

Finance & Administration Committee Meeting
February 19, 2019
4:00 p.m.

- 1. Biomass Lease**
- 2. Ritter Communication**
- 3. Anderson Field Property**
- 4. Civic Center – Roof Repair**
- 5. Defined Benefit Pension Plan Resolution**
- 6. Street Naming Request**
- 7. Abandoned/Vacant Property Ordinance**
- 8. Building Permits/Codes Discussion**
- 9. Financial Report – January, 2019**

ADOPTING RESOLUTION

The undersigned authorized representative of City of Covington (the Employer) hereby certifies that the following resolutions were duly adopted by the Employer on the date specified below, and that such resolutions have not been modified or rescinded as of the signature date below:

RESOLVED, that the form of amended Defined Benefit Plan and Trust effective January 1, 2019, presented to this meeting is hereby approved and adopted and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Plan.

The undersigned further certifies that attached hereto are true copies of City of Covington Pension Plan as amended and restated, the Summary Plan Description and the Funding Policy and Method which are hereby approved and adopted.

Date: _____

By: _____

[print name/title]

CITY OF COVINGTON PENSION PLAN

FUNDING POLICY AND METHOD

A pension benefit plan (as defined in the Employee Retirement Income Security Act of 1974) has been adopted by the company for the purpose of rewarding long and loyal service to the company by providing to employees additional financial security at retirement. Incidental benefits are provided in the case of disability, death or other termination of employment.

Since the principal purpose of the plan is to provide benefits at normal retirement age, the principal goal of the investment of the funds in the plan should be both security and long-term stability with moderate growth commensurate with the anticipated retirement dates of participants. Investments, other than "fixed dollar" investments, should be included among the plan's investments to prevent erosion by inflation. However, investments should be sufficiently liquid to enable the plan, on short notice, to make some distributions in the event of the death or disability of a participant.

ADOPTION AGREEMENT FOR
BURLEIGH CONSULTING GROUP, INC.
VOLUME SUBMITTER DEFINED BENEFIT PLAN

CAUTION: Failure to properly fill out this Adoption Agreement may result in disqualification of the Plan.

EMPLOYER INFORMATION

(An amendment to the Adoption Agreement is not needed solely to reflect a change in this Employer Information Section.)

1. EMPLOYER'S NAME, ADDRESS, TELEPHONE NUMBER, TIN AND FISCAL YEAR

Name: City of Covington

Address: 200 West Washington, P.O. Box 768

Street

Covington

City

Tennessee

State

38019-0768

Zip

Telephone: (901) 476-9613

Taxpayer Identification Number (TIN): 62-6000274

Employer's Fiscal Year ends: June 30th

2. TYPE OF ENTITY

- a. [X] Corporation (including Tax-exempt or Non-profit Corporation)
b. [] Professional Service Corporation
c. [] S Corporation
d. [] Limited Liability Company that is taxed as:
1. [] a partnership or sole proprietorship
2. [] a Corporation
3. [] an S Corporation
e. [] Sole Proprietorship
f. [] Partnership (including Limited Liability)
g. [] Other: (must be a legal entity recognized under federal income tax laws)

3. AFFILIATED EMPLOYERS/PARTICIPATING EMPLOYERS. (Plan Sections 1.7 and 1.63). Is the Employer an Affiliated Employer (i.e., a member of a controlled group or an affiliated service group (within the meaning of Code §414(b), (c), (m) or (o)))?

- a. [X] No.
b. [] Yes, the Employer is a member of (select one or both of 1. - 2. AND select one of 3. - 4. below):
1. [] A controlled group
2. [] An affiliated service group
AND, will any of the Affiliated Employers adopt the Plan as Participating Employers?
3. [] Yes. (Complete a Participation Agreement for each Participating Employer.)
4. [] No. (The Plan could fail to satisfy Code §§401(a)(26) and 410(b).)

MULTIPLE EMPLOYER PLAN (Plan Article XII). Will any Employers who are not Affiliated Employers adopt this Plan as part of a Multiple Employer Plan (MEP) arrangement?

- c. [X] No
d. [] Yes. (Complete a participation agreement for each Participating Employer.)

PLAN INFORMATION

(An amendment to the Adoption Agreement is not needed solely to reflect a change in the information in Questions 8. through 10.)

4. PLAN NAME:

City of Covington Pension Plan

5. PLAN STATUS

- a. [] New Plan
b. [X] Amendment and Restatement of existing Plan
PPA RESTATEMENT (leave blank if not applicable)
1. [X] This is an amendment and restatement to bring a plan into compliance with the Pension Protection Act of 2006 ("PPA") and other legislative and regulatory changes (i.e., the 6-year pre-approved plan restatement).

6. EFFECTIVE DATE (Plan Section 1.27)
Initial Effective Date of Plan (complete a. for all plans)
a. January 1, 1966 (enter month day, year) (hereinafter called the "Effective Date" unless 6.b. is entered below)
- Restatement Effective Date.** If this is an amendment and restatement, the effective date of the restatement (hereinafter called the "Effective Date") is: (complete b. if an amendment and restatement)
b. January 1, 2019 (enter month day, year).
- NOTE:** If this is a PPA restatement, the restatement effective date cannot be earlier than the first day of the 2008 Plan Year. A current effective date, however, may be entered because the Plan contains appropriate retroactive effective dates with respect to provisions for appropriate laws.

7. PLAN YEAR (Plan Section 1.69) means, except as otherwise provided in d. below:
a. the calendar year
b. the twelve-month period ending on _____ (e.g., June 30th)
c. other: _____ (e.g., a 52/53 week year ending on the date nearest the last Friday in December)

SHORT PLAN YEAR (Plan Section 1.81). Select below if there is a Short Plan Year (if the effective date of participation is based on a Plan Year, then coordinate with Question 15) (leave blank if not applicable)
d. beginning on _____ (enter month day, year: e.g., July 1, 2016)
and ending on _____ (enter month day, year).

8. PLAN NUMBER assigned by the Employer
a. 001
b. 002
c. Other: _____

9. TRUSTEE(S) OR INSURER(S) (Plan Sections 1.45 and 1.94):
a. **Insurer.** This Plan is funded exclusively with Contracts and the name of the Insurer(s) is:
(1) _____ (2) _____
(if more than 2, add names to signature page).
- b. **Individual Trustee(s).** Individual Trustee(s) who serve as discretionary Trustee(s) over assets not subject to control by a corporate Trustee. (Add additional Trustees as necessary)

Name(s)	Title(s)
_____	_____
_____	_____
_____	_____

Address and Telephone number:

1. Use Employer address and telephone number.
2. Use address and telephone number below:

Address: _____
Street

City State Zip

Telephone: _____

c. **Corporate Trustee(s)** (add additional Trustees as necessary)

Name: Regions Bank

Address: 6200 Poplar Avenue
Street

Memphis Tennessee 38119
City State Zip

Telephone: (901) 580-5496

Directed/Discretionary Trustee. Unless otherwise specified below, if there is a corporate Trustee, it will serve as a Directed (nondiscretionary) Trustee (Plan Section 1.22) and if there is an individual Trustee, he or she will serve as a Discretionary Trustee (Plan Section 1.23) over all Plan assets (select all that apply; leave blank if defaults apply)

- d. Directed Trustee exceptions (leave blank if no exceptions):
 Directed Trustee over specified Plan assets (select all that apply; leave blank if none apply)
1. The corporate Trustee will serve as Directed Trustee over the following assets: _____
 2. The individual Trustee(s) will serve as Directed Trustee over the following assets: _____
- Individual Trustee will serve as Directed Trustee (may not be selected with d.1. or d.2.)
3. over all Plan assets
- e. Discretionary Trustee exceptions (leave blank if no exceptions):
 Discretionary Trustee over specified Plan assets (select all that apply; leave blank if none apply)
1. The individual Trustee(s) will serve as Discretionary Trustee over the following assets: _____
 2. The corporate Trustee will serve as Discretionary Trustee over the following assets: _____
- Corporate Trustee will serve as Discretionary Trustee (may not be selected with e.1. or e.2.)
3. over all Plan assets

NOTE: Appendix A to the Adoption Agreement (Special Effective Dates and Other Permitted Elections) or a separate agreement may be used to appoint a special Trustee for purposes of collecting delinquent contributions. If no such appointment is made, then except as provided in Plan Section 7.3(c), the Trustee will have such responsibility.

Separate trust. Will a separate trust agreement be used? (Note: If the separate trust is not approved by the IRS for use with this Plan then the Employer has no IRS reliance)

- f. No
 g. Yes

NOTE: If Yes is selected, an executed copy of the trust agreement between the Trustee and the Employer must be attached to this Plan. The Plan and trust agreement will be read and construed together. The responsibilities, rights and powers of the Trustee will be those specified in the trust agreement.

10. **ADMINISTRATOR'S NAME, ADDRESS AND TELEPHONE NUMBER:**
 (If none is named, the Employer will be the Administrator (Plan Section 1.5).)

- a. Employer (Use Employer address and telephone number)
 b. Other:

Name: _____

Address: _____
Street

_____ City _____ State _____ Zip

Telephone: _____

11. ANNIVERSARY DATE of Plan January 1st (enter month and day)

12. **BENEFIT FORMULA**
 The selections made below must correspond with the selections made under the Normal Retirement Benefit Section of this Adoption Agreement.

FROZEN PLAN (Plan Section 5.2(l)) (leave blank if not applicable)

- a. This is a frozen Plan (i.e., all accruals cease):
1. All accruals ceased as of, or prior to, the effective date of this amendment and restatement and the prior Plan provisions *are not* reflected in this Adoption Agreement (may enter effective date at 3. below (optional), and/or select benefit formula and/or contributions at b. - g. (optional), skip questions 13-24)
 2. All accruals ceased or were suspended and the prior Plan provisions *are* reflected in this Adoption Agreement (must enter effective date at 3. below and select type of benefit formula and other contributions below)

Effective date

3. as of _____ (effective date is optional unless a.2. has been selected above or this is the amendment or restatement to freeze the Plan; the adoption of an amendment to freeze accruals cannot be retroactive).

TYPE OF BENEFIT FORMULA

The Plan provides for the following benefit formula (select one):

- b. **Traditional defined benefit formula only** (select one):
1. **Non-Integrated Benefit Formula** (Question 20)
 2. **Integrated Benefit Formula** (Question 21)
- c. **Cash balance formula** (Question 23) (select one):
1. Cash balance formula has been in effect since plan inception
 2. The Plan was initially a traditional defined benefit plan
- Effective date of conversion to a cash balance plan: _____

OTHER CONTRIBUTIONS/PROVISIONS (select all that apply; leave blank if not applicable)

- d. **Rollover contributions** (Question 50)
- e. **Mandatory Employee contributions** (Question 56)
- f. **Voluntary Employee contributions** (Question 57)
- g. **Floor-offset arrangement** (Plan Section 5.2(j)). Benefits under this Plan are reduced for benefits a Participant receives in the _____ (enter name of other plan; if the Plan includes a Cash Balance Formula then the other plan must be a defined contribution plan)

ELIGIBILITY REQUIREMENTS

13. **ELIGIBLE EMPLOYEES** (Plan Section 1.28) means all Employees (including Leased Employees) except those Employees who are excluded below or elsewhere in the Plan (select a. OR select b. and/or c.):

- a. **No other exclusions.** There are no additional excluded Employees under the Plan (skip to Question 14).
- b. **Exclusions.** The following Employees are not Eligible Employees for Plan purposes (select one or more):
1. Union Employees (as defined in Plan Section 1.28)
 2. Nonresident aliens (as defined in Plan Section 1.28)
 3. Highly Compensated Employees
 4. Leased Employees
 5. Part-time/Temporary/Seasonal Employees. A part-time, temporary or seasonal Employee is an Employee whose regularly scheduled Service is less than 1,000 (may not exceed 1,000) Hours of Service in the Employees initial eligibility computation period set forth in Plan Section 1.98 and then shifting to the Plan Year computation period as set forth in Plan Section 1.98. If, however, any such excluded Employee actually completes a Year of Service, then such Employee will no longer be part of this excluded class.
 6. Other: All Elected Officials, except Mayor, and all employees hired on or after October 1, 2015. _____ (Must be definitely determinable, may not be based on age or length of service (except as provided in 5. above), and, if using the average benefits test to satisfy Code §410(b) coverage testing, be a reasonable classification. In addition, the specified exclusions cannot result in the group of Nonhighly Compensated Employees participating under the Plan being only those Nonhighly Compensated Employees with the lowest amount of Compensation and/or the shortest periods of service and who may represent the minimum number of these Employees necessary to satisfy coverage under Code §410(b).)
- c. Code §410(b)(6)(C) inclusion. The Code §410(b)(6)(C) exclusion set forth in Plan Section 1.28 will not apply with respect to the following (such Employees must still satisfy any applicable eligibility conditions):
1. All Employees.
 2. Only the following Employees _____ (e.g., those who became Employees due to the acquisition of the assets of ABC Company)

14. **CONDITIONS OF ELIGIBILITY** (Plan Section 3.1)

Any Eligible Employee will be eligible to participate in the Plan upon satisfaction of the following (select either a. OR b. and c.; d. and e. are optional):

- a. **No age or service required** (skip to Question 15).
- b. **Eligibility.** Any Eligible Employee will be eligible to participate in the Plan upon satisfaction of the following (complete age and service; complete c. and d. if applicable):

Age

- 1. No age requirement.
- 2. Age requirement as follows:
 - a. Age 20 1/2
 - b. Age 21
 - c. Age _____ (may not exceed 21)

Service

- 3. No service requirement
- 4. Service requirement as follows:
 - a. _____ (not to exceed 12) months of service (elapsed time)
 - b. 1 Year of Service
 - c. 1 1/2 Years of Service
 - d. 2 Years of Service
 - e. _____ (not to exceed 12) consecutive month period from the Eligible Employee's employment commencement date and during which at least _____ (not to exceed 1,000) Hours of Service are completed. If an Employee does not complete the stated Hours of Service during the specified time period, the Employee is subject to the 1 Year of Service requirement in 4.b. above.
 - f. _____ (not to exceed 12) consecutive months of employment from the Eligible Employee's employment commencement date. If an Employee does not complete the stated number of months, the Employee is subject to the 1 Year of Service requirement in 4.b. above.
 - g. Other: _____ (e.g., date on which 1,000 Hours of Service is completed within the computation period) (must satisfy the Notes below)

NOTE: If b.2.c. or b.4.g. is selected, the condition must be an age or service requirement that is definitely determinable and may not exceed age 21 and 2 Years of Service. If more than 1 Year of Service is selected, 100% immediate vesting is required.

NOTE: If the service requirement is or includes a fractional year, then, except in a manner consistent with b.4.e., an Employee will not be required to complete any specified number of Hours of Service to receive credit for such fractional year. If expressed in months of service, then an Employee will not be required to complete any specified number of Hours of Service in a particular month, unless selected in b.4.e. above. In both cases, the Plan must use the elapsed time method to determine service, except that the Hours of Service method will be used for the 1 Year of Service override (e.g., options b.4.e. and b.4.f.). In such case, select the Hours of Service method at Question 17.

NOTE: Year of Service means Period of Service if elapsed time method is chosen.

- c. **Requirements waived.** The service and/or age requirements specified above will be waived if employed on _____ . The waiver applies to any Eligible Employee unless 3. is selected below. Such Employee will enter the Plan as of such date.

The requirements to be waived are (select 1. and/or 2. AND 3. if applicable):

- 1. service requirement (will let part-time Eligible Employees into the Plan)
- 2. age requirement
- 3. waiver is for: _____ (e.g., employees of a specific division or employees covered by a Code §410(b)(6)(C) acquisition).

Amendment or restatement to change eligibility requirements

- d. If this is an amendment or restatement that modifies the eligibility requirements, then the modified eligibility conditions set forth above only apply to the following Eligible Employees (the prior eligibility conditions apply to those who are not subject to the modified conditions). If this option is NOT selected, then the modified eligibility conditions do not apply to Participants in the Plan as of the effective date of the modification.
 - 1. The modified eligibility conditions apply to all Eligible Employees even those who were Participants as of the effective date of the modification.
 - 2. The modified eligibility conditions only apply to individuals who are hired on or after the effective date of the modification.

15. **EFFECTIVE DATE OF PARTICIPATION (ENTRY DATE) (Plan Section 3.2)**

An Eligible Employee who has satisfied the eligibility requirements will become a Participant in the Plan as of:

- a. the date such requirements are met
- b. the first day of the month coinciding with or next following the date on which such requirements are met
- c. the first day of the Plan Year quarter coinciding with or next following the date on which such requirements are met
- d. the earlier of the first day of the Plan Year or the first day of the seventh month of the Plan Year coinciding with or next following the date on which such requirements are met
- e. the first day of the Plan Year coinciding with or next following the date on which such requirements are met. (Eligibility must be six months of service (or 1 1/2 Years (or Periods) of Service if 100% immediate vesting is selected) or less and age must be 20 1/2 or less)
- f. the first day of the Plan Year in which such requirements are met
- g. the first day of the Plan Year nearest the date such requirements are met
- h. the earlier of the last day of the Plan Year or the last day of the sixth month of the Plan Year coinciding with or next following the date on which such requirements are met

- i. the last day of the Plan Year coinciding with or next following the date on which such requirements are met. (Eligibility must be six months of service (or 1 1/2 Years (or Periods) of Service if 100% immediate vesting is selected) or less and age must be 20 1/2 or less)
- j. other: the day the eligibility requirements are satisfied (must be definitely determinable and satisfy Note below)

NOTE: If j. above is selected, then it must be completed in a manner that ensures an Eligible Employee who has satisfied the maximum age (21) and service requirements (1 Year (or Period) of Service (or more than 1 year if full and immediate vesting)) and who is otherwise entitled to participate, will become a Participant not later than the earlier of (a) 6 months after such requirements are satisfied, or (b) the first day of the first Plan Year after such requirements are satisfied, unless the Employee separates from service before such participation date.

SERVICE

- 16. RECOGNITION OF SERVICE WITH OTHER EMPLOYERS (Plan Sections 1.64 and 1.98)
 - a. No service with other employers is recognized except as otherwise required by law (e.g., the Plan already provides for the recognition of service with Employers who have adopted this Plan as well as service with Affiliated Employers and predecessor Employers who maintained this Plan; skip to Question 17).
 - b. Prior service with the designated employers is recognized as follows (answer c. and select one or more of c.1. – 3.; select d. – g. as applicable) (if more than 3 employers, attach an addendum to the Adoption Agreement or complete option m. under Section B of Appendix A to the Adoption Agreement (Special Effective Dates and Other Permitted Elections)):

Other Employer	Eligibility	Vesting	Benefits
c. <input checked="" type="checkbox"/> Employer name: <u>The City of Covington</u>	1. <input checked="" type="checkbox"/>	2. <input checked="" type="checkbox"/>	3. <input checked="" type="checkbox"/>
d. <input type="checkbox"/> Employer name: _____	1. <input type="checkbox"/>	2. <input type="checkbox"/>	3. <input type="checkbox"/>
e. <input type="checkbox"/> Employer name: _____	1. <input type="checkbox"/>	2. <input type="checkbox"/>	3. <input type="checkbox"/>
f. <input type="checkbox"/> Any entity the Employer acquires whether by asset or stock purchase, but only with respect to individuals who are employees of the acquired entity at the time of the acquisition	1. <input type="checkbox"/>	2. <input type="checkbox"/>	3. <input type="checkbox"/>

Limitations

- g. The following provisions or limitations apply with respect to the recognition of prior service: Service prior to April 1, 2005 (applies to Mayor only) will not be recognized.
 - 1.
 - 2.
 - 3.
 (e.g., credit service with X only on/following 1/1/15 or credit all service with entities the Employer acquires after 12/31/12)

NOTE: If the other Employer(s) maintained this qualified Plan, then Years (and/or Periods) of Service with such Employer(s) must be recognized pursuant to Plan Sections 1.64 and 1.98 regardless of any selections above.

- 17. SERVICE CREDITING METHOD (Plan Sections 1.64 and 1.98) (select all that apply; leave blank if not applicable or if defaults apply)

NOTE: This Question may be skipped if (1) there are no age and service requirements for eligibility AND Participants are automatically 100% Vested in their Accrued Benefit, OR (2) the provisions set forth in the definition of Year of Service in Plan Section 1.98 including the following default provisions apply:

1. For eligibility purposes, a Year of Service means the completion of at least 1,000 Hours of Service during the eligibility computation period. Hours of Service will be based on actual Hours of Service except that for Employees for whom records of actual Hours of Service are not maintained or available (e.g., salaried Employees) the monthly equivalency method will be used). The eligibility computation period will only shift to the Plan Year if the eligibility condition is one (1) Year of Service or less. (to modify these defaults, complete a. below)
2. For vesting purposes, a Year of Service means the completion of at least 1,000 Hours of Service during the vesting computation period. The vesting computation period will be the Plan Year. Hours of Service will be based on actual Hours of Service except that for Employees for whom records of actual Hours of Service are not maintained or available (e.g., salaried Employees) the monthly equivalency method will be used. (To modify this default, complete b. below)
3. The "one-year hold out" rule after a 1 Year Break in Service will not be used. (To modify this default, complete c. below.)

- a. **Eligibility.** Alternative definition of Year of Service for eligibility (select 1. or 2.)
 1. **Elapsed time.** The elapsed time method will be used instead of the Hours of Service method.
 2. **Hours of Service.** Alternative definitions for the Hours of Service method will be used.

AND, if a.2. selected, select one or more of 3. - 5. (may not be selected with a.1.)

- 3. **Hours of Service required.** Instead of 1,000 Hours of Service, Year of Service means the eligibility computation period during which an Employee has completed at least ____ (not to exceed 1,000) Hours of Service.
- 4. **Equivalency Method.** Instead of using actual Hours of Service, an equivalency method will be used to determine Hours of Service for eligibility. Such method will apply to:
 - a. all Employees
 - b. Employees for whom records of actual Hours of Service are not maintained or available (e.g., salaried Employees)
 - c. other: _____ (e.g., per-diem Employees only)

Hours of Service for eligibility will be determined on the basis of:

 - d. days worked (10 hours per day).
 - e. weeks worked (45 hours per week).
 - f. semi-monthly payroll periods worked (95 hours per semi-monthly pay period).
 - g. months worked (190 hours per month).
 - h. bi-weekly payroll periods worked (90 hours per bi-weekly pay period).
 - i. other: _____ (must satisfy DOL Regulation §2530.200b-3(e); e.g., option d. is used for per-diem Employees and option e. is used for on-call Employees)
- 5. **Computation period.** Alternative method for determining eligibility computation period
 - a. The eligibility computation period will shift to the Plan Year after the initial computation period.
 - b. The eligibility computation period will be based on the date an Employee first performs an Hour of Service (initial computation period) and subsequent computation periods will be based on each anniversary date thereof.

- b. **Vesting.** Alternative definition of Year of Service for vesting (select 1. or 2.)
 - 1. **Elapsed Time.** The elapsed time method will be used instead of the Hours of Service method.
 - 2. **Hours of Service.** Alternative definitions for the Hours of Service method will be used.

AND, if b.2. selected, select one or more of 3. - 5. (may not be selected with b.1.)

- 3. **Hours of Service required.** Instead of 1,000 Hours of Service, Year of Service means the vesting computation period during which an Employee has completed at least ____ (not to exceed 1,000) Hours of Service.
- 4. **Equivalency Method.** Instead of using actual Hours of Service, an equivalency method will be used to determine Hours of Service for vesting. Such method will apply to:
 - a. all Employees
 - b. Employees for whom records of actual Hours of Service are not maintained or available (e.g., salaried Employees)
 - c. other: _____ (e.g., per-diem Employees only)

Hours of Service for vesting will be determined on the basis of:

 - d. days worked (10 hours per day).
 - e. weeks worked (45 hours per week).
 - f. semi-monthly payroll periods worked (95 hours per semi-monthly pay period).
 - g. months worked (190 hours per month).
 - h. bi-weekly payroll periods worked (90 hours per bi-weekly pay period).
 - i. other: _____ (must satisfy DOL Regulation §2530.200b-3(e); e.g., option d. is used for per-diem Employees and option e. is used for on-call Employees)
- 5. **Computation period.** Instead of the Plan Year, the vesting computation period will be based on the date an Employee first performs an Hour of Service (initial computation period) and each anniversary thereof.

- c. **The "one-year hold-out" rule.** The "one-year hold-out" rule will apply to (select one or both):
 - 1. determine eligibility
 - 2. determine vesting

COMPENSATION

18. COMPENSATION with respect to any Participant is defined as follows (Plan Sections 1.16 and 1.38).

Base definition

- a. Wages, tips and other compensation on Form W-2.
- b. Code §3401(a) wages (wages for withholding purposes).
- c. 415 safe harbor compensation.

NOTE: Plan Section 1.16(d) provides that the base definition of Compensation includes deferrals that are not included in income due to Code §§401(k), 125, 132(f)(4), 403(b), 402(h)(1)(B)(SEP), 414(h)(2), & 457.

Adjustments to Compensation (for Plan Section 1.16). Compensation will be adjusted by:

- d. No adjustments

- e. **Adjustments.** Compensation will be adjusted by: (select one or more) (options 1., 2., 3., and 4. are safe harbor adjustments)
1. excluding salary reductions (401(k), 125, 132(f)(4), 403(b), SEP, 414(h)(2) pickup, & 457)
 2. excluding reimbursements or other expense allowances, fringe benefits (cash or non-cash), moving expenses, deferred compensation (other than deferrals specified in 1. above) and welfare benefits
 3. excluding Compensation paid during the "determination period" while not a Participant in the Plan
 4. excluding Military Differential Pay
 5. excluding overtime
 6. excluding bonuses
 7. excluding commissions
 8. excluding Compensation in excess of \$ _____
 9. other _____ (must be definitely determinable)
(e.g., describe Compensation from the elections available above or a combination thereof as to a Participant group).

NOTE: If Options 5., 6., 7., 8., or 9. are selected, the definition of Compensation could violate the nondiscrimination rules.

Military Differential Pay special effective date (leave blank if not applicable)

- f. If this is a PPA restatement and the provisions above regarding Military Differential Pay (included unless e.4. is selected) have a later effective date than Plan Years beginning after December 31, 2008, then enter the date such provisions were first effective: _____ (may not be earlier than January 1, 2009; for Plan Years beginning prior to January 1, 2009, Military Differential Pay is treated in accordance with the post-severance compensation provisions in the following Question).

POST-SEVERANCE COMPENSATION (415 REGULATIONS)

The following optional provision of the Code §415 Regulations will apply to Limitation Years beginning on or after July 1, 2007 unless otherwise elected below:

415 Compensation (post-severance compensation adjustments)

(select all that apply g. – h.; leave blank if none apply)

NOTE: Unless otherwise elected under g. below, the following defaults apply: 415 Compensation will **include** (to the extent provided in Plan Section 1.38), post-severance regular pay, leave cash-outs and payments from nonqualified unfunded deferred compensation plans.

- g. The defaults listed above apply except for the following (select one or more):
1. Leave cash-outs will be **excluded**
 2. Nonqualified unfunded deferred compensation will be **excluded**
 3. Military Differential Pay will be **included** (Plan automatically includes for Limitation Years beginning after December 31, 2008)
 4. Disability continuation payments will be **included** for:
 - a. Nonhighly Compensated Employees only
 - b. all participants and the salary continuation will continue for the following fixed or determinable period: _____
- h. The last paycheck ("administrative delay") rule will be applied (amounts paid in the first few weeks of a Limitation Year due to administrative delay relate back to the prior Limitation Year).

NOTE: The above treatment of Military Differential Pay only applies to Plan Years beginning prior to January 1, 2009. For Plan Years beginning after such date, Military Differential Pay is not considered post-severance compensation and the provisions of a. – e. apply.

NOTE: The post-severance Compensation adjustments will also be made to Compensation for benefit purposes.

Post-severance compensation special effective date (leave blank if not applicable)

- i. If this is a PPA restatement and the post-severance compensation adjustments above for 415 Compensation or Plan Compensation applied other than the first day of the Plan Year beginning on or after July 1, 2007, then enter the date such provisions were first effective: _____.

19. **AVERAGE COMPENSATION (Plan Section 1.12)** (select all that apply, leave blank if not applicable or if defaults apply)
A Participant's Average Compensation is the average of the Participant's Compensation during the "averaging period" that falls within the Participant's Compensation history.

NOTE: This Question may be skipped if (1) the benefit formula is not based on Average Compensation, OR (2) the provisions set forth in the following default provisions apply:

1. The "averaging period" is the three (3) consecutive "measuring periods" which produce the highest Average Compensation. (to modify this default, complete b. below)
2. The "measuring period" is the Plan Year. (to modify this default, complete b. below)
3. The Compensation history is the period that begins on the Participant's date of hire and ends in the current Plan Year. (to modify this default, complete c. and/or d. below)

- a. **Alternative definition of "averaging period."** The "averaging period" is:
1. 5 consecutive "measuring periods" which produce the highest Average Compensation.
 2. final _____ "measuring periods" included in the Compensation history.
 3. all "measuring periods" (career average).
 4. _____ "measuring periods" (whether or not consecutive) which produce the highest Average Compensation. (may not be selected if an integrated benefit formula is elected at Question 21)
 5. Other: _____

NOTE: In order to be a design-based safe harbor plan under the Code §401(a)(4) Regulations, the "averaging period" must be at least 3 years (or 36 months if the "measuring period" below is the calendar month).

- b. **Alternative definition of "measuring period."** The "measuring period" is:
1. the Plan Year.
 2. the calendar year.
 3. the 12-month period ending on _____.
 4. a calendar month.

- c. **Alternative definition of Compensation history.** The Compensation history is:
1. the period that begins on the Participant's date of hire and ends in the current Plan Year.
 2. the period that begins on the date the Participant's participation in the Plan commenced and ends in the current Plan Year.
 3. the 10 consecutive "measuring periods" ending in the current Plan Year.
 4. the period measured from _____ through the end of the current Plan Year.
 5. Other: _____ (must be definitely determinable, may not discriminate in favor of Highly Compensated Employees and must be applied uniformly to all Participants).

- d. **Other excluded periods.** Compensation history does not include the following periods:
1. A "measuring period" in which the Participant terminates employment.
 2. A "measuring period" in which the Participant does not complete at least _____ Hours of Service.
 3. Other: _____ (must be definitely determinable, may not discriminate in favor of Highly Compensated Employees and must be applied uniformly to all Participants).

BENEFIT FORMULAS

20. **NORMAL RETIREMENT BENEFIT FORMULA – NON-INTEGRATED FORMULAS** (Plan Section 5.1) A Participant's "Normal Retirement Benefit" is an annual benefit determined under the formula elected below (select one from a. - g.; h. is optional). A Participant is only considered to be benefiting under Code §401(a)(26) if the Participant receives a meaningful benefit within the meaning of Code §401(a)(26).

Flat Benefit

NOTE: In order to be a design-based safe harbor plan under the Code §401(a)(4) Regulations, a Participant must be required to complete a minimum of 25 years of Credited Service to receive an unreduced benefit. Therefore, to be a design-based safe harbor plan using a Flat Benefit formula with a fractional accrual method, Question 20.i.1. must be completed with an insertion of no less than 25 years of Credited Service.

- a. _____% of Average Compensation.
- b. \$_____.

Unit Benefit

NOTE: In order to be a design-based safe harbor plan under the Code §401(a)(4) Regulations, if a Unit Benefit formula is used and the Accrued Benefit is calculated using a fractional accrual method or the Plan is a fully insured Code §412(e)(3) (formerly Code §412(i)) Plan, then the maximum number of years of Credited Service may not be less than 25.

- c. _____% of Average Compensation, multiplied by Credited Service. The maximum number of years of Credited Service to be taken into account will be _____.
- d. \$_____ multiplied by Credited Service. The maximum number of years of Credited Service to be taken into account will be _____.
- e. _____% of Average Compensation, multiplied by the first _____ years of Credited Service
 1. plus _____% of Average Compensation multiplied by the next _____ years of Credited Service
 2. plus _____% of Average Compensation multiplied by the number of all remaining years of Credited Service. The maximum number of years of Credited Service to be taken into account will be _____.

NOTE: If the unit accrual method applies, any percentage selected in 1. or 2. above may not be more than 133 1/3% greater than any prior percentage under the formula. If the Employer elects to apply the Fractional Accrual Method and the years of Credited Service to which the first percentage under e. applies is less than 33, special limits apply for the Plan to be a design-based safe harbor plan under the Code §401(a)(4) Regulations.

f. **Grouping method.** A Participant's Years of Credited Service multiplied by a dollar amount or a percentage of the Participant's Average Compensation as set forth below.

The dollar amount or percentage and credited service limit are based on the Participant's classification as follows (add additional classifications as necessary):

1. Classification A will consist of: _____.
The benefit is \$_____ OR _____% of Average Compensation times credited service up to _____ years (leave years blank if no limit).
2. Classification B will consist of: _____.
The benefit is \$_____ OR _____% of Average Compensation times credited service up to _____ years (leave years blank if no limit).
3. Classification C will consist of: _____.
The benefit is \$_____ OR _____% of Average Compensation times credited service up to _____ years (leave years blank if no limit).
4. Classification D will consist of: _____.
The benefit is \$_____ OR _____% of Average Compensation times credited service up to _____ years (leave years blank if no limit).

NOTE: The classifications must be definitely determinable and not subject to Employer discretion. An Employer cannot select both a dollar amount and a percentage of Average Compensation for a specified classification. A Participant may only belong to one classification.

NOTE: The design of the groups cannot be such that the only NHCEs benefiting under the Plan are those with the lowest amount of compensation and/or the shortest periods of service and who may represent the minimum number of these employees necessary to satisfy coverage under Code §410(b).

NOTE: If more than four (4) classifications, attach the additional classifications and benefit percentage as an addendum to the Adoption Agreement.

AND, if a Participant shifts from one classification to another during a Plan Year, then unless elected below, the Participant will be considered as belonging to the classification that provides the greatest Accrued Benefit. However, if elected below, the Participant will be assigned to the classification based on the Participant's status as of the last day of the Plan Year, or if earlier, the date of termination of employment: (select if applicable)

5. The Participant will be assigned to the classification based on the Participant's status as of the last day of the Plan Year, or if earlier, the date of termination of employment.

g. Other: _____ (The Employer may describe a formula from the elections available above at a. – f. or Option 21 below and/or a combination thereof. For example: (1) a Flat Benefit for Union Employees and a Unit Benefit for non-Union Employees, or (2) a Unit Credit Excess Benefit but disregarding the provisions of Plan Section 5.21. The formula must be definitely determinable and not be subject to Employer discretion.)

Accumulation Plan (optional)

h. If c. or e. is selected above, the benefit formula applies separately for each Plan Year, using Compensation for the Plan Year (instead of Average Compensation).

Reductions and limitations. Regardless of the above, the formula above will be modified as follows (leave blank if no reductions or limitations):

- i. **Reductions and limitations.** The following apply (select one or more):
1. A Participant's benefit will be reduced on a pro-rata basis for each year of Credited Service less than _____ (e.g., 25) that the Participant is credited with at Normal Retirement Date.
 2. A Participant's benefit will not exceed \$_____.
 3. A Participant's benefit will not be less than \$_____.
 4. Increases in a Participant's benefit resulting from a change in Compensation will be recognized as of each Anniversary Date, but decreases will not be recognized until the decrease in Compensation has been in effect for _____ Plan Years.
 5. The benefit will be rounded to the next \$_____ nearest \$_____.

NOTE: To be a design-based safe harbor plan under the Code §401(a)(4) Regulations, if a fractional accrual method is used with a Flat Benefit formula, option h.1. above must be selected with a reduction for Credited Service less than 25.

21. **NORMAL RETIREMENT BENEFIT FORMULA – INTEGRATED BENEFIT FORMULAS (Plan Section 5.1).** Subject to the overall permitted disparity limits in the Plan, a Participant's "Normal Retirement Benefit" is an annual benefit determined under the formula selected below (select one from a. - d. and one from e.1. - e.7; g. is optional unless a fractional accrual method is used). A Participant is only considered to be benefiting under Code §401(a)(26) if the Participant receives a meaningful benefit within the meaning of Code §401(a)(26).

- a. **Unit Credit Excess Benefit:** The sum of 1. and 2. below:
1. Base benefit percentage and excess benefit percentage (complete a., b. and c.)

- a. 1.30 % (base benefit percentage) times Average Compensation up to the integration level times each year of Credited Service
- b. plus a benefit equal to 1.95 % (excess benefit percentage -- not to exceed the base benefit percentage by more than the lesser of the base percentage or the maximum excess allowance) times Average Compensation in excess of the integration level times each year of Credited Service.
- c. The maximum number of years of Credited Service taken into account under paragraph a.1.b. will be 35 (may not exceed 35). If the Participant's Accrued Benefit after the latest Fresh-Start Date is determined under the fractional method, the maximum number of years of Credited Service during which permitted disparity is taken into account under this formula may not be less than 25.

The number of years of Credited Service taken into account under paragraph 1. for any Participant will not exceed the Participant's cumulative permitted disparity limit. The Participant's cumulative permitted disparity limit is equal to 35 minus the number of years credited to the Participant for purposes of the benefit formula or the accrual method under the Plan or under one or more qualified plans or simplified employee pensions (whether or not terminated) ever maintained by the Employer, other than years for which a Participant earned a year of Credited Service under the benefit formula in paragraph a. 1. above. For purposes of determining the Participant's cumulative permitted disparity limit, all years ending in the same calendar year are treated as the same year. If the Participant's cumulative permitted disparity limit is less than the period of years specified in paragraph 1., then for years after the Participant reaches the cumulative permitted disparity limit and through the end of the period specified in paragraph 1., the Participant's benefit will be equal to the excess benefit percentage, or, if the Participant's benefit after the latest Fresh-Start Date is not accrued under the fractional accrual rule and the Plan does not satisfy Code §411(b)(1)(F), 133 1/3 percent of the base benefit percentage, if lesser, times Average Compensation.

2. Additional benefit percentage

- a. _____% (not to exceed the lesser of (1) the excess benefit percentage, or (2) 133 1/3 percent of the base benefit percentage) times Average Compensation for each year of Credited Service after the number of years of Credited Service taken into account in paragraph 1. above. If, however, benefits after the latest Fresh-Start Date are accrued under the fractional method, then for each year of Credited Service taken into account in paragraph 1., this percentage will be equal to the excess benefit percentage.
- b. The maximum number of years of Credited Service taken into account under this paragraph 2. will be _____ (if benefits after the latest Fresh-Start Date are accrued under the fractional accrual rule and the Plan does not satisfy Code §411(b)(1)(F), the number of years entered must be no less than 35 minus the number of years of Credited Service specified in paragraph 1. above).

b. Flat Excess Benefit (complete 1. and 2.):

1. _____% (base benefit percentage) times Average Compensation up to the integration level.
2. plus a benefit equal to _____% (excess benefit percentage -- not to exceed the base benefit percentage by more than the lesser of the base percentage or the maximum excess allowance) times Average Compensation in excess of the integration level for the Plan Year.

c. Offset Formula (Unit Credit Benefit): The sum of 1. and 2. below:

1. Gross benefit percentage and offset percentage (complete a., b. and c.)
 - a. _____% (gross benefit percentage) times Average Compensation for the Plan Year times each year of Credited Service.
 - b. offset by _____% (offset percentage -- not to exceed the lesser of one-half of the gross benefit percentage or the maximum offset allowance) times Final Average Compensation up to the offset level times each year of Credited Service. The offset percentage for any Participant will not exceed one-half of the gross benefit percentage, multiplied by a fraction (not to exceed one), the numerator of which is the Participant's Average Compensation, and the denominator of which is the Participant's Final Average Compensation up to the offset level.
 - c. The maximum number of years of Credited Service taken into account under this paragraph will be _____ (may not exceed 35). If the Participant's Accrued Benefit after the latest Fresh-Start Date is determined under the fractional method, the maximum number of years of Credited Service during which permitted disparity is taken into account under this formula may not be less than 25.

The number of years of Credited Service taken into account under paragraph 1. for any Participant may not exceed the Participant's cumulative permitted disparity limit. The Participant's cumulative permitted disparity limit is equal to 35 minus the number of years credited to the Participant for purposes of the benefit formula or the accrual method under the Plan or under one or more qualified plans or simplified employee pensions (whether or not terminated) ever maintained by the Employer, other than years for which a Participant earned a year of Credited Service under the benefit formula in paragraph 1. above. For purposes of determining the Participant's cumulative permitted disparity limit, all years ending in the same calendar year are treated as the same year. If the Participant's cumulative permitted disparity limit is less than the period of years specified in paragraph 1., then for years after the Participant reaches the cumulative permitted disparity limit and through the end of the period specified in paragraph 1., the Participant's benefit will be equal to the gross benefit percentage, or, if the Participant's benefit after the latest Fresh-Start Date is not accrued under the fractional accrual rule and the Plan does not satisfy Code §411(b)(1)(F), 133 1/3 percent of the gross benefit percentage reduced by the offset percentage, if lesser, times Average Compensation.

2. Additional benefit percentage
- a. _____% (not to exceed the lesser of (a) the gross benefit percentage, or (b) 133 1/3 percent of the gross benefit percentage reduced by the offset percentage times Average Compensation for each year of Credited Service taken into account in paragraph 1. above. If, however, benefits after the latest Fresh-Start Date are accrued under the fractional method, then for each Year of Credited Service taken into account in paragraph 1. above, this percentage will be equal to the gross benefit percentage.)
- b. The maximum number of years of Credited Service taken into account under this paragraph 2. will be _____ (if the Participant's Accrued Benefit after the latest Fresh-Start Date is determined under the fractional method, the number of years entered must be no less than 35 minus the number of years of Credited Service taken into account in paragraph 1.).
- d. **Offset Formula (Flat Benefit)** (complete 1. and 2.):
1. _____% (gross benefit percentage) times Average Compensation.
2. offset by _____% (offset percentage -- not to exceed the lesser of one-half of the gross benefit percentage or the maximum offset allowance) times Final Average Compensation up to the offset level. The offset percentage for any Participant will not exceed one-half of the gross benefit percentage, multiplied by a fraction (not to exceed one), the numerator of which is the Participant's Average Compensation, and the denominator of which is the Participant's Final Average Compensation up to the offset level.
- e. **Integration Level** (or offset level) means (select one):
1. the current Covered Compensation Table.
2. the Frozen Covered Compensation Table for the year _____ (may be the Covered Compensation for a Plan Year earlier than the current Plan Year, provided the earlier Plan Year is the same for all Employees and is not earlier than the Plan Year that begins 5 years before the current Plan Year. If the Plan Year entered is, or becomes, more than five years prior to the current Plan Year, the Participant's Covered Compensation will be that determined under the Covered Compensation table for the Plan Year five years prior to the current Plan Year).
3. the greater of \$10,000 or one-half of the Covered Compensation of any person who attains Social Security Retirement Age during the calendar year in which the Plan Year begins.
4. \$ 16,800 (not to exceed the greater of \$10,000 or one-half of the Covered Compensation of any person who attains Social Security Retirement Age during the calendar year in which the Plan Year begins).
5. \$ _____ (more than \$10,000, but not in excess of the greater of \$25,450 or 150% of the Covered Compensation of any person who attains Social Security Retirement Age during the calendar year in which the Plan Year begins).
6. a uniform percentage equal to _____% (greater than 100%, but not greater than 150%) of each Participant's Covered Compensation for the current Plan Year, but in no event in excess of the Taxable Wage Base for excess plans, or Final Average Compensation for offset plans.
7. the Taxable Wage Base.

MAXIMUM EXCESS OR OFFSET ALLOWANCE AND OTHER LIMITATIONS

The following limitations and adjustments will apply.

1. If e.5. or e.6. is selected as an integration level, the maximum excess or offset allowance will be .75% (or 26.25% for a flat benefit plan) multiplied by .8.
2. If the Normal Form of Benefit is other than a life annuity, the maximum excess or offset allowance will be .75% (or 26.25% for a flat benefit plan) reduced, if necessary, pursuant to 1. above, multiplied by the factor below.

<u>Normal Form of Benefit</u>	<u>Factor</u>
Life Annuity +5 Years Certain	0.97
Life Annuity +10 Years Certain	0.91
Life Annuity +15 Years Certain	0.84
Life Annuity +20 Years Certain	0.78

3. If this is a fully insured Plan within the meaning of Code §§411(b)(1)(F) and 412(e)(3) and the unit credit funding method is not being used, then the maximum excess or offset allowance will be .75% (or 26.25% for a flat benefit plan), reduced, if necessary, pursuant to 1. and 2. above, multiplied by a factor of .8.
4. If a Participant begins receiving benefits at an age other than the Social Security Retirement Age, the maximum excess or offset allowance will be .75% (or 26.25% for a flat benefit plan), reduced, if necessary, pursuant to 1. and 2. above, and Plan Section 5.20. However, this limitation will not apply to a fully insured plan within the meaning of Code §§411(b)(1)(F) and 412(e)(3).
5. With respect to an offset formula, the offset for any year of Credited Service will not exceed one-half of the Employer derived benefit, prior to the application of the offset, with respect to the Participant's Average Compensation not in excess of Final Average Compensation up to the integration level.

Reductions and limitations. Regardless of the above, the formula above will be modified as follows (leave blank if no reductions or limitations):

- f. **Reductions and limitations.** The following apply (select one or more):
1. A Participant's benefit will be reduced on a pro-rata basis for each year of Credited Service less than _____ (e.g., 35) that the Participant is credited with at Normal Retirement Date.
2. A Participant's benefit will not exceed \$_____.

- 3. A Participant's benefit will not be less than \$ 100.00 per month, if the Participant is 100% vested .
- 4. Increases in a Participant's benefit resulting from a change in Compensation will be recognized as of each Anniversary Date, but decreases will not be recognized until the decrease in Compensation has been in effect for _____ Plan Years.
- 5. The benefit will be rounded to the next \$ _____ nearest \$ _____.

NOTE: To be a design-based safe harbor plan under the Code §401(a)(4) Regulations, if a fractional accrual method is used with a Flat Benefit formula, option f.1. above must be selected with a reduction for Credited Service less than 35.

22. CREDITED SERVICE (Plan Section 1.20) (skip if 20.a. or 20.b. selected)

Determining Credited Service. For purposes of applying the benefit formula, with respect to a Participant, Credited Service means:

- a. N/A. The retirement benefit formula is not based on Credited Service or a Cash Balance Formula is being used.
- b. Total Years of Service (as defined for benefit accrual purposes).
- c. Plan Years of Service (as defined for benefit accrual purposes).

Limitations. If a fractional accrual method is NOT being used, then the following limitations apply in determining Credited Service (select all that apply or leave blank if not applicable):

- d. Credited Service completed prior to April 1, 2005 (applies to Mayor only) is disregarded.
- e. Credited Service attributable to "past service credit" will be limited to _____ years (may not exceed 5 years). "Past service credit" means (1) benefit accruals for service prior to the Effective Date of this Plan, (2) increases in existing Accrued Benefits resulting from service prior to the Effective Date of a Plan amendment, and (3) benefit accruals for service with another employer.

NOTE: To be a design-based safe harbor plan under the Code §401(a)(4) Regulations, if a fractional accrual method is being used, Credited Service and service used in the fraction must be determined on the same basis.

23. NORMAL RETIREMENT BENEFIT FORMULA – CASH BALANCE FORMULAS. (Plan Section 5.1)

A Participant's "Normal Retirement Benefit" is an annual benefit determined under the formula below (select one). A Participant is only considered to be benefiting under Code §401(a)(26) if the Participant receives a meaningful benefit within the meaning of Code §401(a)(26).

A. Principal Credit Formula. The Principal Credit will equal: (select one)

- a. **Uniform amount.** The Principal Credit for each Participant will equal (select one):
 - 1. _____% of "determination period" Compensation for each eligible Participant
 - 2. \$_____ for each eligible Participant
- b. **Grouping Method.** The Principal Credit for the Principal Credit Period will equal the amount determined below (each group must be definitely determinable):
 - 1. Group A: _____ (select one of a. or b.; c. and d. are optional)
 - a. _____% of "determination period" Compensation
 - b. \$_____
 - c. The greater of _____% of "determination period" Compensation or \$_____
 - d. The lesser of _____% of "determination period" Compensation or \$_____
 - 2. Group B: _____ (select one of a. or b.; c. and d. are optional)
 - a. _____% of "determination period" Compensation
 - b. \$_____
 - c. The greater of _____% of "determination period" Compensation or \$_____
 - d. The lesser of _____% of "determination period" Compensation or \$_____
 - 3. Group C: _____ (select one of a. or b.; c. and d. are optional)
 - a. _____% of "determination period" Compensation
 - b. \$_____
 - c. The greater of _____% of "determination period" Compensation or \$_____
 - d. The lesser of _____% of "determination period" Compensation or \$_____
 - 4. Group D: _____ (select one of a. or b.; c. and d. are optional)
 - a. _____% of "determination period" Compensation
 - b. \$_____
 - c. The greater of _____% of "determination period" Compensation or \$_____
 - d. The lesser of _____% of "determination period" Compensation or \$_____

5. Group E: _____ (select one of a. or b.; c. and d. are optional)
- a. _____% of "determination period" Compensation
- b. \$ _____
- c. The greater of _____% of "determination period" Compensation or \$ _____
- d. The lesser of _____% of "determination period" Compensation or \$ _____

NOTE: Attach an addendum to the Adoption Agreement to add additional groups as necessary.

NOTE: The classifications of Participants must be definitely determinable and not subject to Employer discretion. A Participant may only belong to one classification. In addition, an Employer cannot select both a dollar amount and a percentage of Compensation for a specified classification.

NOTE: The design of the groups cannot be such that the only NHCEs benefiting under the Plan are those with the lowest amount of compensation and/or the shortest periods of service and who may represent the minimum number of these employees necessary to satisfy coverage under Code §410(b).

AND, if a Participant shifts from one classification to another during a Plan Year, then unless elected below, the Participant will be considered as belonging to the classification that provides the greatest Principal Credit. However, if elected below, the Participant will be assigned to the classification based on the Participant's status as of the last day of the Plan Year, or if earlier, the date of termination of employment: (select if applicable)

6. The Participant will be assigned to the classification based on the Participant's status as of the last day of the Plan Year, or if earlier, the date of termination of employment.

c. **Greater of Percentage of Compensation or Dollar Amount** The Principal Credit for each eligible Participant will equal the greater of: _____% of "determination period" Compensation for each eligible Participant or \$ _____

d. **Lesser of Percentage of Compensation or Dollar Amount.** The Principal Credit for each eligible Participant will equal the lesser of: _____% of "determination period" Compensation for each eligible Participant or \$ _____

e. **Simple Schedule of Graded Principal Credits.** The Principal Credit for each eligible Participant will equal: (select 1. or 2. and select one of 3. - 5.)

1. _____% of "determination period" Compensation

2. \$ _____

For each: (select one)

3. whole year of the Participant's attained age

4. whole year of participation

5. whole year of the Participant's attained age plus each whole year of participation

f. **Tiered Schedule of Graded Principal Credits.** A Principal Credit for each eligible Participant in the amount of: (select one)

1. The percentage of "determination period" Compensation shown in the table below

2. The dollar amount shown in the table below

AND the designated amount will be based on: (select one)

3. whole years of the participant's attained age

4. years of participation

5. whole years of the participant's attained age plus each year of participation

6. **AND** the following amounts will be used for purposes of the preceding provisions (enter a dollar amount or percent):

Units	Amount
First _____	_____
Next _____	_____
Next _____	_____
Next _____	_____
Next _____	_____
Next _____	_____
Next _____	_____
Next _____	_____

NOTE: Attach an addendum to the Adoption Agreement to add additional tiers as necessary.

NOTE: The schedule of Principal Credits must comply with the 133 1/3% rule under Code §411(b)(1)(B), taking into account the minimum Principal Credits guaranteed (if any). For this purpose, a plan for which the Interest Credit could be negative is permitted to assume that the Interest Credits for the current and future years will be equal to zero. The Employer does not have reliance on the advisory letter with respect to whether this formula meets the accrual rule requirements under Code §411(b).

g. Other: _____ (The Employer may describe the principal credit formula from the elections available above and/or a combination thereof as to any Participant group (e.g., specifying a tiered schedule of graded principal credits for Division A Employees and a uniform amount for Division B Employees). The formula must (1) be definitely determinable, (2) not be subject to Employer discretion, and (3) by design, satisfy the 133 1/3% rule under Code §411(b)(1)(B)).

B. Principal Credit Provisions (complete h., i., j. and k.)

h. Principal Crediting Date. The Principal Credit will be allocated as of the last day of the "determination period", which period will be the:

1. Plan Month (see Plan Section 1.67)
2. Plan Quarter (see Plan Section 1.68)
3. Plan Year
4. Calendar month
5. Calendar quarter
6. Calendar year

NOTE: If the Principal Credit uses Compensation, then the selection above defines the period (the "determination period") of Compensation to be used in the Principal Credit.

i. Eligible Participants. The Principal Credit will be made to Participants who (select all that apply of 1. - 4. or select 5.):

1. are actively employed on the last day of the "determination period" (Plan Section 1.16(c)). (may not be selected with i.3. below.)
2. complete 1 Year of Service (may only be selected if h.3. and 24.c.2 have been selected)(may not be selected with 3.)
 - a. Limit this requirement to only HCEs
3. complete a 12-month Period of Service during the "determination period" (may only be selected if 24.c.1. has been selected) (may not be selected with 2.)
 - a. Limit this requirement to only HCEs
4. are employed at any time during the "determination period" (may not be selected if i.3. is selected and may not be selected with i.2.)
5. Other: _____ (must be definitely determinable and not subject to Employer discretion)

NOTE: If h.3. or h.6. is selected, i.1. may not also be selected (would violate accrual requirements under Code §411(b)).

AND, the conditions above will be waived in the year of a Participant's (skip if i.4. is selected above) (select all that apply, if any)

6. death
7. disability
8. retirement

j. Determining Principal Credits. If the Principal Credit is based on Compensation, pre-participation Compensation will be included in determining Principal Credits unless elected otherwise below:

1. Exclude pre-participation compensation

k. Adjustments to Principal Credit. (If k. is selected, must select at least one option below)

Use partial year flat dollar amount. Whenever the Principal Credit is based on a flat dollar amount, then (select if applicable)

1. For any Principal Credit Period, adjust for the number of hours of actual participation in proportion to the total number of potential hours during the Principal Credit Period (based on maximum of 2,000 hours annually, e.g., 500 hours for a 3-month Principal Credit Period)

Partial dollar credit for year of retirement. Whenever an allocation to a participant is based on a flat dollar amount for a 12-month period, use the prescribed dollar amount except as elected below: (select if applicable, otherwise leave blank) (skip if the Principal Credit Period is not a Plan Year or calendar year)

2. For the year of retirement only, provide 25% of the Principal Credit for each quarter through the end of the quarter that:
 - a. precedes the date of retirement
 - b. contains the date of retirement

Minimum Principal Credit. A Participant will receive a minimum Principal Credit accrual for each Plan Year of:

3. The amount needed to provide an increase in accrued benefit of .5% of compensation at NRA using the actuarial equivalence factors in the Plan's definition of Actuarial Equivalent
4. Other: _____ (must be definitely determinable and must satisfy the 133 1/3% accrual method)

Starting Principal Credit. For the first Plan Year, Participant will receive the following Principal Credit (this election may not be used to meet the requirements of Regulations §1.411(b)(5)-1(c) for purposes of the benefit described in Regulations §1.411(b)(5)-1(c)(2)(i)(A)):

5. Credit the Hypothetical Account (on the Effective Date of the Plan) with the following amount:
- a. A credit (equal to the first year's Principal Credit as a participant) for each year of service credit prior to the Effective Date of the Plan, up to a maximum of _____ years of past service
 - b. \$ _____
 - c. Other: _____ (may be some combination of the preceding options, or some other specification that is definitely determinable and not subject to Employer discretion)

C. Interest Credit Provisions

Interest credit. The Interest Credit will be: (select one of l. - o.; select p. if applicable)

- l. Fixed rate. A fixed rate of _____% (enter at least 1% and not more than 6%)
- m. Government Securities. Based on the following government securities: (select one of 1. - 5.; 6 and 7 are optional)
1. The discount rate on _____ month (enter a whole number that is not more than 12) Treasury Bills
 2. The yield on 1-year Treasury Constant Maturities
 3. The yield on _____ (not more than 3) year Treasury Bonds
 4. The yield on _____ (at least 4 and not more than 7) year Treasury Bonds
 5. The yield on _____ (at least 8 and not more than 30) year Treasury Bonds (may not select option m.6.)

Optional Provisions (leave blank if not applicable):

6. Basis Point. The following basis points will be added to the above rate (select one):
- Note:** The following restrictions apply to option m.6: (1) If option m.1 is selected with an entry other than 3 months, then option m.6.g. cannot be selected; (2) If option m.2. is selected then options m.6.e. - g. may not be selected; (3) if option m.3. is selected then options m.6.c. - g. may not be selected; (4) if option m.4. is selected then only option m.6.a. can be selected.
- a. 25
 - b. 50
 - c. 75
 - d. 100
 - e. 125
 - f. 150
 - g. 175

7. Guaranteed rate. Provide for an annual floor of _____% (enter at least 1% and not more than 5%) (may not be selected if m.5.b. - g. is selected above)

- n. Segment Rate. Based on the following Code §430(h)(2) segment rate:

1. 1st segment rate
2. 2nd segment rate
3. 3rd segment rate

Look-back month.

4. The look-back month will be the _____ (enter first, second, third, fourth or fifth) month preceding the first day of the:
- a. Plan Year
 - b. Interest Credit Period

Guaranteed rate. (leave blank if not applicable):

5. Provide for an annual floor of _____% (enter at least 1% and not more than 4%)

Adjustment. (leave blank if not applicable)

6. The selected segment rate will reflect the adjustment for 25-year average interest rates under Code §430(h)(2)(C)(iv)

- o. Actual Rate of Return using the following rules of application (must complete 1. - 5.)

1. The Actual Rate of Return will be determined to the following number of decimals: (select one)
 - a. none (e.g., 1% or 3%)
 - b. one decimal (e.g., 1.2% or 2.7%)
 - c. two decimals (e.g., 1.24% or 2.75%)
2. Contributions (excluding a contribution receivable) will be included based on the actual date of such contribution(s), with weighting for the period of time between the contribution date and the end of the Interest Credit Period based on number of: (select one of a. - g. and one of h. and i.)
 - a. days
 - b. whole Plan Months
 - c. whole calendar months
 - d. nearest Plan Months
 - e. nearest Plan Quarters
 - f. nearest calendar months
 - g. nearest calendar quarters

Additionally, in calculating the Actual Rate of Return, only distributions of benefits made during the Interest Credit Period will be reflected, and contributions receivable as of the last day of the Plan Year shall be treated: (select one)

- h. as if they were made as of the last day of the Plan Year
- i. as if they were made on the day each amount was actually contributed

3. Distributions of benefits will be included in the calculation of the Actual Rate of Return with weighting for the period of time between the actual date of distribution and the end of the Interest Credit Period based on the number of: (select one)

- a. days
- b. whole Plan Months
- c. whole calendar months
- d. nearest Plan Months
- e. nearest Plan Quarters
- f. nearest calendar months
- g. nearest calendar quarters

4. The following Plan expenses incurred for the Interest Credit Period will be included: (select one)

- a. investment expenses paid from the Plan's Trust
- b. administrative and investment expenses paid by the Plan's Trust
- c. administrative and investment expenses paid by the Plan's Trust except: _____ (insert description of excluded expenses)
- d. no administrative or investment expenses

5. For purposes of the first Plan Year only of the Plan, the Interest Crediting Rate shall be: (select one)

- a. 4%
- b. 5%
- c. 6%
- d. N/A

p. The lesser of the rate selected above or _____ (Must be definitely determinable and except as permitted in option o. above, may not be based on the actual return on plan assets or a subset of plan assets (as described in Regulations §1.411(b)(5)-1(d)(5)(ii)) or the rate of return on a Registered Investment Company (as described in Regulations §1.411(b)(5)-1(d)(5)(iv); e.g., lesser of option (o) (Actual Rate of Return) or 5% interest).

Interest credit period. The Interest Credit Period will be: (select one)

- q. Plan Year
- r. Calendar Year
- s. Other
 - 1. Plan Quarter
 - 2. Plan Month
 - 3. Calendar quarter
 - 4. Calendar month
 - 5. Daily

The interest will be determined

- 6. as if interest were compounded (4 times a year if s.1. or 3.; 12 times a year if s.2. or 4.; daily if s.5.)
- 7. as the annual rate divided (divided by 4 if s.1. or 3.; divided by 12 if s.2. or 4.; divided by 365 for s.5.)

Additional interest credit provisions

t. **Interest after Annuity Starting Date.** If a Participant's Annuity Starting Date occurs before the end of an Interest Credit Period, the Interest Credit for such period will be a pro-rata Interest Credit based on the portion of the Interest Credit Period before the Participant's Annuity Starting Date (if this option is not selected, then no Interest Credit will be provided for such period).

u. **Special Effective Date of Preservation of Capital.** The Plan's provisions regarding the preservation of capital will apply to all distributions since the inception of the Cash Balance Formula unless a special effective date applies, as follows: (leave blank if Plan always provided for preservation of capital): _____ (insert a date no later than June 29, 2005, or the date the Plan became a cash balance plan, if later).

v. **Cumulative Floor.** In no event will the Hypothetical Account Balance be less than the amount that would have been determined if the Plan had used a fixed annual interest credit rate for the period starting on the date described below, using the interest described below, and ending on the Annuity Starting Date:

- 1. Beginning date: _____
- 2. Interest rate: _____% (enter at least 1 and no more than 3)

24. ACCRUED BENEFIT (Plan Section 5.2) will be:

- a. **Accrual method.** The Accrued Benefit will be calculated using the following method:
 - 1. 133 1/3% rule (unit accrual).

2. Fractional rule based on Years of Service.
3. Fractional rule based on Plan Years of Service.
4. Fractional rule using Plan Years of Service, plus ____ Years of Service credited prior to Plan entry.
5. 3% rule.
6. N/A. (Plan is fully insured; i.e., a Code §412(e)(3) (formerly Code §412(i)) plan)

NOTE: If the Plan is using a Cash Balance Formula (Question 12.c is selected) then the 133 1/3% method must be selected. In addition, a plan using a Cash Balance Formula may not be a fully insured plan under Code §412(e)(3).

- b. **Limitations.** If a fractional method is being used (a.2. – a.4. above), then the following limitations on Years of Service taken into account in determining a Participant's Accrued Benefit will apply (select all that apply or leave blank if not applicable):

NOTE: To be a design-based safe harbor plan under the Code §401(a)(4) Regulations, if a fractional accrual method is being used, then Credited Service and the fraction must be determined on the same basis.

1. The denominator of the fraction will not exceed ____.
2. Years of Service completed prior to ____ are disregarded.
3. Years of Service in excess of ____ years are disregarded.
4. "Past service credit" will be limited to ____ years (safe harbor for past service is 5 years or less) and the "past service credit" limitation will...
 - a. apply to the determination of a Participant's entire Accrued Benefit.
 - b. only apply in determining increases to a Participant's Accrued Benefits.

For purposes of this Section, "past service credit" means (A) benefit accruals for service prior to the Effective Date of this Plan, (B) increases in existing Accrued Benefits resulting from service prior to the Effective Date of a Plan amendment, and (C) benefit accruals for service with another employer.

- c. **Year of Service.** For benefit accrual purposes, a Year of Service means:

1. **Elapsed time.** The elapsed time method will be used and a Participant will be credited with a Year of Service for:
 - a. each 12-month Period of Service
 - b. each 3 months of service
2. **Hour of Service.** Unless otherwise selected below, a Year of Service will be a Plan Year during which an Employee completes at least 1,000 Hours of Service. Hours of Service will be based on actual Hours of Service except that for Employees for whom records of actual Hours of Service are not maintained or available (e.g., salaried Employees) the monthly equivalency method will be used). (select all that apply of a. - c. or leave blank if defaults apply)
 - a. **Alternative definition of Year of Service** (select all that apply or leave blank if not applicable)
 1. **Computation period.** The computation period for benefit accrual purposes will be based on the date an Employee first performs an Hour of Service and each anniversary thereof.
 2. **Number of Hours of Service required.** Year of Service will be the applicable computation period during which an Employee has completed at least ____ (may not be more than 2,000) Hours of Service. (If more than 1,000 Hours of Service is entered, credit for a fractional period must be recognized and c.2. below must be selected.)
 3. A Participant will be credited with a Year of Service if employed on the last day of the Plan Year or if more than 500 Hours of Service has been completed during the Plan Year.
 - b. **Equivalency methods.** Instead of using actual Hours of Service the following equivalency method will be used to determine Hours of Service. (leave blank if not applicable):
Such method will apply to:
 1. all Employees.
 2. Employees for whom records of actual Hours of Service are not maintained or available (e.g., salaried employees).
 3. other: _____ (e.g., per-diem Employees only)
 Hours of Service will be determined on the basis of:
 4. days worked (10 hours per day)
 5. weeks worked (45 hours per week)
 6. semi-monthly payroll periods worked (95 hours per semi-monthly pay period)
 7. months worked (190 hours per month)
 8. bi-weekly payroll periods worked (90 hours per bi-weekly pay period)
 9. other: _____ (must satisfy DOL Regulation §2530.200b-3(e); e.g., option 3. is used for per-diem Employees and option 4. is used for on-call Employees)
- c. **Fractional Credit.** If c.2.a.2. or c.2.a.3. is selected above, will Participants receive fractional credit?
 1. No
 2. Yes, based on ____ Hours of Service.
 3. Yes, for Participants who have died, become Totally and Permanently Disabled or retired, based on ____ Hours of Service.

d. **Special Rules** (select all that apply or leave blank if not applicable)

1. Top-Heavy Minimum Benefit (select one or more):
 - a. If the Plan is a Top-Heavy Plan, the Accrued Benefit of a Participant who is a Key Employee will not be less than the minimum benefit for any Top-Heavy Plan Year as set forth in Plan Section 5.6.
 - b. Instead of 2%, substitute the following percentage(s) to determine top-heavy minimum benefits (must be at least 2%) _____.
 - c. A 5-year "averaging period" applies to determine Average Compensation for the top-heavy minimum benefit regardless of the "averaging period" used in the "Normal Retirement Benefit" formula.
2. Application of Code §415 limitations. The Code §415 limits apply to the "Normal Retirement Benefit" formula before determining a Participant's Accrued Benefit.
3. The special accrual rule in Plan Section 5.2(k) used to satisfy the minimum coverage rules of Code §410(b) will apply.
4. The monthly Accrued Benefit shall not be less than \$_____.

e. **Fresh-start rules**

1. N/A. (new Plan or there is no Fresh-Start Date)
2. The Fresh-Start Date is _____

Accrued Benefit. The Accrued Benefit with respect to each Participant in the "Fresh-Start Group" will be determined using the following fresh-start rules (Plan Section 5.2(f)): (if this Plan is a conversion from a traditional defined benefit plan to a Cash Balance Plan, then the formula without wear-away (option b. below) must be used)

- a. Formula with wear-away (the greater of the Frozen Accrued Benefit or the Accrued Benefit determined under Plan Section 5.2).
- b. Formula without wear-away (the sum of the Frozen Accrued Benefit plus the Accrued Benefit determined under Plan Section 5.2, but only taking into account Credited Service after the Fresh-Start Date).
- c. Formula with extended wear-away (the greater of a. or b. above).

- NOTES:**
- (1) If the fractional accrual method is being used or if this Plan is fully insured, the formula without wear-away may not be selected.
 - (2) If the 3% accrual method is being used, the formula with wear-away is the only method which may be used.
 - (3) The formula with wear-away and formula with extended wear-away Fresh-Start rules above take into account an Employee's past service in determining the Employee's benefit accruals under the Plan; either of these Fresh-Start rules may cause the Plan to fail to satisfy the safe harbor for past service in Regulations §1.401(a)(4)-5(a)(5).

Adjustments. Each Participant's Frozen Accrued Benefit will be adjusted in accordance with the following fraction (Plan Section 5.2(g)(8)):

- d. N/A or no adjustment
- e. Old compensation fraction
- f. New compensation fraction
- g. Reconstructed compensation fraction based on the Plan Year beginning in _____ (insert 1989, 1990, 1991, 1992, 1993 or 1994) (the year must begin after the latest Fresh-Start Date)
- h. Special adjustment for "TRA '86 Section 401(a)(17) participants" and "OBRA '93 Section 401(a)(17) participants."

"Fresh Start Group." The "Fresh Start Group" consists of all Participants who have Accrued Benefits as of the Fresh-Start Date and have at least one Hour of Service with the Employer after that date. However, if designated below, the "Fresh-Start Group" will be limited to: (select all that apply or leave blank if not applicable)

- i. Code §401(a)(17) Participants (may be selected only with respect to a Tax Reform Act of 1986 (TRA '86) Fresh-Start Date and with respect to an Omnibus Budget Reconciliation Act of 1993 (OBRA '93) Fresh-Start Date). A "TRA '86 Fresh-Start Date" means a Fresh-Start Date that is not earlier than the last day of the last Plan Year beginning before the first Plan Year beginning on or after January 1, 1989 (the statutory effective date), and not later than the last day of the last Plan Year beginning before the first Plan Year beginning on or after January 1, 1994 (the regulatory effective date). An "OBRA '93 Fresh-Start Date" means the last day of the last Plan Year beginning before the first Plan Year beginning on or after January 1, 1994.
- j. Members of an "acquired group of Employees." An "acquired group of Employees" means employees of a prior employer who become employed by the Employer in a transaction between the Employer and the prior employer that is a stock or asset acquisition, merger, or other similar transaction involving a change in the employer of the employees of the trade business on or before _____ (enter a date no later than the end of the transaction period defined in Code §410(b)(6)(C)(ii), if the date selected is after February 10, 1993). The date in the preceding sentence will be the Fresh-Start Date with respect to members of the "acquired group of Employees" described below.
The "acquired group of Employees" consists of: _____

- k. Employees with a Frozen Accrued Benefit that is attributable to assets and liabilities transferred to the Plan as of a Fresh-Start Date in connection with the transfer and for whom the current formula is different from the formula used to determine the Frozen Accrued Benefit.

The Fresh-Start Date in connection with the transfer is: _____ (must be the date as of which the Employees begin accruing benefits under the Plan).

The group of Employees with the Frozen Accrued Benefit that is attributable to assets and liabilities transferred to the Plan is: _____

25. NORMAL FORM OF BENEFIT (Plan Section 5.1(b)) will be:
- a. a life annuity.
 - b. an annuity for life and _____ years certain.
 - c. for married Participants a joint and _____% survivor annuity and for unmarried Participants an annuity for life and _____ years certain (leave years blank if only a life annuity for unmarried Participants).

NOTE: If options b. or c. are selected, then the Plan could fail to satisfy Code §415. In addition, options b. and c. may not be completed with so large a period certain that it would likely result in a violation of Code §401(a)(9).

26. ACTUARIAL EQUIVALENT (Plan Section 1.4) means amounts of equal value when computed using the following (select a. OR b.; c. must be completed) (See Plan Section 1.4 for special rules that apply to certain forms of distributions such as nondecreasing annuities):

Actuarial assumptions

- a. The following actuarial assumptions will apply except as otherwise provided in Plan Section 1.4 (select one)
 - 1. Only use the "applicable interest rate" and "applicable mortality table" as defined in Plan Section 1.4. (skip to c. below)
 - 2. Use the following: (select one or more of a. – d.)
 - a. Pre-Retirement Mortality Table: 1984 Unisex Pensioners Mortality Table
 - b. Pre-Retirement Interest: 7.50%
 - c. Post-Retirement Mortality Table: 1984 Unisex Pensioners Mortality Table
 - d. Post-Retirement Interest: 7.50%

NOTE: If an integrated benefit formula is elected (Question 21), then to be a design-based safe harbor plan the mortality table above must be a standard mortality table as described in Regulations §1.401(a)(4)-12 and the interest rate above must be between 7.5% and 8.5%.

- b. **Fully insured Plan.** For a fully insured (i.e., Code §412(e)(3)) Plan, the interest and mortality assumptions specified in the insurance or annuity contract will be used. The Employer must attach an Appendix to the Plan indicating the contract name/number, the company that issued the contract, and the date of issuance of the contract. A Plan using a Cash Balance Formula may not be a fully insured Plan.
- c. **Stability period/Lookback month.** The applicable interest is based on the following:
 - 1. **Stability period.** The "stability period" for purposes of determining the "applicable interest rate" is:
 - a. one calendar month
 - b. one Plan Year quarter
 - c. one calendar year quarter
 - d. one Plan Year
 - e. one calendar year
 - 2. **Lookback month.** The "lookback month" relating to the "stability period" is the:
 - a. first calendar month preceding the first day of the "stability period"
 - b. second calendar month preceding the first day of the "stability period"
 - c. third calendar month preceding the first day of the "stability period"
 - d. fourth calendar month preceding the first day of the "stability period"
 - e. fifth calendar month preceding the first day of the "stability period"
 - f. average rate for two or more calendar months preceding the first day of the "stability period" (specify which of the first through fifth months are averaged) _____

NORMAL RETIREMENT

27. NORMAL RETIREMENT AGE ("NRA") (Plan Section 1.57)
- a. "NRA" means:
 - 1. **Specific age.** The date of a Participant attains age _____ (see Note below).
 - 2. **Age/participation.** The later of the date a Participant attains age 65 (see Note below)(or the 5th (not to exceed 5th) anniversary of the first day of the Plan Year in which participation in the Plan commenced.
 - 3. **Age/participation.** The later of the date a Participant attains age _____ (see Note below)(or the _____ (not to exceed 5th) anniversary of the first day of the Plan Year in which participation in the Plan commenced, but in no event later than age _____.

4. Other: _____ (may not be later than the maximum permitted under 2. above).

NOTE: A Participant's age specified above may not exceed 65 and may not be less than age 55. An age between age 55 and 62 may satisfy this requirement if it is reasonably representative of the typical retirement age for the industry in which the Participant's work based on facts and circumstances. An age of 62 or older is deemed to satisfy this requirement.

Maximum "NRA." However, a Participant's "NRA" will not be later than the satisfaction of each of the following (select all that apply or leave blank if not applicable).

- b. Attainment of age ____.
- c. The ____ anniversary of the first day of the Plan Year in which Participation in the Plan commenced.
- d. The ____ anniversary of the Participant's date of hire.
- e. The completion of ____ Years of Service.

Special effective date. Is there a special effective date for the age requirement specified in a. above (as a result of Regulations §1.401(a)-1)? (leave blank if not applicable)

- f. Yes, the effective date of the age requirement specified in a. above is: _____ (specify a date on or between May 22, 2007 and the first day of the first Plan Year beginning after June 30, 2008).

NOTE: Regardless of any elections made herein, effective as of the first day of the first Plan Year beginning after June 30, 2008, a Participant's NRA cannot be earlier than the age set forth in the Note at the end of 27.a. above.

28. **NORMAL RETIREMENT DATE** (Plan Section 1.58) means, with respect to any Participant, the:

- a. date on which the Participant attains "NRA"
- b. first day of the month
1. nearest the Participant's "NRA."
2. coinciding with or next following the Participant's "NRA."
- c. Anniversary Date
1. nearest the Participant's "NRA."
2. coinciding with or next following the Participant's "NRA"
- d. Other: _____ (Must be definite and applied in a uniform and nondiscriminatory manner; in addition, in order to be a design-based safe harbor plan under the Code §401(a)(4) Regulations, the Normal Retirement Date may not be more than 6 months earlier or later than the Participant's "NRA.")

NOTE: If c.2. is selected, this Plan will not be a design-based safe harbor plan under the Code §401(a)(4) Regulations.

EARLY AND LATE RETIREMENT, DISABILITY AND DEATH BENEFITS

29. **EARLY RETIREMENT PENSION**

- a. N/A (no early retirement provision provided; skip to next Question)
- b. Early retirement benefits will equal:
1. Vested Accrued Benefit reduced by 1/15 for each of the first five years and then 1/30 for each of the next five years (and actuarially thereafter) that the Early Retirement Date precedes the Normal Retirement Date (See Plan Section 5.4).
2. Actuarial Equivalent of Vested Accrued Benefit.
3. Vested Accrued Benefit reduced by 1/2 of 1% for each month early retirement precedes normal retirement.
4. Fully accrued early retirement benefit. There is no reduction of the Vested Accrued Benefit unless such reduction is required by applicable laws and regulations.
5. Vested Accrued Benefit reduced by 5/9 of 1% for each of the first sixty (60) complete calendar months, and 5/18 of 1% for each complete calendar month in excess of sixty (60) calendar months that the Early Retirement date precedes Normal Retirement Date.
6. Vested Accrued Benefit subject to the following actuarial reduction for early commencement:
 1/2 of 1% for each month early retirement precedes age 62 _____ (may not discriminate in favor of Highly Compensated Employees and must be applied uniformly to all Participants).

Early Retirement Age ("ERA")

- c. Participant attains age 55
- AND**, completes the following (select 1. or leave blank if not applicable):
1. at least 7 Years (or Periods) of Service for:
- a. vesting purposes.
- b. benefit accrual purposes.

Early Retirement Date (Plan Section 1.25). Early Retirement Date means the:

- d. date on which a Participant attains "ERA."
- e. first day of the month coinciding with or next following the date on which a Participant attains "ERA."
- f. Anniversary Date coinciding with or next following the date on which a Participant attains "ERA."

30. LATE RETIREMENT BENEFIT (Plan Section 5.5) payable to a Participant who continues employment after attaining Normal Retirement Age will be:
- No special provisions (i.e., greater of continued accruals or actuarially adjusted Accrued Benefit)
 - as follows:
 - paid as though the Participant had actually retired on the Normal Retirement Date.
 - at option of Participant, paid as though the Participant had actually retired on the Normal Retirement Date.
31. DISABILITY RETIREMENT BENEFITS (Plan Section 5.8)
- N/A (no disability benefits provided; skip to next Question)
 - Disability benefits will be equal to:
 - early retirement benefit without regard to age and service requirements.
 - Actuarial Equivalent of Vested Accrued Benefit.
 - Vested Accrued Benefit subject to the following actuarial reduction for early commencement:
 _____ (may not discriminate in favor of Highly Compensated Employees and must be applied uniformly to all Participants).

Determination. The disability of Participants will be determined...

 - By a physician.
 - Under the Social Security Act.

Additional Conditions. In addition to disability, the following additional conditions apply to a Participant's eligibility for a disability pension (leave blank if not applicable):

 - Specify: Any disability benefit with a lump sum value of less than or equal to \$5,000, may be paid in a single lump sum. _____ (may not discriminate in favor of Highly Compensated Employees and must be applied uniformly to all Participants).
32. SUSPENSION OF BENEFITS (Plan Section 5.5(d)) The suspension of benefit rules applies as follows (select a., b. or c.)
- The suspension of benefit rules do not apply.
 - For new Plans or for existing Plans restating an identical suspension of benefits provision, the suspension of benefit rules apply to:
 - all Participants.
 - only those participants described in Plan Section 6.1(d) whose benefits, if actuarially increased, would exceed the limitations of Plan Section 6.1.
 - Plans where a suspension of benefits option is being added or expanded, the suspension of benefit rules apply to:
 - employees who commence participation in the Plan on or after the later of the adoption date or the effective date of the suspension of benefit rules in Plan Section 5.4(d).
 - the portion of Participants' Code §411(d)(6) protected benefits (within the meaning of Regulations §1.411(d)-4, Q&A 1(a)) that accrue after the later of the adoption date or effective date of the suspension of benefit rules in Plan Section 5.5(d).
33. DEATH BENEFITS (Plan Section 5.9) The death benefit under this Plan is:
- no death benefit other than the "minimum spouse's death benefit" as defined in Plan Section 5.9(r) (no death benefits provided to unmarried Participants)
 - the Actuarial Equivalent of the Vested Accrued Benefit
 - the Policy proceeds less the cash value of the Policies
 - the Policy proceeds
 - the greater of (1) Policy proceeds (less the cash value of the Policies) plus the Theoretical Reserve, or (2) the Actuarial Equivalent of the Vested Accrued Benefit
 - the Policy proceeds (less the cash value of the Policies) PLUS 1. or 2. below.
 - the Actuarial Equivalent of the Vested Accrued Benefit
 - the Value of Total Prior Contributions
 - the greater of the Policy proceeds OR 1. or 2. below.
 - the Actuarial Equivalent of the Vested Accrued Benefit
 - the Value of Total Prior Contributions
 - _____ times the anticipated monthly retirement benefit payable at Normal Retirement Age (or, if later at the date of death), based on the Participant's Vested Accrued Benefit as of the date of death
 - the incidental reserve, if a positive amount. The incidental reserve equals the Policy proceeds plus the Theoretical Individual Level Premium Reserve less the cash value of the Policies
 - the greater of the Actuarial Equivalent of the Vested Accrued Benefit or _____ times the anticipated monthly retirement benefit payable at Normal Retirement Age (or, if later at the date of death), based on the Participant's Vested Accrued Benefit as of the date of death
 - Other: _____ (death benefits must be incidental within the meaning of Code §401(a))
- Maximum death benefit.** Regardless of the above, the maximum death benefit will be:
- N/A or no maximum other than the limitations of Plan Section 5.9(g).
 - the greater of 100 times the anticipated monthly benefit or the Theoretical Individual Level Premium Reserve

- n. 100 times the anticipated monthly benefit
- o. the reserve under the Theoretical Individual Level Premium Reserve
- p. the face amount of insurance which could be purchased if less than 66 2/3% (if whole life) or 33 1/3% (if term or universal life) of the Theoretical Contribution is used to purchase insurance plus the Theoretical Individual Level Premium Reserve
- q. other: _____ (death benefits must be incidental within the meaning of Code §401(a))

Death benefit payable to Spouse. Pursuant to Plan Section 5.9(i), the portion of the death benefit payable to a Participant's surviving Spouse will be equal to:

- r. "minimum spouse's death benefit" as defined in Plan Section 5.9(r) (must select if 33.a. above is selected)
- s. the entire death benefit
- t. other: _____ (may not be less than the "minimum spouse's death benefit" as defined in Plan Section 5.9(r))

34. LIFE INSURANCE

Complete the following if life insurance Policies are being used to fund a death benefit (leave blank if not applicable):

- a. The face amount of the Policies will be:
 - 1. equal to _____ (maximum 100) times the anticipated monthly benefit.
 - 2. an amount to be determined by the Administrator and applied in a uniform and nondiscriminatory manner, but not to exceed _____ (may not exceed 100) times the anticipated monthly benefit.
 - 3. in that amount which can be purchased by a premium equal to _____% of the Theoretical Contribution (select if applicable)
 - a. or, if greater, _____ (maximum 100) times the anticipated monthly benefit.
 - b. but not in excess of _____ times the anticipated monthly benefit.

NOTE: If more than 66 2/3% (if whole life) or 33 1/3% (if term or universal life) of the Theoretical Contribution is used to purchase insurance, then 33.m., n., o., p. or q. must be selected.

Limitations (select all that apply or leave blank if not applicable)

- 4. Each initial Policy will have a minimum face amount of \$_____.
- 5. Additional Policies will have a minimum face amount of \$_____.
- 6. The maximum face amount of Policies purchased on behalf of a Participant will be \$_____.

VESTING

35. VESTING OF PARTICIPANT'S INTEREST (Plan Section 5.10(c))

- a. Vesting waiver. 100% for those Participants employed on _____ (enter date). For those Participants hired after such date, the vesting provisions selected below apply.
- b. The vesting provisions selected below apply.

NOTE: Option h. under Section B of Appendix A to the Adoption Agreement (Special Effective Dates and Other Permitted Elections) can be used to specify any exceptions to the provisions below.

Vesting for Accrued Benefit

- c. 100% vesting. Participants are 100% Vested upon entering Plan. (required if eligibility requirement is greater than one (1) Year (or Period) of Service)
- d. The following vesting schedule, based on a Participant's Years of Service (or Periods of Service if the Elapsed Time method is selected), applies to Employer contributions:

NOTE: The Plan must use a vesting at least as liberal as d.1 below with respect to accruals that are based on a Cash Balance Formula.

- 1. 3 Year Cliff: 0-2 years-0%; 3 years-100%
- 2. 5 Year Cliff: 0-4 years-0%; 5 years-100%
- 3. 6 Year Graded: 0-1 year-0%; 2 years-20%; 3 years-40%; 4 years-60%; 5 years-80%; 6 years-100%
- 4. 4 Year Graded: 1 year-25%; 2 years-50%; 3 years-75%; 4 years-100%
- 5. 5 Year Graded: 1 year-20%; 2 years-40%; 3 years-60%; 4 years-80%; 5 years-100%
- 6. 7 Year Graded: 0-2 years-0%; 3 years-20%; 4 years-40%; 5 years-60%; 6 years-80%; 7 years-100%
- 7. Other - modified graded vesting schedule. Must be at least as liberal as either 2. or 6. above in each year without switching between the two schedules:

Years (or Periods) of Service	Percentage
0-6	0%
7	100%

8. Other - modified 3 year-cliff vesting schedule. Must be at least as liberal as d.1. (use d.1. above for 3-year cliff schedule)

Years (or Periods) of Service	Percentage
_____	_____ %
_____	_____ %
3 or more	100%

36. TOP-HEAVY VESTING (Plan Section 5.10(d))
 Instead of vesting schedule above, if this Plan becomes a Top-Heavy Plan, the following vesting schedule, based on number of Years of Service (or Periods of Service if the elapsed time method is selected), will apply:
- a. N/A (the regular vesting schedule already satisfies one of the minimum top-heavy schedules).
 - b. 6 Year Graded: 0-1 year-0%; 2 years-20%; 3 years-40%; 4 years-60%; 5 years-80%; 6 years-100%
 - c. 3 Year Cliff: 0-2 years-0%; 3 years-100%
 - d. Other - Must be at least as liberal as either b. or c. above in each year without switching between the two schedules:

Years (or Periods) of Service	Percentage
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %

NOTE: This Section does not apply to the Accrued Benefit of any Participant who does not have an Hour of Service after the Plan has initially become top-heavy. Such Participant's Vested Accrued Benefit will be determined without regard to this Section.

Continue to apply. Unless selected below, once effective the Top-Heavy schedule will continue to apply if the Plan ceases to be a Top-Heavy Plan.

- e. The Plan will switch back to the normal vesting schedule, except as noted in Plan Sections 5.10(f) and 5.10(g), when the Plan ceases to be a Top-Heavy Plan.

37. VESTING OPTIONS
Vesting For Death, Total And Permanent Disability and Early Retirement. Regardless of the vesting schedule, a Participant will become fully Vested upon (select all that apply; leave blank if none apply):
- a. Death
 - b. Total and Permanent Disability
 - c. Early Retirement Date

Excluded vesting service. The following Years of Service will be disregarded for vesting purposes (select all that apply; leave blank if none apply):

- d. Service prior to the initial Effective Date of the Plan or a predecessor plan (as defined in Regulations §1.401(a)-5(b)(3))
- e. Service prior to the computation period in which an Employee has attained age 18.
- f. Service during a period for which an Employee made no mandatory Employee Contributions

38. DEEMED CASH-OUT RULE (Plan Section 5.10(b))
 Unless otherwise selected below (or unless a plan provides for 100% vesting), the deemed cash-out rule for a 0% Vested Participant applies (leave blank if not applicable).
- a. The deemed cash-out rule does not apply.

CODE §415 LIMITS

39. LIMITATION ON BENEFITS (Plan Section 6.1)
Adjustment to compensation limit. In the case of a Participant who has had a "Severance from Employment" with the Employer, the "Defined Benefit Compensation Limitation" applicable to the Participant in any Limitation Year beginning after the date of severance will be automatically adjusted under Code §415(d) unless otherwise selected below.
- a. The "Defined Benefit Compensation Limitation" will not be automatically adjusted under Code §415(d) effective for Limitation Years beginning on or after July 1, 2007.
 - b. The "Defined Benefit Compensation Limitation" will not be automatically adjusted under Code §415(d) effective for Limitation Years beginning on or after _____ (not earlier than July 1, 2007).

Adjustment to dollar limit. The "Defined Benefit Dollar Limitation" applicable to a Participant who has had a "Severance from Employment" with the Employer **will not** be automatically adjusted under Code §415(d) unless selected below.

- c. The "Defined Benefit Dollar Limitation" **will be** automatically adjusted under Code §415(d) effective for Limitation Years beginning on or after July 1, 2007.
- d. The "Defined Benefit Dollar Limitation" **will be** automatically adjusted under Code §415(d) effective for Limitation Years beginning on or after _____ (not earlier than July 1, 2007).

More than one plan. If a Participant is, or has ever been, a Participant in more than one defined benefit plan maintained by the Employer, the Participant may not accrue a benefit in the Plan that would cause the sum of the Annual Benefits under this Plan and all other such defined benefit plans to exceed the Maximum Permissible Amount.

- e. N/A.
- f. The rate of accrual in this Defined Benefit Plan will be reduced to the extent necessary so that the total Annual Benefits payable at any time under such plans will not exceed the Maximum Permissible Amount, as specified in Plan Section 6.1.
- g. Specify the method under which the Plans will meet the limitation of Code §415(b) in a manner that precludes Employer discretion _____.

NOTE: If f. or g. is selected, an Employer may not rely on the advisory letter issued by the Internal Revenue Service with respect to the requirements of Code §415.

Transition rules

PFEA. The PFEA (Pension Funding Equity Act of 2004) transition rule set forth in Plan Section 6.2(a)(2) will not apply unless selected below.

- h. The PFEA transition rule applies (this rule sets the 2003 Code §415 limit calculation as a minimum Code §415 limit applicable to the 2004 Plan Year).

Applicable mortality table. The applicable mortality table for computing 415 limits is effective for years beginning after December 31, 2008, unless an earlier date is specified below.

- i. _____ (may be a year beginning after December 31, 2007 and before January 1, 2009, or to any portion of such year) (leave blank if no special date)

Limitation Year. The Limitation Year is the Plan Year unless an alternative is specified below:

- j. The Limitation Year is January 1st through December 31st (enter beginning and ending dates; must generally be a 12 month period unless there is an amendment changing the Limitation Year).

DISTRIBUTIONS

40. **FORM OF DISTRIBUTIONS (Plan Sections 5.11 and 5.12)**

Distributions under the Plan may be made in one of the following optional forms of distributions in addition to the Normal Form of Benefit and the optional forms set forth in Plan Sections 5.11 and 5.12 (select all that apply or leave blank if not applicable):

- a. lump-sums
- b. substantially equal installments
 - 1. Once installments have begun a Participant may elect to accelerate payments (including electing a lump-sum if lump-sums are otherwise permitted, provided, however, that once payments have begun over a period certain or as an annuity, the amount of the payments under the period certain or annuity cannot be increased except in limited circumstances in accordance with Regulations §1.401(a)(9)-6, Q&A-13 & Q&A 14)
- c. partial withdrawals provided the minimum withdrawal is \$_____ (leave blank if no minimum)
- d. other annuities:
 - 1. Any form of annuity
 - 2. Only the following forms of annuity (select one or more):
 - a. Straight life annuity
 - b. Life and 5 years certain
 - c. Life and 10 years certain
 - d. Life and 15 years certain
 - e. Life and 20 years certain
 - f. Straight life with reduction upon receipt of Social Security benefits

NOTE: The basic plan document generally allows a Participant to elect a joint and 50%, 66 2/3%, 75%, or 100% survivor annuity and therefore satisfies the qualified optional survival annuity requirements of the Code.

- e. Other: no lump sum shall be payable, except for lump sums with a lump sum value of less than or equal to \$5,000. _____ (e.g., early retirement benefits may only be paid as an annuity) (must be nondiscriminatory and may not be subject to Employer discretion).

Normal form of annuity. The normal form of the qualified Joint and Survivor Annuity will be a joint and 50% survivor annuity unless otherwise selected below (leave blank if default applies):

- f. joint and 100% survivor annuity.
- g. joint and 75% survivor annuity.
- h. joint and 66 2/3% survivor annuity.

Cash or property. Distributions may be made in:

- i. cash only (except for insurance or annuity contracts).
- j. cash or property.

Subsidized benefit. The Plan provides the following subsidized benefit:

- k. N/A. (no subsidized benefits)
- l. a subsidized joint and ____% (not less than 50% and not more than 100%) survivor annuity payment option for Participants who have (select one or both):
 - 1. attained age ____.
 - 2. completed ____ Years of Service (or Periods of Service if the Elapsed Time Method has been selected) for benefit accrual purposes.

Alternative forms of distribution on death. Death benefits under the Plan may be paid in one of the following optional forms of payment (subject to the provisions of Plan Section 5.12):

- m. No form of payment other than Qualified Pre-Retirement Survivor Annuity is permitted (may only be selected if 33.a is selected (i.e., the Plan only provides a death benefit equal to the "minimum spouse's death benefit")).
- n. the following form of payment (select one or more)
 - 1. lump-sums
 - 2. substantially equal installments
 - a. Once installments have begun a Participant may elect to accelerate payments (including electing a lump-sum if lump-sums are otherwise permitted, provided, however, that once payments have begun over a period certain or as an annuity, the amount of payments under the period certain or annuity cannot be increased except in limited circumstances in accordance with Regulations §1.401(a)(9)-6, Q&A-13 & Q&A 14)
 - 3. partial withdrawals provided the minimum withdrawal is \$_____.
 - 4. other annuities:
 - a. Any form of annuity
 - b. Only the following forms of annuity (select one or more):
 - 1. Straight life annuity
 - 2. Life and 5 years certain
 - 3. Life and 10 years certain
 - 4. Life and 15 years certain
 - 5. Life and 20 years certain
- o. Other: _____ (must be nondiscriminatory and may not be subject to Employer discretion).

41. **CONDITIONS FOR DISTRIBUTIONS UPON TERMINATION OF EMPLOYMENT.** Distributions upon termination of employment pursuant to Plan Section 5.10 will not be made unless the following conditions have been satisfied:

A. Vested benefit in excess of \$5,000.

- a. Distributions may be made as soon as administratively feasible following severance of employment.
- b. Distributions may be made as soon as administratively feasible after the Participant has incurred ____ 1-Year Break(s) in Service (or Period(s) of Severance if the elapsed time method is selected).
- c. Distributions may be made as soon as administratively feasible after the last day of the Plan Year coincident with or next following severance of employment.
- d. Distributions may be made as soon as administratively feasible after the last day of the Plan Year quarter coincident with or next following severance of employment.
- e. Distributions may be made as soon as administratively feasible after the Valuation Date coincident with or next following severance of employment.
- f. Distributions may be made as soon as administratively feasible after ____ months have elapsed following severance of employment.
- g. No distributions may be made until a Participant has reached Early or Normal Retirement Date.
- h. Other: _____ (must be objective conditions which are ascertainable and are not subject to Employer discretion except as otherwise permitted in Regulations §1.411(d)-4 and may not exceed the limits of Code §401(a)(14) as set forth in Plan Section 5.15.)

B. Vested benefit of \$5,000 or less.

- i. Same as above.
- j. Distributions may be made as soon as administratively feasible following severance of employment.
- k. Distributions may be made as soon as administratively feasible after the Participant has incurred ____ 1-Year Break(s) in Service (or Period(s) of Severance if the elapsed time method is selected).
- l. Distributions may be made as soon as administratively feasible after the last day of the Plan Year coincident with or next following severance of employment.
- m. Other: _____ (must be objective conditions which are ascertainable and are not subject to Employer discretion except as otherwise permitted in Regulations §1.411(d)-4 and may not exceed the limits of Code §401(a)(14) as set forth in Plan Section 5.15.)

- C. **Timing after initial distributable event.** If a distribution is not made in accordance with the above provisions upon the occurrence of the distributable event, then a Participant may elect a subsequent distribution at any time after the time the amount was first distributable (assuming the amount is still distributable), unless otherwise selected below (may not be selected if 41.g. and 41.i. selected):

n. Other: _____ (e.g., a subsequent distribution request may only be made in accordance with 1. above (i.e., the last day of another Plan Year); must be objective conditions which are ascertainable and are not subject to Employer discretion except as otherwise permitted in Regulations §1.411(d)-4 and may not exceed the limits of Code §401(a)(14) as set forth in Plan Section 5.15)

- D. **Participant consent (i.e., involuntary cash-outs).** Should Vested Accrued Benefits less than a certain dollar threshold be automatically distributed without Participant consent (mandatory distributions)?

NOTE: The Plan provides that distributions of amounts of \$5,000 or less do not require spousal consent and are only paid as lump-sums.

- o. No, Participant consent is required for all distributions.
 p. Yes, Participant consent is required only if the distribution is over:
1. \$5,000
 2. \$1,000
 3. \$_____ (less than \$1,000)

NOTE: If 2. or 3. is selected, rollovers will be included in determining the threshold for Participant consent.

Automatic IRA rollover. With respect to mandatory distributions of amounts that are \$1,000 or less, if a Participant makes no election, the amount will be distributed as a lump-sum unless selected below.

4. If a Participant makes no election, then the amount will be automatically rolled over to an IRA provided the amount is at least \$_____ (e.g., \$200).

- E. **Rollovers in determination of \$5,000 threshold.** Unless otherwise elected below, amounts attributable to rollover contributions (if any) will be included in determining the \$5,000 threshold for timing of distributions, form of distributions or consent rules.

q. Exclude rollovers (rollover contributions will be excluded in determining the \$5,000 threshold)

NOTE: Regardless of the above election, if the Participant consent threshold is \$1,000 or less, then the Administrator must include amounts attributable to rollovers for such purpose. In such case, an election to exclude rollovers above will apply for purposes of the timing and form of distributions.

- F. **Mandatory distribution at Normal Retirement Age.** Regardless of the above elections other than any mandatory distributions provided for in p. above, unless otherwise selected below, a Participant who has severed employment may elect to delay a distribution beyond the later of age 62 or the Participant's Normal Retirement Age (subject to Plan Section 5.13).

r. A Participant who has severed employment may not elect to delay a distribution beyond the later of age 62 or the Participant's Normal Retirement Age.

42. **DISTRIBUTIONS UPON DEATH (Plan Section 5.13(e))**

Distributions upon the death of a Participant prior to the "Required Beginning Date" will:

- a. be made pursuant to the election of the Participant or "Designated Beneficiary."
 b. begin within 1 year of death for a "Designated Beneficiary" and be payable over the life (or over a period not exceeding the life expectancy) of such Beneficiary, except that if the "Designated Beneficiary" is the Participant's Spouse, begin prior to December 31st of the year in which the Participant would have attained age 70 1/2.
 c. be made within 5 (or if lesser _____) years of death for all Beneficiaries.
 d. be made within 5 (or if lesser _____) years of death for all Beneficiaries, except that if the "Designated Beneficiary" is the Participant's spouse, begin prior to December 31st of the year in which the Participant would have attained age 70 1/2 and be payable over the life (or over a period not exceeding the life expectancy) of such "surviving spouse."

43. **DISTRIBUTION OF THE PRE-RETIREMENT SURVIVOR ANNUITY (Plan Section 5.12(a)) may be made:**

- a. as of the first day of any month following the Participant's death.
 b. as of the first day of any month following the Participant's Earliest Retirement Age.
 c. Other _____ (no later than the first day of the month in which the Participant's Earliest Retirement Age occurs).

44. **IN-SERVICE DISTRIBUTIONS**

- a. In-service distributions are NOT permitted (except as otherwise elected for Late Retirement Benefits).
 b. In-service distributions may be made to a Participant who has reached (select one):
1. Normal Retirement Age.
 2. age 62.
 3. other _____ (may not be earlier than age 62)

AND, is there a special effective date for in-service distributions? (do not select if not applicable)

4. Special effective date. Effective as of _____.

Account restrictions. In-service distributions are permitted from the following:

- c. Participant's entire interest in the Plan (except as otherwise provided in f. below).
- d. Only from the following accounts (select one or more):
 - 1. Participant's grandfathered Section 414(k) Account (see Plan Section 1.79 which prohibits the establishment of new 414(k) accounts and limits the addition of any new additions to existing accounts)
 - 2. Participant's Rollover Account.
 - 3. Participant's Transfer Account

Minimum distribution. The minimum distribution will be:

- e. N/A. (no minimum)
- f. \$_____ (may not exceed \$1,000).

- 45. RETROACTIVE ANNUITY STARTING DATE (RASD) (Plan Section 5.14)
 - a. Not permitted.
 - b. The Plan permits a retroactive Annuity Starting Date.

TOP-HEAVY REQUIREMENTS

- 46. TOP-HEAVY DUPLICATIONS (Plan Section 5.6(j)): When a Non-Key Employee is a Participant in this Plan (if it is not a frozen Plan) and a defined contribution plan maintained by the Employer, that is subject to the top-heavy rules, indicate which method will be utilized to avoid duplication of top-heavy minimum benefits (leave blank if not applicable).
 - a. The full top-heavy minimum will be provided in each plan (if selected, Plan Section 5.6(j) will not apply).
 - b. 5% defined contribution minimum will be made in _____ (enter the name of the other plan)
 - c. 2% defined benefit minimum.
 - d. Specify the method under which the Plans will provide top-heavy minimum benefits for Non-Key Employees that will preclude Employer discretion and avoid inadvertent omissions:

NOTE: If b. - d. is selected, an Employer may not rely on the advisory letter issued by the Internal Revenue Service with respect to the requirements of Code §416.

- 47. PRESENT VALUE (Plan Section 9.2) For purposes of establishing the Present Value of Accrued Benefits to compute the top-heavy ratio, any benefit will be discounted only for mortality and interest based on the following:
 - a. same interest and mortality used to determine Actuarial Equivalence.
 - b. the following interest and mortality: (complete 1. and 2.)
 - 1. Interest rate: _____
 - 2. Mortality table: _____
- 48. VALUATION DATE (Plan Section 9.2) For purposes of computing the top-heavy ratio, the valuation date will be January 1st of each year.

MISCELLANEOUS

- 49. LOANS TO PARTICIPANTS (Plan Section 7.5)
 - a. New loans are not permitted.
 - b. New loans are permitted.

NOTE: Regardless of whether new loans are permitted, if the Plan permits rollovers, then the Administrator may, in a uniform and nondiscriminatory manner, accept rollovers of loans into this Plan.

- 50. ROLLOVERS (Plan Section 4.3)
 - a. Rollovers will not be accepted by this Plan.
 - b. Rollovers will be accepted by this Plan.

Eligibility. Rollovers may only be accepted from Participants who are Employees unless otherwise selected below (leave blank if not applicable):

 - 1. any Eligible Employee, even prior to meeting eligibility conditions to be a Participant.

Distributions. When may distributions be made from a Participant's Rollover Account?

 - 2. at any time.
 - 3. only when the Participant is otherwise entitled to a distribution under the Plan.

- 51. AGE (Plan Section 1.8) means the age of a Participant at the:
 - a. nearest birthday
 - b. last birthday

52. EXCESS ASSETS (Plan Section 8.2) upon Plan termination will be:
 a. reallocated to Participants.
 b. returned to the Employer.
53. HIGHLY COMPENSATED EMPLOYEE (Plan Section 1.42)
 Top-Paid Group election and calendar year data election are not used unless selected below (the selections made for the latest year will continue to apply to subsequent Plan Years unless the Plan is amended) (select all that apply, leave blank if none apply):
 a. **Top-Paid Group Election** will be used.
 b. **Calendar year data election** will be used (only applicable to non-calendar year Plan Year).
54. HEART ACT PROVISIONS (Plan Section 5.26)
Continued benefit accruals.
 a. Continued benefit accruals will NOT apply
 b. Continued benefit accruals will apply
Special effective date. If this is a PPA restatement and the provision applied other than as of the first day of the 2007 Plan Year, then enter the date such provision was first effective: (leave blank if not applicable)
 c. _____ (may not be earlier than the first day of the 2007 Plan Year)
55. CODE §436 BENEFIT RESTRICTIONS (Plan Section 5.3)
Treatment of Plan as of Close of Prohibited or Cessation Period. Unless otherwise elected below, accruals that had been limited under Plan Section 5.3 will be automatically restored in accordance with Plan Section 5.3 as of the "Section 436 measurement date" that the limitation ceases to apply (leave blank if default applies).
 a. Accruals will only continue prospectively as of the "Section 436 measurement date" that the limitation ceases to apply.
 b. All accruals under the Plan will cease (even after the "Section 436 measurement date" that the limitation ceases to apply).
Accelerated Benefit Distributions. Unless otherwise elected below, (1) there is no new "annuity starting date" with respect to payments made as a result of the benefit limitations no longer being applicable, and (2) there are no optional forms of benefit that are only available for the period of the benefit restrictions (leave blank if default applies).
 c. Participants who had an "annuity starting date" within a period during which a limitation under Plan Section 5.3 applied to the Plan will be provided with the opportunity to make a new election with a new "annuity starting date" in accordance with Plan Section 5.3.
 d. The following optional forms of benefit are only available during the period in which Regulations §1.436-1(d)(1), (d)(2), or (d)(3) applies to limit prohibited payments under the Plan (specify): _____
56. EMPLOYEE MANDATORY CONTRIBUTIONS (Plan Section 4.8)(skip if Employee mandatory contributions NOT selected at Question 12.e)
 a. In order to accrue benefits under the Plan, a Participant must make a Mandatory contribution equal to ____% of Compensation.
NOTE: May not elect if this is a floor-offset plan. Making this election will result in the Plan no longer being a design-based safe harbor plan.
57. EMPLOYEE VOLUNTARY CONTRIBUTIONS (Plan Sections 4.4 and 4.7) (skip if voluntary Employee contributions NOT selected at Question 12.f.)
 The ACP ratio for "NHCEs" will be based on the current year ratio unless prior year testing method is selected below (leave blank if current year testing method is being used):
 b. **Prior year testing method.** The prior year ratio will be used. If this selection is made for the first year the Code §401(m) feature is added to this Plan (unless this Plan is a successor plan), then for the first Plan Year only, the amount taken into account as the ACP of "NHCEs" for the preceding Plan Year will be the greater of 3% or the actual percentage for the initial Plan Year.

The adopting Employer may rely on an advisory letter issued by the Internal Revenue Service as evidence that the Plan is qualified under Code §401 only to the extent provided in Rev. Proc. 2015-36 or subsequent guidance.

The Employer may not rely on the advisory letter in certain other circumstances or with respect to certain qualification requirements, which are specified in the advisory letter issued with respect to the Plan and in Rev. Proc. 2015-36 or subsequent guidance. In order to have reliance in such circumstances or with respect to such qualification requirements, application for a determination letter must be made to Employee Plans Determinations of the Internal Revenue Service.

This Adoption Agreement may be used only in conjunction with basic Plan document #. This Adoption Agreement and the basic Plan document will together be known as Burleigh Consulting Group, Inc. Volume Submitter Defined Benefit Plan #.

The adoption of this Plan, its qualification by the IRS, and the related tax consequences are the responsibility of the Employer and its independent tax and legal advisors.

Burleigh Consulting Group, Inc. will notify the Employer of any amendments made to the Plan or of the discontinuance or abandonment of the Plan. Furthermore, in order to be eligible to receive such notification, the Employer agrees to notify Burleigh Consulting Group, Inc. of any change in address. In addition, this Plan is provided to the Employer either in connection with investment in a product or pursuant to a contract or other arrangement for products and/or services. Upon cessation of such investment in a product or cessation of such contract or arrangement, as applicable, the Employer is no longer considered to be an adopter of this Plan and Burleigh Consulting Group, Inc. no longer has any obligations to the Employer that relate to the adoption of this Plan.

With regard to any questions regarding the provisions of the Plan, adoption of the Plan, or the effect of an advisory letter from the IRS, call or write (this information must be completed by the sponsor of this Plan or its designated representative):

Name: Jeffrey Wallace
Address: 465 Jack Kramer Drive, Suite 2
Memphis Tennessee 38117
Telephone: 901 767-2774

The Employer and Trustee (or Insurer) by executing below, hereby adopt this Plan:

EMPLOYER: City of Covington

By: DATE SIGNED

TRUSTEE (OR INSURER):

[] The signature of the Trustee or Insurer appears on a separate agreement or Contract, OR (add additional Trustee signature lines as necessary)

Regions Bank DATE SIGNED

**APPENDIX A
SPECIAL EFFECTIVE DATES AND OTHER PERMITTED ELECTIONS**

A. Special effective dates /spin-offs/mergers (the following elections are optional; select any that apply):

- a. **Special effective date(s):** _____
For periods prior to the above specified special effective date(s), the Plan terms in effect prior to its restatement under this Adoption Agreement will control for purposes of the designated provisions. A special effective date may not result in the delay of a Plan provision beyond the permissible effective date under any applicable law.
- b. **Spin-off.** The Plan was a spin-off from the _____ (enter name of plan), which was originally effective _____ (enter effective date of original plan).
- c. **Merged plans.** The following plan(s) are merged into this Plan (optional to enter applicable information; attach an addendum if more than 4 merged plans):

	Name of merged plan	Merger date	Original effective date of merged plan
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____

B. Other Permitted Elections. (the following elections are optional):

- a. **No other permitted elections**
- The following elections apply** (select one or more):
- b. **Deemed 125 compensation** (Plan Sections 1.16 and 1.38). Deemed 125 compensation will be included in Compensation and 415 Compensation.
- c. **Reemployed after five (5) 1-Year Breaks in Service ("rule of parity" provisions)** (Plan Section 3.5(d)). The "rule of parity" provisions in Plan Section 3.5(d) will not apply for (select all that apply):
 - 1. eligibility purposes.
 - 2. vesting purposes.
 - 3. accrual purposes.
- d. **Beneficiary if no beneficiary elected by Participant** (Plan Section 5.9(i)). In the event no valid designation of Beneficiary exists, then in lieu of the order set forth in Plan Section 5.9(i), the following order of priority will be used:

(specify an order of beneficiaries; e.g., children per stirpes, parents, and then step-children).
- e. **Common, collective or pooled trust funds** (Plan Sections 7.2(c)(5) and/or 7.3(b)(6)). The name(s) of the common, collective or pooled trust funds available under the Plan is (are): _____.
- f. **"Section 411(d)(6) protected benefits"** (Plan Section 8.1(b)). The following are Code §411(d)(6) protected benefits that are preserved under this Plan: _____ (specify the protected benefits and the accrued benefits that are subject to the protected benefits; there is no reliance on the IRS advisory letter unless the provisions inserted are those which have been the subject of a prior determination letter, opinion letter or advisory letter).
- g. **Recognition of Service with other employers** (Plan Sections 1.64 and 1.98). Service with the following employers (in addition to those specified at Question 16) will be recognized as follows (select one or more); if more than 6 employers, attach an addendum to the Adoption Agreement):

		Eligibility	Vesting	Accruals
1.	<input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
2.	<input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
3.	<input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
4.	<input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
5.	<input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>

6. Employer name: _____ a. b. c.

Limitations

7. The following provisions or limitations apply with respect to the recognition of prior service: _____ a. b. c.
 (e.g., credit service with X only on/following 1/1/15 or credit all service with entities the Employer acquires after 12/31/14).

h. **Other vesting provisions.** The following vesting provisions apply to the Plan (select one or more):

1. **Special vesting provisions.** The following special provisions apply to the vesting provisions of the Plan: _____ (must be definitely determinable, non-discriminatory under Code §401(a)(4) and otherwise satisfy the parameters set forth in Questions 35 and 36 and Plan Section 5.10; e.g., rather than the schedule specified at Question 35, the 5-year graded schedule applies to amounts merged into the Plan from the XYZ Plan.)

2. **Pre-amendment vesting schedule** (Plan Section 5.10(g)). If the vesting schedule has been amended and a different vesting schedule other than the schedule at Question 35 applies to any Participants, then the following provisions apply (must complete a. AND select one of b. - f.):

Vesting schedule

a. The schedule that applies to Participants not subject to the vesting schedule in Question 35 is:

Years (or Periods) of Service	Percentage
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %

Applicable Participants. The vesting schedule in Question 35 only applies to:

- b. Participants who are Employees as of _____ (enter date).
- c. Participants in the Plan who have an Hour of Service on or after _____ (enter date).
- d. Participants (even if not an Employee) in the Plan on or after _____ (enter date).
- e. All Participants as of the date of change in vesting schedule to that shown at Question 35 _____ (enter date).
- f. Other: _____ (must be definitely determinable, e.g., Participants in division A, or some combination of the above).

i. **Minimum Distribution Transitional Rules** (Plan Section 5.13(f)(7))

NOTE: This Section does not apply to (1) a new Plan, (2) an amendment or restatement of an existing Plan that never contained the provisions of Code §401(a)(9) as in effect prior to the amendments made by the Small Business Job Protection Act of 1996 (SBJPA), or (3) a Plan where the transition rules below do not affect any current Participants.

The "Required Beginning Date" for a Participant who is not a "Five (5) Percent Owner" is (leave blank if not applicable):

- 1. April 1st of the calendar year following the year in which the Participant attains age 70 1/2. (pre-SBJPA rules will continue to apply)
- 2. April 1st of the calendar year following the later of the year in which the Participant attains age 70 1/2 or retires (the post-SBJPA rules), with the following exceptions (select one or both; leave blank if both applied effective as of January 1, 1996):
 - a. A Participant who was already receiving required minimum distributions under the pre-SBJPA rules as of _____ (may not be earlier than January 1, 1996) may elect to stop receiving distributions and have them recommence in accordance with the post-SBJPA rules. Upon the commencement of distributions, the following will apply:
 - 1. upon the commencement of distributions, the original Annuity Starting Date will be retained.
 - 2. upon the commencement of distributions, a new Annuity Starting Date is created.

- b. A Participant who had not begun receiving required minimum distributions as of _____ (may not be earlier than January 1, 1996) may elect to defer commencement of distributions until retirement. The option to defer the commencement of distributions (i.e., to elect to receive in-service distributions upon attainment of age 70 1/2) applies to all such Participants unless selected below:
1. the in-service distribution option is eliminated with respect to participants who attain age 70 1/2 in or after the calendar year that begins after the later of (1) December 31, 1998, or (2) the adoption date of the restatement to bring the plan into compliance with the SBJPA.
- j. **Other spousal provisions** (select one or more)
1. **One-year marriage rule.** For purposes of the Plan, an individual is treated as Spouse only if such individual was married to the Participant throughout the one year period ending on the earlier of the Annuity Starting Date or the date of the Participant's death.
 2. **Definition of Spouse.** The term Spouse includes a spouse under federal law as well as the following:

 This definition shall apply for all Plan purposes OTHER than those mandated by Code §401(a) such as the required minimum distribution provisions and qualified joint and survivor annuity provisions.
 3. **Automatic revocation of spousal designation** (Plan Section 5.9(j)). The automatic revocation of a spousal Beneficiary designation in the case of divorce does not apply.
 4. **Timing of QDRO payment.** A distribution to an Alternate Payee will not be permitted prior to the time a Participant would be entitled to a distribution.
- k. **Applicable law.** Instead of using the applicable laws set forth in Plan Section 10.5(a), the Plan will be governed by the laws of: Tennessee
- l. **Total and Permanent Disability.** Instead of the definition at Plan Section 1.93, Total and Permanent Disability means: _____ (must be definitely determinable).
- m. **Other Trust provisions** (select one or more)
1. **Special Trustee for collection of contributions.** The Employer appoints the following Special Trustee with the responsibility to collect delinquent contributions pursuant to Plan Section 7.1(b):
 Name: _____
 Title _____
 a. _____
Address and telephone number
 b. Use Employer address and telephone number
 c. Use address and telephone number below:
 Address: _____
 _____ Street
 _____ City _____ State _____ Zip
 Telephone: _____
- NOTE:** The Trustee named above is hereby appointed as a Trustee for the Plan, and is referred to as the Special Trustee. The sole responsibility of the Special Trustee is to collect contributions the Employer owes to the Plan. No other Trustee has any duty to ensure that the contributions received comply with the provisions of the Plan or is obliged to collect any contributions from the Employer. No Trustee, other than the Special Trustee, is obliged to ensure that funds deposited are deposited according to the provisions of the Plan. The Special Trustee must accept its position and agree to its obligations hereunder.
2. **Permissible Trust (or Custodian) Modifications.** The Employer makes the following modifications to the Trust (or Custodial) provisions as permitted under Rev. Proc. 2015-36, Sections 5.09 and 14.04 (or subsequent IRS guidance) (select one or more of a. - c. below):
- NOTE:** Any elections below must not: (i) conflict with any Plan provision unrelated to the Trust or Trustee; or (ii) cause Plan to violate Code §401(a). In addition, this may not be used to substitute all of the Trust provisions in the Plan.
- a. **Investments.** The Employer amends the Trust provisions relating to Trust investments as follows:

 - b. **Duties.** The Employer amends the Trust provisions relating to Trustee (or Custodian) duties as follows:

 - c. **Other administrative provisions.** The Employer amends the other administrative provisions of the Trust as follows: _____
- n. **Inclusion of Reclassified Employees (1.26).** The Employer does not exclude Reclassified Employees subject to the following provisions: (leave blank if not applicable): _____

- o. **No retroactive application of pre-SBJPA family aggregation rules.** If this option is elected and the Plan was subject to the family aggregation rules of Code §401(a)(17) as in effect under Code §414(q)(6) prior to the enactment of the Small Business Job Protection Act of 1996 (SBJPA), the rules were not be deemed to have been repealed on a retroactive basis (if this option is not selected then the rules were deemed to have been repealed on a retroactive basis).
- p. **Participating Employer modifications.** A Participating Employer in the participation agreement may modify specified Adoption Agreement elections applicable to the Participating Employer (including electing to not apply Adoption Agreement elections) as follows:

Specified elections

- 1. _____ (specify by Adoption Agreement question number and indicate any restrictions that apply)

NOTE: The participation agreement must be consistent with this election. Any Participating Employer election in the participation agreement which is not permitted under this election is of no force or effect and the applicable election in the Adoption Agreement applies.

**DEFINED BENEFIT
ADOPTION AGREEMENT ADDENDUM
ADMINISTRATIVE PROCEDURES**

The following are optional administrative provisions. The Administrator may implement procedures that override any elections in this Section without a formal Plan amendment. In addition, modifications to these procedures will not affect an Employer's reliance on the Plan.

A. **Loan Limitations. Note:** the separate loan program required by the DOL will override any inconsistent selections made below. (complete only if loans to Participants are permitted)

- a. Limitations (select one or more; leave blank if none apply):
1. Loans will only be made for hardship or financial necessity (as defined in the loan program).
 2. The minimum loan will be \$ _____ (may not exceed \$1,000).
 3. A Participant may only have _____ (e.g., one (1)) loan(s) outstanding at any time.
 4. All outstanding loan balances will become due and payable in their entirety upon the occurrence of a distributable event (other than satisfaction of the conditions for an in-service distribution, if applicable).
 5. Loans are repaid by (if left blank, then payroll deduction applies unless Participant is not subject to payroll; e.g., partner who only has a draw):
 - a. payroll deduction
 - b. ACH (Automated Clearing House)
 - c. check
 1. Only for prepayment
 6. Loans will be granted at the following interest rate (if left blank, then c. below applies):
 - a. _____% over the prime interest rate
 - b. _____%
 - c. the Administrator establishes the rate in a nondiscriminatory manner

B. **Directed Investments (Plan Section 4.5)**

- a. Participant directed investments are NOT permitted.
- b. Participant directed investments are permitted from the following Participant Accounts:
1. all Accounts
 2. only from the following Accounts (select one or more):
 - a. Participant's Rollover Account.
 - b. Participant's Section 414(k) Account.
 - c. Participant's Transfer Account.
 - d. Participant's Voluntary Contribution Account.
 - e. Other: _____ (specify Account(s) and conditions in a manner that is definitely determinable and not subject to Employer discretion).

Directed investment options (If directed investments are permitted, select all that apply; leave blank if none apply)

- c. **ERISA Section 404(c).** It is intended that the Plan comply with ERISA Section 404(c) with respect to the Accounts subject to Participant investment directions.
- d. **QDIA.** Plan will include a qualified default investment alternative.

C. **Rollover limitations.** Will the Plan specify which sources of rollovers will be accepted? (skip if rollover contributions are NOT selected at Question 12)

- a. No, Administrator determines in operation which sources will be accepted.
- b. Yes

Rollover sources. Indicate the sources of rollovers that will be accepted (select one or more)

1. **Direct rollovers.** The Plan will accept a direct rollover of an eligible rollover distribution from: (select one or more)
- a. a qualified plan described in Code §401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan), excluding after-tax employee contributions.
 - b. a qualified plan described in Code §401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan), including after-tax employee contributions.
 - c. a plan described in Code §403(a) (an annuity plan), excluding after-tax employee contributions.
 - d. a plan described in Code §403(a) (an annuity plan), including after-tax employee contributions.
 - e. a plan described in Code §403(b) (a tax-sheltered annuity), excluding after-tax employee contributions.
 - f. a plan described in Code §403(b) (a tax-sheltered annuity), including after-tax employee contributions.

- g. a governmental plan described in Code §457(b) (eligible deferred compensation plan). **Direct rollovers of Participant loan.** The Plan will NOT accept a direct rollover of a Participant loan from another plan unless selected below (leave blank if default applies)
- h. The Plan will accept a direct rollover of a Participant loan
 - 1. only in the following situation(s): _____ (e.g., only from Participants who were employees of an acquired organization; leave blank if not applicable).
- 2. **Participant rollover contributions from other plans (i.e., not via a direct plan-to-plan transfer).** The Plan will accept a contribution of an eligible rollover distribution: (select one or more.)
 - a. a qualified plan described in Code §401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan).
 - b. a plan described in Code §403(a) (an annuity plan).
 - c. a plan described in Code §403(b) (a tax-sheltered annuity).
 - d. a plan described in Code §457(b) (eligible deferred compensation plan).
- 3. **Participant rollover contributions from IRAs:** The Plan will accept a rollover contribution of the portion of a distribution from a traditional IRA that is eligible to be rolled over and would otherwise be includible in gross income. Rollovers from Roth IRAs or a Coverdell Education Savings Account (formerly known as an Education IRA) are not permitted because they are not traditional IRAs. A rollover from a SIMPLE IRA is allowed if the amounts are rolled over after the individual has been in the SIMPLE IRA for at least two years.



TAX EXEMPT AND
GOVERNMENT ENTITIES
DIVISION

DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

Plan Description: Volume Submitter Defined Benefit Plan
FFN: 315A6360718-001 Case: 201600459 EIN: 62-0842964
Letter Serial No: J501338a
Date of Submission: 11/03/2015

BURLEIGH CONSULTING GROUP
465 JACK KRAMER DR., SUITE 2
MEMPHIS, TN 38117

Contact Person:
Janell Hayes
Telephone Number:
513-975-6319
In Reference To: TEGE:EP:7521
Date: 03/30/2018

Dear Applicant:

In our opinion, the form of the plan identified above is acceptable under section 401 of the Internal Revenue Code for use by employers for the benefit of their employees. This opinion relates only to the acceptability of the form of the plan under the Internal Revenue Code. It is not an opinion of the effect of other Federal or local statutes.

You must furnish a copy of this letter, a copy of the approved plan, and copies of any subsequent amendments to adopting employers if the practitioner is authorized to amend the plan on their behalf, to each employer who adopts this plan. Effective on or after 10/31/2011, interim amendments adopted by the practitioner on behalf of employers must provide the date of the adoption by the practitioner.

This letter considers the changes in qualification requirements contained in the 2012 Cumulative List of Notice 2012-76, 2012-52 I.R.B. 775.

Our opinion on the acceptability of the form of the plan is not a ruling or determination as to whether an employer's plan qualifies under Code section 401(a). However, an employer that adopts this plan may rely on this letter with respect to the qualification of its plan under Code section 401(a), as provided for in Rev. Proc. 2015-36, 2015-27 I.R.B. 20, and outlined below. Rev. Proc. 2018-4, 2018-1 I.R.B. 146, should be reviewed to determine the eligibility of an adopting employer to submit a determination letter application and the items necessary for filing an application for a determination letter. The terms of the plan must be followed in operation.

Except as provided below, our opinion does not apply with respect to the requirements of Code sections 401(a)(4), 401(a)(26), 401(l), 410(b) and 414(s). Our opinion does not apply for purposes of Code section 401(a)(10)(B) and section 401(a)(16) if an employer ever maintained another qualified plan for one or more employees who are covered by this plan as described in section 19.02(1) of Rev. Proc. 2015-36.

Our opinion applies with respect to the requirement of Code section 410(b) and 401(a)(26) (other than the Code section 401(a)(26) requirements that apply to a prior benefit structure) if 100 percent of all nonexcludable employees benefit under the plan. Employers that elect a safe harbor benefit formula and a safe harbor compensation definition can also rely on an advisory letter with respect to the nondiscriminatory amounts requirement under Code section 401(a)(4).

Our opinion does not constitute a determination that the plan is a Code section 414(d) governmental plan. This letter is not a ruling with respect to the tax treatment for contributions which are picked up by a governmental employing unit within the meaning of Code section 414(h)(2).

Our opinion does not apply for purposes of the requirement of section 1.401(a)-1(b)(2) of the regulations where the normal retirement age under the employer's plan is lower than age 62.

This is not a ruling or determination with respect to any language in the plan that reflects Section 3 of the Defense of Marriage Act, Pub. L. 104-199, 110 Stat. 2419 (DOMA) or U.S. v. Windsor, 570 U.S. 12 (2013), which invalidated that section.

Except as provided in section 14.08(2) of Rev. Proc. 2015-36, 2015-27 I.R.B. 20, an adopting employer of a cash balance plan cannot rely on an advisory letter with respect to the requirements of Code section 411(b)(1) where the cash balance formula uses a structure of principal credits that increases with age, service, or other measure during a participant's employment.

A plan which contains a cash balance formula will only be capable of using an actual rate of return interest crediting rate if it utilized the identical language provided by the IRS.

An employer who adopts this plan may not rely on this letter where (1) the plan is being used to amend or restate a plan of the employer which was not previously qualified; (2) the employer's adoption of the plan precedes the issuance of the letter; or (3) the adoption agreement or other elective provisions in the plan are not completed correctly by the employer.

If you, the volume submitter practitioner, have any questions concerning the IRS processing of this case, please call the above telephone number. This number is only for use of the practitioner. Individual participants and/or adopting employers with questions concerning the plan should contact the volume submitter practitioner. The plan's adoption agreement, if applicable, must include the practitioner's address and telephone number for inquiries by adopting employers.

If you write to the IRS regarding this plan, please provide your telephone number and the most convenient time for us to call in case we need more information. Whether you call or write, please refer to the Letter Serial Number and File Folder Number shown in the heading of this letter.

You should keep this letter as a permanent record. Please notify us if you modify or discontinue sponsorship of this plan.

Sincerely Yours,



Khin M. Chow
Director, EP Rulings & Agreements

Letter 4335

CITY OF COVINGTON

Application for Naming of Parks, Streets, City Owned Buildings and Recreational Facilities

Applicant's Name:

John Edwards

Mailing Address:

P.O. Box 117

Covington, TN 38019

E-mail: Aldermanedwards@gmail.com Phone: 901-605-4205

Park Location _____

Recreational Facility Location _____

Commemorative Street Name Location North main from West Liberty to Highway 51

City-owned Building Location _____

Quincy Barlow way Honoree Name

Does this pertain to only a portion of a site or facility?

NO

If yes, portion suggested for naming:

John Edwards
Signature

1/22/19
Date

John Edwards
Print Name

City of Covington
Application for Naming of Parks, Streets, City Owned Buildings and
Recreational Facilities

Please indicate which criteria below pertains to the application and provide a brief description of how the application meets these criteria (attach additional sheets if necessary):

- Yes No Has made lasting and significant contributions to the protection of natural or cultural resources of the City of Covington.

If yes please

Explain:

In his tenure as the Tipton County
Finance Chairman, he appropriated money
that has made a lasting impact on our cultural
resources.

- Yes No Has made substantial contributions to the betterment of a specific facility or park consistent with the established standards for the facility, or to the City of Covington which has positively impacted the lives of citizens.

If yes please

Explain:

Commissioner Barlow has positively affected
the lives of thousands of citizens in our
community and will serve as a role model for
future citizens.

Yes No Has made substantial contributions to the advancement of commensurate types recreational opportunities with the City of Covington.

If yes please

Explain:

Through his work with the county
he has helped to funnel money to
assist Covington's recreational facilities

Yes No Is associated with an economic development or redevelopment activity that meets the Mission of the City of Covington and improves the quality of life for its residents.

If yes please

Explain:

He has participated in many projects
that improved the quality of life
for the citizens of Covington.

Yes No Commemorates a significant historical event.

If yes please

Explain: _____

JUSTIFICATION

Please provide written justification supporting your proposed naming of a city owned facility or provide additional comments related to this application. Attach additional pages or supplemental information, if applicable.

Mr. Barlow served as finance chairman longer than any other African American in the state of Tennessee during his tenure, he made significant contributions to our city and county. This stretch of main street is significant because he traveled this stretch of the road daily, starting at the home where he was raised and subsequently cared for his mother while maintaining ownership of the oldest family owned African American Funeral Home in the country while maintaining business at the Tipton County Courthouse as Commissioner and Director of Delta Human Resources as well as Pastor of Hickory Grove M.B. Church in Brownsville

Please attach petition and/or letters of support from City community groups and organizations.

If you have any questions, please call the Department of Code Compliance 901-476-7191 ext. 146

Please return completed application to:
City of Covington
Department of Code Compliance
P.O. Box 768/200 W. Washington Ave.
Covington, TN 38019
Fax: 901-476-5056
Email: planning.building@covingtontn.com

CITY OF COVINGTON

Application for Naming of Parks, Streets, City Owned Buildings and Recreational Facilities

Applicant's Name:

John Edwards

Mailing Address:

P.O. Box 117

Covington, TN

E-mail: aldermanedwards@gmail.com Phone: 901-605-4205

Park

Location _____

Recreational
Facility

Location

Commemorative
Street Name

Location

Rialto road from Highway 51
to Witherington Drive

City-owned

Location

Building

Isaac Hayes way Honoree Name

Does this pertain to only a portion of a site or facility?

If yes, portion suggested for naming:

John Edwards
Signature

1/22/19
Date

John Edwards
Print Name

City of Covington
Application for Naming of Parks, Streets, City Owned Buildings and
Recreational Facilities

Please indicate which criteria below pertains to the application and provide a brief description of how the application meets these criteria (attach additional sheets if necessary):

Yes No Has made lasting and significant contributions to the protection of natural or cultural resources of the City of Covington.

If yes please
Explain:

Yes No Has made substantial contributions to the betterment of a specific facility or park consistent with the established standards for the facility, or to the City of Covington which has positively impacted the lives of citizens.

If yes please
Explain:

Mr Hayes has made music that has impacted the history as well as the future of Covington.

Yes No Has made substantial contributions to the advancement of commensurate types recreational opportunities with the City of Covington.

If yes please

Explain:

Yes No Is associated with an economic development or redevelopment activity that meets the Mission of the City of Covington and improves the quality of life for its residents.

If yes please

Explain:

Yes No Commemorates a significant historical event.

If yes please

Explain:

City of Covington
Application for Naming of Parks, Streets, City Owned Buildings and
Recreational Facilities

Please indicate which criteria below pertains to the application and provide a brief description of how the application meets these criteria (attach additional sheets if necessary):

Yes No The name preserves the geographic, environmental (relating to natural or physical features), historic or landmark connotation of particular significance to the area in which the land or facility is located, or for the City as a whole.

If yes please
Explain:

Yes No The land, facility, or the funds for the purchase, construction, renovation or maintenance was donated by the individual, family or organization.

If yes please
Explain:

Yes No An in-kind contribution or service of major and lasting significance was made to the acquisition of the land, facility, or the planning, development, construction, renovation, or maintenance of a facility.

If yes please
Explain:

Yes No The name recognizes a benefactor organization, group or business that contributed to the site or facility.

If yes please

Explain:

Yes No The name commemorates a significant historical figure.

If yes please

Explain:

The name pays homage to Mr. Isaac Hayes, who was known world-wide for his musical and theatrical performances.

JUSTIFICATION

Please provide written justification supporting your proposed naming of a city owned facility or provide additional comments related to this application. Attach additional pages or supplemental information, if applicable.

Mr. Hayes has been awarded two Academy awards, two Golden Globe awards, 3 Grammy Awards, a BMI Award, An NAACP Image Award, as well as a Screen Actors Guild Award. Mr. Hayes co-authored songs such as Hold On, I'm coming, When something is wrong with my baby, Soul man, Wrap it up, Peja vu and was the sole author of songs such as Start, Ike's Rap and Chocolate Chip. Mr. Hayes starred in movies such as Waitt Star, The Blues Brothers 2000, Hustle and Flow, Truck Turner, as well as escape from New York and many others. He starred in TV shows such as The Rockford Files, The A Team, Miami Vice, That 70's Show and others.

Please attach petition and/or letters of support from City community groups and organizations.

If you have any questions, please call the Department of Code Compliance 901-476-7191 ext. 146

Please return completed application to:
City of Covington
Department of Code Compliance
P.O. Box 768/200 W. Washington Ave.
Covington, TN 38019
Fax: 901-476-5056
Email: planning.building@covingtontn.com

Ordinance _____

Whereas, the present mortgage foreclosure crisis has a serious negative implication for all communities trying to manage the consequences of property vacancies and abandoned real properties; and

WHEREAS, the City of Covington finds that the presence of vacant and abandoned properties can lead to a decline in property value, a corresponding decline in property tax revenue, create and attract nuisances, and lead to a general decrease in neighborhood and community aesthetic; and

WHEREAS, the City of Covington (hereinafter referred to as "City") recognizes an increase in the number of vacancies and abandoned properties located throughout the City; and

WHEREAS, the City is challenged to identify and locate the owners of such vacant and abandoned properties; and

WHEREAS, the City has already adopted property maintenance codes to regulate building standards for the exterior of structures and the condition of the property as a whole; and

WHEREAS, the City desires to amend the City's Code by creating Section _____ through _____ to establish a vacant property registration ordinance.

WHEREAS, the City has a vested interest in protecting neighborhoods against decay caused by vacant and abandoned properties and concludes that it is in the best interests of the health, safety, and welfare of its citizens and residents to impose registration requirements upon owners of real property located within the City and in certain cases upon mortgagees and other beneficial owners, as remedial measures to assist in correcting ongoing practices by the property owners causing and contributing to blight, unsanitary and unsafe conditions.

SECTION 1. NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF COVINGTON that _____ of the City of Covington, Municipal Code is hereby amended by adding Sections _____ thru _____ to read as follows:

CHAPTER ____ ARTICLE ____:

PROPERTY REGISTRATION REQUIREMENTS

Sec. __-__. (a) Purpose and Intent.

It is the purpose and intent of the City of Covington ("City") to establish a process to address the deterioration and blight of City neighborhoods caused by an increasing amount of abandoned, foreclosed or distressed real property located within the City, and to identify, regulate, and reduce the number of abandoned properties located within the City. It is the City's further intent to establish a Vacant Property Registrations as a mechanism to protect neighborhoods from becoming blighted due to lack of adequate maintenance and security of abandoned and foreclosed real property.

(b) Definitions.

The following words and terms shall have the meanings set forth in this section, except where otherwise specifically indicated.

- i. **Abandoned Real Property** means any real property that is vacant, is subject to unauthorized occupancy and, has been determined by evidence of an affidavit by an agent or officer of the City of Covington Department of Code Compliance.
- ii. **Willful and Intentional** mean the failure to register or take the necessary actions to register as required under this ordinance after three (3) successful attempts by a Department of Code Compliance Official to notify the responsible party of their responsibility to register under this ordinance. Such actions shall constitute a

rebuttable presumption that the responsible party has willfully and intentional failed to register as required under this ordinance.

- iii. **Evidence of Vacancy** means any condition that on its own, or combined with other conditions present, would lead a reasonable person to believe that the property is vacant. Such conditions may include, but are not limited to: overgrown and/or dead vegetation; electricity, water or other utilities turned off; stagnant swimming pool; or statement by neighbors, passer-by, delivery agents or government agents.
- iv. **Foreclosure** means the judicial or non-judicial process by which a property, placed as security for a mortgage loan, is to be sold at an auction to satisfy a debt upon which the borrower has defaulted.
- v. **Material Change** in ownership is defined for purposes of this ordinance as any change in ownership, whether of record or not, which results in a new party assuming responsibility 1) for care and maintenance, 2) for receipt of notice and/or service of process, or, 3) for acting as agent for the owner of record of subject property.
- vi. **Mortgage** means, any consensual lien created by a written instrument which grants or retains an interest in real estate to secure a debt or other obligation. The term includes, without limitation:
 - aa. Mortgages securing reverse mortgage loans;
 - bb. Mortgages securing revolving credit loans;
 - cc. Every Deed conveying real estate, although an absolute conveyance in its terms, which shall have been intended only as a security in the nature of a mortgage; and
 - dd. Equitable mortgages.
- vii. **Mortgagee means:**
 - aa. the holder of an indebtedness or oblige of a non-monetary obligation secured by a mortgage or any person designated including mortgage servicers or authorized to act on behalf of such holder, including mortgage servicers;

- bb. any person claiming through a mortgage as successor; and
- cc. Any person identified as such in a recorded document which has not been released, assigned, or superseded of record.

viii. **Mortgagor** means the person whose interest in the real estate is the subject of the mortgage and any person claiming through a mortgagor as successor. Where a mortgage is executed by a trustee of a land trust, the mortgagor is the trustee and not the beneficiary or beneficiaries.

ix. **Owner** means any person who alone, jointly, or severally with others:

- aa. has legal title to the property, with or without accompanying actual possession thereof:

- bb. has charge, care or control of the property as owner or agent of the owner or an executor, administrator, trustee or guardian of the estate of the owner: or

- cc. Is the agent or the owner for the purpose of managing, controlling the property or collecting rents, or is any other person managing or controlling the property or is any person entitled to the control or direction of the management or disposition of the property. This ordinance excludes Real Estate listing Agents when acting exclusively in that capacity.

x. **Property** means any real, residential, commercial or industrial property, or portion of thereof, located within the City of Covington, including buildings or structures situated on the property.

xi. **Residential Property** means buildings of three stories or less in height where the whole building or parts thereof are designed or used as residential units or auxiliary uses to a residential unit.

xii. **Vacant** means any building or structure that is not lawfully occupied or inhabited as evidenced by the conditions set fourth in

the definition of "Evidence of Vacancy" (see Sec. 48-24(b)(iii) and as defined in T.C.A 13-21-202.

(c)Applicability.

i. These sections shall be considered cumulative and not superseding or subject to any other law or provision for same, but rather an additional remedy available to the City, above and beyond any other state, county or local provisions.

ii. Parties identified as owners in subsection (b) (ix) (bb and cc) above will not be fined or held liable for fines (under the doctrine of agency) in cases where their principal is disclosed and is identified by subsection (b) (ix) (aa).

I. VACANT PROPERTY REGISTRATION

Sec. 48-25.

(a) Vacant Property Registration Ordinance.

Pursuant to the authority of T.C.A. §6-54-113 and in addition to the requirements of Sec. 48(24-26) set forth herein, the City of Covington or its designee shall establish a Vacant Property Registry and require registration by the mortgage holder of single family residential real property, including condominiums within the City of Covington upon Notice of Vacancy, Abandonment (vacancy), and Tax Delinquency.

Sec. 48-26.

(a) Registration of Real Property Upon Vacancy, Abandonment, and Tax Delinquency.

Any mortgagee who holds a mortgage on single family residential housing, including condominiums located within the City of Covington, shall, register the property within thirty (30) days of a notice of a declaration of vacancy, abandonment and tax delinquency as well as other housing code violations pursuant to a sworn affidavit by a City of Covington Department of Code

Compliance Official. The sworn affidavit shall be issued by the Department of Code Compliance after reasonable observation and monitoring of the property. In addition, the Department of Code Compliance Official shall also state under oath that after a reasonable and diligent search of all Tipton County public records, the said Department of Code Compliance Official has not been able to determine the correct name and address of the mortgagee. Upon completing and filing the said affidavit with the Department of Code Compliance, a notice to register will be issued pursuant to the standards set forth in T.C.A. 13-21-202. A separate registration is required for each property parcel.

(b) Cure Prior to Registration.

If within thirty (30) days after notification of vacancy, abandonment and tax delinquency by a City of Covington Department of Code Compliance Official pursuant to Section 48-27(a), a mortgagee shows proof of payment of all tax delinquencies, no registration will be required for that notification.

(c) Registration Requirements.

Registration pursuant to this section shall require the mortgagee to provide the name of mortgagee and the servicer, the direct mailing address of the mortgagee and the servicer, a direct contact name and telephone number for each, facsimile number and e-mail address for each, the folio or tax number, and the contact name and telephone number of the person responsible for the security and maintenance of the property. The owner shall be required to provide his direct mailing address, a direct contact name and telephone number, facsimile number and e-mail address, and the folio or tax number where applicable. Upon Notification of Vacancy by Department of Code Compliance both the mortgagee, or his designated agent, and the property owner shall be responsible for compliance with this ordinance whether the vacancy occurred through default, foreclosure, vacancy, or otherwise.

(d) Annual Registration Fee for Vacant, Abandoned, and, Tax Delinquent Property.

A non-refundable annual registration fee in the amount of \$200.00 per property parcel, shall accompany the registration forms as provided by the City of Covington. The registration fee shall be paid by the mortgagee or his agent.

(e) Registration of Transferred Property.

This section shall also apply to properties that have been the subject of a foreclosure sale where the title was transferred by the mortgagee, or its agent, or when any property is transferred under a deed in lieu of foreclosure/sale, or quit claim deed, or by transfer, whether filed with the Register of Deeds or not, and, upon transfer of ownership upon the death of a prior owner.

(f) Duration of Registration for Vacant, Abandoned, and Tax Delinquent Property.

Properties subject to this section shall remain under all registration requirements and maintenance standards of the Department of Code Compliance as long as the property remains vacant, abandoned, and tax delinquent. Property may be removed from the registry upon verification by the City of Covington or its designee of cure of vacancy, abandonment or tax delinquency; and cure of any code violations, with title vested in an owner of record.

(g) Reporting Changes in Service, Property Conditions, Mortgage Status, etc.

Any person or legal entity that has registered a property under this section must report any change of information contained in the registration pursuant to Section 48-26(c) within ten (10) days of the change.

(h) Limited Reporting Requirements.

No release of private information shall be required if the release of such information would constitute a violation of any Federal or State privacy law. In such event where the City requires such information, the City shall seek such private information by way of application to a court of competent jurisdiction.

(i) Service.

Service of Notice under this Section shall be: (1) mailed to the mortgagee and owner at their last known addresses as it appears in the Tipton County public records; (2) posted on the property in a conspicuous location; or (3) published at least three (3) weeks in a newspaper of general circulation in Tipton County, providing that the first publication that the first publication is thirty (30) days before the hearing date.

II. COMPLIANCE

Sec. 48-27.

(a) Failure to Comply.

Failure of the mortgagee and/or owner to properly register or to modify the registration from time to time to reflect a change of circumstances as required by this article is a violation of this article and shall be subject to enforcement and/or the levy of administrative fee of fifty dollars (\$50.00) per violation. Where the failure to register is found to be willful and intentional, then the administrative fee of fifty dollars shall continue to be assessed daily until corrected.

(b) Exceptional Penalty Provision.

Upon reasonable cause to believe a deliberate attempt by a mortgagee to evade, conceal or otherwise not identify its true ownership or lienholder interest in a vacant property as certified by the Department of Code Compliance, the City may petition a court of competent jurisdiction to order that notice of any further transfer of

title, ownership or interest to said property shall be filed with the City of Covington Department of Code Compliance.

(c) **Description of Violation: Civil Penalty.**

Any violation of (Sec. 48-26(a) – (g) of this ordinance shall result in the levy of an administrative fee of fifty dollars (\$50.00) per violation payable by the mortgagee and subject to a continual violation where Section 48-27(a) applies. This administrative fee amount shall not be increased without written justification presented at a hearing before the City of Covington Board of Mayor and Alderman, and by passage of a super majority (4) of the Board.

(d) **Collections and Use of Funds.**

All funds collected under this ordinance 48-24 through 27, including fines and fees are to be reserved for the use of the Department of Code Compliance for the removal of blight in the City of Covington.

SECTION 2. BE IT FURTHER ORDAINED, That the provisions of this Ordinance are hereby severable. If any of these sections, provisions, sentences, clauses, phrases or parts are held unconstitutional or void, the remainder of this Ordinance shall continue in full force and effect.

Section 3. BE IT FURTHER ORDAINED, that this Ordinance shall take effect from and after the date it shall have been passed by the Board of Mayor and Alderman, signed by the Mayor and Recorder-Treasurer, and become effective as otherwise provided by law.

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
GENERAL FUND				
Revenues:				
	Property Taxes	\$1,239,770.71	\$ 2,485,000.00	49.89%
	In Lieu of Tax Payments	\$381,264.35	\$ 1,663,800.00	22.92%
	Local Sales Taxes	\$1,507,180.36	\$ 3,801,000.00	39.65%
	Wholesale Beer Taxes	\$242,757.34	\$ 504,000.00	48.17%
	Business Taxes	\$37,766.03	\$ 260,000.00	14.53%
	Franchise Fees	\$25,511.23	\$ 75,000.00	34.01%
	Licenses & Permits	\$33,180.15	\$ 34,000.00	97.59%
	Intergovernmental Revenues	\$530,743.22	\$ 1,915,100.00	27.71%
	Services	\$168,349.29	\$ 392,200.00	42.92%
	Court Fines	\$58,867.84	\$ 125,000.00	47.09%
	Other Revenues	\$399,208.32	\$ 383,000.00	104.23%
	Total Revenues	\$4,624,598.84	\$ 11,638,100.00	39.74%
Expenditures				
	Board of Mayor and Aldermen	\$ 2,100,912.55	\$ 3,440,075.00	61.07%
	City Court	\$ 7,000.00	\$ 12,000.00	58.33%
	General Elections	\$ -	\$ 1,500.00	
	Recorder-Treasurer	\$ 206,380.72	\$ 373,150.00	55.31%
	Developmental Services	\$ 75,819.31	\$ 156,300.00	48.51%
	City Attorney	\$ 25,291.70	\$ 66,000.00	38.32%
	Purchasing & Personnel	\$ 97,112.23	\$ 186,360.00	52.11%
	Data Processing	\$ 64,856.37	\$ 81,000.00	80.07%
	Grounds Maintenance	\$ 173,133.95	\$ 347,800.00	49.78%
	City Hall Buildings	\$ 32,100.08	\$ 55,900.00	57.42%
	CMC Building Expenses	\$ 37,261.99	\$ 114,300.00	32.60%
	Police	\$ 1,366,484.63	\$ 2,439,000.00	56.03%
	Fire	\$ 1,055,795.39	\$ 1,813,100.00	58.23%
	Outside Fire	\$ 257,811.83	\$ 303,050.00	85.07%

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
	Civil Defense	\$ 2,193.08	\$ 30,000.00	7.31%
	Street Dept	\$ 424,838.59	\$ 1,312,300.00	32.37%
	Traffic Light Expense	\$ 2,811.20	\$ 15,000.00	18.74%
	Maintenance Bldg	\$ 102,271.05	\$ 180,850.00	56.55%
	Cemetery Maintenance	\$ -	\$ 2,000.00	0.00%
	GIS	\$ 5,500.00	\$ 9,350.00	58.82%
	Industrial Development	\$ 54,000.00	\$ 54,000.00	100.00%
	Animal Control	\$ 32,114.84	\$ 61,600.00	52.13%
	Recreation Administration	\$ 45,582.74	\$ 80,550.00	56.59%
	Recreation Centers	\$ 868.95	\$ 2,000.00	43.45%
	Playgrounds	\$ 43,457.04	\$ 109,500.00	39.69%
	Pool	\$ 74,644.66	\$ 162,050.00	46.06%
	Sportsplex	\$ 163,571.11	\$ 324,600.00	50.39%
	Education	\$ 8,915.59	\$ 14,000.00	63.68%
	Debt Service	\$ 137,976.10	\$ 211,756.00	65.16%
	Total Expenditures	\$ 6,598,705.70	\$ 11,959,091.00	55.18%
	Expenses over Revenues	\$ (1,974,106.86)		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
STATE STREET AID				
Revenues:				
	All Revenues	\$ 190,265.90	\$ 285,400.00	66.67%
Expenditures:				
	All Expenditures	\$ 113,332.07	\$ 285,400.00	39.71%
	Revenues over Expenses	\$ 76,933.83		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
MUSEUM				
Revenues				
	Appropriation - General	\$ -	\$ 68,000.00	0.00%
	Appropriation - Tipton County	\$ 71,500.00	\$ 68,000.00	105.15%
	Other Revenues	\$ 11,287.47	\$ 15,300.00	73.77%
	Total Revenues	\$ 82,787.47	\$ 151,300.00	54.72%
Expenditures				
	All Expenditures	\$ 89,023.14	\$ 148,150.00	60.09%
	Expenditures over Revenues	\$ (6,235.67)		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
WATER				
Revenues				
	Meter Water Sales	\$ 1,076,443.45	\$ 1,850,000.00	58.19%
	Utility Service Site Rental Fee	\$ -	\$ 60,000.00	0.00%
	Other Revenues	\$ 78,395.81	\$ 43,000.00	182.32%
		\$ 1,154,839.26	\$ 1,953,000.00	59.13%
Expenses				
	Water Purification			
	Salaries	\$ 46,962.40	\$ 77,900.00	60.29%
	Repair/Maint -Treat Plan	\$ 158,050.62	\$ 155,000.00	101.97%
	Other Expenses	\$ 121,675.25	\$ 221,800.00	54.86%
		\$ 326,688.27	\$ 454,700.00	71.85%
	Water Transmission			
	Salaries	\$ 117,171.94	\$ 195,100.00	60.06%
	Repair & Maint - Tanks	\$ 86,572.50	\$ 110,000.00	78.70%
	Repair & Maint - Other	\$ 48,434.80	\$ 80,000.00	60.54%
	Other Expenses	\$ 16,411.07	\$ 48,800.00	33.63%
		\$ 268,590.31	\$ 433,900.00	61.90%
	Water Admin			
	Salaries	\$ 25,036.50	\$ 85,800.00	29.18%
	Depreciation	\$ 145,833.35	\$ 250,000.00	58.33%
	Debt Service	\$ 22,512.87	\$ 38,500.00	58.47%
	Other Expenses	\$ 261,098.01	\$ 432,780.00	60.33%
		\$ 454,480.73	\$ 807,080.00	56.31%
	Total Water Expenses	\$ 1,049,759.31	\$ 1,695,680.00	61.91%
	Revenues over Expenses	\$ 105,079.95		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
SEWER				
Revenues				
	Sewer Service Charges	\$ 1,356,851.37	\$ 2,380,000.00	57.01%
	Other Revenues	\$ 73,928.23	\$ 43,250.00	170.93%
		\$ 1,430,779.60	\$ 2,423,250.00	59.04%
Expenses				
	Sewer Collection Lines			
	Salaries	\$ 43,399.90	\$ 112,100.00	38.72%
	Repair & Maint - Sewer Lines	\$ 33,051.37	\$ 50,000.00	66.10%
	Other Expenses	\$ 22,215.03	\$ 49,100.00	45.24%
		\$ 98,666.30	\$ 211,200.00	46.72%
	Sewer Treatment			
	Salaries	\$ 99,556.45	\$ 155,600.00	63.98%
	Repair & Maint - Treat Plant	\$ 78,615.39	\$ 180,000.00	43.68%
	Other Expenses	\$ 142,698.85	\$ 343,600.00	41.53%
		\$ 320,870.69	\$ 679,200.00	47.24%
	Sewer Admin			
	Salaries	\$ 60,492.37	\$ 108,500.00	55.75%
	Depreciation	\$ 350,000.00	\$ 600,000.00	58.33%
	Debt Service	\$ 72,067.92	\$ 135,838.00	53.05%
	Other Expenses	\$ 316,018.57	\$ 530,200.00	59.60%
		\$ 798,578.86	\$ 1,374,538.00	58.10%
	Total Sewer Expenses	\$ 1,218,115.85	\$ 2,264,938.00	53.78%
	Revenues Over Expenses	\$ 212,663.75		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
GAS				
Revenues				
	Metered Gas Sales	\$ 1,465,987.54	\$ 2,780,000.00	52.73%
	Capital Outlay Notes Revenue	\$ -	\$ 10,674.00	0.00%
	Other Revenues	\$ 112,949.77	\$ 67,500.00	167.33%
		\$ 1,578,937.31	\$ 2,858,174.00	55.24%
Expenses				
	Purchased Gas			
	Expenses	\$ 1,067,003.87	\$ 1,593,210.00	66.97%
		\$ 1,067,003.87	\$ 1,593,210.00	66.97%
	Transmission & Distribution			
	Salaries	\$ 155,251.13	\$ 249,900.00	62.13%
	Repair & Maint - Dist Center	\$ 36,254.86	\$ 80,000.00	45.32%
	Other Expenses	\$ 29,690.98	\$ 69,700.00	42.60%
		\$ 221,196.97	\$ 399,600.00	55.35%
	Admin			
	Salaries	\$ 111,247.71	\$ 200,700.00	55.43%
	Depreciation	\$ 58,333.35	\$ 100,000.00	58.33%
	Other Expenses	\$ 326,707.57	\$ 557,000.00	58.65%
		\$ 496,288.63	\$ 857,700.00	57.86%
	Total Gas Expenses	\$ 1,784,489.47	\$ 2,850,510.00	62.60%
	Expenses over Revenues	\$ (205,552.16)		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
BIOMASS GASIFICATION				
Revenues				
	Transfer -Solid Waste	\$ -	\$ -	
	Transfer - Sewer		\$ -	
	Other Revenues	\$ 15,002.52	\$ 145,000.00	10.35%
	Site Rental	\$ 30,000.00	\$ 30,000.00	100.00%
	Total Revenues	\$ 45,002.52	\$ 175,000.00	25.72%
Expenses				
	Salaries	\$ -	\$ -	
	Debt Service	\$ 29,688.97	\$ 50,000.00	59.38%
	Depreciation	\$ 70,583.31	\$ 100,000.00	
	Other Expenses	\$ 20,941.79	\$ 25,000.00	83.77%
	Total Expenses	\$ 121,214.07	\$ 175,000.00	69.27%
	Total Expenses over Revenues	\$ 76,211.55		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
AIRPORT				
Revenues				
	State Grant	\$ 25,453.31	\$ 620,439.00	4.10%
	Gas Sales	\$ 117,878.97	\$ 160,000.00	73.67%
	Farmland Rental	\$ -	\$ 110,000.00	0.00%
	Other Revenues	\$ 106,028.92	\$ 138,600.00	76.50%
	Total Revenues	\$ 249,361.20	\$ 1,029,039.00	24.23%
Expenses				
	Salaries	\$ 63,832.44	\$ 103,600.00	61.61%
	Debt Service	\$ 7,761.96	\$ 8,400.00	92.40%
	Capital Outlay	\$ 12,466.00	\$ 606,439.00	2.06%
	Other Expenses	\$ 191,807.31	\$ 309,200.00	62.03%
	Total Expenses	\$ 275,867.71	\$ 1,027,639.00	26.84%
	Total Expenses over Revenues	\$ (26,506.51)		

	Description	2018-19 Actual Performance January, 2019	2018-19 Budget	Percentage of FY Budget
SOLID WASTE				
Revenue				
	Refuse Collection Charges	\$ 880,460.07	\$ 1,560,000.00	56.44%
	Other Revenue	\$ 44,972.02	\$ 21,000.00	214.15%
	Total Revenues	\$ 925,432.09	\$ 1,581,000.00	58.53%
Expenses				
	Salaries	\$ 106,308.18	\$ 207,150.00	51.32%
	Debt Service	\$ 8,125.85	\$ 8,128.00	99.97%
	Contracted Services	\$ 463,141.42	\$ 1,030,000.00	44.97%
	Other Expenses	\$ 294,104.53	\$ 421,090.00	69.84%
	Total Expenses	\$ 871,679.98	\$ 1,666,368.00	52.31%
	Total Revenue over Expenses	\$ 53,752.11		

City Of Covington
 Statement of Revenue
 January 2019

Fund : 110 General Fund			Monthly Comparative				58.33%	
			Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
31110	-	Real And Per Prop Tax (Cur)	2,350,000.00	2,350,000.00	(1,069,246.39)	1,280,753.61	45.50%	(251,227.39)
31210	-	Real And Per Prop Tax (Delin)	110,000.00	110,000.00	(138,239.00)	(28,239.00)	125.67%	(10,192.00)
31300	-	Int, Pen, Court Cost On Prop T	25,000.00	25,000.00	(32,285.32)	(7,285.32)	129.14%	(3,596.81)
31511	-	Pay In Lieu Of Tax -Elec Utili	410,000.00	410,000.00	(212,452.35)	197,547.65	51.82%	(30,453.53)
31512	-	Pay In Lieu Of Tax-Water	35,000.00	35,000.00	0.00	35,000.00	0.00%	0.00
31513	-	Pay In Lieu Of Tax-Sewer	90,000.00	90,000.00	0.00	90,000.00	0.00%	0.00
31514	-	Pay In Lieu Of Tax -Nat Gas Ut	52,800.00	52,800.00	0.00	52,800.00	0.00%	0.00
31520	-	Payments From Industry	1,076,000.00	1,076,000.00	(168,812.00)	907,188.00	15.69%	(151,159.00)
31610	-	Local Sales Tax - Co. Trustee	2,625,000.00	2,625,000.00	(1,040,200.11)	1,584,799.89	39.63%	(416,628.31)
31611	-	Local Sales Tax - .5 City	1,176,000.00	1,176,000.00	(466,980.25)	709,019.75	39.71%	(96,248.67)
31710	-	Wholesale Beer Tax	420,000.00	420,000.00	(198,430.89)	221,569.11	47.25%	(30,809.66)
31720	-	Wholesale Liquor Tax	84,000.00	84,000.00	(44,326.45)	39,673.55	52.77%	(10,984.36)
31800	-	Business Taxes	260,000.00	260,000.00	(37,766.03)	222,233.97	14.53%	(8,378.76)
31912	-	Cable Tv Franchise Fee	75,000.00	75,000.00	(25,511.23)	49,488.77	34.01%	(11,598.52)
32210	-	Beer Licenses	4,000.00	4,000.00	(6,950.00)	(2,950.00)	173.75%	(700.00)
32220	-	Liquor By The Drink Permit	3,000.00	3,000.00	(1,100.00)	1,900.00	36.67%	(1,100.00)
32410	-	Dog Pound Fees	500.00	500.00	(615.00)	(115.00)	123.00%	(175.00)
32610	-	Building Permits	20,000.00	20,000.00	(17,526.50)	2,473.50	87.63%	(687.50)
32620	-	Plans Review Fee	4,000.00	4,000.00	(2,986.00)	1,014.00	74.65%	0.00
32660	-	Zoning Permits	500.00	500.00	(291.65)	208.35	58.33%	(30.00)
32670	-	Peddlers & Transient Merchant	500.00	500.00	(600.00)	(100.00)	120.00%	0.00
32680	-	Copies Blueprints, Etc.	0.00	0.00	(60.00)	(60.00)		0.00
32690	-	Firework Sales Permit	0.00	0.00	(100.00)	(100.00)		0.00
32710	-	Sign Permits	500.00	500.00	(878.00)	(378.00)	175.60%	(186.00)
32720	-	Electrical Permits	1,000.00	1,000.00	(2,073.00)	(1,073.00)	207.30%	(1,274.00)
33310	-	In Lieu Of Tax-Housing Authori	15,000.00	15,000.00	0.00	15,000.00	0.00%	0.00
33320	-	Tva Payments In Lieu Of Taxes	105,900.00	105,900.00	(53,514.02)	52,385.98	50.53%	(26,757.01)
33410	-	State Police In Service Train	22,000.00	22,000.00	0.00	22,000.00	0.00%	0.00
33411	-	State Fire In Service Training	14,400.00	14,400.00	0.00	14,400.00	0.00%	0.00
33510	-	State Sales Tax	750,000.00	750,000.00	(320,721.76)	429,278.24	42.76%	(66,220.26)
33511	-	Sales Tax - Telecommunications	1,000.00	1,000.00	(5,076.72)	(4,076.72)	507.67%	(635.87)

Fund : 110 General Fund

Monthly Comparative

58.33%

		Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized	
33520	-	State Income Tax	72,000.00	72,000.00	(39,323.70)	32,676.30	54.62%	0.00
33530	-	State Beer Tax	4,500.00	4,500.00	(2,267.78)	2,232.22	50.40%	0.00
33540	-	State Mixed Drink Tax	22,000.00	22,000.00	(17,831.14)	4,168.86	81.05%	(2,587.87)
33553	-	State Gasoline Inspection Fee	18,500.00	18,500.00	(10,490.08)	8,009.92	56.70%	(1,495.48)
33556	-	State Maintenance Contract	60,000.00	60,000.00	(16,527.45)	43,472.55	27.55%	0.00
33557	-	Airport Maintenance Contract	6,000.00	6,000.00	(4,469.08)	1,530.92	74.48%	0.00
33559	-	State Excise Tax	40,000.00	40,000.00	0.00	40,000.00	0.00%	0.00
33780	-	Tcbe Grant - Sro	28,800.00	28,800.00	(19,131.00)	9,669.00	66.43%	(2,733.00)
33797	-	FIRE SAFER GRANT	0.00	0.00	(2,710.00)	(2,710.00)		0.00
33847	-	CDBG 2013 COMM IMPROVEMENT GRANT	200,000.00	200,000.00	0.00	200,000.00	0.00%	0.00
33849	-	STP GRANT	0.00	0.00	(20,759.39)	(20,759.39)		0.00
33850	-	FRAZIER GRANT PROJECT	555,000.00	555,000.00	(17,921.10)	537,078.90	3.23%	0.00
33851	-	GRANT - SIA COLD STORAGE	0.00	0.00	0.00	0.00		0.00
34120	-	BBQ FESTIVAL	20,000.00	20,000.00	0.00	20,000.00	0.00%	0.00
34130	-	MUSIC ON SQUARE	3,500.00	3,500.00	0.00	3,500.00	0.00%	0.00
34140	-	CMC RENTAL	35,000.00	35,000.00	(9,745.00)	25,255.00	27.84%	(1,830.00)
34221	-	Outside Fire Subscripton Fees	84,000.00	84,000.00	(54,625.00)	29,375.00	65.03%	(24,995.00)
34222	-	Grant - Tc Outside Fire	51,700.00	51,700.00	0.00	51,700.00	0.00%	0.00
34223	-	Interest Earnings - Ofss	0.00	0.00	(2,092.38)	(2,092.38)		(282.49)
34224	-	Forestry Grant	0.00	0.00	0.00	0.00		0.00
34225	-	Walmart Community Grant	0.00	0.00	(1,000.00)	(1,000.00)		0.00
34305	-	Grass Cutting	0.00	0.00	(6,400.00)	(6,400.00)		(1,600.00)
34310	-	Reconnection Fees-Utilities	80,000.00	80,000.00	(28,600.00)	51,400.00	35.75%	(3,850.00)
34721	-	Swim Team Dues	0.00	0.00	(245.50)	(245.50)		0.00
34722	-	Pool Admittance Fees	8,000.00	8,000.00	(4,490.00)	3,510.00	56.13%	0.00
34723	-	Swimming Lessons	5,500.00	5,500.00	(1,531.00)	3,969.00	27.84%	0.00
34725	-	Pool Concessions	1,200.00	1,200.00	(1,002.00)	198.00	83.50%	0.00
34727	-	POOL PARTY RENTALS	10,000.00	10,000.00	(3,903.65)	6,096.35	39.04%	65.00
34730	-	Summer Youth Programs	2,000.00	2,000.00	(1,385.00)	615.00	69.25%	0.00
34731	-	Special Events Revenues	2,000.00	2,000.00	(250.00)	1,750.00	12.50%	0.00
34745	-	Recreation Center Concessions	0.00	0.00	0.00	0.00		0.00

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Fund : 110 General Fund		Monthly Comparative					58.33%	
		Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized	
34746 -	-	Concessions-Sportsplex	4,000.00	4,000.00	(873.00)	3,127.00	21.83%	(45.75)
34751 -	-	Recreation Center-Rental	0.00	0.00	(675.00)	(675.00)		0.00
34753 -	-	Athletics-Youth	10,000.00	10,000.00	(9,104.50)	895.50	91.05%	(380.00)
34755 -	-	Corporate Fees-Crews	0.00	0.00	(739.00)	(739.00)		0.00
34756 -	-	Sportsplex Patrons Fees	70,000.00	70,000.00	(33,391.26)	36,608.74	47.70%	(3,569.84)
34757 -	-	Sportsplex Usage Fees	3,000.00	3,000.00	(2,190.00)	810.00	73.00%	0.00
34769 -	-	DONATION-BREASTROKE FOR HOPE	0.00	0.00	303.00	303.00		0.00
34770 -	-	APPARREL SALES	500.00	500.00	(206.00)	294.00	41.20%	(87.00)
34771 -	-	HORSE STABLE FEES	800.00	800.00	(904.00)	(104.00)	113.00%	(120.00)
34772 -	-	CMC FACILITY RENTALS	0.00	0.00	0.00	0.00		0.00
34776 -	-	Sports Facility Revenue	1,000.00	1,000.00	(575.00)	425.00	57.50%	0.00
34780 -	-	Donation - Scoreboard	0.00	0.00	(4,725.00)	(4,725.00)		0.00
35110 -	-	City Court Fines And Costs	125,000.00	125,000.00	(58,867.84)	66,132.16	47.09%	(5,946.75)
36100 -	-	Interest Earnings	10,000.00	10,000.00	(14,588.23)	(4,588.23)	145.88%	(1,994.59)
36214 -	-	Sale Of Fuel, Etc-Cov Electric	0.00	0.00	875.07	875.07		269.86
36320 -	-	Sale Of Buildings	0.00	0.00	(25,325.00)	(25,325.00)		0.00
36330 -	-	Sale Of Equipment	0.00	0.00	(10,827.00)	(10,827.00)		0.00
36341 -	-	Earnest Money - Canaan Baptist Church	0.00	0.00	(500.00)	(500.00)		(500.00)
36350 -	-	Insurance Recoveries	0.00	0.00	(3,790.12)	(3,790.12)		(3,790.12)
36451 -	-	Appr Transfer-Gen Govt-Water	107,000.00	107,000.00	(102,000.00)	5,000.00	95.33%	0.00
36452 -	-	Appr Transfer-Gen Govt-Sewer	107,000.00	107,000.00	(102,000.00)	5,000.00	95.33%	0.00
36455 -	-	Appr Transfer-Gen Govt-Gas	107,000.00	107,000.00	(102,000.00)	5,000.00	95.33%	0.00
36802 -	-	People Helping People	1,000.00	1,000.00	(424.52)	575.48	42.45%	(60.32)
36900 -	-	Other Operating Revenues	5,000.00	5,000.00	(15,635.00)	(10,635.00)	312.70%	(2,340.00)
36910 -	-	Credit Card Service Charge	0.00	0.00	436.95	436.95		0.00
37191 -	-	Forfeited Discounts And Penalt	500.00	500.00	(10.00)	490.00	2.00%	0.00
37192 -	-	Adminstrative/Liens	0.00	0.00	(2,100.00)	(2,100.00)		(600.00)
37193 -	-	After Hour Charge	0.00	0.00	(600.00)	(600.00)		(300.00)
37194 -	-	User Fee Charge	45,000.00	45,000.00	(13,070.00)	31,930.00	29.04%	(1,580.00)
37195 -	-	Utility Cut Reimbursement	500.00	500.00	(234.00)	266.00	46.80%	(78.00)
37200 -	-	Roundup Program	0.00	0.00	(6,617.27)	(6,617.27)		(1,095.88)

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Fund : 110		General Fund				Monthly Comparative	58.33%	
			Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
37990	-	Sale Of Scrap	0.00	0.00	(799.20)	(799.20)		0.00
Total For Fund: 110			11,638,100.00	11,638,100.00	(4,624,598.84)	7,013,501.16	39.74 %	(1,180,569.88)

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Fund : 121 State Street Aid			Monthly Comparative				58.33%	
			Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
33551	-	State Gas/Motor Fuel Tax	179,400.00	179,400.00	(103,284.11)	76,115.89	57.57%	(13,988.12)
33554	-	State Gas/Motor Fuel Tax(3)	48,000.00	48,000.00	(30,535.89)	17,464.11	63.62%	(4,127.34)
33555	-	State Gas/Motor Fuel Tax(4)	26,000.00	26,000.00	(16,479.78)	9,520.22	63.38%	(2,227.47)
33557	-	GAS 3CENT 2017 CITY	30,000.00	30,000.00	(38,142.67)	(8,142.67)	127.14%	(5,598.86)
33731	-	Utility Cut Reimbursement	2,000.00	2,000.00	(517.04)	1,482.96	25.85%	(230.43)
36100	-	Interest Earnings	0.00	0.00	(1,306.41)	(1,306.41)		(253.14)
Total For Fund:	121		285,400.00	285,400.00	(190,265.90)	95,134.10	66.67 %	(26,425.36)

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Fund : 122 Tipton County Museum
 Project

Monthly Comparative 58.33%

	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
34751 - - Facility Rentals	1,000.00	1,000.00	(350.00)	650.00	35.00%	0.00
34752 - - General Admission	300.00	300.00	(139.00)	161.00	46.33%	(21.00)
34753 - - Gift Shop Revenues	500.00	500.00	(285.60)	214.40	57.12%	(80.00)
34754 - - Membership Dues	5,000.00	5,000.00	(2,190.00)	2,810.00	43.80%	(600.00)
34760 - - Program Fees-On Site	5,000.00	5,000.00	(2,425.00)	2,575.00	48.50%	(500.00)
36100 - - Interest Earnings	0.00	0.00	(594.37)	(594.37)		(51.68)
36102 - - Donations - Corporate Donation	2,500.00	2,500.00	(1,743.00)	757.00	69.72%	0.00
36410 - - Transfer From General Fund	68,000.00	68,000.00	0.00	68,000.00	0.00%	0.00
36411 - - Appropriation-Tipton County	68,000.00	68,000.00	(71,500.00)	(3,500.00)	105.15%	(68,000.00)
36705 - - Donation-Miscellaneous	1,000.00	1,000.00	0.00	1,000.00	0.00%	0.00
36720 - - Sale Of Brick-Museum	0.00	0.00	(100.00)	(100.00)		0.00
36725 - - Donation-Memorials	0.00	0.00	(835.00)	(835.00)		(50.00)
36782 - - DONATION - EXPANSION MUSEUM	0.00	0.00	(2,625.50)	(2,625.50)		(105.00)
Total For Fund: 122	151,300.00	151,300.00	(82,787.47)	68,512.53	54.72 %	(69,407.68)

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Fund : 124 Community Development

Monthly Comparative 58.33%

	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
33430 - - Grant Revenue-Artesian	75,900.00	75,900.00	0.00	75,900.00	0.00%	0.00
36100 - - Interest Earnings	0.00	0.00	(4,166.44)	(4,166.44)		(671.09)
Total For Fund: 124	75,900.00	75,900.00	(4,166.44)	71,733.56	5.49 %	(671.09)

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Fund : 125 Solid Waste Management Fund			Monthly Comparative			58.33%
	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
34220 - -	Trash Trailer Revenue	0.00	0.00	(75.00)	(75.00)	0.00
34230 - -	Bulky Item PickUp	0.00	0.00	(410.00)	(410.00)	0.00
34410 - -	Refuse Collection Charges	1,560,000.00	1,560,000.00	(880,460.07)	679,539.93	56.44% (125,839.89)
36100 - -	Interest Earnings	1,000.00	1,000.00	(7,764.83)	(6,764.83)	776.48% (1,312.77)
36330 - -	Sale Of Equipment-	0.00	0.00	(27,990.00)	(27,990.00)	0.00
37191 - -	Forfeited Discounts	20,000.00	20,000.00	(8,732.19)	11,267.81	43.66% (1,203.51)
Total For Fund: 125		1,581,000.00	1,581,000.00	(925,432.09)	655,567.91	58.53 % (128,356.17)

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Fund : 128 Drug Fund

Monthly Comparative 58.33%

	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
35140 - - Drug Related Fines	8,000.00	8,000.00	(5,021.29)	2,978.71	62.77%	(172.90)
35150 - - Confiscated Drugs	16,000.00	16,000.00	(1,667.00)	14,333.00	10.42%	(100.00)
36100 - - Interest Earnings	300.00	300.00	(330.63)	(30.63)	110.21%	(47.00)
36330 - - Sale Of Equipment	0.00	0.00	(2,250.00)	(2,250.00)		0.00
Total For Fund: 128	24,300.00	24,300.00	(9,268.92)	15,031.08	38.14 %	(319.90)

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Fund : 212 Pbacct Bond Sinking Fund			Monthly Comparative			58.33%
	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
36100 - - Interest Earnings	0.00	0.00	(588.63)	(588.63)		(171.62)
36411 - - Transfer From General-Loan # 2	210,656.00	210,656.00	(137,976.10)	72,679.90	65.50%	(58,256.03)
36414 - - Transfer From Solid Waste	8,128.00	8,128.00	(8,125.85)	2.15	99.97%	(7,963.80)
Total For Fund: 212	218,784.00	218,784.00	(146,690.58)	72,093.42	67.05 %	(66,391.45)

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Fund : 213 Airport Bond Sinking Fund			Monthly Comparative			58.33%
	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
36100 - - Interest Earnings	0.00	0.00	(11.80)	(11.80)		(1.84)
36461 - - Transfer From Airport Fund	8,400.00	8,400.00	(7,761.96)	638.04	92.40%	0.00
Total For Fund: 213	8,400.00	8,400.00	(7,773.76)	626.24	92.54 %	(1.84)

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			Monthly Comparative				58.33%	
Fund : 216 G. O. Refunding Bonds, Series 2004 Sk Fd			Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
36100	-	Interest Earnings	0.00	0.00	(51.40)	(51.40)		(8.50)
36401	-	Transfer From General	1,100.00	1,100.00	0.00	1,100.00	0.00%	0.00
Total For Fund: 216			1,100.00	1,100.00	(51.40)	1,048.60	4.67 %	(8.50)

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Fund : **411** Water Fund

Monthly Comparative

58.33%

			Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
32630	-	Plumbing Permits	2,000.00	2,000.00	(3,342.50)	(1,342.50)	167.13%	(27.50)
36100	-	Interest Earnings	20,000.00	20,000.00	(42,258.20)	(22,258.20)	211.29%	(6,922.53)
36213	-	Site Rental Fee- Utility Serv	60,000.00	60,000.00	0.00	60,000.00	0.00%	0.00
36710	-	SDG GRANT - WATER LINE EXT	0.00	0.00	(20,847.06)	(20,847.06)		0.00
37110	-	Metered Water Sales	1,850,000.00	1,850,000.00	(1,076,443.45)	773,556.55	58.19%	(143,439.87)
37191	-	Forfeited Discounts	15,000.00	15,000.00	(8,947.66)	6,052.34	59.65%	(1,064.91)
37196	-	Water Tap Fees	6,000.00	6,000.00	(3,000.00)	3,000.00	50.00%	(500.00)
37910	-	Interest Earnings-Debt Service	0.00	0.00	(0.39)	(0.39)		(0.05)
Total For Fund:	411		1,953,000.00	1,953,000.00	(1,154,839.26)	798,160.74	59.13 %	(151,954.86)

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Fund : 412 Sewer Fund

Monthly Comparative 58.33%

	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
36100 - - Interest Earnings	20,000.00	20,000.00	(39,606.54)	(19,606.54)	198.03%	(6,914.47)
36330 - - Sale Of Equipment	0.00	0.00	(1,800.00)	(1,800.00)		0.00
36700 - - CDBG GRANT2018 IMPROVEMENTS	0.00	0.00	(13,280.00)	(13,280.00)		(13,280.00)
37191 - - Forfeited Discounts	20,000.00	20,000.00	(11,654.68)	8,345.32	58.27%	(1,475.10)
37210 - - Sewer Service Charges	2,380,000.00	2,380,000.00	(1,356,851.37)	1,023,148.63	57.01%	(184,486.76)
37220 - - Sewer Inspection Fees	250.00	250.00	(70.00)	180.00	28.00%	0.00
37296 - - Sewer Tap Fees	3,000.00	3,000.00	(7,500.00)	(4,500.00)	250.00%	0.00
37912 - - Interest Earnings-2005 Bans	0.00	0.00	(17.01)	(17.01)		(2.74)
Total For Fund: 412	2,423,250.00	2,423,250.00	(1,430,779.60)	992,470.40	59.04 %	(206,159.07)

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Fund : 415 Natural Gas Fund			Monthly Comparative				58.33%	
			Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
32640	-	Natural Gas Permits	500.00	500.00	(785.00)	(285.00)	157.00%	(50.00)
36100	-	Interest Earnings	50,000.00	50,000.00	(103,181.28)	(53,181.28)	206.36%	(16,964.46)
36200	-	Interest Earnings-Con-General	1,550.00	1,550.00	0.00	1,550.00	0.00%	0.00
36210	-	Interest Earnings-Con-Sol Wast	5,300.00	5,300.00	0.00	5,300.00	0.00%	0.00
36240	-	CON - EQUIPMENT PURCHASE 2014	3,024.00	3,024.00	0.00	3,024.00	0.00%	0.00
36250	-	CON- FIRE APPARATUS LADDER	800.00	800.00	0.00	800.00	0.00%	0.00
37191	-	Forfeited Discounts	15,000.00	15,000.00	(7,633.49)	7,366.51	50.89%	(2,822.97)
37410	-	Metered Gas Sales	2,780,000.00	2,780,000.00	(1,465,987.54)	1,314,012.46	52.73%	(440,828.20)
37496	-	Gas Tap Fees	2,000.00	2,000.00	(1,350.00)	650.00	67.50%	0.00
Total For Fund: 415			2,858,174.00	2,858,174.00	(1,578,937.31)	1,279,236.69	55.24 %	(460,665.63)

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Fund : 417 Biomass Gasification			Monthly Comparative			58.33%
	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
36100 - - Interest Earnings	0.00	0.00	(2.52)	(2.52)		(0.04)
36412 - - Appropriation-Other	145,000.00	145,000.00	(15,000.00)	130,000.00	10.34%	(5,000.00)
36720 - - Rental - Biomass Plant	30,000.00	30,000.00	(30,000.00)	0.00	100.00%	0.00
Total For Fund: 417	175,000.00	175,000.00	(45,002.52)	129,997.48	25.72 %	(5,000.04)

City Of Covington
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Fund : 431 Airport

Monthly Comparative 58.33%

	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
33460 - - State Grant-Tba	620,439.00	620,439.00	(25,453.31)	594,985.69	4.10%	(5,902.48)
36100 - - Interest Earnings	0.00	0.00	(223.39)	(223.39)		(35.16)
36410 - - Appropriated Transfer-General	50,000.00	50,000.00	(50,000.00)	0.00	100.00%	0.00
37512 - - Aviation Gasoline Sales	160,000.00	160,000.00	(117,878.97)	42,121.03	73.67%	(6,560.59)
37513 - - Oil Sales	400.00	400.00	(472.97)	(72.97)	118.24%	(21.00)
37515 - - Hanger Rentals	72,700.00	72,700.00	(43,260.00)	29,440.00	59.50%	(9,630.00)
37517 - - Building Rentals	15,000.00	15,000.00	(11,900.00)	3,100.00	79.33%	(5,900.00)
37523 - - Concessions	500.00	500.00	(172.56)	327.44	34.51%	(10.00)
37930 - - Farmland Rental	110,000.00	110,000.00	0.00	110,000.00	0.00%	0.00
Total For Fund: 431	1,029,039.00	1,029,039.00	(249,361.20)	779,677.80	24.23 %	(28,059.23)

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Fund : 433 Munford Cemetery

Monthly Comparative 58.33%

	Original Budget	Amended Budget	YTD Realized	Available	% Realized	MTD Realized
36100 - - Interest Earnings	1,000.00	1,000.00	(3,566.03)	(2,566.03)	356.60%	(595.08)
36340 - - Sale Of Cemetery Lots	600.00	600.00	(1,200.00)	(600.00)	200.00%	(100.00)
36350 - - CERTIFICATE FEE	0.00	0.00	(300.00)	(300.00)		(20.00)
36360 - - MAINTENANCE REVENUE	3,000.00	3,000.00	(4,640.00)	(1,640.00)	154.67%	(300.00)
Total For Fund: 433	4,600.00	4,600.00	(9,706.03)	(5,106.03)	211.00 %	(1,015.08)

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110

Monthly Comparative:

58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
41112		Board Of Aldermen						
111		Salaries	(118,200.00)	9,601.76	67,961.30	0.00	(50,238.70)	57.50%
141		Oasi (Employer's Share)	(390,900.00)	28,541.99	210,501.16	0.00	(180,398.84)	53.85%
142		Hospital And Health Insurance	(905,200.00)	67,654.42	504,685.61	0.00	(400,514.39)	55.75%
143		Retirement - Current	(1,100,000.00)	99,710.00	670,952.35	0.00	(429,047.65)	61.00%
146		Workman's Compensation	(220,000.00)	0.00	197,465.00	0.00	(22,535.00)	89.76%
147		Unemployment Insurance	(5,000.00)	1,434.18	1,952.16	0.00	(3,047.84)	39.04%
190		Other Personal Services	(28,000.00)	16,271.13	19,327.96	0.00	(8,672.04)	69.03%
231		Publication Of Formal And Lega	(7,000.00)	826.00	3,473.20	0.00	(3,526.80)	49.62%
235		Memberships, Reg Fees, And Tui	(4,750.00)	0.00	3,164.00	0.00	(1,586.00)	66.61%
255		Marketing Expense	(10,000.00)	101.97	7,749.44	0.00	(2,250.56)	77.49%
282		Employee Auto Allowance	(9,600.00)	738.44	5,353.69	0.00	(4,246.31)	55.77%
283		Out-Of-Town Expense	(5,500.00)	450.00	1,515.79	0.00	(3,984.21)	27.56%
287		Meals And Entertainment	(2,500.00)	0.00	53.35	0.00	(2,446.65)	2.13%
293		Recording Documents	(250.00)	0.00	0.00	0.00	(250.00)	0.00%
511		Insurance On Buildings	(55,000.00)	0.00	51,892.00	0.00	(3,108.00)	94.35%
512		Insurance On Vehicles And Equi	(30,000.00)	0.00	37,757.00	0.00	7,757.00	125.86%
513		Liability	(88,000.00)	0.00	85,759.00	0.00	(2,241.00)	97.45%
521		Surety Bonds For Off And Emp	(4,000.00)	613.00	2,181.00	0.00	(1,819.00)	54.53%
614		Principal - go fire truck series 2014	(15,000.00)	0.00	0.00	0.00	(15,000.00)	0.00%
631		Interest On Loan	(1,550.00)	0.00	0.00	0.00	(1,550.00)	0.00%
632		Interest - Bonds	(5,300.00)	0.00	0.00	0.00	(5,300.00)	0.00%
633		Interest - Series 2014 bond go fire truck	(4,613.00)	0.00	2,306.25	0.00	(2,306.75)	49.99%
634		CON EQUIPMENT INTEREST INTERFUND	(2,812.00)	0.00	0.00	0.00	(2,812.00)	0.00%
636		Interest - CON FIRE APPARATUS	(800.00)	0.00	0.00	0.00	(800.00)	0.00%
637		FLAT IRON LAWSUIT PAYMENT	(157,500.00)	0.00	157,333.33	0.00	(166.67)	99.89%
711		Property Tax Relief Prog-Exp	(3,500.00)	750.00	1,478.00	0.00	(2,022.00)	42.23%
712		Unclaimed Property Expense	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
720		Grants And Dona To Other Inst	(1,600.00)	0.00	750.00	0.00	(850.00)	46.88%
761		Transfer To Airport	(50,000.00)	0.00	50,000.00	0.00	0.00	100.00%
762		Transfer To Debt Service-Gopw	(1,100.00)	0.00	0.00	0.00	(1,100.00)	0.00%
763		Appr Transfer To Debt Service	(210,656.00)	58,256.03	137,976.10	0.00	(72,679.90)	65.50%

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : 110

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
764		Transfer To Tipton Museum Fund	(68,000.00)	0.00	0.00	0.00	(68,000.00)	0.00%
770		HOME 18 PROJECT THDA	0.00	0.00	2,250.00	0.00	2,250.00	No Budget
771		APPROPRIATION - BIOMASS	(145,000.00)	5,000.00	15,000.00	0.00	(130,000.00)	10.34%
		Board Of Aldermen - Total	(3,651,831.00)	289,948.92	2,238,837.69	0.00	(1,412,993.31)	61.31 %
		Total 41112 Board Of Aldermen	(3,651,831.00)	289,948.92	2,238,837.69	0.00	(1,412,993.31)	61.31 %
41210		City Court						
111		Salaries	(12,000.00)	1,000.00	7,000.00	0.00	(5,000.00)	58.33%
		City Court - Total	(12,000.00)	1,000.00	7,000.00	0.00	(5,000.00)	58.33 %
		Total 41210 City Court	(12,000.00)	1,000.00	7,000.00	0.00	(5,000.00)	58.33 %
41430		General Elections						
329		Other Operating Supplies	(1,500.00)	0.00	0.00	0.00	(1,500.00)	0.00%
		General Elections - Total	(1,500.00)	0.00	0.00	0.00	(1,500.00)	0.00 %
		Total 41430 General Elections	(1,500.00)	0.00	0.00	0.00	(1,500.00)	0.00 %
41510		Recorder-Treasurer						
111		Salaries	(294,400.00)	22,251.68	158,693.18	0.00	(135,706.82)	53.90%
112		Overtime	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
148		Employee Education & Training	(4,000.00)	0.00	2,136.47	0.00	(1,863.53)	53.41%
211		Postage, Box Rent, Etc.	(10,000.00)	953.07	2,928.72	0.00	(7,071.28)	29.29%
222		Books, Cat, Bro Print And Bind	(750.00)	0.00	427.04	0.00	(322.96)	56.94%
235		Memberships, Reg, Fees And Tui	(1,200.00)	235.00	455.00	0.00	(745.00)	37.92%
245		Telephone And Telegraph	(18,000.00)	1,853.99	13,380.42	0.00	(4,619.58)	74.34%
253		Accounting And Auditing Servic	(24,000.00)	0.00	15,680.00	0.00	(8,320.00)	65.33%
282		Employee Automobile Allowance	(6,300.00)	484.64	3,513.64	0.00	(2,786.36)	55.77%
310		Office Supplies And Materials	(12,000.00)	546.58	7,251.27	0.00	(4,748.73)	60.43%
741		Bad Debt Expense	0.00	0.00	275.34	0.00	275.34	No Budget
948		Computer Equipment	(2,000.00)	0.00	1,639.64	0.00	(360.36)	81.98%
		Recorder-Treasurer - Total	(373,150.00)	26,324.96	206,380.72	0.00	(166,769.28)	55.31 %
		Total 41510 Recorder-Treasurer	(373,150.00)	26,324.96	206,380.72	0.00	(166,769.28)	55.31 %
41700		Developmental Services						
111		Salaries	(94,500.00)	6,947.88	50,364.71	0.00	(44,135.29)	53.30%
148		Employee Education & Training	(4,500.00)	0.00	1,320.99	0.00	(3,179.01)	29.36%
161		Board And Committee Members	(3,000.00)	100.00	750.00	0.00	(2,250.00)	25.00%

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : **110** Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
211		Postage, Etc	(2,000.00)	12.74	391.20	0.00	(1,608.80)	19.56%
222		Books, Cat, Bro Print And Bind	(500.00)	0.00	50.00	0.00	(450.00)	10.00%
231		Pub Of Formal And Legal Notice	(3,000.00)	72.50	1,381.75	0.00	(1,618.25)	46.06%
235		Memberships, Reg, Fees And Tui	(1,000.00)	120.00	575.00	0.00	(425.00)	57.50%
245		Telephone, Telegraph, Etc	(2,000.00)	175.37	1,044.64	0.00	(955.36)	52.23%
247		Fleet Telephone	(700.00)	44.40	297.13	0.00	(402.87)	42.45%
256		Contracted Services	(17,000.00)	0.00	11,416.29	0.00	(5,583.71)	67.15%
257		Tn State Planning Office Servi	(9,900.00)	2,382.00	4,764.00	0.00	(5,136.00)	48.12%
261		Repair & Maint-Vehicles	(1,000.00)	591.66	1,355.47	0.00	355.47	135.55%
287		Meals And Entertainment	(200.00)	0.00	0.00	0.00	(200.00)	0.00%
310		Office Supplies, Etc	(3,000.00)	351.58	799.57	0.00	(2,200.43)	26.65%
326		Empolyee Support_expense	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
329		Computer Operating Expense	(2,000.00)	54.66	367.05	0.00	(1,632.95)	18.35%
331		Gasoline, Oil, Diesel Fuel	(1,500.00)	217.07	707.53	0.00	(792.47)	47.17%
934		Minor Equipment	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
944		Vehicles & Equipment	(7,000.00)	0.00	0.00	0.00	(7,000.00)	0.00%
947		Office Furniture & Fixtures	(500.00)	0.00	57.22	0.00	(442.78)	11.44%
948		Computer Equipment	(1,500.00)	147.88	176.76	0.00	(1,323.24)	11.78%
		Planning And Zoning - Total	(156,300.00)	11,217.74	75,819.31	0.00	(80,480.69)	48.51 %
		Total 41700 Developmental Services	(156,300.00)	11,217.74	75,819.31	0.00	(80,480.69)	48.51 %
41520		City Attorney						
111		Salaries	(6,000.00)	500.00	3,500.00	0.00	(2,500.00)	58.33%
252		Legal Services	(60,000.00)	1,462.50	21,791.70	0.00	(38,208.30)	36.32%
		Planning And Zoning - Total	(66,000.00)	1,962.50	25,291.70	0.00	(40,708.30)	38.32 %
		Total 41520 City Attorney	(66,000.00)	1,962.50	25,291.70	0.00	(40,708.30)	38.32 %
		City Attorney - Total	(66,000.00)	1,962.50	25,291.70	0.00	(40,708.30)	38.32 %
41610		Purchasing & Personnel						
111		Salaries	(156,300.00)	12,022.40	87,279.79	0.00	(69,020.21)	55.84%
112		overtime	(100.00)	0.00	0.00	0.00	(100.00)	0.00%
148		Employee Education & Training	(2,500.00)	0.00	0.00	0.00	(2,500.00)	0.00%
149		City Employee Training	(1,000.00)	0.00	154.37	0.00	(845.63)	15.44%
235		Memberships, Reg Fees, And Tui	(1,000.00)	235.00	310.00	0.00	(690.00)	31.00%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Uncumbrered Bal	% Used
245		Telephone And Telegraph	(6,600.00)	549.55	3,959.05	0.00	(2,640.95)	59.99%
256		Consultant Fees	(9,000.00)	731.25	1,444.63	0.00	(7,555.37)	16.05%
282		Employee Auto Allowance	(4,860.00)	340.00	2,495.00	0.00	(2,365.00)	51.34%
310		Office Supplies And Materials	(3,000.00)	196.20	1,469.39	0.00	(1,530.61)	48.98%
948		Computer Equipment	(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00%
		Planning And Zoning - Total	(186,360.00)	14,074.40	97,112.23	0.00	(89,247.77)	52.11 %
		Total 41610 Purchasing & Personnel	(186,360.00)	14,074.40	97,112.23	0.00	(89,247.77)	52.11 %
		Purchasing - Total	(186,360.00)	14,074.40	97,112.23	0.00	(89,247.77)	52.11 %
41640		Data Processing						
211		Postage, Box Rent, Etc	(16,000.00)	2,000.00	12,000.00	0.00	(4,000.00)	75.00%
245		Telephone	0.00	(40.00)	0.00	0.00	0.00	No Budget
255		Data Processing Supplies	(64,000.00)	738.16	52,856.37	0.00	(11,143.63)	82.59%
948		Computer Equipment	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
		Planning And Zoning - Total	(81,000.00)	2,698.16	64,856.37	0.00	(16,143.63)	80.07 %
		Total 41640 Data Processing	(81,000.00)	2,698.16	64,856.37	0.00	(16,143.63)	80.07 %
		Data Processing - Total	(81,000.00)	2,698.16	64,856.37	0.00	(16,143.63)	80.07 %
41710		Grounds Maintenance						
111		Salaries	(294,300.00)	14,058.60	141,356.10	0.00	(152,943.90)	48.03%
112		overtime	(10,000.00)	819.76	7,417.39	0.00	(2,582.61)	74.17%
148		Employee Education & Training	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
173		Festival Expense	(4,000.00)	0.00	21.50	0.00	(3,978.50)	0.54%
245		Fleet Telephone	(1,800.00)	140.35	863.37	0.00	(936.63)	47.97%
256		Contracted Services	0.00	0.00	0.00	0.00	0.00	No Budget
261		Repair & Maint - Vehicles	(6,000.00)	89.09	6,998.85	0.00	998.85	116.65%
265		Repair & Maint - Grounds	(5,000.00)	59.99	64.36	0.00	(4,935.64)	1.29%
310		Office Supplies	(200.00)	0.00	0.00	0.00	(200.00)	0.00%
322		CHEMICAL	(5,000.00)	0.00	2,120.98	0.00	(2,879.02)	42.42%
326		Employee Support Equipment	(10,000.00)	85.26	5,470.06	0.00	(4,529.94)	54.70%
331		Gasoline,Oil,Diesel Fuel	(8,000.00)	1,086.62	7,352.37	0.00	(647.63)	91.90%
934		Minor Equipment	(3,000.00)	0.00	1,468.97	0.00	(1,531.03)	48.97%
		Total 41710 Grounds Maintenance	(347,800.00)	16,339.67	173,133.95	0.00	(174,666.05)	49.78 %
		Grounds Maintenance - Total	(347,800.00)	16,339.67	173,133.95	0.00	(174,666.05)	49.78 %

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : 110

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
41810		City Hall Buildings						
241		Electric	(15,000.00)	791.38	6,426.92	0.00	(8,573.08)	42.85%
242		Water	(1,500.00)	92.22	548.02	0.00	(951.98)	36.53%
243		Sewer	(500.00)	31.53	189.80	0.00	(310.20)	37.96%
244		Gas	(2,400.00)	342.95	717.37	0.00	(1,682.63)	29.89%
249		Garbage Collection Fees	(1,500.00)	112.00	665.00	0.00	(835.00)	44.33%
266		Repair And Maintenance Buildin	(32,500.00)	694.37	22,157.34	0.00	(10,342.66)	68.18%
324		Household And Janitorial Suppl	(1,500.00)	0.00	615.63	0.00	(884.37)	41.04%
327		Janitorial Services	(1,000.00)	0.00	780.00	0.00	(220.00)	78.00%
		Total 41810 City Hall Buildings	(55,900.00)	2,064.45	32,100.08	0.00	(23,799.92)	57.42 %
		City Hall Buildings - Total	(55,900.00)	2,064.45	32,100.08	0.00	(23,799.92)	57.42 %
41820		CMC BUILDING						
173		YOUTH	(3,000.00)	0.00	0.00	0.00	(3,000.00)	0.00%
174		ADULT	(3,000.00)	355.81	625.81	0.00	(2,374.19)	20.86%
175		BBQ Festival	(20,000.00)	1,557.58	1,557.58	0.00	(18,442.42)	7.79%
176		Music on Square Expense	(3,500.00)	0.00	0.00	0.00	(3,500.00)	0.00%
237		Smoke Detector Expense	(1,500.00)	95.00	665.00	0.00	(835.00)	44.33%
238		PUBLICITY	(1,500.00)	0.00	0.00	0.00	(1,500.00)	0.00%
241		Electric	(20,000.00)	637.89	9,305.66	0.00	(10,694.34)	46.53%
242		Water	(2,000.00)	27.79	229.22	0.00	(1,770.78)	11.46%
243		Sewer	(2,000.00)	23.05	192.73	0.00	(1,807.27)	9.64%
244		Gas	(5,500.00)	416.69	941.91	0.00	(4,558.09)	17.13%
245		Telephone And Telegraph	(5,000.00)	1,111.30	3,575.94	0.00	(1,424.06)	71.52%
249		Garbage	(2,000.00)	22.75	263.98	0.00	(1,736.02)	13.20%
256		CONTRACTED SERVICES	(10,000.00)	90.00	5,777.25	0.00	(4,222.75)	57.77%
265		Repair & Maint - Grounds	(1,800.00)	0.00	568.50	0.00	(1,231.50)	31.58%
266		Repair And Maintenance Buildin	(10,000.00)	1,363.30	4,534.13	0.00	(5,465.87)	45.34%
310		Office Supplies	(1,500.00)	0.00	0.00	0.00	(1,500.00)	0.00%
321		EVENT SUPPLIES	(4,000.00)	125.80	1,317.84	0.00	(2,682.16)	32.95%
322		CMC EVENTS	(3,000.00)	973.09	2,967.88	0.00	(32.12)	98.93%
324		Household/Janitorial	(3,500.00)	0.00	140.47	0.00	(3,359.53)	4.01%
327		Janitorial Services	(3,500.00)	150.00	1,950.00	0.00	(1,550.00)	55.71%

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : 110

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
329		Misc Exp	(5,000.00)	506.43	2,143.61	0.00	(2,856.39)	42.87%
533		COPIER - LEASE	(2,000.00)	84.08	504.48	0.00	(1,495.52)	25.22%
922		BUILDINGIS & EQUIPMENT	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
Total 41820 CMC BUILDING			(114,300.00)	7,540.56	37,261.99	0.00	(77,038.01)	32.60 %
Fbc Bldg - Total			(114,300.00)	7,540.56	37,261.99	0.00	(77,038.01)	32.60 %
42100 Police								
111		Salaries	(1,674,500.00)	117,990.88	870,613.03	0.00	(803,886.97)	51.99%
112		overtime	(251,000.00)	25,356.59	244,886.80	0.00	(6,113.20)	97.56%
132		In Service Training	(22,000.00)	0.00	0.00	0.00	(22,000.00)	0.00%
148		Employee Education And Trainin	(29,000.00)	1,084.23	23,242.97	0.00	(5,757.03)	80.15%
235		Memberships, Reg Fees, And Tui	(1,000.00)	240.00	240.00	0.00	(760.00)	24.00%
241		Electricity	(14,000.00)	1,216.33	7,985.84	0.00	(6,014.16)	57.04%
242		Water	(1,200.00)	111.97	682.65	0.00	(517.35)	56.89%
243		Sewer	(800.00)	67.72	432.14	0.00	(367.86)	54.02%
244		Gas	(2,000.00)	310.37	672.35	0.00	(1,327.65)	33.62%
245		Telephone And Telegraph	(38,000.00)	6,187.52	25,284.61	0.00	(12,715.39)	66.54%
249		Garbage Collection Fees	(800.00)	95.50	565.70	0.00	(234.30)	70.71%
261		Repair And Maint Motor Vehicle	(30,000.00)	997.84	13,195.32	0.00	(16,804.68)	43.98%
266		Maint & Repair-Building	(25,000.00)	398.95	8,284.44	0.00	(16,715.56)	33.14%
297		Tipton County - Central Disp	(138,400.00)	0.00	56,863.56	0.00	(81,536.44)	41.09%
326		Clothing And Uniforms	(32,000.00)	1,582.10	12,280.70	0.00	(19,719.30)	38.38%
327		Firing Range Exp & Supplies	(7,500.00)	0.00	7,497.33	0.00	(2.67)	99.96%
328		Janitorial Services	(5,000.00)	0.00	850.00	0.00	(4,150.00)	17.00%
329		Other Operating Supplies	(59,000.00)	1,447.00	17,530.62	0.00	(41,469.38)	29.71%
331		Gas, Oil, Diesel Fuel, Etc.	(60,000.00)	8,444.75	37,668.64	0.00	(22,331.36)	62.78%
941		General Purpose Mach & Equip	(2,500.00)	0.00	0.00	0.00	(2,500.00)	0.00%
944		Transportation Equipment	(37,800.00)	0.00	35,619.26	0.00	(2,180.74)	94.23%
945		Communication Equipment	(3,500.00)	0.00	0.00	0.00	(3,500.00)	0.00%
948		Computer Equipment	(4,000.00)	0.00	2,088.67	0.00	(1,911.33)	52.22%
Total 42100 Police			(2,439,000.00)	165,531.75	1,366,484.63	0.00	(1,072,515.37)	56.03 %
Police - Total			(2,439,000.00)	165,531.75	1,366,484.63	0.00	(1,072,515.37)	56.03 %

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
42200		Fire Protection And Control						
111		Salaries	(1,388,400.00)	127,212.07	794,606.76	0.00	(593,793.24)	57.23%
112		overtime	(151,000.00)	9,759.67	111,377.24	0.00	(39,622.76)	73.76%
132		In Service Training-Fire	(14,400.00)	0.00	0.00	0.00	(14,400.00)	0.00%
148		Employee Education And Trainin	(25,000.00)	146.32	13,539.07	0.00	(11,460.93)	54.16%
162		Volunteer Firemen	(20,000.00)	5,880.45	19,619.46	0.00	(380.54)	98.10%
216		Radio Services	(3,500.00)	0.00	2,535.00	0.00	(965.00)	72.43%
235		Memberships, Reg Fees, And Tui	(4,000.00)	163.00	1,027.00	0.00	(2,973.00)	25.68%
236		Fire Prev Week Expenditures	(3,000.00)	0.00	3,187.88	0.00	187.88	106.26%
241		Electric	(26,000.00)	1,656.89	13,350.32	0.00	(12,649.68)	51.35%
242		Water	(2,500.00)	262.55	1,427.81	0.00	(1,072.19)	57.11%
243		Sewer	(1,600.00)	222.32	1,124.32	0.00	(475.68)	70.27%
244		Gas	(4,000.00)	899.18	1,870.10	0.00	(2,129.90)	46.75%
245		Telephone And Telegraph	(8,000.00)	675.06	5,581.49	0.00	(2,418.51)	69.77%
248		Cable	(700.00)	68.34	365.72	0.00	(334.28)	52.25%
249		Garbage	(2,000.00)	168.00	997.50	0.00	(1,002.50)	49.88%
261		Repair And Maint Motor Vehicle	(16,000.00)	118.68	6,082.17	0.00	(9,917.83)	38.01%
266		Repair & Maintenance Buildings	(20,000.00)	162.21	5,016.55	0.00	(14,983.45)	25.08%
297		Tipton County - Central Disp	(24,500.00)	0.00	24,500.00	0.00	0.00	100.00%
322		Chemical, Lab And Medical Supp	(6,000.00)	410.68	3,778.31	0.00	(2,221.69)	62.97%
326		Clothing And Uniforms	(22,000.00)	1,057.10	9,239.92	0.00	(12,760.08)	42.00%
329		Other Operating Supplies	(21,000.00)	2,822.90	9,558.54	0.00	(11,441.46)	45.52%
331		Gas, Oil, Diesel Fuel, Etc.	(14,000.00)	1,217.36	7,119.82	0.00	(6,880.18)	50.86%
943		SAFETY PARTNERS MATCHING GRANT	0.00	0.00	5,087.82	0.00	5,087.82	No Budget
944		Transportation Equipment	(1,500.00)	0.00	0.00	0.00	(1,500.00)	0.00%
945		Communication Equipment	(8,000.00)	0.00	1,718.00	0.00	(6,282.00)	21.48%
948		Computer Equipment	(12,000.00)	37.63	9,161.94	0.00	(2,838.06)	76.35%
949		Other Machinery And Equipment	(14,000.00)	0.00	3,922.65	0.00	(10,077.35)	28.02%
		Total 42200 Fire Protection And Control	(1,813,100.00)	152,940.41	1,055,795.39	0.00	(757,304.61)	58.23 %
		Fire Protect And Control - Total	(1,813,100.00)	152,940.41	1,055,795.39	0.00	(757,304.61)	58.23 %
42220		Outside Fire Expenditures						
111		Salaries Outside Fire	(30,000.00)	1,421.56	16,254.96	0.00	(13,745.04)	54.18%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110

Monthly Comparative:

58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
148		Employee Education & Training	(15,800.00)	0.00	4,875.30	0.00	(10,924.70)	30.86%
162		Volunteer Fireman Outside Fire	(4,000.00)	248.40	2,539.20	0.00	(1,460.80)	63.48%
261		Repair & Maintenance - Vehicle	(4,500.00)	219.86	2,810.09	0.00	(1,689.91)	62.45%
329		Other Operating Supplies	(5,000.00)	41.45	2,260.27	0.00	(2,739.73)	45.21%
331		Gas,Oil,Fuel, Etc Outside Fire	(7,000.00)	319.70	4,011.72	0.00	(2,988.28)	57.31%
944		Transportation Equipment	(213,750.00)	12,844.44	202,097.88	0.00	(11,652.12)	94.55%
949		Other Machinery & Equipment	(23,000.00)	0.00	22,962.41	0.00	(37.59)	99.84%
Total 42220 Outside Fire Expenditures			(303,050.00)	15,095.41	257,811.83	0.00	(45,238.17)	85.07 %
Outside Fire Expenditure - Total			(303,050.00)	15,095.41	257,811.83	0.00	(45,238.17)	85.07 %
42500 Civil Defense								
262		Repair & Maint-Warning Sirens	(3,000.00)	0.00	2,193.08	0.00	(806.92)	73.10%
324		Hazardous Materials	(7,000.00)	0.00	0.00	0.00	(7,000.00)	0.00%
329		Other Operating Supplies	(20,000.00)	0.00	0.00	0.00	(20,000.00)	0.00%
Total 42500 Civil Defense			(30,000.00)	0.00	2,193.08	0.00	(27,806.92)	7.31 %
Civil Defense - Total			(30,000.00)	0.00	2,193.08	0.00	(27,806.92)	7.31 %
43120 Highways, Streets And Roadways								
111		Salaries	(129,050.00)	10,556.40	74,104.44	0.00	(54,945.56)	57.42%
112		overtime	(25,000.00)	968.49	9,446.81	0.00	(15,553.19)	37.79%
148		Employee Education/Training	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
231		Advertising & Marketing	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
235		Memberships & Reg Fees	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
245		Telephone And Telegraph	(3,600.00)	159.09	945.53	0.00	(2,654.47)	26.26%
247		Fleet Telephone	(2,600.00)	140.40	949.93	0.00	(1,650.07)	36.54%
256		Contracted Services	(40,000.00)	74.35	39,192.49	0.00	(807.51)	97.98%
261		Rep & Maint-Vehicles & Equip	(20,000.00)	184.53	19,213.07	0.00	(786.93)	96.07%
262		Rep & Maint-Rds, Sts, & Pk Lt	(20,000.00)	1,853.50	13,434.96	0.00	(6,565.04)	67.17%
299		Rep & Maint-Lawns, Trees, Etc	(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00%
310		Office Supplies & Materials	(2,000.00)	146.08	1,166.18	0.00	(833.82)	58.31%
322		Chemical, Lab, And Medical Sup	(2,000.00)	123.25	123.25	0.00	(1,876.75)	6.16%
326		Employee Support Equipment	(8,000.00)	431.17	3,971.32	0.00	(4,028.68)	49.64%
331		Gas, Oil, Diesel Fuel, Etc.	(14,000.00)	1,866.47	9,218.21	0.00	(4,781.79)	65.84%
342		Sign Parts And Supplies	(7,000.00)	66.96	5,001.38	0.00	(1,998.62)	71.45%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
931		Roads, Street And Parking Lots	(55,000.00)	2,640.00	38,167.88	0.00	(16,832.12)	69.40%
932		Fema Flood	0.00	0.00	910.25	0.00	910.25	No Budget
934		Non-Capitalized Const & Equip	0.00	0.00	39.89	0.00	39.89	No Budget
935		Drainage Improvements	(30,000.00)	253.07	8,506.72	0.00	(21,493.28)	28.36%
936		STP Transportation Landuse MaterPlan	(271,700.00)	0.00	157.22	0.00	(271,542.78)	0.06%
940		FRAZIER CONNECTOR PROJECT	(656,000.00)	16,498.00	194,521.56	0.00	(461,478.44)	29.65%
941		General Purpose Mach & Equip	(6,000.00)	0.00	0.00	0.00	(6,000.00)	0.00%
944		Transportation Equipment	(16,350.00)	0.00	5,767.50	0.00	(10,582.50)	35.28%
Total 43120 Highways, Streets And			(1,312,300.00)	35,961.76	424,838.59	0.00	(887,461.41)	32.37 %
High, Streets And Roadwa - Total			(1,312,300.00)	35,961.76	424,838.59	0.00	(887,461.41)	32.37 %
43160		Street Lighting						
264		Rep & Maint-St & Traffic Light	(13,000.00)	0.00	2,811.20	0.00	(10,188.80)	21.62%
931		Traffic Lights	(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00%
Total 43160 Street Lighting			(15,000.00)	0.00	2,811.20	0.00	(12,188.80)	18.74 %
Street Lighting - Total			(15,000.00)	0.00	2,811.20	0.00	(12,188.80)	18.74 %
43170		City Garage						
111		Salaries	(121,950.00)	9,868.80	66,050.55	0.00	(55,899.45)	54.16%
112		overtime	(2,000.00)	0.00	2,770.47	0.00	770.47	138.52%
148		Employee Education & Training	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
241		Electric	(7,000.00)	358.55	3,166.19	0.00	(3,833.81)	45.23%
242		Water	(1,300.00)	201.87	1,028.04	0.00	(271.96)	79.08%
243		Sewer	(300.00)	13.16	128.85	0.00	(171.15)	42.95%
244		Gas	(4,000.00)	491.97	1,002.74	0.00	(2,997.26)	25.07%
245		Telephone And Telegraph	(4,000.00)	510.09	3,187.11	0.00	(812.89)	79.68%
247		Fleet Telephone	(300.00)	22.20	148.33	0.00	(151.67)	49.44%
256		Contracted Services	(1,000.00)	159.74	485.07	0.00	(514.93)	48.51%
261		Rep & Maint-Vehicles & Equip	(2,500.00)	0.00	404.60	0.00	(2,095.40)	16.18%
262		Rep And Maint Oth Mach And Equ	(6,000.00)	0.00	588.25	0.00	(5,411.75)	9.80%
266		Repair And Maintenance Buildin	(3,000.00)	0.00	9,707.74	0.00	6,707.74	323.59%
310		Office Supplies & Materials	(500.00)	32.44	166.77	0.00	(333.23)	33.35%
324		Household And Janitorial Suppl	(500.00)	0.00	299.29	0.00	(200.71)	59.86%
326		Employee Support Equipment	(4,000.00)	257.39	3,157.95	0.00	(842.05)	78.95%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110

Monthly Comparative:

58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
329		Other Operating Supplies	(1,000.00)	0.00	776.48	0.00	(223.52)	77.65%
331		Gas, Oil, Diesel Fuel, Etc.	(2,500.00)	198.85	926.58	0.00	(1,573.42)	37.06%
934		Non Capitalized Const & Equip	(2,500.00)	0.00	(25.96)	0.00	(2,525.96)	-1.04%
941		General Purpose Mach And Equip	(16,000.00)	0.00	8,302.00	0.00	(7,698.00)	51.89%
Total 43170 City Garage			(180,850.00)	12,115.06	102,271.05	0.00	(78,578.95)	56.55 %
City Garage - Total			(180,850.00)	12,115.06	102,271.05	0.00	(78,578.95)	56.55 %
43220 Solid Waste Management								
261		Repair And Maint Motor Vehicle	0.00	0.00	3.99	0.00	3.99	No Budget
326		Employee Support Equipment	0.00	46.97	46.97	0.00	46.97	No Budget
Total 43220 Solid Waste Management			0.00	46.97	50.96	0.00	50.96	100.00
Solid Waste Management - Total			0.00	46.97	50.96	0.00	50.96	100.00 %
43400 Cemetery Maintenance								
265		Rep & Maint-Grounds	(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00%
Total 43400 Cemetery Maintenance			(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00 %
Cemetery Maintenance - Total			(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00 %
43800 Gis Dept								
329		Operating Expense & Supplies	(3,850.00)	0.00	0.00	0.00	(3,850.00)	0.00%
533		Annual Fees (County)	(5,500.00)	0.00	5,500.00	0.00	0.00	100.00%
Total 43800 Gis Dept			(9,350.00)	0.00	5,500.00	0.00	(3,850.00)	58.82 %
Gis Dept - Total			(9,350.00)	0.00	5,500.00	0.00	(3,850.00)	58.82 %
43913 Industrial Development								
256		Marketing Expense	(4,000.00)	0.00	4,000.00	0.00	0.00	100.00%
257		Southwest Econ Development	(50,000.00)	0.00	50,000.00	0.00	0.00	100.00%
Total 43913 Industrial Development			(54,000.00)	0.00	54,000.00	0.00	0.00	100.00
Industrial Development - Total			(54,000.00)	0.00	54,000.00	0.00	0.00	100.00 %
44143 Rabies And Animal Control								
111		Salaries	(29,000.00)	2,230.40	16,299.67	0.00	(12,700.33)	56.21%
112		overtime	(15,000.00)	669.12	5,624.18	0.00	(9,375.82)	37.49%
241		Electric	(1,000.00)	47.97	413.12	0.00	(586.88)	41.31%
242		Water	(200.00)	8.96	53.59	0.00	(146.41)	26.80%
243		Sewer	(300.00)	8.39	74.12	0.00	(225.88)	24.71%
244		Gas	(600.00)	82.55	194.64	0.00	(405.36)	32.44%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
247		Fleet Telephone	(500.00)	22.20	148.33	0.00	(351.67)	29.67%
261		Repairs And Maint - Vehicles	(500.00)	0.00	307.28	0.00	(192.72)	61.46%
322		Chemical, Lab And Medical Supp	(9,000.00)	0.00	7,068.76	0.00	(1,931.24)	78.54%
323		Dog Pound Food	(500.00)	0.00	64.98	0.00	(435.02)	13.00%
326		Employee Support Equipment	(1,000.00)	9.03	541.70	0.00	(458.30)	54.17%
329		Veterinary Contract	(1,000.00)	0.00	96.00	0.00	(904.00)	9.60%
331		Gas, Oil, Diesel Fuel, Etc.	(2,000.00)	233.70	1,075.53	0.00	(924.47)	53.78%
922		Animal Shelter	(1,000.00)	0.00	152.94	0.00	(847.06)	15.29%
Total 44143 Rabies And Animal Control			(61,600.00)	3,312.32	32,114.84	0.00	(29,485.16)	52.13 %
Rabies And Animal Cotrol - Total			(61,600.00)	3,312.32	32,114.84	0.00	(29,485.16)	52.13 %
44410 Recreation Administration								
111		Salaries	(67,350.00)	5,129.60	37,237.40	0.00	(30,112.60)	55.29%
148		Employee Education & Training	(4,000.00)	947.30	3,396.01	0.00	(603.99)	84.90%
235		Memberships, Reg Fees And Tuit	(1,500.00)	0.00	765.00	0.00	(735.00)	51.00%
237		Publicity	(1,500.00)	0.00	1,141.02	0.00	(358.98)	76.07%
282		Employee Automobile Allowance	(3,900.00)	300.00	2,175.00	0.00	(1,725.00)	55.77%
533		Equipment Lease-Copier	(2,300.00)	0.00	868.31	0.00	(1,431.69)	37.75%
Total 44410 Recreation Administration			(80,550.00)	6,376.90	45,582.74	0.00	(34,967.26)	56.59 %
Recreation Administration - Total			(80,550.00)	6,376.90	45,582.74	0.00	(34,967.26)	56.59 %
44420 Recreation Centers								
266		Repair And Maint Buildings	(2,000.00)	0.00	868.95	0.00	(1,131.05)	43.45%
Total 44420 Recreation Centers			(2,000.00)	0.00	868.95	0.00	(1,131.05)	43.45 %
Recreation Centers - Total			(2,000.00)	0.00	868.95	0.00	(1,131.05)	43.45 %
44430 Playgrounds								
241		Electric	(25,000.00)	1,370.97	10,795.97	0.00	(14,204.03)	43.18%
242		Water	(8,000.00)	177.44	3,497.49	0.00	(4,502.51)	43.72%
243		Sewer	(5,000.00)	72.84	1,450.01	0.00	(3,549.99)	29.00%
244		Gas	(1,000.00)	54.04	125.04	0.00	(874.96)	12.50%
249		Garbage Collection Fees	(8,000.00)	224.00	3,546.05	0.00	(4,453.95)	44.33%
261		Repair And Maint Motor Vehicle	0.00	(45.00)	0.00	0.00	0.00	No Budget
265		Rep And Maint Grounds And Impr	(35,000.00)	0.00	11,148.70	0.00	(23,851.30)	31.85%
325		Recreation Supplies	(5,000.00)	0.00	3,511.56	0.00	(1,488.44)	70.23%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 110 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
922		Buildings & Equipment	(22,500.00)	171.70	9,382.22	0.00	(13,117.78)	41.70%
		Total 44430 Playgrounds	(109,500.00)	2,025.99	43,457.04	0.00	(66,042.96)	39.69 %
		Playgrounds - Total	(109,500.00)	2,025.99	43,457.04	0.00	(66,042.96)	39.69 %
44440		Swimming Pools						
111		Salaries	(83,350.00)	2,300.58	46,889.11	0.00	(36,460.89)	56.26%
170		Water Aerobic Instructors	0.00	0.00	32.00	0.00	32.00	No Budget
241		Electric	(11,000.00)	718.33	4,925.83	0.00	(6,074.17)	44.78%
244		Gas	(18,000.00)	1,687.95	4,985.44	0.00	(13,014.56)	27.70%
245		Telephone And Telegraph	(1,500.00)	112.70	1,397.67	0.00	(102.33)	93.18%
249		Garbage Collection Fees	(1,200.00)	126.00	748.12	0.00	(451.88)	62.34%
266		Repair And Maint Buildings	(15,000.00)	650.12	4,918.87	0.00	(10,081.13)	32.79%
322		Chemical, Lab And Medical Supp	(4,000.00)	0.00	3,275.98	0.00	(724.02)	81.90%
323		Concession Supplies	(2,000.00)	0.00	1,028.19	0.00	(971.81)	51.41%
325		Recreation Supplies	(5,000.00)	0.00	1,641.58	0.00	(3,358.42)	32.83%
326		Uniforms & Clothing	(1,000.00)	137.98	610.74	0.00	(389.26)	61.07%
937		Swimming Pool Improvements	(20,000.00)	1,988.99	4,191.13	0.00	(15,808.87)	20.96%
		Total 44440 Swimming Pools	(162,050.00)	7,722.65	74,644.66	0.00	(87,405.34)	46.06 %
		Swimming Pools - Total	(162,050.00)	7,722.65	74,644.66	0.00	(87,405.34)	46.06 %
44450		Sportsplex-Crews Program						
111		Salaries	(215,800.00)	12,859.27	86,836.58	0.00	(128,963.42)	40.24%
112		overtime	(100.00)	0.00	0.00	0.00	(100.00)	0.00%
148		Employee Education & Training	(3,900.00)	824.00	3,184.91	0.00	(715.09)	81.66%
170		Contracted Services	(7,000.00)	493.32	2,555.32	0.00	(4,444.68)	36.50%
172		Youth Athletics	(6,000.00)	495.98	4,165.88	0.00	(1,834.12)	69.43%
173		Youth Programs	(5,000.00)	360.00	1,891.14	0.00	(3,108.86)	37.82%
175		BBQ Festival Expenses	0.00	0.00	0.00	0.00	0.00	No Budget
237		Publicity	(3,000.00)	0.00	3,255.69	0.00	255.69	108.52%
241		Electricity	(18,000.00)	16,241.10	16,241.10	0.00	(1,758.90)	90.23%
245		Telephone, Telegraph, Etc	(4,000.00)	62.50	1,854.65	0.00	(2,145.35)	46.37%
266		Repair & Maintenance-Building	(19,000.00)	210.75	9,827.14	0.00	(9,172.86)	51.72%
310		Office Supplies	(4,500.00)	166.52	2,972.39	0.00	(1,527.61)	66.05%
323		Concession Supplies	(2,800.00)	74.37	1,493.46	0.00	(1,306.54)	53.34%

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : **110** Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
324		Household And Janitorial Sup	(5,000.00)	312.12	2,416.93	0.00	(2,583.07)	48.34%
325		Recreation Supplies	(4,000.00)	352.62	2,882.09	0.00	(1,117.91)	72.05%
326		Clothing & Uniforms	(1,000.00)	77.32	975.00	0.00	(25.00)	97.50%
330		APPARREL EXPENSE	(500.00)	32.00	288.90	0.00	(211.10)	57.78%
922		Buildings & Equipment	(25,000.00)	3,001.45	22,635.95	0.00	(2,364.05)	90.54%
923		OBSTACLE COURSE	0.00	0.00	93.98	0.00	93.98	No Budget
Total 44450 Sportsplex-Crews Program			(324,600.00)	35,563.32	163,571.11	0.00	(161,028.89)	50.39 %
Sportsplex-Crews Program - Total			(324,600.00)	35,563.32	163,571.11	0.00	(161,028.89)	50.39 %
44900 Education								
763		Transfer Mixed Drink Tax	(14,000.00)	1,293.94	8,915.59	0.00	(5,084.41)	63.68%
Total 44900 Education			(14,000.00)	1,293.94	8,915.59	0.00	(5,084.41)	63.68 %
Education - Total			(14,000.00)	1,293.94	8,915.59	0.00	(5,084.41)	63.68 %
Total For Fund: 110			(11,959,091.00)	811,157.84	6,598,705.70	0.00	(5,360,385.30)	55.18 %

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : **121**

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
43120		Highways, Streets And Roadways						
452		Gravel And Sand	(36,000.00)	0.00	0.00	0.00	(36,000.00)	0.00%
471		Asphalt And Asphalt Filler	(20,000.00)	3,376.92	14,323.06	0.00	(5,676.94)	71.62%
931		Roads, Street And Parking Lots	(84,400.00)	0.00	25,510.59	0.00	(58,889.41)	30.23%
		Total 43120 Highways, Streets And	(140,400.00)	3,376.92	39,833.65	0.00	(100,566.35)	28.37 %
		Highway, St And Roadways - Total	(140,400.00)	3,376.92	39,833.65	0.00	(100,566.35)	28.37 %
43160		Street Lighting						
241		Electricity	(140,000.00)	12,585.16	72,472.08	0.00	(67,527.92)	51.77%
264		R & M - Street & Traffic	(5,000.00)	363.23	1,026.34	0.00	(3,973.66)	20.53%
		Total 43160 Street Lighting	(145,000.00)	12,948.39	73,498.42	0.00	(71,501.58)	50.69 %
		Street Lighting - Total	(145,000.00)	12,948.39	73,498.42	0.00	(71,501.58)	50.69 %
Total For Fund:	121		(285,400.00)	16,325.31	113,332.07	0.00	(172,067.93)	39.71 %

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Statement of Expenditures and Encumbrances
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Fund : 124

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
43920		Boys & Girls Club Gym Bldg						
922		Capital Expense	0.00	0.00	0.00	0.00	0.00	No Budget
		Total 43920 Boys & Girls Club Gym Bldg	0.00	0.00	0.00	0.00	0.00	100.00
43912		CMC/POLICE RENOVATION						
922		CAPITAL OUTLAY EXPENSE	0.00	(670.73)	5,936.72	0.00	5,936.72	No Budget
		Total 43912 CMC/POLICE RENOVATION	0.00	(670.73)	5,936.72	0.00	5,936.72	100.00
		CMC/POLICE RENOVATION - Total	0.00	(670.73)	5,936.72	0.00	5,936.72	100.00 %
43917		Slums Blighted Areas Project						
922		Demolition	(75,900.00)	670.73	8,675.51	0.00	(67,224.49)	11.43%
		Total 43917 Slums Blighted Areas	(75,900.00)	670.73	8,675.51	0.00	(67,224.49)	11.43 %
		Slums & Blighted Area - Total	(75,900.00)	670.73	8,675.51	0.00	(67,224.49)	11.43 %
Total For Fund:	124		(75,900.00)	0.00	14,612.23	0.00	(61,287.77)	19.25 %

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 125 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
43220		Solid Waste Management						
111		Salaries	(207,150.00)	15,935.56	103,859.94	0.00	(103,290.06)	50.14%
112		Capitalized Labor	(16,000.00)	641.76	2,448.24	0.00	(13,551.76)	15.30%
141		Fica	(17,300.00)	1,130.15	7,543.94	0.00	(9,756.06)	43.61%
142		Hospital And Health Insurance	(48,000.00)	2,221.12	21,668.36	0.00	(26,331.64)	45.14%
143		Retirement	(31,200.00)	10,856.00	28,239.61	0.00	(2,960.39)	90.51%
146		Workmen Compensation Insurance	(15,000.00)	0.00	12,494.00	0.00	(2,506.00)	83.29%
147		Unemployment Insurance	(250.00)	66.30	105.50	0.00	(144.50)	42.20%
148		Employee Education & Training	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
231		Advertising & Mktg	(1,000.00)	0.00	34.77	0.00	(965.23)	3.48%
245		Telephone & Telegraph	(1,800.00)	132.17	813.63	0.00	(986.37)	45.20%
247		Fleet Telephone	(1,500.00)	151.24	1,280.53	0.00	(219.47)	85.37%
256		Contracted Services	(1,030,000.00)	76,190.86	463,141.42	0.00	(566,858.58)	44.97%
261		Repair & Maint-Vehicles/Equip	(30,000.00)	199.99	9,249.02	0.00	(20,750.98)	30.83%
310		Office Supplies	(500.00)	0.00	170.18	0.00	(329.82)	34.04%
326		Employee Support Equipment	(6,000.00)	265.99	2,542.92	0.00	(3,457.08)	42.38%
331		Gas, Oil, Diesel Fuel, Etc	(25,000.00)	493.35	9,264.86	0.00	(15,735.14)	37.06%
452		Waste Disposal Expense	(30,000.00)	168.00	3,956.00	0.00	(26,044.00)	13.19%
512		Insurance On Vehicles & Equip	(2,000.00)	0.00	1,975.80	0.00	(24.20)	98.79%
513		Liability Insurance	(4,000.00)	0.00	3,559.00	0.00	(441.00)	88.98%
632		Interest - Bond	(328.00)	0.00	0.00	0.00	(328.00)	0.00%
634		INTEREST - CON EQUIPMENT 2014	(212.00)	0.00	0.00	0.00	(212.00)	0.00%
741		Bad Debt Expense	(5,000.00)	0.00	604.68	0.00	(4,395.32)	12.09%
761		Transfer Debt Service-Pbacct	(8,128.00)	7,963.80	8,125.85	0.00	(2.15)	99.97%
944		Transportation Equipment	(185,000.00)	0.00	190,601.73	0.00	5,601.73	103.03%
Total 43220 Solid Waste Management			(1,666,368.00)	116,416.29	871,679.98	0.00	(794,688.02)	52.31 %
Solid Waste Management - Total			(1,666,368.00)	116,416.29	871,679.98	0.00	(794,688.02)	52.31 %
Total For Fund: 125			(1,666,368.00)	116,416.29	871,679.98	0.00	(794,688.02)	52.31 %

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 128 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
42129		Drug Investigation And Control						
321		Drug Control Expenditures	(1,500.00)	0.00	1,315.58	0.00	(184.42)	87.71%
944		Transportation Equipment	(21,600.00)	0.00	21,515.53	0.00	(84.47)	99.61%
945		Communication Equipment	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
		Total 42129 Drug Investigation And	(23,600.00)	0.00	22,831.11	0.00	(768.89)	96.74 %
		Drug Control - Total	(23,600.00)	0.00	22,831.11	0.00	(768.89)	96.74 %
Total For Fund:	128		(23,600.00)	0.00	22,831.11	0.00	(768.89)	96.74 %

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 212 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
49200		Bond Prin & Int-Loan # 2						
611		Retirement Of Bonds	(137,600.00)	0.00	0.00	0.00	(137,600.00)	0.00%
631		Interest On Bonded Bebt	(15,000.00)	1,148.00	8,095.13	0.00	(6,904.87)	53.97%
691		Paying Agent Fees	(12,000.00)	513.16	3,567.80	0.00	(8,432.20)	29.73%
		Total 49200 Bond Prin & Int-Loan # 2	(164,600.00)	1,661.16	11,662.93	0.00	(152,937.07)	7.09 %
		Prin & Int-Loan # 2 - Total	(164,600.00)	1,661.16	11,662.93	0.00	(152,937.07)	7.09 %
49300		Bond Prin & Int Loan #4						
611		Retirement Of Bonds	(52,000.00)	0.00	0.00	0.00	(52,000.00)	0.00%
631		Interest On Bonded Debt	(2,184.00)	0.00	1,080.33	0.00	(1,103.67)	49.47%
		Total 49300 Bond Prin & Int Loan #4	(54,184.00)	0.00	1,080.33	0.00	(53,103.67)	1.99 %
		Bond Prin & Int Loan #4 - Total	(54,184.00)	0.00	1,080.33	0.00	(53,103.67)	1.99 %
Total For Fund: 212			(218,784.00)	1,661.16	12,743.26	0.00	(206,040.74)	5.82 %

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Fund : 213 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
49100 Go Fire Truck Bond								
611		Retirement Of Bonds	(8,000.00)	0.00	7,696.00	0.00	(304.00)	96.20%
631		Interest On Bonded Debt	(400.00)	0.00	65.96	0.00	(334.04)	16.49%
Total 49100 Go Fire Truck Bond			(8,400.00)	0.00	7,761.96	0.00	(638.04)	92.40 %
Bond Principal-Interest - Total			(8,400.00)	0.00	7,761.96	0.00	(638.04)	92.40 %
Total For Fund: 213			(8,400.00)	0.00	7,761.96	0.00	(638.04)	92.40 %

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City Of Covington
Statement of Expenditures and Encumbrances
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Fund : 216

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
49100		Go Fire Truck Bond						
691		Paying Agent Fees - General	(1,100.00)	0.00	0.00	0.00	(1,100.00)	0.00%
		Total 49100 Go Fire Truck Bond	(1,100.00)	0.00	0.00	0.00	(1,100.00)	0.00 %
		G. O. Refunding Bonds - Total	(1,100.00)	0.00	0.00	0.00	(1,100.00)	0.00 %
Total For Fund:	216		(1,100.00)	0.00	0.00	0.00	(1,100.00)	0.00 %

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : 411

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
52113 Water Purification								
111		Salaries	(77,900.00)	5,984.00	41,775.27	0.00	(36,124.73)	53.63%
112		Capitalized Labor	(3,300.00)	1,355.06	5,187.13	0.00	1,887.13	157.19%
148		Employee Education And Trainin	(4,100.00)	470.00	3,718.02	0.00	(381.98)	90.68%
241		Electric	(155,000.00)	13,240.48	82,339.73	0.00	(72,660.27)	53.12%
245		Telephone And Telegraph	(8,000.00)	681.39	4,907.26	0.00	(3,092.74)	61.34%
247		Fleet Tele[hone	(900.00)	22.20	148.62	0.00	(751.38)	16.51%
256		Contracted Services	(17,000.00)	1,559.95	11,483.60	0.00	(5,516.40)	67.55%
261		Rep & Maint-Vehicles & Equip	(1,000.00)	0.00	12.27	0.00	(987.73)	1.23%
262		Rep & Maint-Treatment Plant	(155,000.00)	2,725.00	158,050.62	0.00	3,050.62	101.97%
322		Chemical, Lab, And Medical Sup	(20,000.00)	419.07	14,802.60	0.00	(5,197.40)	74.01%
326		Employee Support Equipment	(3,000.00)	330.45	1,747.16	0.00	(1,252.84)	58.24%
329		Operation Wt Treatment Plant	(4,500.00)	0.00	31.98	0.00	(4,468.02)	0.71%
331		Gas, Oil, Diesel Fuel, Grease	(3,000.00)	145.40	706.66	0.00	(2,293.34)	23.56%
949		Computer Equipment	(2,000.00)	1,777.35	1,777.35	0.00	(222.65)	88.87%
Total 52113 Water Purification			(454,700.00)	28,710.35	326,688.27	0.00	(128,011.73)	71.85 %
Water Purification - Total			(454,700.00)	28,710.35	326,688.27	0.00	(128,011.73)	71.85 %
52114 Water Transmission & Distribut								
111		Salaries	(195,100.00)	12,321.60	106,332.93	0.00	(88,767.07)	54.50%
112		Capitalized Labor	(10,000.00)	1,730.54	10,839.01	0.00	839.01	108.39%
148		Employee Education And Trainin	(2,600.00)	0.00	2,596.00	0.00	(4.00)	99.85%
241		Electric	(7,500.00)	547.87	3,552.43	0.00	(3,947.57)	47.37%
245		Telephone	(1,700.00)	95.08	638.39	0.00	(1,061.61)	37.55%
247		Fleet Telephone	(1,000.00)	66.60	446.05	0.00	(553.95)	44.61%
256		Contracted Services	(5,000.00)	0.00	874.34	0.00	(4,125.66)	17.49%
261		Repair And Maintenance Motor V	(1,000.00)	721.49	798.99	0.00	(201.01)	79.90%
262		Repair And Maintenance Other M	(80,000.00)	9,395.73	48,434.80	0.00	(31,565.20)	60.54%
263		Repair & Maint - Tanks	(110,000.00)	12,367.50	86,572.50	0.00	(23,427.50)	78.70%
264		Material - Utility Cuts	(3,000.00)	0.00	185.48	0.00	(2,814.52)	6.18%
326		Employee Support Equipment	(6,000.00)	98.90	2,336.48	0.00	(3,663.52)	38.94%
331		Gas, Oil, Diesel Fuel, Grease	(7,000.00)	840.50	3,945.18	0.00	(3,054.82)	56.36%
934		Non Capitalized Equipment	(4,000.00)	0.00	1,037.73	0.00	(2,962.27)	25.94%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 411

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
Total 52114 Water Transmission & Water Trans & Distribut - Total			(433,900.00)	38,185.81	268,590.31	0.00	(165,309.69)	61.90 %
52117 Water Adm & General Expenses								
111		Salaries	(85,800.00)	5,929.36	25,036.50	0.00	(60,763.50)	29.18%
112		Capitalized Labor	(100.00)	0.00	0.00	0.00	(100.00)	0.00%
115		Compensated Absences	(5,000.00)	0.00	0.00	0.00	(5,000.00)	0.00%
141		Oasi (Employer's Share)	(25,300.00)	1,885.44	13,124.67	0.00	(12,175.33)	51.88%
142		Hospital And Health Insurance	(87,600.00)	4,327.28	41,554.43	0.00	(46,045.57)	47.44%
143		Retirement - Current	(97,600.00)	0.00	48,637.91	0.00	(48,962.09)	49.83%
146		Workmen's Compensation	(15,000.00)	0.00	11,381.00	0.00	(3,619.00)	75.87%
147		Unemployment Insurance	(500.00)	109.24	136.00	0.00	(364.00)	27.20%
148		Employee Education & Training	(1,000.00)	250.00	313.00	0.00	(687.00)	31.30%
231		Advertising & Marketing	(2,000.00)	0.00	245.40	0.00	(1,754.60)	12.27%
235		Memberships, Registration Fees	(500.00)	0.00	337.68	0.00	(162.32)	67.54%
242		Water	(1,000.00)	52.11	311.11	0.00	(688.89)	31.11%
243		Sewer	(400.00)	7.95	48.80	0.00	(351.20)	12.20%
244		Gas	(3,000.00)	487.90	1,099.61	0.00	(1,900.39)	36.65%
245		Telephone	(500.00)	96.22	521.13	0.00	21.13	104.23%
249		Sanitation	(7,200.00)	582.00	3,455.62	0.00	(3,744.38)	47.99%
253		Accounting And Auditing Serv	(6,600.00)	0.00	4,800.00	0.00	(1,800.00)	72.73%
256		Consultant Services	0.00	0.00	337.68	0.00	337.68	No Budget
282		Employee Auto Allowance	(480.00)	90.00	370.00	0.00	(110.00)	77.08%
310		Office Supplies And Materials	(2,500.00)	444.22	1,671.09	0.00	(828.91)	66.84%
324		Household & Janitorial Supplie	(200.00)	0.00	83.86	0.00	(116.14)	41.93%
327		Janitorial Services	(500.00)	0.00	680.00	0.00	180.00	136.00%
329		Computer Operating Expense	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
511		Insurance On Buildings	(20,000.00)	0.00	17,791.00	0.00	(2,209.00)	88.96%
512		Insurance On Vehicles And Equi	(2,000.00)	0.00	1,748.00	0.00	(252.00)	87.40%
513		Liability	(14,500.00)	0.00	8,435.00	0.00	(6,065.00)	58.17%
541		Provision For Depreciation	(250,000.00)	20,833.33	145,833.35	0.00	(104,166.65)	58.33%
592		Payment In Lieu Of Tax	(32,300.00)	0.00	0.00	0.00	(32,300.00)	0.00%
632		Interest On Bonded Debt-Usda	(38,500.00)	3,200.73	22,512.87	0.00	(15,987.13)	58.47%

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Fund : **411**

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
741		Bad Debt Expense	(4,000.00)	72.50	2,015.02	0.00	(1,984.98)	50.38%
760		General Gov Exp -Reimbursement	(102,000.00)	0.00	102,000.00	0.00	0.00	100.00%
Total 52117 Water Adm & General			(807,080.00)	38,368.28	454,480.73	0.00	(352,599.27)	56.31 %
Water Adm & General Exp - Total			(807,080.00)	38,368.28	454,480.73	0.00	(352,599.27)	56.31 %
Total For Fund: 411			(1,695,680.00)	105,264.44	1,049,759.31	0.00	(645,920.69)	61.91 %

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : 412

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
52211		Sewer Collection (Lines)						
111		Salaries	(112,100.00)	7,627.76	39,881.14	0.00	(72,218.86)	35.58%
112		Capitalized Labor	(4,000.00)	734.15	3,518.76	0.00	(481.24)	87.97%
148		Employee Education And Trainin	(2,100.00)	0.00	720.00	0.00	(1,380.00)	34.29%
241		Electric	(16,000.00)	1,997.01	9,217.22	0.00	(6,782.78)	57.61%
245		Fleet Telephone	(1,000.00)	182.55	688.67	0.00	(311.33)	68.87%
256		Contracted Services	0.00	(93.75)	0.00	0.00	0.00	No Budget
261		Rep & Maint-Vehicles & Equip	(5,000.00)	50.07	3,182.46	0.00	(1,817.54)	63.65%
262		Rep & Maint-Sewer Lines	(50,000.00)	4,530.53	33,051.37	0.00	(16,948.63)	66.10%
264		Materal - Utility Cuts	(7,000.00)	308.43	565.56	0.00	(6,434.44)	8.08%
326		Employee Support Equipment	(5,000.00)	308.75	2,902.08	0.00	(2,097.92)	58.04%
331		Gas, Oil, Diesel Fuel, Grease	(7,000.00)	756.42	3,860.28	0.00	(3,139.72)	55.15%
934		Non Capitalized Equipment	(2,000.00)	47.45	1,078.76	0.00	(921.24)	53.94%
		Total 52211 Sewer Collection (Lines)	(211,200.00)	16,449.37	98,666.30	0.00	(112,533.70)	46.72 %
		Sewer Collection (Lines) - Total	(211,200.00)	16,449.37	98,666.30	0.00	(112,533.70)	46.72 %
52213		Sewer Treatment And Disposal						
111		Salaries	(155,600.00)	12,189.77	87,407.87	0.00	(68,192.13)	56.17%
112		Capitalized Labor	(11,000.00)	2,509.33	12,148.58	0.00	1,148.58	110.44%
148		Employee Education And Trainin	(3,600.00)	100.00	2,337.30	0.00	(1,262.70)	64.93%
241		Electric	(155,000.00)	12,789.18	73,718.43	0.00	(81,281.57)	47.56%
244		Gas	(1,500.00)	162.18	573.65	0.00	(926.35)	38.24%
245		Telephone And Telegraph	(3,000.00)	128.00	810.77	0.00	(2,189.23)	27.03%
247		Fleet Telephone	(500.00)	22.20	148.76	0.00	(351.24)	29.75%
249		Garbage Collection Fees	(3,500.00)	291.00	1,727.81	0.00	(1,772.19)	49.37%
256		Contracted Services	(15,000.00)	0.00	3,121.38	0.00	(11,878.62)	20.81%
261		Rep & Maint-Vehicles & Equip	(2,000.00)	906.01	6,042.63	0.00	4,042.63	302.13%
262		Rep & Maint-Treatment Plant	(180,000.00)	10,519.20	78,615.39	0.00	(101,384.61)	43.68%
295		Contract Services - Sludge	(50,000.00)	556.24	11,581.22	0.00	(38,418.78)	23.16%
322		Chemical, Lab, And Medical Sup	(80,000.00)	5,020.00	35,692.47	0.00	(44,307.53)	44.62%
326		Employee Support Equipment	(4,000.00)	182.29	3,365.56	0.00	(634.44)	84.14%
329		Operation Treatment Plant	(3,000.00)	0.00	428.85	0.00	(2,571.15)	14.30%
331		Gas, Oil, Diesel Fuel, Grease	(10,000.00)	682.43	2,755.46	0.00	(7,244.54)	27.55%

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 412

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Uncumbered Bal	% Used
934		Non-Capitalized Equipment	0.00	0.00	0.00	0.00	0.00	No Budget
945		Computer Equipment	(1,500.00)	77.60	394.56	0.00	(1,105.44)	26.30%
Total 52213 Sewer Treatment And			(679,200.00)	46,135.43	320,870.69	0.00	(358,329.31)	47.24 %
Sewer Treatment & Dispos - Total			(679,200.00)	46,135.43	320,870.69	0.00	(358,329.31)	47.24 %
52217 Interest								
111		Salaries - Permanent Emp-Reg	(108,500.00)	8,344.00	60,492.37	0.00	(48,007.63)	55.75%
112		Capitalized Labor	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
115		Compensated Absences	(5,000.00)	0.00	0.00	0.00	(5,000.00)	0.00%
141		Oasi (Employer's Share)	(30,300.00)	2,215.49	21,271.20	0.00	(9,028.80)	70.20%
142		Hospital And Health Insurance	(73,600.00)	5,108.19	40,757.74	0.00	(32,842.26)	55.38%
143		Retirement - Current	(116,300.00)	0.00	56,656.53	0.00	(59,643.47)	48.72%
146		Workmen's Compensation	(11,500.00)	0.00	12,532.00	0.00	1,032.00	108.97%
147		Unemployment Insurance	(500.00)	125.62	165.00	0.00	(335.00)	33.00%
148		Employee Education & Training	(1,000.00)	400.00	400.00	0.00	(600.00)	40.00%
231		Advertising & Marketing	(1,000.00)	0.00	470.39	0.00	(529.61)	47.04%
245		Telephone	(1,000.00)	72.99	433.57	0.00	(566.43)	43.36%
253		Accounting And Auditing Serv	(6,600.00)	0.00	4,800.00	0.00	(1,800.00)	72.73%
256		Consultant Services	0.00	0.00	337.67	0.00	337.67	No Budget
310		Office Supplies And Materials	(2,000.00)	141.43	890.78	0.00	(1,109.22)	44.54%
329		Computer Operating Expense	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
511		Insurance On Buildings	(74,000.00)	0.00	66,719.00	0.00	(7,281.00)	90.16%
512		Insurance On Vehicles & Equip	(2,800.00)	0.00	2,605.00	0.00	(195.00)	93.04%
513		Liability	(6,400.00)	0.00	4,924.00	0.00	(1,476.00)	76.94%
533		Gis Expense	(2,000.00)	0.00	103.99	0.00	(1,896.01)	5.20%
541		Provision For Depreciation	(600,000.00)	50,000.00	350,000.00	0.00	(250,000.00)	58.33%
592		Payment In Lieu Of Tax	(87,700.00)	0.00	0.00	0.00	(87,700.00)	0.00%
634		Interest - Series 2008	(48,900.00)	4,066.34	28,599.17	0.00	(20,300.83)	58.49%
637		Interest Expense - Series 2014	(86,938.00)	0.00	43,468.75	0.00	(43,469.25)	50.00%
741		Bad Debt Expense	(5,000.00)	0.00	951.70	0.00	(4,048.30)	19.03%
760		General Gov Exp-Reimbursement	(102,000.00)	0.00	102,000.00	0.00	0.00	100.00%
Total 52217 Interest			(1,374,538.00)	70,474.06	798,578.86	0.00	(575,959.14)	58.10 %
Adm & General Expenses - Total			(1,374,538.00)	70,474.06	798,578.86	0.00	(575,959.14)	58.10 %

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Fund : 412

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
Total For Fund: 412			(2,264,938.00)	133,058.86	1,218,115.85	0.00	(1,046,822.15)	53.78 %

City Of Covington
 Statement of Expenditures and Encumbrances
 January 2019

Fund : 415

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
52411		Purchased Gas						
351		Transport Fees - Texas Gas	(241,510.00)	47,714.94	145,470.49	0.00	(96,039.51)	60.23%
359		System Supply - Tennergy	(1,320,000.00)	182,902.77	903,283.24	0.00	(416,716.76)	68.43%
360		Management Fees-Tennergy	(15,000.00)	2,702.22	9,094.89	0.00	(5,905.11)	60.63%
362		Industrial Pipeline Fees-Tenn	(16,700.00)	1,598.25	9,155.25	0.00	(7,544.75)	54.82%
		Total 52411 Purchased Gas	(1,593,210.00)	234,918.18	1,067,003.87	0.00	(526,206.13)	66.97 %
		Purchased Gas - Total	(1,593,210.00)	234,918.18	1,067,003.87	0.00	(526,206.13)	66.97 %
52413		Transmission & Distribution						
111		Salaries	(249,900.00)	17,313.48	138,263.12	0.00	(111,636.88)	55.33%
112		Overtime	(3,600.00)	2,877.52	16,988.01	0.00	13,388.01	471.89%
148		Employee Education & Training	(5,000.00)	0.00	2,290.00	0.00	(2,710.00)	45.80%
241		Electric	(4,800.00)	412.13	2,440.69	0.00	(2,359.31)	50.85%
245		Telephone And Telegraph	(3,000.00)	166.56	935.29	0.00	(2,064.71)	31.18%
247		Fleet Telephone	(2,000.00)	155.40	1,041.26	0.00	(958.74)	52.06%
256		Contracted Services	(5,000.00)	0.00	600.00	0.00	(4,400.00)	12.00%
261		Rep & Maint-Vehicles & Equip	(15,000.00)	186.65	6,230.62	0.00	(8,769.38)	41.54%
262		Rep & Maint-Distr System	(80,000.00)	5,366.03	36,254.86	0.00	(43,745.14)	45.32%
263		Gas Promotion Program	(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00%
264		Material - Utility Cuts	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
326		Employee Support Equipment	(6,000.00)	621.97	3,105.42	0.00	(2,894.58)	51.76%
331		Gas,Oil,Diesel Fuel,Grease,Etc	(15,000.00)	2,227.17	8,745.54	0.00	(6,254.46)	58.30%
531		Vehicle & Equipment Rental	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
934		Non-Capitalized Equipment	(5,000.00)	1,018.08	4,302.16	0.00	(697.84)	86.04%
945		Communication Equipment	(1,300.00)	0.00	0.00	0.00	(1,300.00)	0.00%
		Total 52413 Transmission &	(399,600.00)	30,344.99	221,196.97	0.00	(178,403.03)	55.35 %
		Transmission & Dist - Total	(399,600.00)	30,344.99	221,196.97	0.00	(178,403.03)	55.35 %
52416		Administrative & General Exp						
111		Salaries	(200,700.00)	15,435.20	111,247.71	0.00	(89,452.29)	55.43%
112		Capitalized Labor	(100.00)	0.00	0.00	0.00	(100.00)	0.00%
115		Compensated Absences	(5,000.00)	0.00	0.00	0.00	(5,000.00)	0.00%
141		Oasi (Employer's Share)	(34,950.00)	2,472.48	19,598.59	0.00	(15,351.41)	56.08%
142		Hospital And Health Insurance	(82,950.00)	7,339.81	53,824.03	0.00	(29,125.97)	64.89%

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : 415

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Uncumbered Bal	% Used
143		Retirement-Current	(106,000.00)	12,154.00	64,144.11	0.00	(41,855.89)	60.51%
146		Workmen's Compensation	(20,000.00)	0.00	8,953.00	0.00	(11,047.00)	44.77%
147		Unemployment Insurance	(500.00)	142.48	142.48	0.00	(357.52)	28.50%
148		Employee Education & Training	(7,000.00)	0.00	990.73	0.00	(6,009.27)	14.15%
231		Advertising & Marketing	(7,000.00)	112.00	3,623.70	0.00	(3,376.30)	51.77%
235		Memberships, Registration Fees	(7,000.00)	0.00	3,504.40	0.00	(3,495.60)	50.06%
245		Telephone And Telegraph	(5,000.00)	218.14	1,206.15	0.00	(3,793.85)	24.12%
247		Fleet Telephone	(1,000.00)	66.60	433.07	0.00	(566.93)	43.31%
253		Accounting And Auditing Serv	(6,600.00)	0.00	4,800.00	0.00	(1,800.00)	72.73%
256		Contracted Services	(18,000.00)	1,653.13	3,383.08	0.00	(14,616.92)	18.79%
287		Meals And Entertainment	(1,000.00)	85.61	394.85	0.00	(605.15)	39.49%
310		Office Supplies And Materials	(7,000.00)	549.85	2,501.96	0.00	(4,498.04)	35.74%
324		Household & Janitorial Supplie	(100.00)	0.00	61.24	0.00	(38.76)	61.24%
329		Computer Operating Supplies	(2,000.00)	16.45	421.25	0.00	(1,578.75)	21.06%
331		Gasoline	(2,000.00)	255.74	1,146.37	0.00	(853.63)	57.32%
511		Insurance On Buildings	(2,500.00)	0.00	1,483.00	0.00	(1,017.00)	59.32%
512		Insurance On Vehicles And Equi	(2,000.00)	0.00	1,489.00	0.00	(511.00)	74.45%
513		Liability	(16,000.00)	0.00	10,879.00	0.00	(5,121.00)	67.99%
541		Provision For Depreciation	(100,000.00)	8,333.33	58,333.35	0.00	(41,666.65)	58.33%
592		Payments In Lieu Of Taxes	(52,800.00)	0.00	0.00	0.00	(52,800.00)	0.00%
720		Main Street Designation - Chamber	(7,500.00)	0.00	0.00	0.00	(7,500.00)	0.00%
722		CHAMBER COMMERCE ALLOCATION	(54,000.00)	13,500.00	40,500.00	0.00	(13,500.00)	75.00%
741		Bad Debt Expense	(5,000.00)	0.00	1,076.12	0.00	(3,923.88)	21.52%
760		General Gov Exp-Reimbursement	(102,000.00)	0.00	102,000.00	0.00	0.00	100.00%
944		Transportation Equipment	0.00	0.00	0.00	0.00	0.00	No Budget
948		Computer Equipment	(2,000.00)	151.44	151.44	0.00	(1,848.56)	7.57%
Total 52416 Administrative & General			(857,700.00)	62,486.26	496,288.63	0.00	(361,411.37)	57.86 %
Administrative & General - Total			(857,700.00)	62,486.26	496,288.63	0.00	(361,411.37)	57.86 %
Total For Fund: 415			(2,850,510.00)	327,749.43	1,784,489.47	0.00	(1,066,020.53)	62.60 %

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City Of Covington
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Fund : 417

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
52217		Interest Biomass						
511		Insurance On Buildings	(25,000.00)	0.00	20,908.79	0.00	(4,091.21)	83.64%
541		Provision For Depreciation	(100,000.00)	10,083.33	70,583.31	0.00	(29,416.69)	70.58%
631		Interest	(50,000.00)	4,644.35	29,688.97	0.00	(20,311.03)	59.38%
922		Capital Outlay	0.00	11.00	33.00	0.00	33.00	No Budget
Total 52217 Interest Biomass			(175,000.00)	14,738.68	121,214.07	0.00	(53,785.93)	69.27 %
Biomass Interest - Total			(175,000.00)	14,738.68	121,214.07	0.00	(53,785.93)	69.27 %
Total For Fund: 417			(175,000.00)	14,738.68	121,214.07	0.00	(53,785.93)	69.27 %

City Of Covington
Statement of Expenditures and Encumbrances
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Fund : 431

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
52510		Covington Municipal Airport						
111		Salaries	(103,600.00)	7,967.92	57,709.70	0.00	(45,890.30)	55.70%
112		overtime	(18,000.00)	883.71	6,122.74	0.00	(11,877.26)	34.02%
141		Fica-Employer Share	(9,400.00)	621.81	4,601.47	0.00	(4,798.53)	48.95%
142		Hospital & Health Insurance	(26,600.00)	1,883.08	13,498.18	0.00	(13,101.82)	50.75%
143		Retirement	(30,500.00)	0.00	14,493.00	0.00	(16,007.00)	47.52%
146		Workmens Compensation Insuranc	(6,000.00)	0.00	6,631.00	0.00	631.00	110.52%
147		Unemployment Insurance	(200.00)	35.42	35.42	0.00	(164.58)	17.71%
148		Employee Education & Training	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
233		Subscriptions	(200.00)	0.00	79.00	0.00	(121.00)	39.50%
235		Memberships, Registration Fees	(1,500.00)	0.00	200.00	0.00	(1,300.00)	13.33%
241		Electric	(27,000.00)	2,270.02	12,826.34	0.00	(14,173.66)	47.50%
244		Natural Gas	(1,800.00)	0.00	324.56	0.00	(1,475.44)	18.03%
245		Telephone	(4,000.00)	240.77	1,987.56	0.00	(2,012.44)	49.69%
249		Garbage Collection Fees	(3,200.00)	284.00	1,624.08	0.00	(1,575.92)	50.75%
253		Accounting & Auditing Services	(1,900.00)	0.00	1,280.00	0.00	(620.00)	67.37%
256		Contract Services-Cpw	(6,000.00)	0.00	4,469.08	0.00	(1,530.92)	74.48%
261		Maint & Repairs-Vehicles	(1,000.00)	5.99	2,584.41	0.00	1,584.41	258.44%
262		Maint & Repair-Equipment	(15,000.00)	3,652.99	5,565.75	0.00	(9,434.25)	37.11%
265		Maint & Repair-Grounds	(3,000.00)	6.99	686.43	0.00	(2,313.57)	22.88%
266		Maint & Repair-Buildings	(10,000.00)	127.03	5,330.09	0.00	(4,669.91)	53.30%
299		Visa/Mastercharge Fees	(3,500.00)	112.32	1,574.03	0.00	(1,925.97)	44.97%
310		Office Supplies	(1,200.00)	25.80	1,205.19	0.00	5.19	100.43%
323		Concessions Supplies	(1,000.00)	110.00	452.28	0.00	(547.72)	45.23%
324		Janitorial Supplies	(500.00)	19.74	292.50	0.00	(207.50)	58.50%
326		Clothing And Uniforms	(1,000.00)	12.62	498.26	0.00	(501.74)	49.83%
327		Janitorial Services	(500.00)	0.00	0.00	0.00	(500.00)	0.00%
329		Other Operating Supplies	(1,500.00)	20.90	754.97	0.00	(745.03)	50.33%
331		Gas, Oil, Etc	(100,000.00)	6,342.26	98,448.71	0.00	(1,551.29)	98.45%
511		Insurance On Buildings	(9,000.00)	0.00	7,413.00	0.00	(1,587.00)	82.37%
512		Insurance On Vehicles	(200.00)	0.00	26.00	0.00	(174.00)	13.00%
513		Liability Insurance	(4,500.00)	0.00	0.00	0.00	(4,500.00)	0.00%

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Fund : **431** Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
760		Transfer To Debt Service Fund	(8,400.00)	0.00	7,761.96	0.00	(638.04)	92.40%
922		Capital Outlay-Operational	(606,439.00)	0.00	12,466.00	0.00	(593,973.00)	2.06%
941		General Purpose Mach & Equip	(2,000.00)	0.00	0.00	0.00	(2,000.00)	0.00%
944		Vehicles & Equipment	(18,000.00)	0.00	4,926.00	0.00	(13,074.00)	27.37%
Total 52510 Covington Municipal			(1,027,639.00)	24,623.37	275,867.71	0.00	(751,771.29)	26.84 %
Airport Operating Exp - Total			(1,027,639.00)	24,623.37	275,867.71	0.00	(751,771.29)	26.84 %
Total For Fund: 431			(1,027,639.00)	24,623.37	275,867.71	0.00	(751,771.29)	26.84 %

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Fund : 433 Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
43400 Cemetery Maintenance								
266		Repair And Maintenance Grounds	(3,000.00)	0.00	0.00	0.00	(3,000.00)	0.00%
760		Appr Trans General Fund-Upkeep	(1,000.00)	0.00	0.00	0.00	(1,000.00)	0.00%
Total 43400 Cemetery Maintenance			<u>(4,000.00)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(4,000.00)</u>	0.00 %
Cemetery - Total			<u>(4,000.00)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(4,000.00)</u>	<u>0.00 %</u>
Total For Fund: 433			<u>(4,000.00)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(4,000.00)</u>	<u>0.00 %</u>

City Of Covington
Statement of Expenditures and Encumbrances
January 2019

Fund : 122

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
44520		T. C. Museum/Nature Center						
111		Salaries	(71,750.00)	6,246.46	42,941.59	0.00	(28,808.41)	59.85%
141		Oasi (Employers Share)	(5,500.00)	488.88	3,380.83	0.00	(2,119.17)	61.47%
142		Health And Life Insurance	(400.00)	13.59	86.87	0.00	(313.13)	21.72%
143		Retirement	(18,300.00)	590.00	10,188.37	0.00	(8,111.63)	55.67%
146		Workman's Compensation	(2,800.00)	0.00	(238.00)	0.00	(3,038.00)	-8.50%
147		Unemployment Insurance	(150.00)	25.15	33.64	0.00	(116.36)	22.43%
148		Employee Education & Training	(3,000.00)	0.00	1,245.96	0.00	(1,754.04)	41.53%
173		Special Events Expense	(3,000.00)	76.76	2,591.33	0.00	(408.67)	86.38%
237		Printing/Publicity	(1,400.00)	50.00	444.10	0.00	(955.90)	31.72%
241		Electricity	(5,300.00)	361.22	3,493.66	0.00	(1,806.34)	65.92%
242		Water	(2,000.00)	143.71	1,024.68	0.00	(975.32)	51.23%
243		Sewer	(600.00)	33.15	219.72	0.00	(380.28)	36.62%
244		Gas	(1,500.00)	252.80	548.80	0.00	(951.20)	36.59%
245		Telephone	(2,400.00)	379.29	2,043.51	0.00	(356.49)	85.15%
249		Garbage	(700.00)	56.00	332.50	0.00	(367.50)	47.50%
253		Accounting/Auditing	(900.00)	0.00	640.00	0.00	(260.00)	71.11%
262		Repair & Maintenance-Equipment	(1,500.00)	0.00	99.00	0.00	(1,401.00)	6.60%
266		Repair & Maintenance-Building	(10,000.00)	405.60	7,522.00	0.00	(2,478.00)	75.22%
282		Auto Expense	(1,200.00)	100.00	800.00	0.00	(400.00)	66.67%
310		Office Supplies	(800.00)	21.15	74.63	0.00	(725.37)	9.33%
320		Misc/Other Expense	(3,000.00)	225.00	3,856.00	0.00	856.00	128.53%
321		Gift Shop Expense	(400.00)	0.00	25.00	0.00	(375.00)	6.25%
324		Janitorial Supplies	(500.00)	8.97	258.52	0.00	(241.48)	51.70%
325		Education/Recreation Supplies	(1,500.00)	118.70	482.56	0.00	(1,017.44)	32.17%
329		Brick Sale Expense	(800.00)	393.01	393.01	0.00	(406.99)	49.13%
331		Artifacts Preservation Expense	(2,500.00)	251.46	630.06	0.00	(1,869.94)	25.20%
511		Insurance On Buildings	(2,000.00)	0.00	3,096.00	0.00	1,096.00	154.80%
533		Equipment Rental	(1,750.00)	105.35	597.24	0.00	(1,152.76)	34.13%
923		Display, Exhibit, & Furniture	(2,500.00)	116.49	2,211.56	0.00	(288.44)	88.46%
		Total Museum/Nature Center	(148,150.00)	10,462.74	89,023.14	0.00	(59,126.86)	60.09 %
		Total 44520 T. C. Museum/Nature	(148,150.00)	10,462.74	89,023.14	0.00	(59,126.86)	60.09 %

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City Of Covington
Statement of Expenditures and Encumbrances
January 2019

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Fund : 122

Monthly Comparative: 58.33%

Obj	CC	Sub Obj	Adjusted Budget	MTD Expenditures	YTD Expenditures	Outstanding Encumbrances	Unencumbered Bal	% Used
		Museum/Nature Center - Total	(148,150.00)	10,462.74	89,023.14	0.00	(59,126.86)	60.09 %
Total For Fund:	122		(148,150.00)	10,462.74	89,023.14	0.00	(59,126.86)	60.09 %