998 - 126,130	126,130
20000970	Supervising Management Analyst	2.13	2.13	2.13	94,669 - 114,682	244,268
20000561	Supervising Recycling Specialist	2.00	1.00	0.00	92,353 - 111,907	-
21000177	Trainer	0.00	0.33	0.33	74,757 - 90,340	28,050
20001051	Utility Worker 1	8.00	0.69	0.69	43,905 - 52,211	36,029
20001053	Utility Worker 2	16.00	3.00	4.00	47,935 - 57,070	200,875
	Bilingual - Regular					25,968
	Budgeted Personnel					(1,993,331)
	Expenditure Savings					
	Exceptional Performance					1,426
	Pay-Classified					
	Infrastructure In-Training					28,157
	Pay					
	Infrastructure Registration					151,099
	Pay					
	Overtime Budgeted					448,846
	Reg Pay For Engineers					160,466
	Standby Pay					3,761
	Termination Pay Annual					16,076
	Leave					
	Vacation Pay In Lieu					84,689
FTE, Salaries, and Wages Subtotal		174.63	142.33	162.17		\$ 11,769,670

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Fringe Benefits				
Employee Offset Savings	\$ 526,214	\$ 22,803	\$ 26,651	\$ 3,848
Flexible Benefits	1,595,475	1,441,949	1,775,508	333,559
Long-Term Disability	41,116	32,343	41,404	9,061
Medicare	148,662	135,123	169,917	34,794
Other Post-Employment Benefits	731,602	699,185	575,774	(123,411)
Retiree Medical Trust	12,591	13,972	19,407	5,435
Retirement 401 Plan	49,783	55,615	77,661	22,046
Retirement ADC	2,853,781	2,999,717	3,413,716	413,999
Retirement DROP	32,626	34,266	34,015	(251)
Risk Management Administration	178,474	158,369	192,847	34,478
Supplemental Pension Savings Plan	286,403	220,463	233,047	12,584
Unemployment Insurance	10,461	10,383	11,753	1,370
Workers' Compensation	500,199	442,351	349,548	(92,803)
Fringe Benefits Subtotal	\$ 6,967,387	\$ 6,266,539	\$ 6,921,248	\$ 654,709
Total Personnel Expenditures			\$ 18,690,918	

Environmental Services

Refuse Disposal Fund - Miramar Closure Fund

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Rev from Money and Prop	\$ 554,683	\$ 50,000	\$ 50,000	\$ -
Total	\$ 554,683	\$ 50,000	\$ 50,000	\$ -

Solid Waste Management Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Collection Services	\$ -	\$ -	\$ 6,394,420	\$ 6,394,420
Environmental Services	-	-	231,456	231,456
Total	\$ -	\$ -	\$ 6,625,876	\$ 6,625,876

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Collection Services	0.00	0.00	16.00	16.00
Total	0.00	0.00	16.00	16.00

Significant Budget Adjustments

	FTE	Expenditures	Revenue
People's Ordinance Amendment Support Addition of 5.00 FTE positions and non-personnel expenditures to provide contact center, administrative, and financial support to implement the amendment of the People's Ordinance.	5.00	\$ 4,332,365	\$ -
Restructure of Cost of Service Support Restructure of 5.00 FTE positions and non-personnel expenditures from the General Fund to the Solid Waste Management Fund associated with the Cost of Service Study for the People's Ordinance.	5.00	1,354,161	-
Support for the Refuse and Organic Collection Programs Addition of non-personnel expenditures for Radio Frequency Identification (RFID) readers for Collections packers in support of the Refuse and Organic Collection Programs.	0.00	480,240	-
People's Ordinance Amendment Addition of 6.00 FTE positions and one-time non-personnel expenditures for customer support and container services to implement the amendment to the People's Ordinance.	6.00	459,110	-

Environmental Services

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Total	16.00 \$	6,625,876 \$	-

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
PERSONNEL				
Personnel Cost	\$ -	\$ -	982,287 \$	982,287
Fringe Benefits	-	-	610,349	610,349
PERSONNEL SUBTOTAL	-	-	1,592,636	1,592,636
NON-PERSONNEL				
Supplies	\$ -	\$ -	53,000 \$	53,000
Contracts & Services	-	-	3,500,000	3,500,000
<i>External Contracts & Services</i>	-	-	3,500,000	3,500,000
Information Technology	-	-	1,480,240	1,480,240
NON-PERSONNEL SUBTOTAL	-	-	5,033,240	5,033,240
Total	\$ -	\$ -	6,625,876 \$	6,625,876

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
20000024	Administrative Aide 2	0.00	0.00	1.00	\$ 63,360 - 76,360 \$	63,360
20001092	Assistant Environmental Services Director	0.00	0.00	1.00	49,246 - 269,958	159,602
20000119	Associate Management Analyst	0.00	0.00	2.00	80,424 - 97,203	160,848
20000303	Community Development Specialist 4	0.00	0.00	1.00	97,444 - 118,068	118,068
20001222	Program Manager	0.00	0.00	1.00	72,886 - 268,057	170,472
20000783	Public Information Clerk	0.00	0.00	3.00	46,777 - 56,281	140,331
20001032	Public Works Supervisor	0.00	0.00	1.00	79,146 - 95,825	79,146
20000015	Senior Management Analyst	0.00	0.00	1.00	88,289 - 106,773	106,773
20000970	Supervising Management Analyst	0.00	0.00	1.00	94,669 - 114,682	94,669
20001051	Utility Worker 1	0.00	0.00	3.00	43,905 - 52,211	131,715
20001053	Utility Worker 2	0.00	0.00	1.00	47,935 - 57,070	47,935
	Bilingual - Regular					2,912
	Budgeted Personnel Expenditure Savings					(293,544)
FTE, Salaries, and Wages Subtotal		0.00	0.00	16.00		\$ 982,287

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Fringe Benefits				
Employee Offset Savings	\$ -	\$ -	1,181 \$	1,181
Flexible Benefits	-	-	198,516	198,516
Long-Term Disability	-	-	4,607	4,607
Medicare	-	-	18,500	18,500

Environmental Services

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Other Post-Employment Benefits	-	-	66,208	66,208
Retiree Medical Trust	-	-	2,888	2,888
Retirement 401 Plan	-	-	11,549	11,549
Retirement ADC	-	-	252,052	252,052
Risk Management Administration	-	-	22,176	22,176
Supplemental Pension Savings Plan	-	-	7,319	7,319
Unemployment Insurance	-	-	1,310	1,310
Workers' Compensation	-	-	24,043	24,043
Fringe Benefits Subtotal	\$ -	\$ -	\$ 610,349	\$ 610,349
Total Personnel Expenditures			\$ 1,592,636	

Environmental Services

Revenue and Expense Statement (Non-General Fund)

Automated Refuse Container Fund	FY2023 Actual	FY2024* Budget	FY2025** Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ 2,209,295	\$ 2,267,086	\$ 2,219,855
TOTAL BALANCE AND RESERVES	\$ 2,209,295	\$ 2,267,086	\$ 2,219,855
REVENUE			
Charges for Services	\$ 1,529,457	\$ 1,600,000	\$ 1,600,000
Revenue from Use of Money and Property	38,396	-	-
TOTAL REVENUE	\$ 1,567,853	\$ 1,600,000	\$ 1,600,000
TOTAL BALANCE, RESERVES, AND REVENUE	\$ 3,777,148	\$ 3,867,086	\$ 3,819,855
OPERATING EXPENSE			
Supplies	\$ 1,306,959	\$ 1,750,000	\$ 1,750,000
Contracts & Services	152,282	150,000	150,000
Information Technology	50,821	51,659	50,868
TOTAL OPERATING EXPENSE	\$ 1,510,062	\$ 1,951,659	\$ 1,950,868
TOTAL EXPENSE	\$ 1,510,062	\$ 1,951,659	\$ 1,950,868
BALANCE	\$ 2,267,086	\$ 1,915,427	\$ 1,868,987
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ 3,777,148	\$ 3,867,086	\$ 3,819,855

* At the time of publication, audited financial statements for Fiscal Year 2024 were not available. Therefore, the Fiscal Year 2024 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2024 Adopted Budget, while the beginning Fiscal Year 2024 balance amount reflects the audited Fiscal Year 2023 ending balance.

** Fiscal Year 2025 Beginning Fund Balance reflects the projected Fiscal Year 2024 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2024.

Environmental Services

Revenue and Expense Statement (Non-General Fund)

Recycling Fund	FY2023 Actual	FY2024* Budget	FY2025** Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ 21,118,646	\$ 23,852,224	\$ 17,155,279
Continuing Appropriation - CIP	16,814,400	22,298,150	29,748,150
Operating Reserve	4,090,000	4,087,614	4,892,884
TOTAL BALANCE AND RESERVES	\$ 42,023,046	\$ 50,237,988	\$ 51,796,313
REVENUE			
Charges for Services	\$ 24,396,828	\$ 18,916,557	\$ 19,076,557
Fines Forfeitures and Penalties	2,812,157	2,133,103	2,633,103
Other Local Taxes	6,396,851	3,910,000	-
Other Revenue	962,659	130,000	120,000
Revenue from Other Agencies	481,377	550,000	550,000
Revenue from Use of Money and Property	1,476,733	611,100	611,100
Transfers In	834,231	1,000,000	1,000,000
TOTAL REVENUE	\$ 37,360,835	\$ 27,250,760	\$ 23,990,760
TOTAL BALANCE, RESERVES, AND REVENUE	\$ 79,383,881	\$ 77,488,748	\$ 75,787,073
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	\$ 716,250	\$ 10,000,000	-
TOTAL CIP EXPENSE	\$ 716,250	\$ 10,000,000	-
OPERATING EXPENSE			
Personnel Expenses	\$ 6,258,774	\$ 7,420,570	\$ 8,630,866
Fringe Benefits	4,400,384	4,763,315	5,053,305
Supplies	1,621,953	1,555,637	1,356,360
Contracts & Services	14,395,119	12,026,936	15,019,996
Information Technology	454,172	624,579	631,180
Energy and Utilities	1,189,271	2,769,468	641,533
Other Expenses	58,773	22,500	12,500
Capital Expenditures	51,199	-	-
TOTAL OPERATING EXPENSE	\$ 28,429,644	\$ 29,183,005	\$ 31,345,740
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	\$ -	\$ -	\$ 12,000,000
TOTAL EXPENDITURE OF PRIOR YEAR FUNDS	\$ -	\$ -	\$ 12,000,000
TOTAL EXPENSE	\$ 29,145,894	\$ 39,183,005	\$ 43,345,740
RESERVES			
Continuing Appropriation - CIP	\$ 22,298,150	\$ 22,298,150	\$ 17,748,150
Operating Reserve	4,087,614	4,087,614	4,892,884
TOTAL RESERVES	\$ 26,385,764	\$ 26,385,764	\$ 22,641,034
BALANCE	\$ 23,852,223	\$ 11,919,979	\$ 9,800,299
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ 79,383,881	\$ 77,488,748	\$ 75,787,073

* At the time of publication, audited financial statements for Fiscal Year 2024 were not available. Therefore, the Fiscal Year 2024 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2024 Adopted Budget, while the beginning Fiscal Year 2024 balance amount reflects the audited Fiscal Year 2023 ending balance.

** Fiscal Year 2025 Beginning Fund Balance reflects the projected Fiscal Year 2024 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2024.

Environmental Services

Revenue and Expense Statement (Non-General Fund)

Refuse Disposal Fund	FY2023 Actual	FY2024* Budget	FY2025** Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ 7,890,695	\$ 2,793,247	\$ 13,680,080
Continuing Appropriation - CIP	20,343,390	22,052,183	18,098,897
Operating Reserve	6,060,000	6,054,385	8,161,368
TOTAL BALANCE AND RESERVES	\$ 34,294,085	\$ 30,899,816	\$ 39,940,346
REVENUE			
Charges for Services	\$ 42,154,888	\$ 50,821,251	\$ 60,115,200
Fines Forfeitures and Penalties	15,205	1,500	1,500
Other Revenue	464,905	540,000	490,000
Revenue from Use of Money and Property	1,452,380	1,099,816	1,151,867
Transfers In	-	2,308,259	-
TOTAL REVENUE	\$ 44,087,377	\$ 54,770,826	\$ 61,758,567
TOTAL BALANCE, RESERVES, AND REVENUE	\$ 78,381,462	\$ 85,670,642	\$ 101,698,912
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	\$ 1,391,167	\$ 400,000	\$ 9,874,362
TOTAL CIP EXPENSE	\$ 1,391,167	\$ 400,000	\$ 9,874,362
OPERATING EXPENSE			
Personnel Expenses	\$ 9,824,883	\$ 10,011,847	\$ 11,769,670
Fringe Benefits	6,967,387	6,266,539	6,921,248
Supplies	1,611,985	1,592,278	1,713,710
Contracts & Services	19,968,408	24,338,618	23,024,682
Information Technology	1,197,234	1,030,882	1,055,318
Energy and Utilities	2,163,743	2,016,488	2,347,971
Other Expenses	27,109	24,260	17,991
Transfers Out	2,423,582	1,000,000	3,920,000
Capital Expenditures	1,906,109	50,000	50,000
TOTAL OPERATING EXPENSE	\$ 46,090,439	\$ 46,330,912	\$ 50,820,590
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	\$ 39	\$ -	\$ -
TOTAL EXPENDITURE OF PRIOR YEAR FUNDS	\$ 39	\$ -	\$ -
TOTAL EXPENSE	\$ 47,481,645	\$ 46,730,912	\$ 60,694,952
RESERVES			
Continuing Appropriation - CIP	\$ 22,052,183	\$ 22,052,183	\$ 18,098,897
Operating Reserve	6,054,385	6,054,385	8,161,368
TOTAL RESERVES	\$ 28,106,568	\$ 28,106,568	\$ 26,260,265
BALANCE	\$ 2,793,249	\$ 10,833,162	\$ 14,743,696
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ 78,381,462	\$ 85,670,642	\$ 101,698,912

* At the time of publication, audited financial statements for Fiscal Year 2024 were not available. Therefore, the Fiscal Year 2024 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2024 Adopted Budget, while the beginning Fiscal Year 2024 balance amount reflects the audited Fiscal Year 2023 ending balance.

** Fiscal Year 2025 Beginning Fund Balance reflects the projected Fiscal Year 2024 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2024.

Environmental Services

Revenue and Expense Statement (Non-General Fund)

Refuse Disposal Fund - Miramar Closure Fund	FY2023 Actual	FY2024* Budget	FY2025** Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ 33,134,479	\$ 35,278,513	\$ 36,076,513
TOTAL BALANCE AND RESERVES	\$ 33,134,479	\$ 35,278,513	\$ 36,076,513
REVENUE			
Revenue from Use of Money and Property	\$ 554,683	\$ 50,000	\$ 50,000
Transfers In	1,589,351	-	-
TOTAL REVENUE	\$ 2,144,034	\$ 50,000	\$ 50,000
TOTAL BALANCE, RESERVES, AND REVENUE	\$ 35,278,513	\$ 35,328,513	\$ 36,126,513
TOTAL EXPENSE	\$ -	\$ -	\$ -
BALANCE	\$ 35,278,513	\$ 35,328,513	\$ 36,126,513
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ 35,278,513	\$ 35,328,513	\$ 36,126,513

* At the time of publication, audited financial statements for Fiscal Year 2024 were not available. Therefore, the Fiscal Year 2024 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2024 Adopted Budget, while the beginning Fiscal Year 2024 balance amount reflects the audited Fiscal Year 2023 ending balance.

** Fiscal Year 2025 Beginning Fund Balance reflects the projected Fiscal Year 2024 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2024.

Environmental Services

Revenue and Expense Statement (Non-General Fund)

Solid Waste Management Fund	FY2023 Actual	FY2024* Budget	FY2025** Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ -	\$ -	(1,156,741)
TOTAL BALANCE AND RESERVES	\$ -	\$ -	(1,156,741)
OPERATING EXPENSE			
Personnel Expenses	\$ -	\$ -	982,287
Fringe Benefits	-	-	610,349
Supplies	-	-	53,000
Contracts & Services	-	-	3,500,000
Information Technology	-	-	1,480,240
TOTAL OPERATING EXPENSE	\$ -	\$ -	6,625,876
TOTAL EXPENSE	\$ -	\$ -	6,625,876
BALANCE***	\$ -	\$ -	(7,782,617)
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ -	\$ -	(1,156,741)

* At the time of publication, audited financial statements for Fiscal Year 2024 were not available. Therefore, the Fiscal Year 2024 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2024 Adopted Budget, while the beginning Fiscal Year 2024 balance amount reflects the audited Fiscal Year 2023 ending balance.

** Fiscal Year 2025 Beginning Fund Balance reflects the projected Fiscal Year 2024 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2024.

*** The Solid Waste Management Fund is a new fund in the Fiscal Year 2025 Adopted Budget. It currently reflects a negative beginning balance/ending balance and will be addressed by the end of Fiscal Year 2025.