

### BECKY LYNCH LAKE COUNTY RECORDER

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## TECHNOLOGY FUND PROPOSAL JULY 30, 2020

SUBMITTED BY:

BECKY LYNCH, RECORDER

# LAKE COUNTY RECORDER'S PROPOSAL FOR THE TECHNOLOGY FUND

July 30, 2020 Board of Commissioners Lake County Ohio 105 Main Street Painesville, Ohio 44077

#### Dear Commissioners:

On this 30<sup>th</sup> day of July, 2020, and pursuant to Ohio Revised Code 317.321, I, Lake County Recorder Becky Lynch, respectfully submit on behalf of the Lake County Recorder Office the following "Proposal":

- 1) This proposal is for the Recorder Technology Fund to reserve funds for Recorder future technology needs. As per division (A) of ORC 317.321 between October 1, 2019, and October 1, 2023, the Recorder may request that an amount that does not exceed three dollars be credited to the County Recorder's Technology Fund, in addition to the amount previously approved by the Board of County Commissioners. The amount requested under this division does not exceed eight dollars. The current fee received per eligible recorded document is \$4.00 to which I respectfully request an additional \$3.00 for a total of \$7.00 to be placed in the County Treasury to the credit of the County Recorder's Technology Fund.
- 2) The number of years for this request is 'not to exceed five' and not to go beyond any current, pending or future changes in the statute by the Ohio Legislature. Having been approved by the Board of County Commissioners before, and in effect on the date of the most recent amendment (October 17, 2019), the current funding stays in effect until January 1, 2025, notwithstanding the number of years of funding specified in an approved proposal.
- 3) This is an estimate of the total amount of fees generated for filing or recording a document for which a fee is charged as required by division (A)(1) or (2) of section 317.32 of the Revised Code for the 12 month period from Jan 2019 Dec 2019. The Lake County Recorder Office generated \$784,269.80 in General Fund 122 plus \$127,389.00 in Technology Fund 285 and \$906,016.00 in Housing Trust Fund 849 for a total fees collected from filing and recording documents of \$1,817,267.80. These estimates include amounts collected on behalf of and sent to the Treasurer of The State of Ohio for the Ohio Housing Trust Fund. Table 1.
- 4) This is an estimate of the total amount of fees for filing or recording a document for which a fee is charged as required by division (A)(1) or (2) of section 317.32 or by section 1309.525 or 5310.15 of the Revised Code that will be credited to the County Recorder's Technology Fund if the request submitted under division (B)(1) of this section is approved by the board of county commissioners. The balance calculations based on the \$4.00 per recorded document amount versus the \$7.00 per

document amount is illustrated. If \$7.00 fee amount were in place in 2019 the \$7.00 amount would have been \$223,531.00 versus the \$4.00 amount of \$127,732.00. This would have allotted an increase of \$95,799.00 for 2019. Projected amounts for 2020 are \$135,124.00 for the \$4.00 fee and \$236,467.00 for the \$7.00 fee which shows an increase would be \$101,343.00. If approved for 2021 then the projected estimates at the \$7.00 level will be \$229,992.00 bringing an increase of \$98,568.00 over the \$4.00 level for the year. Table 2.

- 5) The purpose for these funds and this fee increase is the general and future technology needs of the Lake County Recorder which are described as;
  - a. Land records software system maintenance costs- AVID County Care is the current annual maintenance program which renews each November at a cost of \$19,500. This agreement was restructured from one annual payment to 12 monthly installments of \$1,625.00 with Fidlar Technologies Inc.
  - b. Remote accessibility peripheral systems Information Replication program which renews each November at a cost of \$10,000. This agreement was restructured from one annual payment to 12 monthly payments of \$833.33 with Fidlar Technologies Inc.
  - c. Technology related salary/compensation allocations As referred to by the 2017 Recorder Salary Study with various payroll portions of salary compensating technology-related tasks.
  - d. Digital, imaging and technological equipment purchases and upgrades such as equipment and services needed for back scanning, receipting recording/filing fees, daily scanning of original documents into the Official Public Record, electronic-Recording updates and program management. Hands Free Microfilming services costs not eligible for Fund 123.
- 6) In 2017, the 285 Fund balance was in excess of \$400,000. With recent Technology Fund updates, it was possible to utilize these accumulated monies to positively impact the County General Fund which was achieved by allocating portions of payroll to be temporarily drawn down. A carefully developed technology-related salary calculation was proposed and with finance guidance and budget hearing blessing, it was implemented.
- 7) Proceeding over these years more than \$763,000 has been drawn from the Recorder Technology Fund for County salaries. In 2017 the Recorder 'Technology-Salary' Fund paid out \$146,782. In 2018 the amount was \$202,773. In 2019 the amount was \$206,419. Through half of 2020 and projecting the year the amount which will be paid in County salaries from the Recorder Technology fund will be \$207,830. Detailed salary tables showing both the 285 Fund and the 122 Fund are included with this proposal.
- 8) In early 2019 discussions began with finance for the purpose of amending this project because the Technology Fund was approaching levels requiring attention. As stated above, there was an attempt to address the need but it was not successful at the time.
- 9) The Recorder Department efforts over three plus years, to the health and wellbeing of the County General Fund Operations has amounted to more than \$763,000 and at this time, with this proposal, the Recorder Technology Fund maintenance requires recalculation. The Technology Fund Proposal for 2020 is presented for this purpose.
- 10) In previous years, the Recorder 'October letter' has been variously formatted, submitted and accepted. My previous two letters were one pagers and simply noted that no additional funds

were needed for that year in the Technology Fund. The 2013 letter was submitted on or after October 8. Previous to that, a letter was submitted recommending fee reductions due to accumulated amounts sitting idle. The responsible and best use of fees collected is to be working for the taxpayer.

- 11) As well, in compliance with Ohio Revised Code 317.321 last year, a similar proposal addressing funding for the Recorder Technology Fund was submitted on October 1, 2019. I was advised that it fell outside of statute because it was late as it had been timestamped on October 2. In Section (A) the timing for submitting a proposal is stated and is the reason that it was submitted on October 1. Receiving of a proposal is mentioned in Section (D) without a date referenced.
- 12) This proposal is very important for the continuance of the current uses of the 285 funds which include maintaining the Salaries payments. It is my hope that illustrating all numbers in the tables showing real-number models, not only presents reachable goals but also will give a comprehensive picture of the value of the Technology Fund.

The Technology fund Statute is included herein. Section E (2) (3) are met within our proposal and I will look forward to your response. Thank you for your time and consideration.

Section E (2) A proposal submitted under division (A) of this section that was approved by the board of county commissioners before, and is in effect on the effective date of this amendment, shall continue in effect until January 1, 2025, notwithstanding the number of years of funding specified in the approved proposal.

Section E (3) A proposal submitted under division (A) of this section between October 1, 2019, and October 1, 2023, may request that an amount that does not exceed three dollars be credited to the county recorder's technology fund, in addition to the amount previously approved by the board of county commissioners in a proposal described in division (E) (2) of this section. The proposal may be submitted each year during that time period, but shall be limited to funding in the following fiscal year. If the total of the amount under division (E) (2) of this section and the amount requested under this division does not exceed eight dollars, the board shall approve the proposal and notify the county recorder of its approval.

Respectfully submitted,

Becky Lynch, Recorder

# 317.321 Acquisition or maintenance of imaging and other technological equipment and contract services therefor; proposal to reserve funds.

- (A) Not later than the first day of October of any year, the county recorder may submit to the board of county commissioners a proposal for funding any of the following:
- (1) The acquisition and maintenance of imaging and other technological equipment and contract services therefor;
- (2) To reserve funds for the office's future technology needs if the county recorder has no immediate plans for the acquisition of imaging and other technological equipment or contract services, or to use the county recorder's technology fund as a dedicated revenue source to repay debt to purchase any imaging and other technological equipment before the accumulation of adequate resources to purchase the equipment with cash.
- (3) Subject to division (G) of this section, for other expenses associated with the acquisition and maintenance of imaging and other technological equipment and contract services.
- (B) The proposal shall be in writing and shall include at least the following:
- (1) A request that an amount not to exceed eight dollars of the total base fees collected for filing or recording a document for which a fee is charged as required by division (A)(1) of section 317.32 or by section 1309.525 or 5310.15 of the Revised Code be placed in the county treasury to the credit of the county recorder's technology fund;
- (2) Except as provided in division (E)(3) of this section, the number of years, not to exceed five, for which the county recorder requests that the amount requested under division (A)(1) of this section be given the designation specified in that division;
- (3) An estimate of the total amount of fees that will be generated for filing or recording a document for which a fee is charged as required by division (A)(1) or (2) of section  $\underline{317.32}$  of the Revised Code or by section  $\underline{1309.525}$  or  $\underline{5310.15}$  of the Revised Code;
- (4) An estimate of the total amount of fees for filing or recording a document for which a fee is charged as required by division (A)(1) or (2) of section 317.32 or by section 1309.525 or 5310.15 of the Revised Code that will be credited to the county recorder's technology fund if the request submitted under division (B)(1) of this section is approved by the board of county commissioners.
- (C) A proposal for the purposes of division (A)(1) of this section shall include a description or summary of the imaging and other technological equipment that the county recorder proposes to acquire and maintain, and the nature of contract services that the county recorder proposes to utilize, if the proposal is for those purposes. A proposal for the purposes of division (A)(2) of this section shall explain the general future technology needs of the office for imaging and other technological equipment, or for revenue to repay debt, if the proposal is for those purposes. A proposal for the purposes of division (A)(3) of this section shall identify the other expenses associated with the acquisition and maintenance of imaging and other technological equipment and contract services that the county recorder proposes to pay with moneys in the county recorder's technology fund, if the proposal is for those purposes.
- (D) The board of county commissioners shall receive a proposal and the clerk shall enter it on the journal. At the same time, the board shall establish a date, not sooner than fifteen or later than thirty days after the board receives the proposal, on which to meet with the recorder to review the proposal.

(E)

(1) Except as provided in division (E)(3) of this section, not later than the fifteenth day of December of any year in which a proposal is submitted under division (A) of this section, the board of county commissioners shall approve, reject, or modify the proposal and notify the county recorder of its action on the proposal. If the board rejects or

modifies the proposal, it shall make a written finding that the request is for a purpose other than for a purpose in division (A) of this section, or that the amount requested is excessive as determined by the board.

- (2) A proposal submitted under division (A) of this section that was approved by the board of county commissioners before, and is in effect on the effective date of this amendment, shall continue in effect until January 1, 2025, notwithstanding the number of years of funding specified in the approved proposal.
- (3) A proposal submitted under division (A) of this section between October 1, 2019, and October 1, 2023, may request that an amount that does not exceed three dollars be credited to the county recorder's technology fund, in addition to the amount previously approved by the board of county commissioners in a proposal described in division (E) (2) of this section. The proposal may be submitted each year during that time period, but shall be limited to funding in the following fiscal year. If the total of the amount under division (E) (2) of this section and the amount requested under this division does not exceed eight dollars, the board shall approve the proposal and notify the county recorder of its approval.
- (4) If the total amount of fees provided for in divisions (B), (E)(2), and (E)(3) of this section is less than eight dollars, a proposal requesting additional fees may be submitted to the board of county commissioners under division (E)(1) of this section, as long as the total amount of the fees in divisions (B) and (E)(2), (3), and (4) of this section that are to be credited to the county recorder's technology fund does not exceed eight dollars, and the proposal is for a number of years, not to exceed five.
- (5) When a proposal is approved by the board of county commissioners under division (E) of this section, the county recorder's technology fund is established in the county treasury, and, beginning on the following first day of January, the fees approved shall be deposited in that fund.
- (F) The acquisition and maintenance of imaging and other technological equipment, and other associated expenses and contract services therefor, shall be specifically governed by sections 307.80 to 307.806, 307.84 to 307.846, 307.86 to 307.92, and 5705.38, and by division (D) of section 5705.41 of the Revised Code.
- (G) If the use of the county recorder's technology fund for the purposes of division (A)(3) of this section includes associated expenses for personnel, the use of the fund for personnel shall be strictly confined to personnel directly related to imaging and other technological equipment, and any compensation increases for those personnel shall not exceed the average of the annual aggregate percentage increase or decrease in the compensation fixed by the board of county commissioners for their employees, and for the officers in section 325.27 of the Revised Code. Use of the fund for compensation bonuses, or for recognizing outstanding employee performance in a manner described in section 325.25 of the Revised Code, is prohibited.
- (H) If a county is under a fiscal caution under section <u>118.025</u> of the Revised Code, or is under a fiscal watch or fiscal emergency as defined in section <u>118.01</u> of the Revised Code, the board of county commissioners, notwithstanding sections <u>5705.14</u> to <u>5705.16</u> of the Revised Code, may transfer from the county recorder's technology fund any moneys the board deems necessary.

Amended by 133rd General Assembly File No. TBD, HB 166, §101.01, eff. 10/17/2019.

Amended by 130th General Assembly File No. 25, HB 59, §101.01, eff. 9/29/2013.

Amended by 129th General Assembly File No.201, HB 479, §1, eff. 3/27/2013.

Amended by 128th General Assembly File No.53, HB 393, §1, eff. 6/18/2010.

Effective Date: 07-01-2001

Technology Proposal Total Pages: 12

Pg. 1:

Cover

Pgs. 2-6:

Letter Body

Pg. 7: Pg. 8: Table 1
Table 2

Pgs. 9-12:

Salary Tables

Table 1								
Recorder F	ees				$\perp$		_	
					Ц		_	
2019		122	285	Total	Ц	HTF	_	Collected
JAN		\$ 44,811.00	\$ 8,556.00	\$ 53,367.00	Ц	\$ 53,094.50	\$	106,461.50
FEB		\$ 44,388.10	\$ 7,840.00	\$ 52,228.10		\$ 52,029.00	\$	104,257.10
MAR		\$ 53,714.30	\$ 8,968.00	\$ 62,682.30		\$ 62,329.50	\$	125,011.80
APR		\$ 66,304.40	\$ 11,248.00	\$ 77,552.40		\$ 77,124.50	\$	154,676.90
MAY		\$ 72,763.10	\$ 11,160.00	\$ 83,923.10		\$ 72,811.00	\$	156,734.10
JUN		\$ 56,300.40	\$ 9,924.00	\$ 66,224.40		\$ 76,858.50	\$	143,082.90
JUL	$\vdash$	\$ 69,849.30	\$ 12,160.00	\$ 82,009.30		\$ 80,868.50	\$	162,877.80
AUG		\$ 73,936.30	\$ 11,840.00	\$ 85,776.30		\$ 85,303.00	\$	171,079.30
SEP		\$ 72,079.80	\$ 11,828.00	\$ 83,907.80		\$ 83,368.00	\$	167,275.80
ОСТ		\$ 79,206.10	\$ 12,340.00	\$ 91,546.10		\$ 90,947.50	_	182,493.60
NOV		\$ 65,367.50	\$ 9,272.00	\$ 74,639.50		\$ 74,334.50	\$	148,974.00
DEC		\$ 85,427.50	\$ 11,968.00	\$ 97,395.50		\$ 96,947.50	\$	194,343.00
		,						
Total		\$ 784,269.80	\$ 127,389.00	\$ 911,251.80		\$ 906,016.00	\$	1,817,267.80

Table 2

nalysis \$4 1	to \$7			
2019	Count	\$4.00	\$7.00	Difference
Jan	2131	8,524.00	14,917.00	(6,393.00)
Feb	2009	8,036.00	14,063.00	(6,027.00)
Mar	2237	8,948.00	15,659.00	(6,711.00)
Apr	2827	11,308.00	19,789.00	(8,481.00)
May	2776	11,104.00	19,432.00	(8,328.00)
Jun	2654	10,616.00	18,578.00	(7,962.00)
Jul	2914	11,656.00	20,398.00	(8,742.00)
Aug	3101	12,404.00	21,707.00	(9,303.00)
Sep	2800	11,200.00	19,600.00	(8,400.00)
Oct	3047	12,188.00	21,329.00	(9,141.00)
Nov	2492	9,968.00	17,444.00	(7,476.00)
Dec	2945	11,780.00	20,615.00	(8,835.00)
	31933	127,732.00	223,531.00	(95,799.00)
2020	Count	\$4.00	\$7.00	Difference
Jan	2726	10,904.00	19,082.00	(8,178.00)
Feb	2436	9,744.00	17,052.00	(7,308.00
Mar	2818	11,272.00	19,726.00	(8,454.00
Apr	2621	10,484.00	18,347.00	(7,863.00
May	2853	11,412.00	19,971.00	(8,559.00
Jun	3437	13,748.00	24,059.00	(10,311.00
Jul	2815	11,260.00	19,705.00	(8,445.00
Aug	2815	11,260.00	19,705.00	(8,445.00
Sep	2815	11,260.00	19,705.00	(8,445.00
Oct	2815	11,260.00	19,705.00	(8,445.00
Nov	2815	11,260.00	19,705.00	(8,445.00
Dec	2815	11,260.00	19,705.00	(8,445.00
	33781	135,124.00	236,467.00	(101,343.00
16891/24				
65714/24 <b>2021</b>	Count	\$4.00	\$7.00	Difference
Jan	2738	10,952.00	19,166.00	(8,214.00
Feb	2738	10,952.00	19,166.00	(8,214.00
Mar	2738	10,952.00	19,166.00	(8,214.00
Apr	2738	10,952.00	19,166.00	(8,214.00
May	2738	10,952.00	19,166.00	(8,214.00
Jun	2738	10,952.00	19,166.00	(8,214.00
Jul	2738	10,952.00	19,166.00	(8,214.00
Aug	2738	10,952.00	19,166.00	(8,214.00
Sep	2738	10,952.00	19,166.00	(8,214.00
Oct	2738	10,952.00	19,166.00	(8,214.00
Nov	2738	10,952.00	19,166.00	(8,214.00
Dec	2738	10,952.00	19,166.00	(8,214.00
Dec	32856	131,424.00	229,992.00	(98,568.00

OTOTION OTOTIO																											303,045.64 449,827.84	122 Sal+Ben			297 540 00 452 225.00								
	10,904.44	10,843.58	8,287.82	8,287.82	8,287.82	8,287.82	8,287.82	6,882.60	6,786.60	6,882.60	6,786.60	6,882.60	6,882.60	6,882.60	6,882.60	6,882.60	6,882.60	09.788,6	09.788,6	09.788,9	09'.288'9	09'.288'.90	09.288'9	6,887.60	09.288'9	09.288'9	193,809.52	4	223,000.00	44.000.00	179 000 00	00.00							
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Ders 177	1,350.64	1,350.64	1,350.64	1,350.64	1,350.64	1,350.64	1,350.64	1,350.64	1,350.64	1,349.94	1,349.94	1,349.94	1,349.94	1,349.94	1,349.94	1,336.50	1,349.94	1,336.50	1,349.94	1,546.66	1,546.66	1,546.66	1,546.66	1,546.66	1,518.10	1,460.68	36,340.36												
mcare122 p	166.16	132.59	134.77	135.09	133.59	133.91	133.59	118.13	116.42	118.13	116.42	118.13	124.22	117.82	118.13	117.82	118.13	117.89	118.20	117.89	118.20	117.89	118.20	118.86	119.06	124.29	3,223.53												
	2,456.59	2,001.49	2,184.47	2,184.47	2,568.73	2,568.73	2,568.73	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	2,191.29	1,891.07	1,906.87			53,200.50												
77Idsou	15.20	13.20	15.20	15.20	12.85	12.85	12.85	12.85	12.85	12.85	12.85	12.71															161.46												
Ille122	132.68	108.10	120.39	120.39	146.20	146.20	146.20	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	124.80	108.58	109.44			3,010.18												
dent122	614.15	500.37	546.12	546.12	642.18	642.18	642.18	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	547.82	472.77	476.72															
pres122	61	200	54	54	64	64	64	54	\$2	32	32	22	72	22	22	54	52	75	75	75	75	75	4	4			13,300.09					0							
TotBenSal285																									80	80	2 146,782.20	285 Sal+Ben				154,685.00							
sal285	1,804.40	1,804.40	1,804.40	1,804.40	1,804.40	1,804.40	1,804.40	3,317.40	3,290.20	3,314.20	3,293.40	3,317.40	3,317.40	3,317.40	4,278.94	5,240.48	5,240.48	5,243.48	5,243.48	5,243.48	5,243.48	5,243.48	5,243.48	5,243.48	5,243.48	5,243.48	97,749.42		00 000 03	מימחחימכ	44,000.00	94,000.00							
amthen285 sa	1,200.34	1,200.41	1,200.27	1,200.49	1,202.62	1,202.84				1,926.37		1,926.58		1,919.49	2,068.27	2,216.60	2,722.95	2,722.02	2,722.24		2,722.24	2,722.02	2,430.44	2,500.22	802.39	806.22	49,032.78		00 000 00	00.000,00	29,700.00	00'882'09							
	252.61	252.61	252.61	252.61	252.61	252.61	252.61	464.43	460.62	463.98	461.07	464.43	464.43	464.43	599.05	733.66	733.66	734.08	734.08	734.08	734.08	734.08	734.08	734.08	734.08	734.08	13,684.75												
mcare 285 pers 285	23.90	23.97	23.83	24.05	23.83	24.05	23.83	41.05	40.45	41.01		41.05			54.99	68.71	68.93	67.58	67.80		67.80	67.58	67.80	68.31	68.31	72.14	1,264.08												
hosp285	706.30	706.30		706.30	706.30	706.30		-						1,083.74	1,083.74	1,083.74	1,468.00	1,468.00	1,468.00	1,468.00	1,468.00	1,468.00	1,244.23	1,297.35			26,047.34				8#ke						13/#1	1ay#1	
	2.80	2.80																									1 60.12				20% 4/21/17-pay#8	>9	۰	,9	هر	9	40% 1/13/17-pay#1	100% 1/13/17-pay#1	
AMOUNT	38.16																						5 73.28				8 1,464.81				20%	20%	20%	20%	70%	50%	406	1009	
2017 AMOUNT AMOUNT life285	176.57																									26	6.511.68			٨.	dw	SC	<u>+</u>	qp	sj	CW	dt	sb	
2017	1	2	. "	. 4	3					0 01	1 1		4 12	14	15		17			7	2	7	12				Totals			Per Sa lary Study	16 hours	16 hours	16 hours	16 hours	16 hours	16 hours	30 ho urs	80 ho urs	

2017 \$146,782

2018 285pres	s 285dent	rt 285life		285hosp 2	285mcare 285pers		amthen/85	285sal	TotBenSal285	17.2 pre	177	1771	77		TZZIIICBIE TZZDEIS			2000	- Concentration of the Concent	
1 338	03	76.15	7.15	1,352.14	67.95	734.08	2,575.50	5,243.48	92	4	496.25	109.44	12.85	1,985.15	118.58	1,350.64	4,072.91	6,887.60		
2 338				1,352.14	68.09	734.08	2,575.64	5,243.48	22	4	496.25	109.44	12.85	1,985.15	118.79	1,350.64	4,073.12	6,887.60		
3 338			7.15	1352.14	67.92	734.08	2,575.47	5,243.48		4	496.25	109.44	12.85	1,985.15	118.51	1,350.64	4,07284	6,887.60		
4 338		76.15	7.15	1,352.14	68.13	734.08	2,575.68	5,243.48	82	4	496.25	109.44	12.85	1,985.15	118.86	1,350.64	4,073.19	6,887.60		
5 336		76.15	7.15	1,352.14	67.92	734.08	2,575.47	5,243.48	82	4	496.25	109.44	12.85	1,985.15	118.51	1,350.64	4,072.84	6,887.60		
		76.15	7.09	1,352.14	68.13	734.08	2,575.62	5,243.48	48	4	496.25	109.44	12.76	1,985.15	118.86	1,350.64	4,073.10	6,887.60		
		76.15	7.15	1.352.14	69.85	753.31	2,596.63	5,380.79	97	4	496.25	109.44	12.85	1,985.15	120.38	1,370.79	4,094.86	7,031.64		
		76.15	7.15	1,352.14	70.07	753.31	2,596.85	5,380.78	8/	4	496.25	109.44	12.85	1,985.15	120.73	1,370.79	4,095.21			
		7615	7.15	1.352.14	69.85	753.31	2,596.63	5,380.78	8/	7	496.25	109.44	12.85	1,985.15	120.38	1,370.79	4,094.86			
		73.82	7.15	1,307,44	70.20	753.31	2,538.78	5,380.78	78	7	496.25	109.44	12.85	1,985.15	120.73	1,370.79	4,095.21			
		75.80	7.15	1 345 43	88.69	753.31	2,587.92	5,380.78	78	7	493.46	108.86	12.85	1,973.96	120.42	1,370.79	4,080.34	7,031.64		
		76 15	7.15	1 352 14	70.07	753.31	2,596.85		78	7	496.25	109.44	12.85	1,985.15	120.73	1,370.79	4,095.21			
		76.15	1	1 352 14	74.06	753.31	2,593.69	5,380.78	78	7	496.25	109.44		1,985.15	126.16	1,370.79	4,087.79			
		76.15		1 357 14	69.85	753.31	2589.48		78	7	496.25	109.44		1,985.15	120.38	1,370.79	4,082.01	7,031.64		
		76.15		1 352 14	69.94	753.31	2,589.57		78		496.25	109.44		1,985.15	120.51	1,370.79	4,082.14			
		76.15		1 352 14	69.85	753.31	2,589.48	8 5,380.78	28		496.25	109.44		1,985.15	120.38	1,370.79	4,082.01			
		76.15		1 357 14	70.07	753.31	2,589.70	5,380.78	78		496.25	109.44		1,985.15	120.73	1,370.79	4,082.36			
		76.15		1352.14	69.85	753.31	2,589.48		78		496.25	109.44		1,985.15	120.38	1,370.79	4,082.01			
		76.15		1 352 14	70.07	753.31	2,589.70	5,380.78	.78		496.25	109.44		1,985.15	120.73	1,370.79	4,082.36			
		76.15		1,352.14	69.74	753.31	2,589.37		.78		496.25	109.44		1,985.15	120.20	1,370.79	4,081.83			
		76.15		1.352.14	70.07	753.31	2,589.70	5,380.78	.78		496.25	109.44		1,985.15	120.73	1,370.79	4,082.36			
		76.15		1,352.14	69.85	753.31	2,589.48	8 5,380.78	.78		496.25	109.44		1,985.15	120.38	1,370.79	4,082.01			
	338.03	76.15		1,352.14	70.07	753.31	2,589.70	0 5,380.78	.78		496.25	109.44		1,985.15	120.73	1,370.79	4,082.36			
	338.03	76.15		1,352.14	74.06	753.31	2,593.69	9 5,380.78	.78		496.25	109.44		1,985.15	126.15	1,370.79	4,087.78			
					69.85	753.31	823.16	5,380.78	.78						120.38	1,370.79	1,491.17			
36					70.07	753.31	823.38	8 5,380.78	.78						120.73	1,370.79	1,491.52			
	8 099 87 18	1 874 97	85.74	32 399.95	1.815.46	19,470.68	63,696.62	2 139,076.49	.49 202,773.11		11,907.21	2,625.98	154.11	47,632.41	3,134.05	35,519.64	100,973.40	181,958.40		485,704.91
a di									285 Sal+Ben	=									122 Sal+Ben	
Per Salary Study							30,985.00	0									148,240.00			
16 hours							29,700.00	0									29,700.00			
16 hours							60,685.00	0	60,685.00	2.00							118,540.00		118,540.00	1/9,225.00
16 hours																				
16 hours																				
16 hours																				
16 hours																				
30 hours																				
80 hours																				
80 hours																				
JOC Lane																				

2019 2	2019 285prac	285dent 2	285life 7	285hosp	285mcare 285pers		amthen285	285sal	TotBenSal285	122pres 122dent	122dent 1	122life 12	122hosp 1.	122mcare 122pers		amthen122	122sal To	TotBenSal122	TotBenSal2020
-	25	76.19	15	1351.76	69.58	31	2,617.29	5,380.78	82	526.98	109.44	12.85	1,982.27	119.94	1,370.79	4,122.27	7,031.64		
1 6	250 24		715	1 351 76		753.31	2.617.44		82	526.98	109.44	12.85	1,982.27	120.06	1,370.79	4,122.39	7,031.64		
7	250 24		7.7	1 351 76		75331	2617.18		82	526.98	109.44	12.85	1,982.27	77.611	1,370.79	4,122.10	7,031.64		
2 4	350 34		7.15	1351.76		768.01	2,633.69		8	526.98	109.44	12.85	1,982.27	122.32	1,393.56	4,147.42	7,194.20		
- 4	250 3/4		7.15	1 351 76		768.01	2.633.35	5,485.80	88	526.98	109.44	12.85	1,982.27	121.92	1,393.56	4,147.02	7,194.20		
, 4	350 34		7.15	1.351.76		768.01	2,633.69		8	526.98	109.44	12.85	1,982.27	122.32	1,393.56	4,147.42	7,194.20		
2 1	250 34		7.15	1 351 76		768.01	2,633.35		8	526.98	109.44	12.85	1,982.27	121.92	1,393.56	4,147.02	7,194.20		
- «	359 34		7.15	1.351.76		768.01	2,633.69		08	526.98	109.44	12.85	1,982.27	122.32	1,393.56	4,147.42	7,194.20		
0	350 34		7.15	1351.76		768.01	2,633.35		08	526.98	109.44	12.85	1,982.27	121.92	1,393.56	4,147.02	7,194.20		
0 01	359 34		7.15	1 351.76		768.01	2,633.47		08	526.98	109.44	12.85	1,982.27	121.67	1,393.56	4,146.77	7,194.20		
2 =	359 34		7.15	1.351.76		768.01	2,637.94		08	526.98	109.44	12.85	1,982.27	128.28	1,393.56	4,153.38	7,194.20		
1 1	359 34		7.15	1.351.76		768.01	2,633.35		80	526.98	109.44	12.85	1,982.27	121.92	1,393.56	4,147.02	7,194.20		
1 2	359 34			1.351.76		768.01	2,626.54	5,485.80	80	526.98	109.44		1,982.27	122.32	1,393.56	4,134.57	7,194.20		
14	359 34			1.351.76		768.01	2,626.20		80	526.98	109.44		1,982.27	121.92	1,393.56	4,134.17	7,194.20		
15	345.59			1,300.04		768.01	2,561.07	5,485.80	80	471.99	109.44		1,775.37	122.32	1,393.56	3,872.68	7,194.20		
16				1,300.04	4 71.09	768.01	2,560.88	5,485.80	80	471.99	109.44		1,775.37	122.52	1,393.56	3,872.88	7,194.20		
17				1,300.04	4 71.43	768.01	2,561.22	5,485.80	.80	471.99	109.44		1,775.37	122.93	1,393.56	3,873.29	7,194.20		
18				1,300.04		768.01	2,560.88	5,485.80	.80	471.99	109.44		1,775.37	122.52	1,393.56	3,872.88	7,194.20		
19				1,300.04	71.43	768.01	2,561.22	5,485.80	.80	471.99	109.44		1,775.37	122.93	1,393.56	3,873.29	7,194.20		
20				1,300.04		768.01	2,560.88	3 5,485.80	.80	471.99	109.44		1,775.37	122.52	1,393.56	3,872.88	7,194.20		
21				1,300.04	71.43	768.01	2,561.22	5,485.80	.80	471.99	109.44		1,775.37	122.93	1,393.56	3,873.29	7,194.20		
22				1,300.04	71.09	768.01	2,560.88	8 5,485.80	.80	471.99	109.44		1,775.37	122.52	1,393.56	3,872.88	7,194.20		
73				1,300.04	71.43	768.01	2,561.22	2 5,485.80	.80	471.99	109.44		1,775.37	122.93	1,393.56	3,873.29	7,194.20		
24				1,300.04	75.53	768.01	2,565.32	2 5,485.80	.80	471.99	109.44		1,775.37	128.28	1,393.56	3,878.64	7,194.20		
75						768.01	839.10	5,485.80	.80					122.52	1,393.56	1,516.08			
36					71.43	768.01	839.44	5,485.80	.80					122.93	1,393,56	1,516.49	7,194.20		
Totals	8.486.66	6 1.827.60	85.80	31,925.04	1,2	19,924.16	64,103.86	6 142,315.74	.74 206,419.60	9.60						99,734.56		99,734.56	306,154.16
									285 Sal+Ben	g.								122 Sal+Ben	
																148 240 00			
Per Salary Study	Study						30,985.00									29 700 00			
16 hours							29,700.00									110 540 00		118 540 00	179 225.00
16 hours							60,685.00		60,685.00	00:						110,340.00		Diopologia.	
16 hours																			
16 hours																			
16 hours																			
16 hours																			
30 hours																			
80 hours																			
80 hours																			
286 hours																			

2019 #206,419

OTO DO																											10 513,321.45				
וחומבוומפוזקק																											305,491.10	122 Sal+Ben			
MINI SHITE	7,194.20	7,194.20	7,194.20	7,361.92	7,361.92	7,361.92	7,361.92	7,361.92	7,361.92	7,361.92	7,361.92	7,361,92	9,480.17	9,480.17	7,361.92	7,361.92	7,361.92										195,143.26		88,343.04	77,837.86	10,505.18
	4,246.05	4,232.38	4,244.92	4,258.12	4,270.54	4,258.12	4,270.54	4,258.12	5,101.88	4,535.26	1,546.29	4,547.65	5,69091	5,666.93	2,268.74	4,547.59	4,534.80	4,547.65	4,534.80	4,547.65	4,534.80	1,539.20	4,547.65	4,534.80	4,547.65		110,347.84		49,220.13		49,220.13
HILLEUS 177	1,393.38	1,392.50	1,392.50	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,41601	1,41601	1,71256	1,71256	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	1,416.01	37,339.71		16,992.12	16,236.40	755.72
AMI INCAKE 122	122.17	122.23	12192	124.47	124.04	124.47	124.04	124.47	121.52	123.65	130.28	123.19	168.10	128.12	123.19	123.19	123.19	123.19	123.19	123.19	123.19	123.19	123.19	123.19	123.19	123.19	3,260.95		1,478.28	1,593.68	-115.40
AMI HUSPIZZ A	2,055.03	2,055.03	2,055.03	2,055.02	2,055.02	2,055.02	2,055.02	2,055.02	2,688.14	2,266.06		2,266.06	2,882.92	2,882.92		2,266.00	2,266.06	2,266.06	2,266.06	2,266.06	2,266.06	•	2,266.06	3,266.06	2,266.06	2,266.06	52,086.83		22,660.54	18,307.65	4,352.89
AMILITET77 AN	12.85	000	17.85	000	12.85	000	12.85	000	12.85	0:00	0.00	12.85	000	16.00	0.00	12.85	000	12.85	000	12.85	000	000	12.85	0.00	12.85	0000	157.35		64.25	106.90	-47.65
AMIDENI122 AN	116.36	116.36	116.36	116.36	116.36	116.36	116.36	116.36	148.81	127.18		127.18	161.01	161.01	127.18	127.18	127.18	127.18	127.18	127.18	127.18		127.18	127.18	127.18	127.18	3,055.05		1,398.98	1,966.75	-567.77
AMIPRES122 A	546.76	546.26	546.26	546.26	546.26	546.26	546.26	546.26	714.55	907.36	0.00	602.36	766.32	766.32	602.36	602.36	602.36	602.36	602.36	602.36	602.36	000	602.36	602.36	602.36	602.36	14,447.95		96'579'9	4,075.65	2,550.31
TotBenSalZ85 A																											207,830.35	285 Sal+Ben			
AMTSAL285	5,485.80	5,485.80	5,485.80	5,602.57	5,602.57	5,602.57	5,602.57	5,602.57	5,602.57	5,602.57	5,602.57	5,602.57	3,484.32	3,484.32	5,602.57	5,602.57	5,602.57	5,602.57	5,60257	5,602.57	5,602.57	5,60257	5,60257	5,60257	5,602.57	5,602.57	141,080.01		67,230.84	70,548.26	-3,317.42
amthen 285 A	2,741.85	2,734.89	2,741.76	2,752.91	1,7971	2,752.91	2,759.71	2,752.91	2,967.54	2,787.06	861.49	2,828.98	1,686.21	1,690.03	2,821.83	2,828.98	2,821.83	2,828.98	2,821.83	2,828.98	2,821.83	856.50	2,828.98	2,821.83	2,828.98	2,821.83	66,750.34		31,932.38		31,932.38
AMtpers285 a	768.01	768.01	768.01	784.35	784.35	784.35	784.35	784.35	784.35	784.35	784.35	784.35	487.80	487.80	784.35	784.35	784.35	784.35	784.35	784.35	784.35	784.35	784.35	784.35	78435	784.35	19,750.98		9,412.20	9,876.87	-464.67
AMtmedc285 A	70.85	71.04	70.76	17.71	72.36	17.77	72.36	17.71	71.73	72.60	77.14	72.15	47.73	47.55	72.15	72.15	72.15	72.15	72.15	72.15	72.15	72.15	72.15	72.15	72.15	72.15	1.830.20		865.80	963.09	-97.29
AMthosp285 AV	1,434.28	1.434.28	1,434.28	1,434,29	1434.29	1,434.29	1,434.29	1,434,29	1592.57	1,460.31		1,487.05	870.19	870.19	1,487.05	1,487.05	1,487.05	1,487.05	1,487.05	1,487.05	1,487.05		1,487.05	1,487.05	1,487.05	1,487.05	3411215		16,357.55	12,758.35	3,599.20
amtif285 AM	715	000	715	000	715	000	715	000	715	000	000	715	000	4.00	000	715	000	715	000				715				00		35.75	43.10	
	80.30	8030	80.30	8030	8030	8030	80.30	8030	88.41	8163	000	83.00	49.17	49.17	83.00	83.00	83.00	83.00					83.00				=		913.00	823.22	
AMtpres285 AMtdent285												395.28				395.28							395.28				0	ne son's	4,348.08	0 3385.22	
2020 EFF DATE	01/10/2020	0/07/200	02/02/2020	חלחל/ונ/נח	03/06/2020	03/20/2020	04/03/2020	000/11/2020	02/11/20	02/12/2020	02/50/50	06/12/2020																		7/25/2020	
2020 E	-	, ,		, 4		, 4	, ,	. 00	9 0	, 6	=======================================	17	13	14	15	16	11	18	19	200	21	72	33	74	3	36	Totale	Cigio	projecte d	Avail	difference