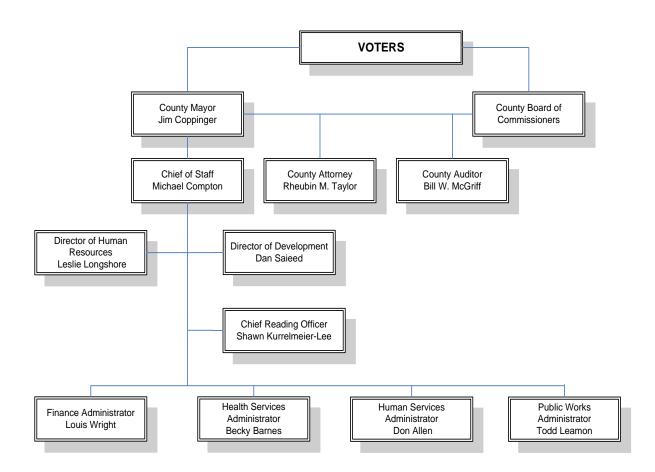
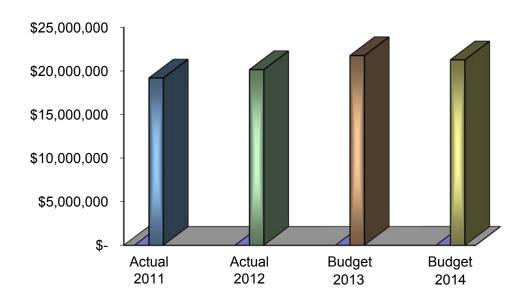
Unassigned Departments

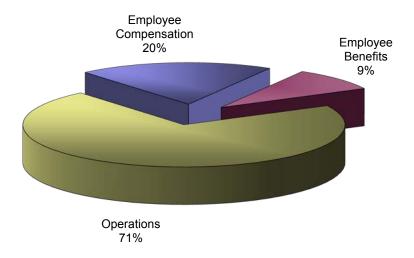
The departments accounted for within Unassigned Departments are those that do not fall into any specific category of the General Fund.



Unassigned Departments Expenditures



FY 2014 Expenditures by Type



Unassigned Departments Expenditures by Departments

Departments	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Utilities	\$ 1,928,979	\$ 1,990,414	\$ 2,243,018	\$ 2,000,000
Insurance	134,903	133,807	150,500	165,703
Employee Benefits	1,772,369	2,101,964	2,839,296	3,755,663
Trustee's Commission	3,003,301	4,056,530	3,000,000	3,345,000
External Audits	180,343	172,543	220,000	220,000
County Mayor	631,378	620,023	675,975	689,220
Chief of Staff	510,203	327,812	361,221	371,771
County Attorney	1,186,639	831,256	831,801	829,543
Chief Reading Officer	265,332	268,533	282,226	285,924
County Board of Commissioners	660,584	606,210	770,254	707,804
County Auditor	959,727	963,393	1,019,984	1,034,488
Microfilming	390,337	379,266	434,903	458,482
Telecommunications	825,734	933,497	923,292	966,038
Human Resources	709,113	586,733	671,006	687,447
County EEO	495	49,593	57,500	57,500
Development	456,346	489,600	476,101	482,685
Railroad Authority	125,785	123,235	127,846	128,767
Capital Outlay	3,921,173	3,305,051	5,132,274	4,250,671
Other	1,528,708	2,204,224	1,541,721	842,066
	\$ 19,191,449	\$ 20,143,684	\$ 21,758,918	\$ 21,278,772
Authorized Positions	79	76.5	74.5	74.5

Utilities - 2900

FUNCTION

Utility costs for gas, electricity, water, and telephone, which cannot be allocated among the various departments, are shown in this location. Utility costs which can be directly billed to a department are shown in that department as part of its total operating expenses. The costs of utilities for the City/Hamilton County DRC are also budgeted here.

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Development Resource Center	\$ 131,714	\$ 117,864	\$ 155,000	\$ 155,000
Telephone	6,987	8,070	9,327	10,278
Cellular & Pager	871	-	-	-
Electricity	1,280,828	1,328,299	1,425,782	1,182,408
Water	277,364	291,146	329,020	329,020
Gas	225,186	242,549	321,177	320,294
Miscellaneous Purchas Svs	5,707	692	-	-
Internet Service	322	1,794	2,712	3,000
Total Expenditures	\$ 1,928,979	\$ 1,990,414	\$ 2,243,018	\$ 2,000,000

Insurance - 2930

FUNCTION

The insurance program, administered by the Department of Financial Management, is designed to provide the County comprehensive protection against claims of liability, which become the legal obligations of the County. This includes legal obligations as the result of comprehensive general, errors and omissions, law enforcement and automobile liability insurance claims. The program also protects against property damage from fire and other hazards and provides for boiler and machinery inspections.

PERFORMANCE GOALS

To protect the County's assets by minimizing its exposure to loss through an effective risk management program.

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Operations	\$ 134,903	\$ 133,807	\$ 150,500	\$ 165,703
Total Expenditures	\$ 134,903	\$ 133,807	\$ 150,500	\$ 165,703

PROGRAM COMMENTS

Effective September 1, 1986 Hamilton County became self-insured for all comprehensive general liability, errors and omissions, law enforcement, and auto liability exposures. The Financial Management Department in cooperation with the County Attorney's office administers the self-insurance program.

Employee Benefits – 2931

FUNCTION

Supplemental funding for Hamilton County's Employee's Pension Plan, Commissioner Plan, and the Teachers' Retirement Plan are charged to this department. The majority of County employees participate in the Tennessee Consolidated Retirement System, the cost for which is allocated among the various departments. The County Pension Plans are administered by the County and have been closed to new participants since July 1976.

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Employee Compensation	\$ -	\$ 31,501	\$ 36,765	\$ 200,000
Employee Benefits	14,840	327,726	7,989	179,768
Operations	1,757,529	1,742,737	2,794,542	3,375,895
Total Expenditures	\$ 1,772,369	\$ 2,101,964	\$ 2,839,296	\$ 3,755,663

Trustee's Commission – 2932

FUNCTION

This cost center is used to account for all charges to the County General Fund by the County Trustee for commissions associated with the collection of property taxes and other revenues on behalf of the General Fund. The Trustee's charges are authorized by **T.C.A. Section 8-11-110**, which allows the Trustee to charge a commission of 2% on all Property Taxes collected and remitted to the General Fund and a commission of 1% on other revenue collections for the General Fund.

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Operations	\$ 3,003,301	\$ 4,056,530	\$ 3,000,000	\$ 3,345,000
Total Expenditures	\$ 3,003,301	\$ 4,056,530	\$ 3,000,000	\$ 3,345,000

External Audits - 2933

FUNCTION

The laws of the State of Tennessee require that an audit of County funds be performed on an annual basis. The cost of the audit as well as the cost of publication of the Comprehensive Annual Financial Report (CAFR) is charged to this location. The purpose of the annual audit is to ensure compliance with applicable state and federal laws and to ensure that financial reporting is in accordance with generally accepted accounting principles.

PERFORMANCE GOALS

To ensure proper stewardship is maintained over the County's assets and that all activities are reported in accordance with generally accepted accounting principles.

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Operations	\$ 180,343	\$ 172,543	\$ 220,000	\$ 220,000
Total Expenditures	\$ 180,343	\$ 172,543	\$ 220,000	\$ 220,000

County Mayor - 3000

FUNCTION

The County Mayor is elected by citizens of Hamilton County to head the County Government executive branch. The County Mayor is responsible for managing daily operations of County General Government. The County Mayor implements all applicable laws, policies and resolutions. As the county's chief fiscal officer, the County Mayor oversees preparation and administration of the county budget and all financial reports. The County Mayor is empowered to enter into contracts and has authority to negotiate and execute loans, notes or other forms of indebtedness on behalf of Hamilton County. The County Mayor's knowledge and oversight of county government's daily workings allows him to provide recommendations to the County Commission. The County Mayor is responsible for keeping the County Commission advised on the financial condition and future needs of Hamilton County. The County Mayor also serves on a number of boards and commissions. In summation, the County Mayor's mission is to provide good government for our residents to live, work and play.

PERFORMANCE GOALS

- 1. Planned Growth Strategies
- 2. Economic and Workforce Development
- 3. Public Education Improvement
- 4. Implementation of Green Practices
- 5. Quality of Life Issues

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Employee Compensation	\$ 428,470	\$ 430,754	\$ 442,011	\$ 449,677
Employee Benefits	154,381	153,252	159,175	164,753
Operations	48,527	36,017	74,789	74,790
Total Expenditures	\$ 631,378	\$ 620,023	\$ 675,975	\$ 689,220

Authorized Positions 6 6 6 6

PERFORMANCE OBJECTIVES

- 1. To focus our business recruitment efforts toward creating quality jobs that enable citizens to enjoy a
- 2. To work in cooperation with the State of Tennessee, City of Chattanooga and the private sector to develop infrastructure and strategies to bring new industries to Hamilton County
- 3. To continue to enhance local economic growth through high-tech start-up companies
- 4. To provide a highly skilled, trainable work force through partnerships with all local education providers creating a seamless system of resources
- 5. To define policies and procedures for financial guidance and stability
- 6. To convene community focus groups including area businesses and the Department of Education to provide support for public education improvement
- 7. To create a community of readers through Hamilton County Read 20 program, public education, community partnerships and other means
- To work toward development and utilization of alternative energy sources
- To encourage community development that will preserve and enhance the natural resources of our environment

PERFORMANCE ACCOMPLISHMENTS

1. Worked with the State of Tennessee, Hamilton County municipalities and the Chamber of Commerce recruiting or expanding 46 businesses, bringing an additional \$304,273.000 and 5,935 new jobs into Hamilton County. An additional 25 jobs were saved through negotiations.

- 2. Maintained AAA bond rating from Standard and Poor's, Moody's and Fitch's rating services. Standard and Poor's credit analyst, James Breeding's analysis of Hamilton County states, "The rating reflects our assessment of the county's diverse and expanding regional economic base, with good income levels and the prospects for significant future growth; very strong financial positions and rapid amortization of existing debt, coupled with limited additional debt plans." Hamilton County is the only Tennessee County with an AAA rating from three rating agencies.
- 3. Created and secured passage again of a fiscal budget with no property tax increase, allowing Hamilton County Government to continue to operate a financially responsible government.
- 4. Completed construction of the new Red Bank Middle and Ooltewah Elementary Schools in time for the opening of the August school year. Issued 50 million dollars of Commercial Paper for the construction of 2 new Hamilton County schools. Worked with school officials to complete the purchase of property for a future Ganns-Middle Valley Elementary School. An environmental study of the homes has been completed and work to remove asbestos will begin in the fall of 2013. Following abatement, the existing houses will be demolished. Continued progress for the new East Brainerd Elementary School. The architectural plans have been sent to the Fire Marshall. The projected completion date is July 2015. Continued discussions with the Hamilton County Board of Education to authorize marketing of the former Ooltewah Elementary site.
- 5. Continued to champion efforts to promote improved education for Hamilton County students to meet the challenge of companies like Alstom, Amazon, Gestamp and Volkswagen who are creating jobs that require a well-trained, skilled, educated work force.
- 6. Endorsed and supported the "Pathways to Progress" program, designed to allow students to enter careers in critical labor markets, reflecting the needs of regional industry employees. Continued to champion the STEM School, specializing in Science, Technology, Engineering and Math.
- 7. Improved literacy efforts through Read 20 programs for all children in child care settings and all public elementary schools in Hamilton County. Books are donated to the classroom libraries, as well as individual children. This has resulted in the donation of over 336,106 books worth approximately \$3,024,954.
- 8. The Chattanooga-Hamilton County Health Department's Step ONE program continued its outreach to the community through the Partnership for Healthy Living, the 250-person membership involves non-profits, private business, government, faith based organizations and private citizens. Step ONE has also served on multiple taskforces at the state level helping to develop the state's first nutrition and physical activity plan and the state's first recommendations on attracting grocery stores to food deserts. Through Step ONE's Robert Wood Johnson Foundation (RWJF) grant, our community leadership advisory committees and agency/organizational partners have contributed to over \$1 million in infrastructural and programmatic improvements. Some of these include CARTA receiving a federal livability grant for 40 bus shelters and the Chattanooga Mobile Market, which brings fresh fruit and vegetables to Hamilton County's food desert. Because of Step ONE and its partners, 69% of the 62,000 residents in the food desert now live within a mile of healthy affordable food options. With the ending of its RWJF grant, Step ONE is currently assessing Hamilton County in relation to Healthy Eating and Active Living (HEAL) needs and will conduct a new four to five year strategic plan for the program.
- 9. Conducted a Hamilton Shines billboard art contest among all Hamilton County Elementary Schools to promote litter awareness and education as part of the Hamilton Shines Anti-Litter Initiative. Winners had a billboard produced and placed in a prominent location near the student's school.
- 10. Continued our discount drug program through our partnership with the National Association of Counties, saving residents over 10.8 million dollars since the program's February 2007 inception. The program remains one of NACo's most successful discount drug programs; it is still ranked number three in the nation.



Chief of Staff - 3001

FUNCTION

The primary role of the Chief of Staff is to assist the County Mayor. Other responsibilities include the development of strategies to improve the efficiency and effectiveness of County General Government, and to serve as a point of contact for the Hamilton County Board of Commissioners and other elected officials. The Chief of Staff also supervises the Human Resources and Development Departments, the Public Relations Manager, the Read 20 Program, and the Equal Employment Opportunity Office.

PERFORMANCE GOALS

- To review the organizational structure and recommend changes to improve the efficiency and effectiveness of Hamilton County Government
- 2. To improve communication and develop a stronger working relationship between Hamilton County Government and the Hamilton County Board of Commissioners

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Employee Compensation	\$ 400,117	\$ 225,607	\$ 251,007	\$ 251,082
Employee Benefits	93,341	91,123	93,694	104,169
Operations	16,745	11,082	16,520	16,520
Total Expenditures	\$ 510,203	\$ 327,812	\$ 361,221	\$ 371,771

Authorized Positions 3 3 3

Human Resources:

- To assist departments in the employee recruitment and selection process
- To provide a competitive yet fiscally conservative fringe benefits package for County employees
- To conduct an equitable market survey of employee classification and compensation
- To provide employee training and employee recognition programs

Development:

- To secure all possible funding sources for county government through applications for new grants and reapplications for continuation grants
- To administer and track all grants to insure compliance with all rules and regulations
- To provide strategic planning services where appropriate

Public Relations:

- To coordinate with department reporters to create and distribute a monthly newsletter to all employees
- To create, promote and manage special events, projects, and programs for Hamilton County Government
- To review current county department communications strategies and recommend improvements
- To coordinate with the Communications Manager to ensure that information released from the Mayor's Office is also promptly distributed to employees
- To coordinate the Hamilton County Green Government Initiative with the goal of providing quality and efficient government services with environmental responsibility as a guiding principal
- To coordinate an anti-litter program to educate the public about negative effects of littering and to advocate for the local enforcement of litter laws

Read 20 Program:

- To create a community of readers by promoting the importance of reading with infants and children for at least 20 minutes every day
- To advocate for an established curriculum for children ages birth to kindergarten
- To increase the efficiency and effectiveness of existing community literacy resources by identifying potential partnerships and strategic alliances

- To provide opportunities for teacher training through literacy partnerships
- . To distribute books to children and model reading behaviors through group read aloud events
- To contribute to classroom libraries through various programs and partnerships
- To facilitate grassroots outreach for literacy among all groups, organizations and populations

Equal Employment Opportunity Office:

- To ensure compliance with all Federal, State and Local laws and regulations
- To investigate all EEO complaints as outlined in the Affirmative Action Plan
- To recommend changes in policies and practices when needed
- To act as a liaison with minority, female, disabled, and veteran's organizations
- To provide staff training and support regarding EEO policies, regulations and laws
- To assist in recruiting minority applicants
- To compile and evaluate personnel reports and ensure compliance to the Affirmative Action Plan
- To submit an annual report to the Federal Equal Employment Opportunity Commission



County Attorney – 3003

FUNCTION

The County Mayor, with the approval of the County Commission, appoints the County Attorney. This office is responsible for representing, defending and advising the County and its officials in all matters involving Hamilton County, including litigation, attending all meetings of the County Commission, preparing resolutions for passage by the Commission, advising the Members of the County Commission, the County Mayor, and other officers and employees of the County concerning legal aspects of the County's affairs as well as approving the form and legality of all official documents presented to the County Attorney's Office.

PERFORMANCE GOALS

Performance objectives are to provide legal representation and counsel to ensure that all County functions are performed, and all County interests are protected in accordance with Federal, State, and County requirements, and in Administrative Law Hearings.

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Employee Compensation	\$ 553,491	\$ 483,279	\$ 452,023	\$ 439,797
Employee Benefits	172,969	145,953	156,974	163,441
Operations	460,179	202,024	222,804	226,305
Total Expenditures	\$ 1,186,639	\$ 831,256	\$ 831,801	\$ 829,543

Authorized Positions 7 6 6 6

PROGRAM COMMENTS

This office utilizes the services of special counsel in certain limited areas, i.e representation of the Sheriff's Department. This is done on a retainer basis, which controls costs and avoids the requirement of paying fringe benefits which are payable to full-time employees, and keeps the department's expenditures at a minimum.

The combination of a full-time staff with outside counsel provides an effective representation of legal services and an efficient use of funding resources as this office continues to experience an increased demand of legal services by all departments and agencies of the County. This office represents consortiums in which the County is a member.



Read 20 - Chief Reading Officer - 3005

FUNCTION

Read 20 is a public/private partnership dedicated to creating a strong community of readers by promoting the importance of reading with children at least 20 minutes a day in order to help them build essential and long lasting literacy skills.

PERFORMANCE GOALS

To promote reading with infants and children, to engage and encourage community literacy efforts focused on early childhood development and beyond, and to activate our community.

Expenditures by type	Actual 2011		Actual 2012		Budget 2013		Budget 2014	
Employee Compensation	\$	188,187	\$	188,219	\$	193,253	\$	193,778
Employee Benefits		63,396		63,285		66,067		67,621
Operations		13,749		17,029		22,906		24,525
Total Expenditures	\$	265,332	\$	268,533	\$	282,226	\$	285,924

Authorized Positions 3 3 3

PERFORMANCE OBJECTIVES

- 1. Increase public awareness on the value of reading with children for 20 minutes or more each day and impact children's lives.
- 2. Demonstrate the impact of the value of reading on personal success and economic vitality in the community
- Support early childhood education through the articulation of curriculum between pre-Kindergarten and Kindergarten
- 4. Increase efficiency and effectiveness of existing community resources directed at literacy, by identifying potential partnerships and strategic alliances
- 5. Provide opportunities for teacher trainings through partnerships directed toward literacy
- 6. Distribute books to children across Hamilton County and model effective read aloud strategies
- 7. Contribute to classroom libraries throughout Hamilton County through various programs and partnerships
- 8. Create an effective grassroots outreach for community change through participation by parents, early childhood educators, and members/leaders of faith-based, community, and business organizations

PERFORMANCE ACCOMPLISHMENTS

- Distributed over 336,106 books worth over \$3,024,954
- Confirmed at least 164,794 adults are reading with children every day for at least 20 minutes
- 3. Provided resources and training for 2,344 teachers and administrators in area public elementary schools and day cares
- Through the Millionaire Readers program, 728 students in Hamilton County read over 1,000,000 words during school year 2012-2013



County Board of Commissioners - 3010

FUNCTION

The County Commission is the legislative and policy-making body of the County. It is composed of nine residents who are elected from and represent nine districts within the County. Commission members are elected for four-year terms. The Chairman and the Chairman Pro Tempore of the Board of Commissioners are selected as the presiding officers of the Commission by the other members and serve for one year.

PERFORMANCE GOALS

- 1. Enacting resolutions and orders necessary for the proper governing of the County's affairs
- 2. Reviewing and adopting the annual budget
- 3. Reviewing and deciding on recommendations for various boards and commissions
- Approving recommendations of the County Mayor for the position of County Attorney, administrators, directors and various boards and commissions
- 5. Appointing residents to various boards and commissions
- 6. Establishing policies and measures to promote the general welfare of the County and safety and health of its residents
- 7. Representing the County at official functions and with other organizations
- 8. The County Commission conducts its business in public sessions held in the County Commission meeting room at the Hamilton County Courthouse on the first and third Wednesdays of each month

Expenditures by type	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Employee Compensation	\$ 328,526	\$ 316,915	\$ 342,656	\$ 345,735
Employee Benefits	164,352	145,854	171,225	200,619
Operations	167,706	143,441	256,373	161,450
Total Expenditures	\$ 660,584	\$ 606,210	\$ 770,254	\$ 707,804

Authorized Positions	12	12	12	12

PROGRAM COMMENTS

The County Commission is promoting effective government through responsive policy directions and leadership and has endeavored to meet the current and future needs of the County. This has been accomplished by attracting new industries to the area in full or partial funding of projects such as the development of the old Volunteer Army Ammunition Plant property (Enterprise South), the Riverport, Riverpark development, several industrial parks, the Max Finley Stadium, the expansion of the Trade Center, and the building of numerous recreational facilities including North Shore/Coolidge Park. The County Commission has provided funding for the building of numerous fire halls throughout the County and fully funds a countywide ambulance service. The Commission has also provided funding for several new schools currently under construction and has funded several school renovations and additions. The challenge for the County Commission in the future will be to complete the recommendations of the Site and Facilities Task Force.

County Auditor - 3015

FUNCTION

To perform various audits of departments, offices, agencies, programs, etc. which operate under the auspices of the Hamilton County Government. The audits may include reviews of internal control systems and accounting systems, reviews of the efficiency and effectiveness of the County's programs or activities and/or financial audits. Other primary functions of the Auditor's office include providing assistance to various departments or offices in establishing effective accounting systems and systems of internal control, and assisting in the implementation of computerized accounting systems at various locations.

PERFORMANCE GOALS

To perform the functions listed above in the most effective and efficient manner while serving as a valuable resource to the Hamilton County Government and its constituents.

Expenditures by type	Actual 2011		Actual 2012		Budget 2013	Budget 2014	
Employee Compensation	\$	661,003	\$	669,053	\$ 698,215	\$	699,189
Employee Benefits		259,801		255,416	270,269		283,799
Operations		38,923		38,924	51,500		51,500
Total Expenditures by type	\$	959,727	\$	963,393	\$ 1,019,984	\$	1,034,488

Authorized Positions 11 11 11 11 11

FOCUS ON THE FINEST WINNER

2011 Educational Achievement Recognition

Jenneth Randall - Senior Auditor



Microfilming - 3016

FUNCTION

The function of the Microfilm department is to provide microfilm services to all County offices and departments and to provide a centralized records storage area. The department provides technical assistance to the Hamilton County Records Commission and maintains all County microfilm equipment.

PERFORMANCE GOALS

- To educate elected officials and department heads regarding the destruction of permanent records after they are microfilmed
- 2. To computerize the records storage and retrieval system
- 3. To maintain, through liaison with offices, standardized microfilm equipment countywide
- 4. To review and maintain the quality of old microfilm

Expenditures by type	Actual 2011		Actual 2012		Budget 2013		Budget 2014	
Employee Compensation	\$	242,943	\$	241,557	\$	281,109	\$	275,305
Employee Benefits		120,048		111,560		122,994		152,377
Operations		27,346		26,149		30,800		30,800
Total Expenditures	\$	390,337	\$	379,266	\$	434,903	\$	458,482

Authorized Positions 8 8.5 8.5 8.5

Telecommunications - 3018

FUNCTION

To provide telecommunication services to all County offices and departments. These services include maintaining and programming a private switch network of eleven (11) Northern Telecom telephone switches, maintaining and programming over 2,000 telephones on the network, producing monthly telephone bills for all County offices and departments on the network, installing and maintaining all voice and data cabling for County Government, maintaining the County's voice mail system, maintaining all other County telephone systems which are not on the network, maintaining all Department of Education (including schools) telephone systems, and providing technical assistance to all County offices and departments. This department is responsible for the design of communication infrastructure on all construction and renovation projects and coordination with architects and contractors.

PERFORMANCE GOALS

To provide telecommunication services to County Government in the most cost effective and efficient manner while maintaining a high quality and dependable system.

Expenditures by type	Actual 2011		Actual 2012		Budget 2013		Budget 2014	
Employee Compensation	\$	482,281	\$	466,385	\$	507,224	\$	507,901
Employee Benefits		232,826		217,457		233,450		242,836
Operations		110,627		249,655		182,618		215,301
Total Expenditures	\$	825,734	\$	933,497	\$	923,292	\$	966,038

Authorized Positions 10 10 10 10

FOCUS ON THE FINEST WINNER

2013 Educational Achievement Recognition

Amy Bailes - Senior Telecommunication Specialist

Human Resources - 3025

FUNCTION

The Human Resources department is a service agency that coordinates human resource management activities for Hamilton County General Government, the 911 Center, the Assessor of Property, the Election Commission, Juvenile Court and the Juvenile Court Clerk. These activities include (1) administering the approved Career Service System's policies and procedures; (2) advertising vacancies and processing employment applications; (3) updating and maintaining the position classification plan, including job descriptions; (4) evaluating, updating and maintaining employee compensation plan; (5) coordinating and managing the bi-annual performance evaluation process; (6) providing employee orientation and training; (7) maintaining employee records; (8) administering and maintaining the employee benefits package; (9) assisting departments with promotional and disciplinary activities, and other general policies and procedures; (10) conducting employee exit interviews; (11) representing the County in unemployment claims; (12) coordinating employee recognition programs; and (13) coordinating the Employee Assistance Program and the Department of Transportation (DOT) Drug and Alcohol testing program.

PERFORMANCE GOALS

- 1. Assist departments in the employee recruiting and selection process
- 2. Engage in an equitable market/work place survey of employee classification and compensation
- 3. Provide a competitive fringe benefits package for County employees while remaining fiscally conservative with the County's limited resources
- 4. Conduct employee training to enhance job performance and skills
- 5. Coordinate the employee recognition program
- 6. Conduct the workforce training program focusing on career and leadership skills

Expenditures by type	Actual 2011		Actual 2012		Budget 2013		Budget 2014	
Employee Compensation	\$	469,193	\$	375,450	\$	395,013	\$	392,032
Employee Benefits		186,866		160,045		173,084		192,506
Operations		53,054		51,238		102,909		102,909
Total Expenditures	\$	709,113	\$	586,733	\$	671,006	\$	687,447

Authorized Positions 10 10 8 8

FOCUS ON THE FINEST WINNER

2012 MVP Award Anne Runyan – Human Resources Training Specialist



County Equal Employment Opportunity – 3040

FUNCTION

The Equal Employment Opportunity (EEO) Office administers Hamilton County's Equal Employment Opportunity policy and investigates discrimination complaints as defined in the Hamilton County Government Employee Handbook (July 21, 2012). This department exists to help eliminate and prevent discrimination against any employee or applicant for employment, because of age, disability, genetic information, national origin, political affiliation, race/color, religion, sex/gender, sexual orientation or veteran's status. The official policy of Hamilton County General Government states human resource decisions, actions and conditions affecting employees, including, but not limited to assignment, transfer, promotion and compensation are governed by the principles of equal opportunity. The EEO Office shall also serve as the Hamilton County Title VI Department. The Title VI Department's Administrative Officer is responsible for the overall administration, coordination, operation, and implementation of the Title VI program in all of Hamilton County Government.

PERFORMANCE GOALS

- Ensure compliance with all Federal, State and Local Equal Employment Opportunity laws and regulations
- 2. Investigate all EEO complaints as outlined in the Hamilton County Government Employee Handbook
- 3. Identify issues before they become problems and educate staff appropriately
- 4. Act as liaison with minority, female, disabled, and veteran's organizations
- 5. Recommend changes in policies and rules where applicable, and develop training where needed
- 6. Assist in recruiting of minority applicants
- Compile and evaluate personnel reports and monitor the use of Hamilton County's Affirmative Action Plan
- 8. Submit an annual EEO report to the Federal Employee Equal Opportunity Commission (EEOC)

Expenditures by type	Actual 2011		Actual 2012		Budget 2013		Budget 2014	
Operations	\$ 495	\$	49,593	\$	57,500	\$	57,500	
Total Expenditures	\$ 495	\$	49,593	\$	57,500	\$	57,500	

The County EEO administration services are provided under contract.

PERFORMANCE OBJECTIVES

- 1. To satisfactorily resolve EEO complaints
- 2. To aid in the recruitment, hiring and promotion of minorities
- 3. Educate County Government staff

PERFORMANCE ACCOMPLISHMENTS

- 1. Reached a timely resolution to 100% of complaints
- 2. Provided diversity training to county workforce
- 3. Made available to the public Hamilton County's Affirmative Action Plan (AAP)
- 4. Maintained the Hamilton County's EEO and Title VI websites
- 5. Chaired EEO/Title VI Compliance Committees



Development - 3060

FUNCTION

The Development Department is responsible for securing and managing funds for County projects. It plays a lead role in developing new County programs. The department seeks funding and manages contracts for projects involving Housing, Economic Development, Parks and Recreation, Corrections, Law Enforcement, Juvenile Justice, Social Services, Health, and a variety of other efforts. The department also provides strategic planning services in the areas of Parks and Recreation and Economic Development.

In order to meet community needs and maximize the leveraging power of local dollars, the department applies for grants from state, federal and private sources. It also develops plans and program models; conducts feasibility studies; assists industries to locate in Hamilton County; prepares award nominations, environmental documents, and progress reports. The department administers millions of dollars in grant contracts to ensure compliance with regulatory and audit requirements.

PERFORMANCE GOALS

- To apply for new grants and reapply for continuation grants in Economic Development, Law Enforcement, Corrections, Parks and Recreation, Public Works, Community Development, and other project areas
- 2. To administer and monitor all grants and insure compliance with all applicable rules and regulations
- 3. To provide strategic planning services as appropriate

Expenditures by type	Actual 2011		Actual 2012		Budget 2013		Budget 2014	
Employee Compensation	\$	305,522	\$	305,794	\$	313,712	\$	314,237
Employee Benefits		118,585		121,316		126,695		132,754
Operations		32,239		62,490		35,694		35,694
Total Expenditures	\$	456,346	\$	489,600	\$	476,101	\$	482,685

Authorized Positions 6 6 6 6

PERFORMANCE OBJECTIVES

- Development staff will apply for new and continuation grants related to economic and workforce development, transportation enhancement, alternative sentencing, family violence prevention, public health, parks and recreation, community development, corrections, Juvenile Court and law enforcement.
- Development staff will continue implementation of an online grant management system and insure that grant regulatory and federal single audit requirements are met
- 3. Development staff will assist in the development and implementation of a comprehensive communitywide visioning initiative and will coordinate an annual update of Hamilton County's Three Star Strategic Economic Development Plan

PERFORMANCE ACCOMPLISHMENTS

Goal #1

- 1. The Development Department currently manages 24 grants and match for a total of \$22,398,700.
- 2013 Presentation to the staffs of Congressman Chuck Fleischmann, Senators Lamar Alexander and Bob Corker for a National Center of Excellence for Non Destructive Testing for both nuclear and general industry certification in Chattanooga. Assistance was requested identifying funding sources to support development of a training center and curriculum.
- 3. A \$228,200 Title XX grant from the Tennessee Department of Human Services was awarded to Hamilton County in 2013. This grant provided continuation funding for the County's Homemaker Services operated by Partnership for Families, Children and Adults, Inc. and Adult Day Care Services operated by Signal Centers, Inc.

- 4. A 2013 Justice Assistance Grant in the amount of \$43,302 for the Sheriff's Department.
- 5. A total of \$250,000 in grants from TDOT was awarded to Hamilton County in 2013 for construction of the Tennessee Downtown Riverwalk extension from Ross's Landing to St. Elmo.
- 6. Hamilton County Drug Court received a grant from the Department of Mental Health totaling \$425,000 for continuation of the program.
- 7. A \$295,187 grant for the Domestic Violence Courts Project from the Department of Justice was awarded to Hamilton County in 2010. The grant provides assistance to Hamilton County Sessions, Civil and Criminal Courts to enhance management of cases involving sexual assaults, domestic violence, dating violence and/or stalking.
- 8. A \$380,057 Safe Haven grant from the U.S. Department of Justice for a supervised visitation program for families with a history of domestic violence.
- A \$497,527 grant in 2011 and a \$136,217 grant in 2012 from the Tennessee Emergency Management Department for equipment, training and supplies for emergency responders to deal with acts of terrorism.
- 10. Hixson "AgLab" coordinating funding efforts to secure \$186,000 in funds from various sources for an innovative greenhouse initiative at Hixson High School to support STEM education.
- 11. Riverwalk Secured \$250,000 LPRF grant from TDEC to help fund the Riverwalk expansion.
- 12. 3rd Street Corridor Initiative _ Partnered with the Enterprise Center and the Regional Planning Agency to secure \$200,000 grant from EPA to conduct an area-wide planning process around the 3rd Street Corridor which includes Erlanger, UTC, Fortwood, Lincoln Park, Engel Stadium and the Canon Cumberland industrial site.
- 13. Hamilton County is in the application process for the following grants:
 - A. Public, private and corporate financial support for the Riverpark extension from Ross's Landing to St. Elmo.
 - B.FastTrack Economic Development grants to provide necessary infrastructure for the expansion of Arch Plastics, Inc.

Goal # 2

- The Development Department facilitated the creation of a new Parks and Recreation Master Plan by UTC.
- 2. The Development Department will update of Hamilton County's Three-Star Strategic Plan for Economic Development to meet state program requirements.
- 3. The Development Department is participating in a regional planning group Thrive 2055 for a sixteen county effort in Southeast Tennessee, North Georgia and North Alabama. This multi-year initiative will use local, private and foundation dollars to fund a forty-year growth plan based on the impact of VW. Alstom and Amazon.
- 4. The Development Department is participating in a community initiative to support the economic and community development in the 3rd Street Corridor area including Erlanger, UTC, Fortwood, Lincoln Park, Engel Stadium, the Chattanooga Zoo and the Canon Cumberland industrial site.



Railroad Authority - 3099

FUNCTION

The Hamilton County Railroad Authority was established by the County Commission in February 2001. The Authority's purpose is to provide a variety of services in support of railroad transportation in Hamilton County.

The Authority provides direct oversight of the jointly owned (with the City of Chattanooga) railroad network at Enterprise South Industrial Park. This twenty-mile network, with access to two major railroad carriers, is an important factor in attracting major manufacturers to the Park.

The Authority provides for the distribution of railroad rehabilitation funds from the Tennessee Department of Transportation to local shortline railroads. These railroads provide important connections from shippers to the major railroads in Chattanooga. The Authority also assists industries, government agencies and local citizens with issues related to railroads including grade crossing improvements, site selection, railroad siding additions or improvements, and real estate transactions.

Expenditures by type	Actual 2011		Actual 2012		Budget 2013		Budget 2014	
Employee Compensation	\$	82,713	\$	82,624	\$	84,838	\$	84,913
Employee Benefits		34,215		34,123		36,034		37,129
Operations		8,857		6,488		6,974		6,725
Total Expenditures	\$	125,785	\$	123,235	\$	127,846	\$	128,767

Authorized Positions	1	1	1	1



Capital Outlay - Various

FUNCTION

General Fund capital expenditures for all departments are budgeted in this location. The amounts shown do not include capital projects financed by bond funds. Each year the General Fund contributes funding for projects that are not bond or debt eligible. These appropriations are approved after a thorough evaluation of all capital requests versus other available funding sources and General Fund affordability.

Post to the second	Actual	Actual	Budget	Budget
Departments	2011	2012	2013	2014
Medical Examiner	\$ -	\$ -	\$ 3,681	\$ 41,850
County Clerk	4,852	126	1,200	2,100
Trustee	(6,700)	-	-	-
Assessor of Property	17,867	18,500	19,500	39,000
District Attorney General	-	-	-	-
Election Commission	8,908	_	_	35,000
Criminal Court Clerk	-	_	_	15,789
Sheriff	548,663	885,979	713,245	844,000
Juvenile Court Clerk	47,407	62,226	-	-
Register Computer Fees	-	-	_	8,000
Juvenile Court Judge	33,373	27,639	_	13,500
Juvenile Court Detention Unit	-	8,675	_	4,500
Juvenile Court IV-D Admin	23,822	-	_	-
African American Museum Bldg. Maint.	,	_	17,500	_
Chief Reading Officer	_	_	4,236	_
County Attorney	_	_	-	3,600
County Board of Commissioners	1,033,744	845,077	1,626,289	900,000
County Auditor	38,374	1,295	2,750	2,200
Microfilming	4,726	3,762	1,200	18,000
Telecommunications	129,489	272,642	152,790	45,700
Human Resources	2,427	378	-	-
Accounting	3,544	3,419	3,600	3,300
Financial Management	-	1,295	-	-
Information Technology Services	330,483	153,935	279,665	665,000
Purchasing	, -	2,241	4,000	3,400
Geographic Information System	22,298	8,089	427,983	83,500
Building Inspection	22,149	24,131	57,349	28,200
Security Services	-	-	-	34,400
Engineering	5,099	2,275	11,700	7,250
Highway	181,156	45,221	88,642	45,000
Recycling	110,000	-	-	-
Maintenance	142,500	-	50,000	75,000
Emergency Services	27,622	23,214	46,526	108,800
Recreation	42,000	25,000	20,000	54,500
Ross's Landing	· -	-	34,000	-
Riverpark	259,450	46,000	24,000	168,000
Litter Grant	· -	55,780	-	-
Corrections Admin	17,867	-	-	-
Haz Mat Team	4,981	12,306	19,702	19,000
Tri-Community Fire Department	39,330	39,330	39,330	39,330
Dallas Bay Fire Department	34,155	34,155	34,155	34,155
Mowbray Fire Department	15,525	15,525	15,525	15,525
Chattanooga/Hamilton Co. Rescue	10,350	10,350	10,350	10,350
Highway 58 Volunteer Fire Dept.	36,743	36,743	36,743	36,743
Sequoyah Fire Department	18,113	18,113	18,113	18,113
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Departments	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Walden's Ridge Fire Department	28,980	28,980	28,980	28,980
Sale Creek Fire Department	31,568	31,568	31,568	31,568
Volunteer State Rescue	10,350	10,350	10,350	10,350
Hamilton County Stars	10,350	10,350	10,350	10,350
Flattop Volunteer Fire Dept.	12,938	12,938	12,938	12,938
Enterprise South Industrial Park	4,485	22,000	-	53,000
Fortwood Center	50,000	50,000	50,000	-
Health Maintenance	24,810	17,754	21,254	48,000
Environmental Health	17,867	1,903	18,000	8,800
Health Promo & Wellness	7,291	-	1,400	2,200
Dental Health	1,678	4,322	2,500	3,750
Harriet Tubman Subst Abuse	(1,077)	-	-	-
Family Planning	-	-	-	1,670
Nursing Adminstration	-	-	2,000	5,000
Family Health Clinic	-	-	19,034	19,500
Project Hug-State	-	-	-	1,100
County Wellness Center	10,114	-	5,000	-
Family Health Center	-	-	10,000	4,400
Ooltewah Clinic	-	-	-	24,560
Sequoyah Clinic	-	-	5,000	19,500
Chest Clinic/Epidemiology	3,200	-	8,000	7,700
STD Clinic	-	2,190	8,000	6,600
Community Assessment/Planning	17,867	-	-	-
Emergency Medical Services	480,435	429,275	1,124,126	517,500
Water Quality Program	-	-	-	10,400
Total Expenditures by type	\$ 3,921,173	\$ 3,305,051	\$ 5,132,274	\$ 4,250,671

PROGRAM COMMENTS

Of the budgeted \$4,250,671 capital outlay budget for FY 2014, items over \$100,000 are highlighted as follows:

County Board of Commission – The appropriation includes discretionary funds to help commissioners assist schools and communities within their district and to help with projects for the betterment of the community.

Information Technology Services – The appropriation provides funding for the purchase of servers, network and video conferencing equipment. In addition, licenses for exchange server upgrades will be purchased.

Emergency Services – The appropriation provides for radio transmitters, computer replacements, office furniture, vehicle replacement, portable generators, fire training equipment, and projectors.

Emergency Medical Services (EMS) – The appropriation for EMS provides funds for two new ambulances, one remount for an ambulance, 12 Lifepak 12 cardiac monitors, stretchers and back boards, protective clothing, training equipment, computers, and station furniture.

Riverpark – The appropriation provides for repairs to the river walk, replacement of two 4-door pick-up trucks, and the purchase of an equipment storage shelter.

The Sheriff's Department capital outlay appropriations are distributed among the individual departments for police vehicle replacements, equipment for police automobiles, in-car cameras, patrol lap tops, and other capital equipment as deemed appropriate by the Sheriff's Department within the budget parameters.

All other departments' capital outlay appropriations are used for office furniture and computer replacement and upgrades.

Other - 2936, 2937, 3004, 3011, 3017, 3026, 3027, 3028

FUNCTION

- 1. <u>Representative to General Assembly</u> Registered lobbyists for Hamilton County Government represent the County's interest before the General Assembly by introducing legislation and by supporting or opposing other legislation.
- Americans with Disabilities Act (ADA) The Americans with Disabilities Act is a federal civil rights law
 enacted to protect qualified persons with disabilities from discrimination in employment, government
 services and programs, transportation, public accommodations and telecommunications. Minimal funds
 are budgeted to meet the reasonable accommodation needs of qualified applicants and/or employees.
- 3. <u>Drug and Alcohol Testing Program</u> The Drug-Free Workplace Act of 1988 requires compliance by governmental agencies in providing a drug-free workplace. The Human Resources Department coordinates the program with Comprehensive Compliance, which is under contract the County to develop and administer a controlled substance and alcohol-testing program, supervisory training and medical review officer services for County employees. The contractor conducts six types of testing on a random basis or as required for employees who are either in a safety sensitive position and/or hold a commercial drivers license.
- 4. Employee Assistance Program (EAP) The Employee Assistance Program is provided by the County to meet the needs of employees and the Federal Drug Free Workplace Act of 1988. The Human Resources department coordinates this program with EAP Care, Inc., who is under contract with the County to provide EAP services. These services include confidential assessment, short term counseling, referral and follow up to employees and their families. Up to four pre-paid counseling sessions per year are provided with further sessions covered by medical insurance when eligible. The performance objectives are to provide eligible County employees the necessary EAP service to reduce the occurrence of work-related problems and substance abuse; provide workplace training on such topics as drug abuse, stress, marital problems, aging, retirement, depression and parental care; provide supervisory training to all supervisors on how to make referrals for treatment; and to provide reports to the EAP Review Committee so that the program may be continuously upgraded to meet the requirements of law and changing methodology of drug and alcohol abuse treatment.
- TCSA and NACO Dues These amounts represent annual dues for membership in the Tennessee County Services Association and the National Association of Counties.
- 6. <u>Indigent Care</u> A program to insure that all Hamilton County residents who qualify for financial assistance with their medical bills at Erlanger are treated fairly and receive this assistance in a manner that will allow them to get the necessary treatment and to maintain the health of all County residents. This program was terminated at the end of FY 11.

Departments	Actual 2011	Actual 2012	Budget 2013	Budget 2014
Representative to General Assembly	\$ 8,032	\$ 6,246	\$ 10,500	\$ 20,000
Americans with Disabilities Act	-	70	1,000	1,000
Drug & Alcohol Testing Program	8,850	8,927	10,500	10,500
Employee Assistance Program	22,395	23,803	23,300	23,300
TCSA Dues	9,937	9,937	9,937	9,937
NACO Dues	6,419	6,419	6,419	6,729
CDBG Water Lines- Mowbray	55,254	444,747	-	-
Regional Planning Grant	-	-	167,000	-
THDA - Disaster Recovery Program	17,964	370,793	176,880	-
Drug Court	544,835	515,571	430,585	-
Indigent Care	118,800	21,692	-	-
CCC - Certified Cost Reimbursement	736,222	796,019	705,600	770,600
	\$ 1,528,708	\$ 2,204,224	\$ 1,541,721	\$ 842,066

In FY 11, Indigent Care had 2 Authorized Positions.