

SPENDING PLAN

SUBMITTED PURSUANT TO

BUSINESS AND PROFESSIONS CODE SECTION 6140.16



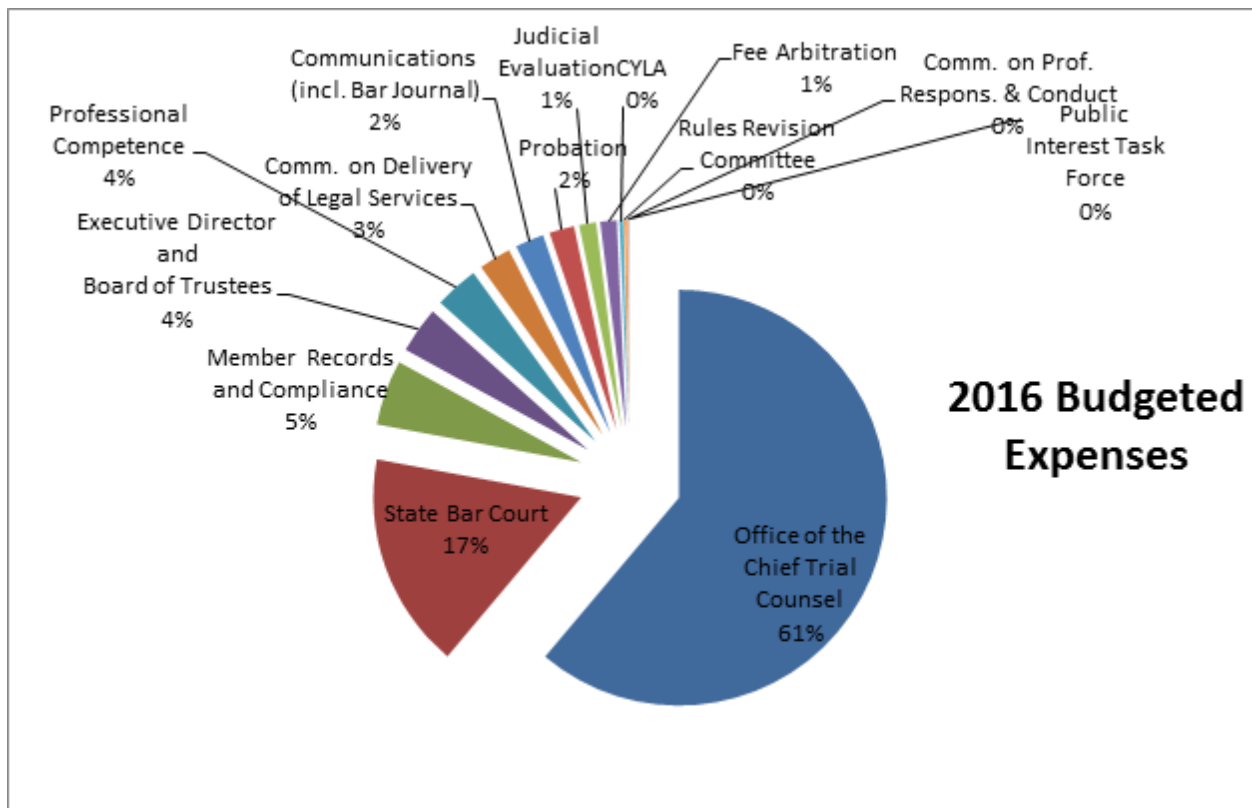
THE STATE BAR OF CALIFORNIA
MAY 13, 2016

INTRODUCTION

Senate Bill 387 (2015-2016 Reg. Sess., ch. 537, 2015 Cal. Stat.) required the State Bar to conduct a thorough analysis of its priorities and necessary operating costs and develop a spending plan, which includes its fund balances, to determine a reasonable amount for the annual membership fee that reflects its actual or known costs and those to implement its workforce plan.¹

Chart 1 below reflects the components of the Bar's unconsolidated General Fund,² which houses the annual membership fee. As Chart 1 reflects, 80 percent of budgeted expenses reflect the costs of the Office of the Chief Trial Counsel, State Bar Court, and the Office of Probation.

Chart 1



The bill also directed the Bar to develop and recommend a new backlog goal, and an assessment of the staffing needed to achieve that goal.

¹ Business and Professions Code section 6140.16 directs the State Bar to develop and implement a workforce plan for its discipline system as well as a public sector compensation and benefits analysis. These reports were prepared by consulting firms and are being submitted separately.

² Unconsolidated General Fund membership fees and resources of the State Bar support the discipline system; other General Fund activities include the Building Fund, the IT Fund, and non-discipline-related programs. Membership fee revenue is only deposited in the unconsolidated General Fund.

The following spending plan is submitted pursuant to these directives.

ANNUAL MEMBERSHIP FEE

REVENUE

The Bar's annual membership fee, which has not been increased since 2000, is \$330; an additional \$50 in mandatory fees, \$40 of which are assigned to the Client Security Fund, and \$10 of which are designated for the Lawyer Assistance Program. Mandatory fees are outlined below:

Table 1: 2016 Mandatory Membership Fees

| | |
|---------------------------|--------------|
| Membership Fee | \$330 |
| Client Security Fund | \$40 |
| Lawyer Assistance Program | \$10 |
| Total | \$380 |

Summary information regarding maximum mandatory licensing fees from the 2015 International Survey of Attorney Licensing Fees³ suggests that the California State Bar's commensurate fee of \$330 is only slightly above the national average:

Table 2: 2015 US Attorney
Membership Fees

| | |
|-------------------------|-------|
| Minimum Annual Fee (CT) | \$75 |
| Maximum Annual Fee (AK) | \$660 |
| Average Annual Fee | \$321 |

As reflected in the Bar's adopted 2016-2018 Budget, projected 2016 revenue from mandatory fees are as follows:

Table 3: 2016 Membership Fee
Budgeted Revenue (millions)

| | |
|---------------------------|---------------------|
| Membership Fee | \$64.5 ⁴ |
| Client Security Fund | \$7.8 |
| Lawyer Assistance Program | \$2.0 |
| Total | \$74.3 |

In addition to membership fees, other program revenue is housed in the State Bar's unconsolidated General Fund; these programs, with corresponding 2016 budgeted revenue, are outlined on the following page. This plan includes spending associated with these other revenue sources that are comingled with the membership fee in the applicable Fund. Client Security and

³ "International Survey of Attorney Licensing Fees." July 2015. Office of Attorney Ethics of New Jersey. Note: the information provided in this table is limited to fees charged in the 50 US states and the District of Columbia.

⁴ This figure includes only mandatory fee revenue; penalties and late fees are excluded.

Lawyer Assistance Program revenues are housed in separate funds.

Table 4: 2016 Other Unconsolidated General Fund
Budgeted Revenue (thousands)

| | |
|-------------------------------|----------------|
| Penalties and Late Fees | \$2,100 |
| Multi-Jurisdictional Practice | \$510 |
| LLP Registration | \$620 |
| LLC Registration | \$820 |
| MCLE & Compliance | \$593 |
| Certification | \$205 |
| Investment | \$105 |
| Other | \$347 |
| Total | \$5,300 |

Complete revenue detail is provided as Appendix A.

EXPENDITURES

Expenditures against this revenue as reflected in the Bar's 2016 adopted budget are provided below. Eighty percent of expenditures tie to the Office of the Chief Trial Counsel, State Bar Court, and Probation, alone.

Table 5: General Fund Expenses

| | |
|---|-------------------|
| Office of the Chief Trial Counsel | 42,467,700 |
| State Bar Court | 11,938,500 |
| Member Records and Compliance | 3,604,200 |
| Executive Director and Board of Trustees ⁵ | 2,564,600 |
| Professional Competence & COPRAC | 2,482,400 |
| Comm. on Delivery of Legal Services | 1,786,900 |
| Communications (incl. Bar Journal) | 1,569,800 |
| Probation | 1,379,000 |
| Judicial Evaluation | 933,400 |
| Fee Arbitration | 907,400 |
| CYLA | 213,500 |
| Rules Revision Committee | 172,800 |
| Public Interest Task Force | 51,300 |
| Commission on Access to Justice | 28,600 |
| Residuals from Indirect Allocation | -600,000 |
| Total | 69,461,900 |

⁵ The expenses for the Executive Director and Board of Trustees are allocated as indirect costs to other Bar programs.

Over 68 percent of all expenses reflect salary and benefit costs.

ALIGNMENT WITH STATE BAR PRIORITIES

At its January 31, 2016 planning retreat, the State Bar Board of Trustees developed the following Mission and Vision Statements, as well as Goals and Objectives for the period 2016-2018. Unconsolidated General Fund expenditures support the Bar's advancement of these priorities:

MISSION AND VISION STATEMENTS

Mission: Protection of the public shall be the highest priority for the State Bar of California and its Board of trustees in exercising their licensing, regulatory, and disciplinary functions. Whenever the protection of the public is inconsistent with other interests sought to be promoted, the protection of the public shall be paramount.

(Added by Stats. 2011, Ch. 417, Sec. 1. Effective January 1, 2012.)

Vision: A public service organization committed to transparency, accountability and excellence to ensure public protection through lawyer regulation, education and discipline, and support for improvements to the legal justice system.

GOALS AND OBJECTIVES

- GOAL 1: Ensure a timely, fair, and appropriately resourced discipline and regulatory system.
- a. Conduct and implement Workforce Planning for the discipline system.
 - b. Review and implement a Classification and Compensation Study for the discipline system, as part of an organization-wide effort.
 - c. Develop and implement transparent and accurate reporting and tracking of the health and efficacy of the discipline system, to include (a) completion of the Annual Discipline Report and assessment of ways to enhance the process for the completion and review of future reports, (b) developing and implementing an appropriate backlog metric and seeking any needed statutory changes in regard to that metric, and (c) assessing ways to staff a dedicated data and research function.
 - d. Develop and deploy a new case management system for Office of Chief Trial Counsel and State Bar Court.
 - e. Expeditiously refine, adopt and implement phased-in and/or modified Task Force on Admissions Regulation Reform recommendations.
 - f. Manage the review, recommendation for Supreme Court adoption, and promulgation of new Rules of Professional Conduct as prepared by the Rules Revision Commission.
 - g. Complete full implementation of the Auditor's 2015 recommendations.
 - h. Consider and implement the most effective mechanism for ensuring compliance with MCLE requirements.

- i. Design and implement a program of preventative education.

GOAL 2: Proactively inform and educate Stakeholders about the State Bar's responsibilities, initiatives, and accomplishments.

- a. Develop and implement a Communications Strategy Plan for timely and effective external and internal communication.
- b. Manage and support the Governance in the Public Interest Task Force and its recommendations and continue to address the implementation of the California Public Records Act and Bagley-Keene Bar-wide.
- c. Redesign the State Bar website to improve access, legibility and utility for all stakeholders.
- d. Continue to play an appropriate role in preventing and remedying the Unauthorized Practice of Law in cooperation with law enforcement agencies empowered to prosecute this crime, and to continue dialog with the Legislature and other Stakeholders about the Bar's statutory authority and appropriate role in this area.

GOAL 3: Improve fiscal and operational management, emphasizing integrity, transparency, and accountability.

- a. Complete the Workforce Planning and Classification and Compensation Studies. Develop and implement action plans to improve personnel and fiscal resource utilization.
- b. Improve productivity through performance accountability, training, and professional development.
- c. Improve staff morale and career satisfaction through recognition of performance, career path development, and transparent and collaborative communication.
- d. Reallocate funds to reflect expenditure review, new reserve policy, and other reengineering efforts.
- e. Clarify and harmonize policy and regulatory mandates impacting the Bar arising from: Statute; changes in Board composition and leadership (including Board Book review and update); and management policy directives.
- f. Develop a three-year technology plan to use appropriate technology to facilitate information sharing and records management. Ensure sufficient funding for the plan and staff training to support its implementation.
- g. In conjunction with annual budgets, ensure maintenance and use of the Bar's Los Angeles and San Francisco buildings to maximize benefit to the Bar and the people of California.

GOAL 4: Support Access to Justice and improvements in the Justice System

- a. Support increased funding and enhanced outcome measures for Legal Services.
- b. Support increased Access to Justice by working with the California Commission on Access to Justice, Council on Access and Fairness, and Standing Committee on the Delivery of Legal Services, to identify and develop programs for implementation by partner organizations.

- c. Support adequate funding of the Client Security Fund.

In addition to aligning with adopted 2016-2018 Goals and Objectives, as reflected in Appendix B, the majority of unconsolidated General Fund programs are mandated by statute or rule. Table 6 depicts how each Unconsolidated General Fund program aligns with the Bar’s goals:

Table 6: Unconsolidated General Fund Priority Alignment

| Department/Program | Goal/Objective | | |
|--|----------------|----|----|
| Office of the Chief Trial Counsel | 1 | 2d | |
| State Bar Court | 1 | | |
| Member Records and Compliance | 1h | | |
| Executive Director and Board of Trustees | All | | |
| Professional Competence | 1f | 1i | |
| Comm. on Delivery of Legal Services | 1e | 4a | 4b |
| Communications (incl. Bar Journal) | 2a | 2c | 2d |
| Probation | 1 | | |
| Judicial Evaluation | 4 | | |
| Fee Arbitration | 2 | | |
| CYLA | 1i | | |
| Rules Revision Committee | 1f | | |
| Comm. on Prof. Responsibility & Conduct | 1f | 1i | |
| Public Interest Task Force | 2b | | |

THE LAWYER ASSISTANCE PROGRAM AND CLIENT SECURITY FUND

The Lawyer Assistance Program has been operating with a structural surplus for a number of years, resulting in a sizeable fund balance accumulating as of December 31, 2015. For example, budgeted revenue in 2016 is \$2,064,100, while budgeted expenses total \$1,623,600⁶. The Bar recently directed over 90 percent of the Program’s surplus fund balance, or \$1.6 million, to the Client Security Fund. As the declining LAP caseload trend continues, it may be appropriate to consider a permanent adjustment of the \$10 mandatory fee supporting this effort.

Specifically, the Bar has recommended redirection a portion of the Lawyer Assistance Program fee to the Client Security Fund on a permanent basis. This recommendation should be considered in light of workforce planning recommendations which suggest, one the one hand,

⁶ This amount varies by \$28,300 compared to adopted 2016 budget because one contract was determined

a downsizing of Program staff due to declining caseloads, and conversely, the need to implement a strategic planning initiative which may trigger significant program growth.

As distinct from the Lawyer Assistance Program which has been operating at a surplus, the Client Security Fund has an estimated \$16 million in applicant payouts⁷ pending, which, absent a significant infusion of resources, will take years to address. In addition to that backlog which was generated by a particular market occurrence (the loan modification crisis), the Fund is operating at a slight structural deficit⁸, when comparing the value of applications received annually against annual revenue. A limited term augmentation of the annual fee of between \$15 - \$20 is needed to expedite processing of these pending payouts; on an ongoing basis, redirection of a portion of the LAP fee could ameliorate a portion of the structural deficit in the Fund.

UNCONSOLIDATED GENERAL FUND EXPENDITURE DETAIL

Detailed information regarding unconsolidated General Fund expenditures is provided as Appendix C.

BUDGET IMPLICATIONS OF BACKLOG STANDARD, WORKFORCE PLANNING AND CLASSIFICATION AND COMPENSATION ANALYSES

Concurrent with preparation of this spending plan, the Bar underwent workforce planning and classification and compensation analyses; in addition, a recommendation regarding a new backlog goal was developed, pursuant to legislative mandate. The tables on the following pages detail the financial impact of implementing both current and proposed backlog standards, and the recommendations stemming from both the workforce planning and classification and compensation analyses.

With respect to the backlog standard, the current statutory goal is 180 days from complaint receipt to filing in State Bar Court. This compares to the 2015 *average* time from receipt to filing of 305 days, as reported in the 2015 Annual Discipline Report. Under separate cover the Bar has presented options for the legislature to consider with respect to a new backlog goal. These are Feasible (243 days) and Enhanced (197 days); in addition, the workload needs associated with the current 180 day standard have been identified.

Also presented under separate cover is a classification and compensation analysis of the Office of the Chief Trial Counsel. This report suggests that changes in both classification and compensation are warranted, and implicates both attorney and non-attorney staffing.

⁷ The significant backlog in applicant payouts is due to the spike in claims stemming from the loan modification crisis.

⁸ Estimated to total approximately \$1.3 million annually based on projected annual payouts of \$7.3 million.

Table 7 reflects the fiscal analysis of the resource needs associated with the various backlog standards considered and classification and compensation recommendations:

Table 7: Impact of Revised Backlog Goals and Classification and Compensation Analysis

| Salary Structure | Backlog Goal | Additional Cost (millions) ⁹ |
|---|------------------------------|---|
| Current | Current statutory (180 days) | \$9.9 |
| | Enhanced (197) | \$8.6 |
| | Feasible (243) | \$4.9 |
| Classification and Compensation Study Recommendations | Current statutory (180 days) | \$9.8 |
| | Enhanced (197) | \$8.5 |
| | Feasible (243) | \$4.9 |

In addition, the Bar has modeled the fiscal impact of implementation of OCTC-related workforce planning recommendations. Those recommendations, which center around adoption of a team structure in the office, will result in the need for additional staff, particularly supervising attorneys to manage teams; associated costs are provided in Table 8 below.

Table 8: Impact of Workforce Planning Recommendations

| Backlog Goal | Current Compensation (millions) | Class and Comp Recommendations (millions) |
|-------------------|---------------------------------|---|
| Current Statutory | + \$.5 ¹⁰ = \$10.4 | + \$.6 = 10.4 |
| Enhanced | + \$.4 = \$9.0 | + \$.6 = \$9.1 |
| Feasible | + \$.4 = \$5.3 | + \$.5 = \$5.4 |
| Current Actual | \$1.6 | \$1.5 |

Detailed cost modeling is provided as Appendix D.

USE OF FUND BALANCE TO ADDRESS IDENTIFIED NEEDS

On February 1, 2016, the Board of Trustees adopted a reserve policy. As related to the unconsolidated General Fund, that policy reflects a minimum “floor” reserve of 17 percent of annual operating expenditures, and a ceiling of 30 percent. Unconsolidated General Fund, Client Security Fund, and Lawyer Assistance Program fund balances are provided on the following page.

⁹ All cost estimates reflect budgeting personnel at the midpoint of the salary range, and include benefits.

¹⁰ Figures reflect an addition to those in Table 7.

Table 9: Fund Balances

| | Unconsolidated General Fund ¹¹ | LAP | CSF |
|---|--|---------------------------|-------------|
| Fund Balance 12/31/2015 | (28,057,290) | 2,233,020 | 2,200,440 |
| 2016 Budgeted Revenues | 69,827,700 | 2,064,100 | 7,847,100 |
| Less: 2016 Budgeted Expenditures | (69,461,770) | (1,623,600) | (7,831,400) |
| Projected Fund Balance 12/31/2016 | (27,691,360) | 2,673,520 | 2,216,140 |
| Board Approved Interfund Transfers in March 2016: | | (1,600,000) ¹² | 1,600,000 |
| Projected Fund Balance 12/31/2016 after Transfers: | | 1,073,520 | 3,816,140 |
| Working Capital & Reserve Calculation: | | | |
| Total Current Assets as of 12/31/2015 | 88,041,965 | 2,765,625 | 4,110,966 |
| Less: Total Current Liabilities as of 12/31/2015 | (82,107,430) | (525,970) | (1,895,629) |
| Net Working Capital - 12/31/2015 | 5,934,535 | 2,239,655 | 2,215,337 |
| Board Approved Interfund Transfers in March 2016: | | (1,600,000) | 1,600,000 |
| Adjusted Working Capital after Interfund Transfers (A): | 5,934,535 | 639,655 | 3,815,337 |
| 2015 Operating Expenses | 64,309,853 | 1,632,537 | 7,745,688 |
| Adjustment: CSF Payout (Non Operating Expenses) | - | - | (6,005,388) |
| Adjusted Operating Expenses (B) | 64,309,853 | 1,632,537 | 1,740,300 |
| Reserve Level Calculation: {(A)/(B)} | 9.23% | 39.18% | 219.23% |
| Reserve Level meeting 17% target? | No | Yes | Yes |

As reflected above, the unconsolidated General Fund balance is below the adopted floor of 17 percent; as such, no fund balance is available to address identified discipline-system needs. The Lawyer Assistance Program maintains a fund balance in excess of the 30 percent ceiling. Concomitant with redirecting a significant portion of Program fund balance to the Client Security Fund, the Board designated remaining excess reserves to support a comprehensive assessment and evaluation of the Program; as a result, Lawyer Assistance Program fund balance is fully committed. It should be noted that this particular Board directive is in alignment with workforce planning recommendations, which suggest that a complete review of the purpose and structure of the Lawyer Assistance Program be conducted.

The Client Security Fund balance supports applicant payout and cannot be appropriately used to advance other discipline-related initiatives.

ADDITIONAL CONSIDERATIONS

¹¹ The Bar's February budget submission to legislature reflected fund balances for the consolidated General Fund while this information relates to the unconsolidated General Fund only.

¹² At its March 11 meeting, the Board approved a transfer of \$1.6 million in LAP fund balance to the Client Security Fund.

This spending plan reflects an analysis of the fiscal impact of implementation of the most significant component of workforce planning and compensation and classification recommendations – those related to the Office of the Chief Trial Counsel. In addition, the impact of existing and proposed backlog standards is identified. It is important to note, however, that additional workforce planning recommendations, related to other areas of the discipline system, were not comprehensively analyzed from a cost perspective. These areas include:

- cost savings associated with proposed reductions in Lawyer Assistance Program staffing.
- additional costs to create a new Probation Deputy Supervisor position, as well as a joint manager over the Lawyer Assistance Program and the Office of Probation
- additional costs to create new positions in State Bar Court;
- the cost implications of faster OCTC case processing on the workload of the State Bar Court (increased prosecutorial resources are likely to result in an increased need for State Bar Court staffing);
- physical space needs resulting from addition of more staff.

The State Bar is committed to ongoing business process improvement while it continues to refine the estimates of the fiscal impact of these recommendations; these efforts may ultimately reduce implementation costs.

IMPLICATIONS FOR DETERMINING THE ANNUAL MEMBERSHIP FEE

The State Bar currently has a combined active and inactive membership of approximately 250,000. To calculate the impact of fees on revenues, that membership number translates into approximately \$5 million for every \$20 increase in fees, across all Bar members.

Under the most limited scenario outlined in Table 8 above, the State Bar would need only \$1.5 million in additional revenue to implement a version of OCTC-related workforce planning recommendations. This approach would result in status quo case processing timelines, and suggests an increased membership fee of between \$5 and \$6.

Under the most ambitious scenario, the State Bar would need an additional \$10.4 million in additional General Fund revenue. Under this scenario, the State Bar would add the resources necessary to meet the statutory time frame of 180 days before cases fall into backlog, and fully implement workforce planning and classification and compensation recommendations. An increase in the membership fee by approximately \$40 would be needed to implement this

approach.

In addition to these unconsolidated General Fund adjustments, the Client Security Fund fee warrants an increase. With over \$16 million in estimated payouts, clients who have been harmed by unscrupulous attorneys are facing payment delays of months or even years solely from the funds inability to pay. A limited term \$15-\$20 increase will address the fund's shortfall and ensure the public is protected.

The implication of this analysis for what constitutes a reasonable amount for the annual membership fee is clear. As currently structured, the State Bar's membership fees provide sufficient resources only to maintain the status quo. Even modest improvements will require an investment in the State Bar's discipline system; the level of investment should directly tie to the performance goals that are being considered for adoption.

APPENDIX A - REVENUE DETAIL

| Line Item | Account Description | Unconsolidated General | Lawyer Assistance | Client Security Fund |
|-----------|--------------------------------|------------------------|-------------------|----------------------|
| 30110 | Mandatory Membership Dues | 64,500,000 | 2,050,000 | 7,792,000 |
| 30130 | Penalties-Current Year | 1,800,000 | - | - |
| 30140 | Penalties-Prior Years | 76,000 | - | - |
| 30150 | Prior Years Member Fee | 230,000 | 7,500 | 27,300 |
| 30160 | Bankcard Proc. Fees | - | - | - |
| 30510 | MJP Annual Renewal Fees | 500,000 | - | - |
| 33010 | MJP Late Fees | 10,000 | - | - |
| 34010 | Registration as a Law Corp. | 130,000 | - | - |
| 34020 | Late Fee-Law Corp. | 90,000 | - | - |
| 34030 | Annual Report-Law Corp. | 600,000 | - | - |
| 34510 | Investment Income | 105,200 | 6,600 | 14,500 |
| 34520 | Unrealized Gain/Loss on Invest | - | - | - |
| 35610 | LLP Registration | 35,000 | - | - |
| 35620 | LLP Renewal | 588,000 | - | - |
| 35710 | MCLE Application Fees | - | - | - |
| 35710 | MCLE Self Study Test | 113,700 | - | - |
| 35750 | Member Credit Req. | 5,000 | - | - |
| 35760 | Ex/Mod. Application Fees | 1,700 | - | - |
| 35770 | Late Compliance Fees | 426,000 | - | - |
| 35780 | Reentry Fee | 47,000 | - | - |
| 36540 | Classified Advertising Revenue | 23,400 | - | - |
| 36550 | Internet Adv. Revenue | 93,500 | - | - |
| 37010 | Seminar and Workshop Revenue | 20,800 | - | - |
| 38300 | All Other Miscellaneous | 78,800 | - | - |
| 38310 | Subs. renewal-nontaxable | 14,000 | - | - |
| 38410 | Court Order Sanction | - | - | 13,300 |
| 38520 | Ethics School Class Fees | 57,500 | - | - |
| 38700 | Fee Arbitration Revenues | 44,000 | - | - |
| 38800 | Outside Label Revenue | 15,000 | - | - |
| 39220 | Proc. Fee-Certification | 202,500 | - | - |
| 39240 | Proc. Fee-Oath Cards | 3,000 | - | - |
| 39510 | Sale of Publication 250 | 6,000 | - | - |
| 39510 | Sales of Ethics Opinion | 10,000 | - | - |
| 39520 | Sale of Trust Acctg Handbook | - | - | - |
| 39520 | Sales of Pamphlets | 1,500 | - | - |
| 39530 | Sale of e-Publications | 100 | - | - |
| | Total | 69,827,700 | 2,064,100 | 7,847,100 |

Appendix B
 Authorities for State Bar Spending Plan

| Goal | Spending Area | Authority |
|---|--|---|
| Ensure a timely, fair and appropriate discipline and regulatory system | Office of the Chief Trial Counsel | Business and Professions Code section 6079.5 |
| | State Bar Court | Business and Professions Code sections 6079.1 and 6086.65 |
| | Office of Probation | State Bar Rules of Procedure Rules 550-566 and 2701-2703 California Rules of Court Rule 9.20 |
| | Committee on Professional Responsibility and Conduct | Board of Trustees |
| | Office of Professional Responsibility and Competence | Board of Trustees |
| | Rules Revision Committee | Board of Trustees, pursuant to direction from Supreme Court |
| | Member Records and Compliance | State Bar Act Business and Professions Code sections 6160 and 6174 Family Code section 17520 |
| | California Young Lawyers Association | Board of Trustees |
| Proactively inform and educate Stakeholders about the State Bar's responsibilities, initiatives and accomplishments | Mandatory Fee Arbitration | Business and Professions Code sections 6200-6206 Rules of the State Bar Title 3, Division 4, Chapter 2 |
| | Communications | Board of Trustees |
| | California Bar Journal | Board of Trustees |
| Improve fiscal and operational management, emphasizing integrity, transparency, and accountability | Governance in the Public Interest Task Force | Business and Professions Code section 6001.2 |
| | Office of the Executive Director and Board of Trustees | Board of Trustees |
| Support Access to Justice and improvements in the Justice System | Judicial Evaluation | Government Code section 12011.5 |
| | Commission on Access to Justice | Board of Trustees |
| | Commission on Delivery of Legal Services | Board of Trustees |

APPENDIX C - EXPENDITURE DETAIL

| Department | Cost Center | Authorized FTE | Vacant FTE | Filled FTE | Budget Personnel Expense | OPEB | SF Alloc | LA Alloc | Budget Operating Expense | Budget Indirect Cost | Budget Total Expense | Budget Revenue |
|--|--|----------------|------------|-------------|--------------------------|---------------|------------------|------------------|--------------------------|----------------------|----------------------|----------------|
| Public Interest Task Force | 10010 - Public Interest Task Force | - | - | - | - | - | 3,300 | - | 48,000 | 3,300 | 51,300 | - |
| Judicial Evaluation | 10101 - Judicial Evaluation | 4.0 | - | 4.0 | 454,400 | 4,600 | 250,100 | - | 224,300 | 254,700 | 933,400 | - |
| Member Records and Compliance | 10201 - Child & Family Support | - | - | - | 200 | - | - | - | 4,000 | - | 4,200 | - |
| | 10202 - Member Rec. & Cert. | - | - | - | - | - | - | - | - | - | - | 3,000 |
| | 10251 - Member Services Center | 19.0 | - | 19.0 | 2,088,800 | 21,200 | 1,036,500 | - | 425,200 | 1,057,700 | 3,571,700 | 710,200 |
| | 10252 - Transition Assistance Services | - | - | - | - | - | - | - | 28,300 | - | 28,300 | - |
| Member Records and Compliance Total | | 19.0 | - | 19.0 | 2,089,000 | 21,200 | 1,036,500 | - | 457,500 | 1,057,700 | 3,604,200 | 713,200 |
| | | | | | 2,089,000 | 21,200 | 1,036,500 | | 457,500 | 1,057,700 | 3,604,200 | 713,200 |
| OCTC | 10310 - OCTC-Enforcement (Consolidated) | 233.1 | 16.0 | 217.1 | 30,176,200 | 305,400 | 9,956,400 | 2,142,800 | 886,900 | 12,404,600 | 43,467,700 | 60,500 |
| OCTC Adjustment for Reimbursements | 10310 - OCTC-Enforcement (Consolidated) | - | - | - | - | - | - | - | (1,000,000) | - | (1,000,000) | - |
| SBC | 10401 - SBC Sr. Executive | 2.9 | - | 2.9 | 512,200 | 73,000 | 2,934,600 | 1,359,000 | 78,600 | 4,366,600 | 4,957,400 | 14,000 |
| | 10402 - Hearing Admin.-SF | 8.0 | - | 8.0 | 1,036,500 | - | - | - | 51,400 | - | 1,087,900 | - |
| | 10403 - Hearing Counsel LA/SF | 7.0 | - | 7.0 | 1,320,800 | - | - | - | 25,200 | - | 1,346,000 | - |
| | 10404 - Hearing Judges | 5.0 | - | 5.0 | 1,182,300 | - | - | - | 87,300 | - | 1,269,600 | - |
| | 10405 - Hearing/Effec./Admin.-LA | 11.0 | - | 11.0 | 1,486,700 | - | - | - | 59,400 | - | 1,546,100 | 1,500 |
| | 10407 - Presiding/Review Judges | 2.6 | - | 2.6 | 743,200 | - | - | - | 46,000 | - | 789,200 | - |
| | 10408 - Review Counsel/Clerk | 6.0 | - | 6.0 | 932,100 | - | - | - | 10,200 | - | 942,300 | - |
| SBC Total | | 42.5 | - | 42.5 | 7,213,800 | 73,000 | 2,934,600 | 1,359,000 | 358,100 | 4,366,600 | 11,938,500 | 15,500 |
| Mandatory Fee Arb | 10503 - Mandatory Fee Arb Committee | - | - | - | - | - | - | - | 24,800 | - | 24,800 | - |
| | 10504 - Mandatory Fee Arbitration (Consolidated) | 5.0 | - | 5.0 | 575,500 | 5,800 | 222,200 | - | 79,100 | 228,000 | 882,600 | 48,300 |
| Mandatory Fee Arb Total | | 5.0 | - | 5.0 | 575,500 | 5,800 | 222,200 | - | 103,900 | 228,000 | 907,400 | 48,300 |
| Probation | 10601 - Probation | 8.0 | - | 8.0 | 919,700 | 9,300 | 290,800 | 139,000 | 20,200 | 439,100 | 1,379,000 | - |
| COPRAC | 10702 - COPRAC | - | - | - | - | - | 5,800 | - | 48,000 | 5,800 | 53,800 | 4,300 |
| Professional Competence - Excl COPRAC ar | 10706 - Prof. Resp. & Conduct | 13.0 | 1.0 | 12.0 | 1,574,500 | 15,900 | 764,800 | - | 47,800 | 780,700 | 2,403,000 | - |
| | 10709 - OPC Publications (Consolidated) | - | - | - | - | - | - | - | 25,600 | - | 25,600 | 17,100 |
| Professional Competence Total | | 13.0 | 1.0 | 12.0 | 1,574,500 | 15,900 | 764,800 | - | 73,400 | 780,700 | 2,428,600 | 17,100 |
| Rules Revision Committee | 10708 - Rules Revision Committee | - | - | - | - | - | 11,200 | - | 161,600 | 11,200 | 172,800 | - |
| Communications - Media Relations | 10801 - Media & Info. Svcs. | 4.8 | 1.0 | 3.8 | 781,300 | 7,900 | 304,000 | - | 269,600 | 311,900 | 1,362,800 | - |
| Communications - Calbar Journal | 10802 - Calif. Bar Journal | 1.0 | - | 1.0 | 119,700 | 1,200 | 39,000 | - | 47,100 | 40,200 | 207,000 | 230,600 |

APPENDIX C - EXPENDITURE DETAIL

| Department | Cost Center | Authorized FTE | Vacant FTE | Filled FTE | Budget Personnel Expense | OPEB | SF Alloc | LA Alloc | Budget Operating Expense | Budget Indirect Cost | Budget Total Expense | Budget Revenue |
|---|---|----------------|-------------|--------------|--------------------------|----------------|-------------------|------------------|--------------------------|----------------------|----------------------|-------------------|
| Commission on Access to Justice | 10901 - Commission on Access to Justice | - | - | - | - | - | 6,800 | - | 21,800 | 6,800 | 28,600 | - |
| Commission on Delivery of Legal Services | 10905 - Comm. on Delivery of Legal Svc | 9.0 | - | 9.0 | 1,141,800 | 11,600 | 542,200 | - | 91,300 | 553,800 | 1,786,900 | 60,000 |
| CYLA | 10903 - Calif. Young Lawyers Assoc. | 0.9 | - | 0.9 | 112,500 | 1,100 | 39,200 | - | 500 | 40,300 | 153,300 | - |
| | 10908 - CYLA - Admin | - | - | - | - | - | - | - | 35,600 | - | 35,600 | - |
| | 10909 - CYLA - Education | - | - | - | - | - | - | - | - | - | 23,500 | 17,000 |
| | 10910 - CYLA - Outreach | - | - | - | - | - | - | - | 24,600 | - | 1,100 | - |
| CYLA Total | | 0.9 | - | 0.9 | 112,500 | 1,100 | 39,200 | - | 60,700 | 40,300 | 213,500 | 17,000 |
| Dues Revenue | 10 - General Fund OH Alloc BU | - | - | - | - | - | - | - | - | - | - | 66,606,000 |
| Multi Jurisdictional Practice | 10 - General Fund OH Alloc BU | - | - | - | - | - | - | - | - | - | - | 510,000 |
| Law Corporation | 10 - General Fund OH Alloc BU | - | - | - | - | - | - | - | - | - | - | 820,000 |
| LLP | 10 - General Fund OH Alloc BU | - | - | - | - | - | - | - | - | - | - | 610,000 |
| Investment Income | 10 - General Fund OH Alloc BU | - | - | - | - | - | - | - | - | - | - | 105,200 |
| Miscellaneous Income | 10 - General Fund OH Alloc BU | - | - | - | - | - | - | - | - | - | - | 10,000 |
| Totals: | | 340.3 | 18.0 | 322.3 | 45,158,400 | 457,000 | 16,406,900 | 3,640,800 | 1,872,400 | 20,504,700 | 67,535,500 | 69,827,700 |
| Allocated Executive Director/Appt/BOT/Election Cost Centers | | | | | | | | | | | | |
| Executive Director | 10001 - Executive Director | 9.0 | 1.0 | 8.0 | 1,961,600 | - | - | - | 263,700 | 2,225,300 | 2,225,300 | - |
| Appointments | 10002 - Appointments Administration | 1.0 | - | 1.0 | 99,300 | - | - | - | 1,600 | 100,900 | 100,900 | - |
| Board of Trustees | 10003 - Board of Trustees | - | - | - | - | - | - | - | 182,100 | 182,100 | 182,100 | - |
| Elections | 10005 - Elections | - | - | - | 200 | - | - | - | 56,100 | 56,300 | 56,300 | - |
| Total Allocated Executive Director/Appt/BOT/Election Cost Centers: | | 10.0 | 1.0 | 9.0 | 2,061,100 | 0 | 0 | 0 | 503,500 | 2,564,600 | 2,564,600 | 0 |
| Indirect Costs allocated out (ED/BOT/Election) | | - | - | - | - | - | - | - | - | (2,564,600) | (2,564,600) | - |
| Non-Departmental | 10 - General Fund OH Alloc BU | - | - | - | - | - | 1,882,200 | 44,200 | - | 1,926,400 | 1,926,400 | - |
| Grand Total: | | 350.3 | 19 | 331.3 | 47,219,500 | 457,000 | 18,289,100 | 3,685,000 | 2,375,900 | 22,431,100 | 69,461,900 | 69,827,700 |

APPENDIX C - EXPENDITURE DETAIL

| Department | Authorized | | Filled | Budget Personnel | | | Budget Operating | | Budget | Budget Total | Budget |
|---|--------------|-------------|--------------|-------------------|----------------|-------------------|------------------|------------------|-------------------|-------------------|-------------------|
| | FTE | Vacant FTE | FTE | Expense | OPEB | SF Alloc | LA Alloc | Expense | Indirect Cost | Expense | Revenue |
| Public Interest Task Force | - | - | - | - | - | 3,300 | - | 48,000 | 3,300 | 51,300 | - |
| Judicial Evaluation | 4.0 | - | 4.0 | 454,400 | 4,600 | 250,100 | - | 224,300 | 254,700 | 933,400 | - |
| Member Records and Compliance | 19.0 | - | 19.0 | 2,089,000 | 21,200 | 1,036,500 | - | 457,500 | 1,057,700 | 3,604,200 | 713,200 |
| OCTC | 233.1 | 16.0 | 217.1 | 30,176,200 | 305,400 | 9,956,400 | 2,142,800 | 886,900 | 12,404,600 | 43,467,700 | 60,500 |
| OCTC Adjustment for Reimbursements | - | - | - | - | - | - | - | (1,000,000) | - | (1,000,000) | - |
| SBC | 42.5 | - | 42.5 | 7,213,800 | 73,000 | 2,934,600 | 1,359,000 | 358,100 | 4,366,600 | 11,938,500 | 15,500 |
| Mandatory Fee Arb | 5.0 | - | 5.0 | 575,500 | 5,800 | 222,200 | - | 103,900 | 228,000 | 907,400 | 48,300 |
| Probation | 8.0 | - | 8.0 | 919,700 | 9,300 | 290,800 | 139,000 | 20,200 | 439,100 | 1,379,000 | - |
| COPRAC | - | - | - | - | - | 5,800 | - | 48,000 | 5,800 | 53,800 | 4,300 |
| Professional Competence - Excl COPRAC and Rules Revision Comm | 13.0 | 1.0 | 12.0 | 1,574,500 | 15,900 | 764,800 | - | 73,400 | 780,700 | 2,428,600 | 17,100 |
| Rules Revision Committee | - | - | - | - | - | 11,200 | - | 161,600 | 11,200 | 172,800 | - |
| Communications - Media Relations | 4.8 | 1.0 | 3.8 | 781,300 | 7,900 | 304,000 | - | 269,600 | 311,900 | 1,362,800 | - |
| Communications - Calbar Journal | 1.0 | - | 1.0 | 119,700 | 1,200 | 39,000 | - | 47,100 | 40,200 | 207,000 | 230,600 |
| Commission on Access to Justice | - | - | - | - | - | 6,800 | - | 21,800 | 6,800 | 28,600 | - |
| Commission on Delivery of Legal Services | 9.0 | - | 9.0 | 1,141,800 | 11,600 | 542,200 | - | 91,300 | 553,800 | 1,786,900 | 60,000 |
| CYLA | 0.9 | - | 0.9 | 112,500 | 1,100 | 39,200 | - | 60,700 | 40,300 | 213,500 | 17,000 |
| Dues Revenue | - | - | - | - | - | - | - | - | - | - | 66,606,000 |
| Multi Jurisdictional Practice | - | - | - | - | - | - | - | - | - | - | 510,000 |
| Law Corporation | - | - | - | - | - | - | - | - | - | - | 820,000 |
| LLP | - | - | - | - | - | - | - | - | - | - | 610,000 |
| Investment Income | - | - | - | - | - | - | - | - | - | - | 105,200 |
| Miscellaneous Income | - | - | - | - | - | - | - | - | - | - | 10,000 |
| Totals: | 340.3 | 18.0 | 322.3 | 45,158,400 | 457,000 | 16,406,900 | 3,640,800 | 1,872,400 | 20,504,700 | 67,535,500 | 69,827,700 |
| Allocated Executive Director/BOT/Election Cost Centers | 10.0 | 1.0 | 9.0 | 2,061,100 | - | - | - | 503,500 | 2,564,600 | 2,564,600 | - |
| Indirect Costs allocated out (ED/BOT/Election) | - | - | - | - | - | - | - | - | (2,564,600) | (2,564,600) | - |
| Non-Departmental | - | - | - | - | - | 1,882,200 | 44,200 | - | 1,926,400 | 1,926,400 | - |
| Grand Total: | 350.3 | 19 | 331.3 | 47,219,500 | 457,000 | 18,289,100 | 3,685,000 | 2,375,900 | 22,431,100 | 69,461,900 | 69,827,700 |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10001 - Executive Director 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|------------|
| 40110 | Salaries - Regular | 1,354,000 | |
| 40140 | Payroll Tax Allocation | 101,500 | |
| 40150 | Fringe Allocation | 352,100 | |
| 40159 | Misc Benefits | 145,500 | |
| 40180 | Dues & Membership | 2,100 | |
| 40200 | Rideshare Program Reimbursemen | 6,000 | |
| 40160 | Temporary Outside Help | 400 | |
| Total Personnel Expenses | | <u>1,961,600</u> | 88% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|-------------|
| 40220 | Seminars and Training | 10,000 | |
| 40510 | Travel - Staff | 70,400 | |
| 40530 | Travel - Others | 6,100 | |
| 40550 | Travel - Volunteers | 19,000 | |
| 40590 | Catering | 7,400 | |
| 41020 | Postage | 300 | |
| 41030 | Stationery and Office Supplies | 3,900 | |
| 41040 | Subscriptions | 700 | |
| 42560 | In House Copier Usages Alloc. | 8,200 | |
| 43510 | Professional Services | 112,600 | |
| 41050 | Telephone | 12,500 | |
| 42730 | Equipment Rental | 4,000 | |
| 44580 | Delivery Services | 600 | |
| 41510 | Computer Software Purchase | 1,300 | |
| 41540 | Equipment - Hardware Purchases | 6,200 | |
| 46220 | Non-Section Mbr Dues Expenses | 500 | |
| Total Operating Expenses | | <u>263,700</u> | 12% |
| Total Expenses | | <u>2,225,300</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10002 - Appointments Administration 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|----------------------|------------|
| 40110 | Salaries - Regular | 72,100 | |
| 40140 | Payroll Tax Allocation | 5,400 | |
| 40150 | Fringe Allocation | 18,700 | |
| 40159 | Misc Benefits | 700 | |
| 40200 | Rideshare Program Reimbursemen | 1,500 | |
| 40130 | Salaries - Overtime | 900 | |
| Total Personnel Expenses | | <u><u>99,300</u></u> | 98% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-------------------------------|-----------------------|-------------|
| 40550 | Travel - Volunteers | 100 | |
| 42560 | In House Copier Usages Alloc. | 1,300 | |
| 41050 | Telephone | 100 | |
| 44580 | Delivery Services | 100 | |
| Total Operating Expenses | | <u><u>1,600</u></u> | 2% |
| Total Expenses | | <u><u>100,900</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10003 - Board of Trustees 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|---------------------|-----------------|--------------------|
| | | - | |
| Total Revenue | | <u><u>-</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|---------------------|-----------------|-----------|
| | | - | |
| Total Personnel Expenses | | <u><u>-</u></u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|------------------------------|-------------|
| 40510 | Travel - Staff | 21,900 | |
| 40530 | Travel - Others | 1,400 | |
| 40540 | Travel - Speakers | 700 | |
| 40550 | Travel - Volunteers | 94,500 | |
| 40590 | Catering | 44,500 | |
| 40600 | Meeting Room Rental | 1,500 | |
| 40610 | Public Member Per Diem | 1,000 | |
| 41020 | Postage | 400 | |
| 41030 | Stationery and Office Supplies | 300 | |
| 42560 | In House Copier Usages Alloc. | 1,000 | |
| 43510 | Professional Services | 6,100 | |
| 41050 | Telephone | 900 | |
| 42730 | Equipment Rental | 2,800 | |
| 44000 | Photo/Awards/Certificates | 3,000 | |
| 44580 | Delivery Services | 400 | |
| 45000 | Ticketed Event Expenses | 1,500 | |
| 47250 | In House Printing Service | 200 | |
| Total Operating Expenses | | <u><u>182,100</u></u> | 100% |
| Total Expenses | | <u><u>182,100</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10005 - Elections 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|---------------------|-----------------|--------------------|
| Total Revenue | | <u><u>-</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|---------------------|-------------------|-----------|
| 40130 | Salaries - Overtime | <u>200</u> | |
| Total Personnel Expenses | | <u><u>200</u></u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-----------------------|----------------------|-------------|
| 40510 | Travel - Staff | 300 | |
| 41020 | Postage | 9,400 | |
| 43510 | Professional Services | <u>46,400</u> | |
| Total Operating Expenses | | <u><u>56,100</u></u> | 100% |
| Total Expenses | | <u><u>56,300</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10010 - Public Interest Task Force 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | <u></u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|----------------------|-------------|
| 40510 | Travel - Staff | 2,500 | |
| 40530 | Travel - Others | 5,000 | |
| 40540 | Travel - Speakers | 5,000 | |
| 40550 | Travel - Volunteers | 19,100 | |
| 40590 | Catering | 5,000 | |
| 41020 | Postage | 300 | |
| 41030 | Stationery and Office Supplies | 300 | |
| 42560 | In House Copier Usages Alloc. | 500 | |
| 43510 | Professional Services | 10,000 | |
| 41050 | Telephone | 300 | |
| Total Operating Expenses | | <u>48,000</u> | 100% |
| Total Expenses | | <u>48,000</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10101 - Judicial Evaluation 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u><u>-</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|------------|
| 40110 | Salaries - Regular | 327,400 | |
| 40140 | Payroll Tax Allocation | 24,600 | |
| 40150 | Fringe Allocation | 85,100 | |
| 40159 | Misc Benefits | 3,200 | |
| 40200 | Rideshare Program Reimbursemen | 5,300 | |
| 40130 | Salaries - Overtime | 7,200 | |
| 40160 | Temporary Outside Help | 1,600 | |
| Total Personnel Expenses | | <u><u>454,400</u></u> | 67% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|-------------|
| 40510 | Travel - Staff | 5,000 | |
| 40530 | Travel - Others | 2,800 | |
| 40540 | Travel - Speakers | 400 | |
| 40550 | Travel - Volunteers | 118,500 | |
| 40590 | Catering | 14,000 | |
| 41020 | Postage | 8,300 | |
| 41030 | Stationery and Office Supplies | 5,000 | |
| 42560 | In House Copier Usages Alloc. | 2,700 | |
| 43510 | Professional Services | 54,900 | |
| 42090 | Janitorial Services-Contract | 500 | |
| 42190 | Repairs and Maintenance- Build | 3,500 | |
| 41050 | Telephone | 3,800 | |
| 44120 | Outside Printing | 1,300 | |
| 44560 | Outside services-others | 2,000 | |
| 44580 | Delivery Services | 1,400 | |
| 44620 | Document Destruction | 100 | |
| 47250 | In House Printing Service | 100 | |
| Total Operating Expenses | | <u><u>224,300</u></u> | 33% |
| Total Expenses | | <u><u>678,700</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10201 - Child & Family Support 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| 40130 | Salaries - Overtime | <u>200</u> | |
| Total Personnel Expenses | | <u>200</u> | 5% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-------------------------------|---------------------|-------------|
| 41020 | Postage | <u>1,200</u> | |
| 42560 | In House Copier Usages Alloc. | <u>100</u> | |
| 44560 | Outside services-others | <u>2,700</u> | |
| Total Operating Expenses | | <u>4,000</u> | 95% |
| Total Expenses | | <u>4,200</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10202 -Member Rec. & Cert. 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------|------------------------------|--------------------|
| 39240 | Proc. Fee-Oath Cards | <u>(3,000)</u> | |
| Total Revenue | | <u><u>(3,000)</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|---------------------|-------------|---|
| Total Personnel Expenses | | <u>-</u> | - |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|---------------------|-----------------|---|
| Total Operating Expenses | | <u>-</u> | - |
| Total Expenses | | <u><u>-</u></u> | - |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10251 - Member Services Center 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| 35620 | LLP Renewal | (13,000) | |
| 35780 | Reentry Fee | (47,000) | |
| 39220 | Proc. Fee-Certification | (202,500) | |
| 35750 | Member Credit Req. | (5,000) | |
| 35760 | Ex/Mod. Application Fees | (1,700) | |
| 38800 | Outside Label Revenue | (15,000) | |
| 35770 | Late Compliance Fees | (426,000) | |
| Total Revenue | | (710,200) | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------|------------|
| 40110 | Salaries - Regular | 1,403,200 | |
| 40140 | Payroll Tax Allocation | 105,200 | |
| 40150 | Fringe Allocation | 364,800 | |
| 40159 | Misc Benefits | 14,000 | |
| 40180 | Dues & Membership | 100 | |
| 40200 | Rideshare Program Reimbursemen | 22,500 | |
| 40130 | Salaries - Overtime | 14,000 | |
| 40160 | Temporary Outside Help | 165,000 | |
| Total Personnel Expenses | | 2,088,800 | 83% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------|------------|
| 40220 | Seminars and Training | 6,000 | |
| 40510 | Travel - Staff | 3,000 | |
| 41020 | Postage | 192,000 | |
| 41030 | Stationery and Office Supplies | 7,600 | |
| 42560 | In House Copier Usages Alloc. | 15,100 | |
| 43510 | Professional Services | 200 | |
| 41050 | Telephone | 19,100 | |
| 44120 | Outside Printing | 152,500 | |
| 44560 | Outside services-others | 1,500 | |
| 44580 | Delivery Services | 14,100 | |
| 44620 | Document Destruction | 100 | |
| 45010 | Outside Mailing Services | 1,500 | |
| 41540 | Equipment - Hardware Purchases | 200 | |
| 42720 | Equipment Purchase-Non-Capital | 300 | |
| 42760 | Furniture Purchase-Non-Capital | 800 | |
| 47250 | In House Printing Service | 11,200 | |
| Total Operating Expenses | | 425,200 | 17% |

| | | | |
|-----------------------|--|------------------|-------------|
| Total Expenses | | 2,514,000 | 100% |
|-----------------------|--|------------------|-------------|

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10252 - Transition Assistance Services

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|---------------------|-----------------|--------------------|
| Total Revenue | | <u><u>-</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|---------------------|-----------------|-----------|
| Total Personnel Expenses | | <u><u>-</u></u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-----------------------|----------------------|-------------|
| 43510 | Professional Services | <u>28,300</u> | |
| Total Operating Expenses | | <u><u>28,300</u></u> | 100% |
| Total Expenses | | <u><u>28,300</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10310 - OCTC-Enforcement (Consolidated) 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|--------------------------|-----------------|--------------------|
| 38520 | Ethics School Class Fees | (57,500) | |
| 38300 | All Other Miscellaneous | (3,000) | |
| Total Revenue | | (60,500) | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------|-------------|
| 40110 | Salaries - Regular | 21,371,700 | |
| 40140 | Payroll Tax Allocation | 1,651,700 | |
| 40150 | Fringe Allocation | 5,725,800 | |
| 40159 | Misc Benefits | 224,400 | |
| 40180 | Dues & Membership | 400 | |
| 40200 | Rideshare Program Reimbursemen | 382,300 | |
| 40130 | Salaries - Overtime | 11,700 | |
| 40160 | Temporary Outside Help | 808,200 | |
| Total Personnel Expenses | | 30,176,200 | 100% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------|-------------|
| 40220 | Seminars and Training | 9,900 | |
| 40510 | Travel - Staff | 58,000 | |
| 40530 | Travel - Others | 39,500 | |
| 40590 | Catering | 600 | |
| 41010 | Books and Publications | 2,700 | |
| 41020 | Postage | 59,700 | |
| 41030 | Stationery and Office Supplies | 106,900 | |
| 41040 | Subscriptions | 35,700 | |
| 42560 | In House Copier Usages Alloc. | 125,400 | |
| 43510 | Professional Services | 58,500 | |
| 42180 | Parking - Lease Contracts | 200 | |
| 41050 | Telephone | 153,000 | |
| 44100 | Reporting and Transcribing | 35,200 | |
| 44120 | Outside Printing | 100 | |
| 44560 | Outside services-others | 127,000 | |
| 44620 | Document Destruction | 3,850 | |
| 45030 | Deposition Fees | 42,000 | |
| 45040 | Witness Fees | 15,000 | |
| 45570 | Collection Fees | 4,200 | |
| 41510 | Computer Software Purchase | 400 | |
| 41520 | Computer Supplies | 100 | |
| 42760 | Furniture Purchase-Non-Capital | 1,100 | |
| 42810 | Ergonomic Expenses | 2,400 | |
| 46520 | Abandoned Case Expenses | 1,500 | |
| 47250 | In House Printing Service | 4,000 | |
| 45530 | CSF proc. Costs reimb. Collect | (1,000,000) | |
| Total Operating Expenses | | (113,050) | 0% |
| Total Expenses | | 30,063,150 | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10401 - SBC Sr. Executive 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|-------------------------------|---------------------------|
| 38310 | Subs. renewal-nontaxable | <u>(14,000)</u> | |
| Total Revenue | | <u><u>(14,000)</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|------------------------------|------------|
| 40110 | Salaries - Regular | 376,400 | |
| 40140 | Payroll Tax Allocation | 28,200 | |
| 40150 | Fringe Allocation | 97,900 | |
| 40159 | Misc Benefits | 3,700 | |
| 40180 | Dues & Membership | 630 | |
| 40200 | Rideshare Program Reimbursemen | <u>5,400</u> | |
| Total Personnel Expenses | | <u><u>512,230</u></u> | 87% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|------------------------------|-------------|
| 40220 | Seminars and Training | 4,900 | |
| 40510 | Travel - Staff | 16,100 | |
| 40530 | Travel - Others | 2,600 | |
| 40550 | Travel - Volunteers | 2,700 | |
| 40590 | Catering | 300 | |
| 41010 | Books and Publications | 35,300 | |
| 41020 | Postage | 400 | |
| 41040 | Subscriptions | 500 | |
| 42560 | In House Copier Usages Alloc. | 9,000 | |
| 43510 | Professional Services | 500 | |
| 41050 | Telephone | 4,900 | |
| 44100 | Reporting and Transcribing | 100 | |
| 44120 | Outside Printing | 600 | |
| 44560 | Outside services-others | 300 | |
| 44580 | Delivery Services | 200 | |
| 42720 | Equipment Purchase-Non-Capital | 100 | |
| 47250 | In House Printing Service | <u>100</u> | |
| Total Operating Expenses | | <u><u>78,600</u></u> | 13% |
| Total Expenses | | <u><u>590,830</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10402 - Hearing Admin.-SF 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|------------|
| 40110 | Salaries - Regular | 761,000 | |
| 40140 | Payroll Tax Allocation | 57,100 | |
| 40150 | Fringe Allocation | 197,900 | |
| 40159 | Misc Benefits | 7,600 | |
| 40180 | Dues & Membership | 1,000 | |
| 40200 | Rideshare Program Reimbursemen | 11,900 | |
| Total Personnel Expenses | | <u>1,036,500</u> | 95% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|-------------|
| 40220 | Seminars and Training | 3,200 | |
| 40510 | Travel - Staff | 8,300 | |
| 41010 | Books and Publications | 1,000 | |
| 41020 | Postage | 2,100 | |
| 41030 | Stationery and Office Supplies | 8,800 | |
| 42560 | In House Copier Usages Alloc. | 7,300 | |
| 43510 | Professional Services | 100 | |
| 42780 | Repairs and Maintenance - Equi | 4,600 | |
| 41050 | Telephone | 9,000 | |
| 44580 | Delivery Services | 2,800 | |
| 44620 | Document Destruction | 200 | |
| 42720 | Equipment Purchase-Non-Capital | 3,400 | |
| 42810 | Ergonomic Expenses | 600 | |
| Total Operating Expenses | | <u>51,400</u> | 5% |
| Total Expenses | | <u>1,087,900</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10403 - Hearing Counsel LA/SF 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|------------|
| 40110 | Salaries - Regular | 973,900 | |
| 40140 | Payroll Tax Allocation | 73,000 | |
| 40150 | Fringe Allocation | 253,200 | |
| 40159 | Misc Benefits | 9,700 | |
| 40200 | Rideshare Program Reimbursemen | 11,000 | |
| 40160 | Temporary Outside Help | - | |
| Total Personnel Expenses | | <u>1,320,800</u> | 98% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|-------------|
| 40220 | Seminars and Training | 5,600 | |
| 40510 | Travel - Staff | 6,500 | |
| 42560 | In House Copier Usages Alloc. | 2,200 | |
| 41050 | Telephone | 8,300 | |
| 44620 | Document Destruction | 100 | |
| 42720 | Equipment Purchase-Non-Capital | 700 | |
| 42810 | Ergonomic Expenses | 1,800 | |
| Total Operating Expenses | | <u>25,200</u> | 2% |
| Total Expenses | | <u>1,346,000</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10404 -Hearing Judges 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|------------|
| 40110 | Salaries - Regular | 874,000 | |
| 40140 | Payroll Tax Allocation | 65,500 | |
| 40150 | Fringe Allocation | 227,200 | |
| 40159 | Misc Benefits | 8,700 | |
| 40180 | Dues & Membership | 3,900 | |
| 40200 | Rideshare Program Reimbursemen | 3,000 | |
| Total Personnel Expenses | | <u>1,182,300</u> | 93% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|-------------|
| 40220 | Seminars and Training | 1,600 | |
| 40510 | Travel - Staff | 38,600 | |
| 42560 | In House Copier Usages Alloc. | 400 | |
| 43510 | Professional Services | 100 | |
| 41050 | Telephone | 16,700 | |
| 43511 | Appointed Counsel Fees | 15,400 | |
| 43620 | Interpreter's Fees | 10,600 | |
| 42720 | Equipment Purchase-Non-Capital | 3,500 | |
| 47070 | Miscellaneous Expenses | 400 | |
| Total Operating Expenses | | <u>87,300</u> | 7% |
| Total Expenses | | <u>1,269,600</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10405 - Hearing/Effec./Admin.-LA 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|-------------------------|------------------------------|--------------------|
| 38300 | All Other Miscellaneous | <u>(1,500)</u> | |
| Total Revenue | | <u><u>(1,500)</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------------------|------------|
| 40110 | Salaries - Regular | 1,025,400 | |
| 40140 | Payroll Tax Allocation | 76,900 | |
| 40150 | Fringe Allocation | 266,600 | |
| 40159 | Misc Benefits | 10,300 | |
| 40180 | Dues & Membership | 200 | |
| 40200 | Rideshare Program Reimbursemen | 18,900 | |
| 40160 | Temporary Outside Help | <u>88,400</u> | |
| Total Personnel Expenses | | <u><u>1,486,700</u></u> | 96% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------------------|-------------|
| 40220 | Seminars and Training | 3,200 | |
| 40510 | Travel - Staff | 1,000 | |
| 41020 | Postage | 5,100 | |
| 41030 | Stationery and Office Supplies | 17,300 | |
| 41040 | Subscriptions | 100 | |
| 42560 | In House Copier Usages Alloc. | 5,000 | |
| 43510 | Professional Services | 700 | |
| 42780 | Repairs and Maintenance - Equi | 7,200 | |
| 41050 | Telephone | 13,100 | |
| 44560 | Outside services-others | 400 | |
| 44580 | Delivery Services | 2,400 | |
| 42720 | Equipment Purchase-Non-Capital | 2,100 | |
| 42760 | Furniture Purchase-Non-Capital | 800 | |
| 47250 | In House Printing Service | <u>1,000</u> | |
| Total Operating Expenses | | <u><u>59,400</u></u> | 4% |
| Total Expenses | | <u><u>1,546,100</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10407 - Presiding/Review Judges 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|------------|
| 40110 | Salaries - Regular | 505,400 | |
| 40140 | Payroll Tax Allocation | 37,900 | |
| 40150 | Fringe Allocation | 131,400 | |
| 40159 | Misc Benefits | 5,000 | |
| 40180 | Dues & Membership | 2,400 | |
| 40200 | Rideshare Program Reimbursemen | 3,000 | |
| 40160 | Temporary Outside Help | 58,100 | |
| Total Personnel Expenses | | <u>743,200</u> | 94% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-------------------------------|-----------------------|-------------|
| 40220 | Seminars and Training | 2,900 | |
| 40510 | Travel - Staff | 34,900 | |
| 40540 | Travel - Speakers | 200 | |
| 40590 | Catering | 500 | |
| 42560 | In House Copier Usages Alloc. | 300 | |
| 43510 | Professional Services | 100 | |
| 41050 | Telephone | 7,000 | |
| 47250 | In House Printing Service | 100 | |
| Total Operating Expenses | | <u>46,000</u> | 6% |
| Total Expenses | | <u>789,200</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10408 -Review Counsel/Clerk 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|------------|
| 40110 | Salaries - Regular | 661,700 | |
| 40140 | Payroll Tax Allocation | 49,600 | |
| 40150 | Fringe Allocation | 172,000 | |
| 40159 | Misc Benefits | 6,600 | |
| 40200 | Rideshare Program Reimbursemen | 11,200 | |
| 40160 | Temporary Outside Help | 31,000 | |
| Total Personnel Expenses | | <u>932,100</u> | 99% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|-------------|
| 40510 | Travel - Staff | 1,800 | |
| 42560 | In House Copier Usages Alloc. | 2,300 | |
| 41050 | Telephone | 5,600 | |
| 42720 | Equipment Purchase-Non-Capital | 400 | |
| 42810 | Ergonomic Expenses | 100 | |
| Total Operating Expenses | | <u>10,200</u> | 1% |
| Total Expenses | | <u>942,300</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10503 - Mandatory Fee Arb Committee 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | <u>-</u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-------------------------------|----------------------|-------------|
| 40220 | Seminars and Training | 100 | |
| 40510 | Travel - Staff | 1,500 | |
| 40530 | Travel - Others | 100 | |
| 40550 | Travel - Volunteers | 16,400 | |
| 40590 | Catering | 2,700 | |
| 41020 | Postage | 300 | |
| 41040 | Subscriptions | 400 | |
| 42560 | In House Copier Usages Alloc. | 1,300 | |
| 44010 | Awards | 600 | |
| 44580 | Delivery Services | 400 | |
| 47250 | In House Printing Service | 1,000 | |
| Total Operating Expenses | | <u>24,800</u> | 100% |
| Total Expenses | | <u>24,800</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10504 - Mandatory Fee Arbitration (Consolidated) 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| 38300 | All Other Miscellaneous | (4,300) | |
| 38700 | Fee Arbitration Revenues | (44,000) | |
| Total Revenue | | (48,300) | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------|------------|
| 40110 | Salaries - Regular | 422,900 | |
| 40140 | Payroll Tax Allocation | 31,700 | |
| 40150 | Fringe Allocation | 110,000 | |
| 40159 | Misc Benefits | 4,200 | |
| 40200 | Rideshare Program Reimbursemen | 6,700 | |
| Total Personnel Expenses | | 575,500 | 88% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------|-------------|
| 40510 | Travel - Staff | 3,500 | |
| 40550 | Travel - Volunteers | 4,300 | |
| 40590 | Catering | 200 | |
| 40600 | Meeting Room Rental | 300 | |
| 41020 | Postage | 4,400 | |
| 41030 | Stationery and Office Supplies | 1,900 | |
| 42560 | In House Copier Usages Alloc. | 3,200 | |
| 41050 | Telephone | 3,900 | |
| 44120 | Outside Printing | 100 | |
| 44580 | Delivery Services | 200 | |
| 45060 | Arbitrations-Local Bar | 57,000 | |
| 47250 | In House Printing Service | 100 | |
| Total Operating Expenses | | 79,100 | 12% |
| Total Expenses | | 654,600 | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10601 - Probation 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u><u>-</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|------------|
| 40110 | Salaries - Regular | 667,900 | |
| 40140 | Payroll Tax Allocation | 50,100 | |
| 40150 | Fringe Allocation | 173,600 | |
| 40159 | Misc Benefits | 6,700 | |
| 40180 | Dues & Membership | 300 | |
| 40200 | Rideshare Program Reimbursemen | 19,200 | |
| 40160 | Temporary Outside Help | 1,900 | |
| Total Personnel Expenses | | <u><u>919,700</u></u> | 98% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|-------------|
| 40220 | Seminars and Training | 500 | |
| 41020 | Postage | 2,300 | |
| 41030 | Stationery and Office Supplies | 5,800 | |
| 41040 | Subscriptions | 100 | |
| 42560 | In House Copier Usages Alloc. | 3,900 | |
| 41050 | Telephone | 6,700 | |
| 42720 | Equipment Purchase-Non-Capital | 100 | |
| 42810 | Ergonomic Expenses | 400 | |
| 47250 | In House Printing Service | 400 | |
| Total Operating Expenses | | <u><u>20,200</u></u> | 2% |
| Total Expenses | | <u><u>939,900</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10702 - COPRAC 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|------------------------------|------------------------------|---------------------------|
| 37010 | Seminar and Workshop Revenue | <u>(4,300)</u> | |
| Total Revenue | | <u><u>(4,300)</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | <u>-</u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-------------------------------|-----------------------------|-------------|
| 40510 | Travel - Staff | 6,900 | |
| 40540 | Travel - Speakers | 100 | |
| 40550 | Travel - Volunteers | 28,300 | |
| 40590 | Catering | 7,900 | |
| 40600 | Meeting Room Rental | 400 | |
| 41020 | Postage | 1,100 | |
| 42560 | In House Copier Usages Alloc. | 2,400 | |
| 43510 | Professional Services | 200 | |
| 41050 | Telephone | 300 | |
| 44580 | Delivery Services | 300 | |
| 45070 | Bank Processing Fees | 100 | |
| Total Operating Expenses | | <u><u>48,000</u></u> | 100% |
| Total Expenses | | <u><u>48,000</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10706 -Prof. Resp. & Conduct 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|------------|
| 40110 | Salaries - Regular | 1,154,800 | |
| 40140 | Payroll Tax Allocation | 86,600 | |
| 40150 | Fringe Allocation | 300,300 | |
| 40159 | Misc Benefits | 11,500 | |
| 40200 | Rideshare Program Reimbursemen | 18,000 | |
| 40130 | Salaries - Overtime | 3,300 | |
| Total Personnel Expenses | | <u>1,574,500</u> | 97% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|-------------|
| 40510 | Travel - Staff | 9,100 | |
| 41010 | Books and Publications | 400 | |
| 41020 | Postage | 100 | |
| 41030 | Stationery and Office Supplies | 5,400 | |
| 41040 | Subscriptions | 1,000 | |
| 42560 | In House Copier Usages Alloc. | 4,600 | |
| 43510 | Professional Services | 100 | |
| 41050 | Telephone | 20,500 | |
| 44100 | Reporting and Transcribing | 100 | |
| 44120 | Outside Printing | 200 | |
| 44560 | Outside services-others | 3,900 | |
| 44580 | Delivery Services | 100 | |
| 42720 | Equipment Purchase-Non-Capital | 1,000 | |
| 47250 | In House Printing Service | 1,300 | |
| Total Operating Expenses | | <u>47,800</u> | 3% |
| Total Expenses | | <u>1,622,300</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10708 - Rules Revision Committee 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | <u>-</u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|-------------|
| 40510 | Travel - Staff | 6,600 | |
| 40550 | Travel - Volunteers | 54,400 | |
| 40590 | Catering | 7,500 | |
| 41020 | Postage | 400 | |
| 41030 | Stationery and Office Supplies | 100 | |
| 42560 | In House Copier Usages Alloc. | 2,100 | |
| 43510 | Professional Services | 83,500 | |
| 42090 | Janitorial Services-Contract | 2,700 | |
| 41050 | Telephone | 300 | |
| 44100 | Reporting and Transcribing | 3,400 | |
| 44580 | Delivery Services | 600 | |
| Total Operating Expenses | | <u>161,600</u> | 100% |
| Total Expenses | | <u>161,600</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10709 - OPC Publications (Consolidated) 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| 39510 | Sale of Publication 250 | (6,000) | |
| 39510 | Sales of Ethics Opinion | (10,000) | |
| 39520 | Sales of Pamphlets | (1,000) | |
| 39530 | Sale of e-Publications | (100) | |
| Total Revenue | | (17,100) | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | - | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------|-------------|
| 41020 | Postage | 3,200 | |
| 41030 | Stationery and Office Supplies | 100 | |
| 42560 | In House Copier Usages Alloc. | 2,500 | |
| 44120 | Outside Printing | 9,000 | |
| 44130 | Outside Services-Printing-Desi | 2,800 | |
| 44580 | Delivery Services | 3,400 | |
| 47250 | In House Printing Service | 4,600 | |
| Total Operating Expenses | | 25,600 | 100% |
| Total Expenses | | 25,600 | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10801- Media & Info. Svcs. 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-----------------------|------------|
| 40110 | Salaries - Regular | 535,300 | |
| 40140 | Payroll Tax Allocation | 48,600 | |
| 40150 | Fringe Allocation | 139,200 | |
| 40159 | Misc Benefits | 5,300 | |
| 40180 | Dues & Membership | 1,000 | |
| 40200 | Rideshare Program Reimbursemen | 6,900 | |
| 40120 | Salaries - Casual Hourly | 45,000 | |
| Total Personnel Expenses | | <u>781,300</u> | 74% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|-------------------------|-------------|
| 40510 | Travel - Staff | 17,400 | |
| 41020 | Postage | 2,600 | |
| 41030 | Stationery and Office Supplies | 900 | |
| 41040 | Subscriptions | 2,900 | |
| 43510 | Professional Services | 41,900 | |
| 41050 | Telephone | 3,400 | |
| 44120 | Outside Printing | 122,600 | |
| 44560 | Outside services-others | 60,300 | |
| 44580 | Delivery Services | 17,300 | |
| 41520 | Computer Supplies | 200 | |
| 47250 | In House Printing Service | 100 | |
| Total Operating Expenses | | <u>269,600</u> | 26% |
| Total Expenses | | <u>1,050,900</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10802 - Calif. Bar Journal 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|--------------------------------|--------------------|---------------------------|
| 35710 | MCLE Self Study Test | (113,700) | |
| 36540 | Classified Advertising Revenue | (23,400) | |
| 36550 | Internet Adv. Revenue | (93,500) | |
| Total Revenue | | (230,600) | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------|------------|
| 40110 | Salaries - Regular | 87,300 | |
| 40140 | Payroll Tax Allocation | 6,500 | |
| 40150 | Fringe Allocation | 22,700 | |
| 40159 | Misc Benefits | 900 | |
| 40180 | Dues & Membership | 900 | |
| 40200 | Rideshare Program Reimbursemen | 1,400 | |
| Total Personnel Expenses | | 119,700 | 72% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------|-------------|
| 40510 | Travel - Staff | 2,700 | |
| 41040 | Subscriptions | 600 | |
| 42560 | In House Copier Usages Alloc. | 200 | |
| 43510 | Professional Services | 40,500 | |
| 41050 | Telephone | 4,400 | |
| 45070 | Bank Processing Fees | 2,700 | |
| 47230 | CalBar Journal Internal Adv. C | (4,000) | |
| Total Operating Expenses | | 47,100 | 28% |
| Total Expenses | | 166,800 | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10901 -Commission on Access to Justic 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | <u>-</u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-------------------------------|----------------------|-------------|
| 40220 | Seminars and Training | 1,300 | |
| 40510 | Travel - Staff | 900 | |
| 40530 | Travel - Others | 300 | |
| 40550 | Travel - Volunteers | 5,800 | |
| 40590 | Catering | 2,800 | |
| 41020 | Postage | 100 | |
| 42560 | In House Copier Usages Alloc. | 500 | |
| 43510 | Professional Services | 7,800 | |
| 41050 | Telephone | 2,300 | |
| Total Operating Expenses | | <u>21,800</u> | 100% |
| Total Expenses | | <u>21,800</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10903 -Calif. Young Lawyers Assoc. 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u><u>-</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|-----------------------|-------------|
| 40110 | Salaries - Regular | 82,800 | |
| 40140 | Payroll Tax Allocation | 6,200 | |
| 40150 | Fringe Allocation | 21,500 | |
| 40159 | Misc Benefits | 800 | |
| 40130 | Salaries - Overtime | 1,200 | |
| Total Personnel Expenses | | <u><u>112,500</u></u> | 100% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|-----------------------|-------------|
| 40550 | Travel - Volunteers | 500 | |
| Total Operating Expenses | | <u><u>500</u></u> | 0% |
| Total Expenses | | <u><u>113,000</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10905 - Comm. on Delivery of Legal Svc 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|-------------------------------|---------------------------|
| 38300 | All Other Miscellaneous | <u>(60,000)</u> | |
| Total Revenue | | <u><u>(60,000)</u></u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------------------|------------|
| 40110 | Salaries - Regular | 838,900 | |
| 40140 | Payroll Tax Allocation | 62,900 | |
| 40150 | Fringe Allocation | 218,100 | |
| 40159 | Misc Benefits | 8,400 | |
| 40180 | Dues & Membership | 400 | |
| 40200 | Rideshare Program Reimbursemen | 12,300 | |
| 40130 | Salaries - Overtime | 800 | |
| Total Personnel Expenses | | <u><u>1,141,800</u></u> | 93% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|--------------------------------|-------------|
| 40220 | Seminars and Training | 2,300 | |
| 40510 | Travel - Staff | 20,600 | |
| 40530 | Travel - Others | 300 | |
| 40540 | Travel - Speakers | 100 | |
| 40550 | Travel - Volunteers | 16,100 | |
| 40590 | Catering | 17,000 | |
| 41020 | Postage | 600 | |
| 41030 | Stationery and Office Supplies | 5,800 | |
| 41040 | Subscriptions | 800 | |
| 42560 | In House Copier Usages Alloc. | 2,300 | |
| 43510 | Professional Services | 14,700 | |
| 41050 | Telephone | 8,200 | |
| 44560 | Outside services-others | 1,900 | |
| 44580 | Delivery Services | 500 | |
| 47250 | In House Printing Service | 100 | |
| Total Operating Expenses | | <u><u>91,300</u></u> | 7% |
| Total Expenses | | <u><u>1,233,100</u></u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10908 -CYLA - Admin 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|----------------------------|--------------------|---------------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | <u>-</u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|--------------------------------|----------------------|-------------|
| 40510 | Travel - Staff | 2,500 | |
| 40530 | Travel - Others | 100 | |
| 40550 | Travel - Volunteers | 21,900 | |
| 40590 | Catering | 8,000 | |
| 41020 | Postage | 200 | |
| 42560 | In House Copier Usages Alloc. | 100 | |
| 43510 | Professional Services | 500 | |
| 41050 | Telephone | 1,100 | |
| 43550 | Photography | 300 | |
| 44120 | Outside Printing | 200 | |
| 42720 | Equipment Purchase-Non-Capital | 200 | |
| 46220 | Non-Section Mbr Dues Expenses | 500 | |
| Total Operating Expenses | | <u>35,600</u> | 100% |
| Total Expenses | | <u>35,600</u> | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10909- CYLA - Education 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|------------------------------|--------------------|---------------------------|
| 37010 | Seminar and Workshop Revenue | (16,500) | |
| 39520 | Sales of Pamphlets | (500) | |
| Total Revenue | | (17,000) | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|----------------------------|--------------------|-----------|
| Total Personnel Expenses | | - | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|-------------------------------|--------------------|-------------|
| 40510 | Travel - Staff | 2,900 | |
| 40540 | Travel - Speakers | 2,300 | |
| 40550 | Travel - Volunteers | 3,000 | |
| 40590 | Catering | 7,200 | |
| 42560 | In House Copier Usages Alloc. | 100 | |
| 43510 | Professional Services | 5,200 | |
| 41050 | Telephone | 100 | |
| 44560 | Outside services-others | 100 | |
| 44580 | Delivery Services | 100 | |
| 44640 | Marketing and Advertising | 2,100 | |
| 45070 | Bank Processing Fees | 400 | |
| Total Operating Expenses | | 23,500 | 100% |
| Total Expenses | | 23,500 | 100% |

APPENDIX C - EXPENDITURE DETAIL

Cost Center 10910 - CYLA - Outreach 2016 Budget

Revenue

| Line Item | Account Description | 2016 Budget | Percent of Expense |
|----------------------|---------------------|-------------|--------------------|
| Total Revenue | | <u>-</u> | |

Personnel Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|---------------------|-------------|-----------|
| Total Personnel Expenses | | <u>-</u> | 0% |

Operating Expenses

| Line Item | Account Description | 2016 Budget | |
|---------------------------------|---------------------------|---------------------|-------------|
| 43510 | Professional Services | 900 | |
| 44580 | Delivery Services | 100 | |
| 44640 | Marketing and Advertising | 100 | |
| Total Operating Expenses | | <u>1,100</u> | 100% |
| Total Expenses | | <u>1,100</u> | 100% |

Additional FTE Needed Under Three Different Backlog Targets

| | Grade | Salary Midpoint Baseline | Salary Midpoint Adj | Comp Class | Burden Rate | | |
|------------------------------|-------|-----------------------------|------------------------|------------|-------------------------|------------------------|---------------------------------|
| | | | | | Statutory (180 days) | Enhanced (197 days) | 33.5% Feasible (243 days) |
| Attorneys | 16 | 107,928 | | 116,821 | 11.5 | 9.9 | 5.6 |
| Senior Attorneys | 17 | 129,192 | | 135,070 | 11.5 | 9.9 | 5.7 |
| Investigators | 9 | 83,904 | | 78,517 | 25.4 | 22.0 | 12.6 |
| ACTC | 56 | 144,452 | | 167,334 | 1.6 | 1.4 | 0.8 |
| Supervising Attorney | TBD | 148,440 | | 148,440 | 4.1 | 3.5 | 2.0 |
| Administrative Supervisor | 10A | 91,920 | | 91,920 | 0.8 | 0.7 | 0.4 |
| Sr. Administrative Assistant | 8 | 76,368 | | 76,368 | 0.4 | 0.4 | 0.2 |
| Executive Secretary | 37 | 73,227 | | 73,227 | 0.8 | 0.7 | 0.4 |
| Administrative Assistant II | 6 | 63,132 | | 63,132 | 3.3 | 2.8 | 1.6 |
| Legal Secretary | 6 | 63,132 | | 51,964 | 5.7 | 5.0 | 2.8 |
| Administrative Assistant I | 5 | 57,120 | | 57,120 | 7.8 | 6.7 | 3.8 |
| Paralegals | 8 | 76,368 | | 63,561 | 6.1 | 5.3 | 3.0 |
| General Clerks | 3 | 46,896 | | 46,896 | 2.0 | 1.8 | 1.0 |
| Total | | | | | 81.1 | 70.1 | 40.1 |

Impact of Additional FTE Under Three Different Backlog Targets - Baseline Salary Ranges - Including Benefits

| | Grade | Salary Midpoint Baseline | Salary Midpoint Comp Class Adj | Statutory (180 days) | Enhanced (197 days) | Feasible (243 days) |
|------------------------------|-------|-----------------------------|-----------------------------------|-------------------------|------------------------|------------------------|
| Attorneys | 16 | | | 1,656,965 | 1,426,430 | 806,870 |
| Senior Attorneys | 17 | | | 1,983,420 | 1,707,466 | 983,087 |
| Investigators | 9 | | | 2,846,202 | 2,459,119 | 1,406,024 |
| ACTC | 56 | | | 316,137 | 273,143 | 156,172 |
| Supervising Attorney | TBD | | | 812,161 | 701,708 | 401,208 |
| Administrative Supervisor | 10A | | | 100,585 | 86,905 | 49,689 |
| Sr. Administrative Assistant | 8 | | | 41,783 | 36,101 | 20,641 |
| Executive Secretary | 37 | | | 80,130 | 69,232 | 39,584 |
| Administrative Assistant II | 6 | | | 276,332 | 238,751 | 136,508 |
| Legal Secretary | 6 | | | 483,581 | 417,814 | 238,889 |
| Administrative Assistant I | 5 | | | 593,790 | 513,035 | 293,333 |
| Paralegals | 8 | | | 626,750 | 541,512 | 309,614 |
| General Clerks | 3 | | | 128,291 | 110,844 | 63,376 |
| Total | | | | 9,946,128 | 8,582,058 | 4,904,993 |

Impact of Additional FTE Under Three Different Backlog Targets - Comp Class Adjusted Salary Ranges - Including Benefits

| | Grade | Salary Midpoint Baseline | Salary Midpoint Comp Class Adj | Statutory (180 days) | Enhanced (197 days) | Feasible (243 days) |
|------------------------------|-------|-----------------------------|-----------------------------------|-------------------------|------------------------|------------------------|
| Attorneys | 16 | | | 1,793,499 | 1,543,968 | 873,356 |
| Senior Attorneys | 17 | | | 2,073,666 | 1,785,156 | 1,027,817 |
| Investigators | 9 | | | 2,663,464 | 2,301,233 | 1,315,751 |
| ACTC | 56 | | | 366,215 | 316,409 | 180,910 |
| Supervising Attorney | TBD | | | 812,161 | 701,708 | 401,208 |
| Administrative Supervisor | 10A | | | 100,585 | 86,905 | 49,689 |
| Sr. Administrative Assistant | 8 | | | 41,783 | 36,101 | 20,641 |
| Executive Secretary | 37 | | | 80,130 | 69,232 | 39,584 |
| Administrative Assistant II | 6 | | | 276,332 | 238,751 | 136,508 |
| Legal Secretary | 6 | | | 398,036 | 343,903 | 196,630 |
| Administrative Assistant I | 5 | | | 593,790 | 513,035 | 293,333 |
| Paralegals | 8 | | | 521,643 | 450,700 | 257,692 |
| General Clerks | 3 | | | 128,291 | 110,844 | 63,376 |
| Total | | | | 9,849,594 | 8,497,944 | 4,856,493 |

Additional FTE Needed Under Three Different Backlog Goals

| | FTE Need by Classification | | | Classification Grade | Current Salaries | Salaries Recommended by Compensation Study |
|------------------------------|----------------------------|-------------|-------------|----------------------|------------------|--|
| | Statutory | Enhanced | Feasible | | | |
| Attorneys | 11.5 | 9.9 | 5.6 | 16 | \$107,928 | \$116,821 |
| Senior Attorneys | 11.5 | 9.9 | 5.7 | 17 | \$129,192 | \$135,070 |
| Investigators | 25.4 | 22.0 | 12.6 | 9 | \$83,904 | \$78,517 |
| ACTC | 1.6 | 1.4 | 0.8 | 56 | \$144,452 | \$167,334 |
| Supervising Attorney | 4.1 | 3.5 | 2.0 | TBD | \$148,440 | \$148,440 |
| Administrative Supervisor | 0.8 | 0.7 | 0.4 | 10A | \$91,920 | \$91,920 |
| Sr. Administrative Assistant | 0.4 | 0.4 | 0.2 | 8 | \$76,368 | \$76,368 |
| Executive Secretary | 0.8 | 0.7 | 0.4 | 37 | \$73,227 | \$73,227 |
| Administrative Assistant II | 3.3 | 2.8 | 1.6 | 6 | \$63,132 | \$63,132 |
| Legal Secretary | 5.7 | 5.0 | 2.8 | 6 | \$63,132 | \$51,964 |
| Administrative Assistant I | 7.8 | 6.7 | 3.8 | 5 | \$57,120 | \$57,120 |
| Paralegals | 6.1 | 5.3 | 3.0 | 8 | \$76,368 | \$63,561 |
| General Clerks | 2.0 | 1.8 | 1.0 | 3 | \$46,896 | \$46,896 |
| Total | 81.1 | 70.1 | 40.1 | | | |

**Fiscal Impact of Additional FTE Under Three Different Backlog Goals
(FTE Need multiplied by Current Salaries + Benefits)***

| | Statutory | Enhanced | Feasible |
|------------------------------|--------------------|--------------------|--------------------|
| Attorneys | \$1,656,965 | \$1,426,430 | \$806,870 |
| Senior Attorneys | \$1,983,420 | \$1,707,466 | \$983,087 |
| Investigators | \$2,846,202 | \$2,459,119 | \$1,406,024 |
| ACTC | \$316,137 | \$273,143 | \$156,172 |
| Supervising Attorney | \$812,161 | \$701,708 | \$401,208 |
| Administrative Supervisor | \$100,585 | \$86,905 | \$49,689 |
| Sr. Administrative Assistant | \$41,783 | \$36,101 | \$20,641 |
| Executive Secretary | \$80,130 | \$69,232 | \$39,584 |
| Administrative Assistant II | \$276,332 | \$238,751 | \$136,508 |
| Legal Secretary | \$483,581 | \$417,814 | \$238,889 |
| Administrative Assistant I | \$593,790 | \$513,035 | \$293,333 |
| Paralegals | \$626,750 | \$541,512 | \$309,614 |
| General Clerks | \$128,291 | \$110,844 | \$63,376 |
| Total | \$9,946,128 | \$8,582,058 | \$4,904,993 |

* Salaries are calculated at the mid-point of the range. Benefits are calculated at Burden Rate of 33%

**Fiscal Impact of Additional FTE Under Three Different Backlog Goals
(FTE need multiplied by *Recommended* Salaries + Benefits)***

| | Statutory | Enhanced | Feasible |
|------------------------------|--------------------|--------------------|--------------------|
| Attorneys | \$1,793,499 | \$1,543,968 | \$873,356 |
| Senior Attorneys | \$2,073,666 | \$1,785,156 | \$1,027,817 |
| Investigators | \$2,663,464 | \$2,301,233 | \$1,315,751 |
| ACTC | \$366,215 | \$316,409 | \$180,910 |
| Supervising Attorney | \$812,161 | \$701,708 | \$401,208 |
| Administrative Supervisor | \$100,585 | \$86,905 | \$49,689 |
| Sr. Administrative Assistant | \$41,783 | \$36,101 | \$20,641 |
| Executive Secretary | \$80,130 | \$69,232 | \$39,584 |
| Administrative Assistant II | \$276,332 | \$238,751 | \$136,508 |
| Legal Secretary | \$398,036 | \$343,903 | \$196,630 |
| Administrative Assistant I | \$593,790 | \$513,035 | \$293,333 |
| Paralegals | \$521,643 | \$450,700 | \$257,692 |
| General Clerks | \$128,291 | \$110,844 | \$63,376 |
| Total | \$9,849,594 | \$8,497,944 | \$4,856,493 |

* Salaries are calculated at the mid-point of the range. Benefits are calculated at Burden Rate of 33%

**Fiscal Impact of Organizational Changes under Three Different Backlog Goals
(Net of increased cost to meet Backlog Goals)
(FTE Need multiplied by *Current* Salaries + Benefits)***

| | Statutory | Enhanced | Feasible | Status Quo |
|------------------------|------------------|------------------|------------------|--------------------|
| Supervising Attorney | \$2,421,319 | \$2,325,593 | \$2,065,160 | \$1,717,447 |
| Attorneys | \$0 | \$0 | \$0 | \$0 |
| Investigators | -\$947,511 | -\$910,052 | -\$808,139 | -\$672,072 |
| Paralegals | \$527,025 | \$506,190 | \$449,504 | \$1,699,183 |
| Administrative Staff** | -\$1,543,348 | -\$1,482,331 | -\$1,316,332 | -\$1,094,700 |
| Total | \$457,486 | \$439,399 | \$390,193 | \$1,649,859 |

* Salaries are calculated at the mid-point of the range. Benefits are calculated at Burden Rate of 33%

** "Administrative Staff" includes: Sr. Administrative Supervisor, Administrative Assistant II, Administrative Secretary, Administrative Assistant I, Secretary II, Coordinator of Records, Sr. Administrative Assistant, Executive Secretary, Legal Secretary, and General Clerk classifications.

An annual salary of \$60K was assumed under the current compensation structure, with a 10% reduction to \$54K under the recommended compensation structure.

**Fiscal Impact of Organizational Changes under Three Different Backlog Goals
(Net of increased cost to meet Backlog Goals)
(FTE need multiplied by *Recommended* Salaries + Benefits)***

| | Statutory | Enhanced | Feasible | Status Quo |
|------------------------|------------------|------------------|------------------|--------------------|
| Supervising Attorney | \$2,421,319 | \$2,325,593 | \$2,065,160 | \$1,717,447 |
| Attorneys | | | | |
| Investigators | -\$886,674 | -\$851,620 | -\$756,251 | -\$628,920 |
| Paralegals | \$438,644 | \$421,302 | \$374,123 | \$1,414,233 |
| Administrative Staff** | -\$1,389,013 | -\$1,334,098 | -\$1,184,699 | -\$985,230 |
| Total | \$584,276 | \$561,177 | \$498,333 | \$1,517,531 |

* Salaries are calculated at the mid-point of the range. Benefits are calculated at Burden Rate of 33%

** "Administrative Staff" includes: Sr. Administrative Supervisor, Administrative Assistant II, Administrative Secretary, Administrative Assistant I, Secretary II, Coordinator of Records, Sr. Administrative Assistant, Executive Secretary, Legal Secretary, and General Clerk classifications.

An annual salary of \$60K was assumed under the current compensation structure, with a 10% reduction to \$54K under the recommended compensation structure.