

GENERAL FUND DESCRIPTIONS

Following are explanations of significant variances between year-end revenue and expenditure projections compared to fiscal year 2007 budgets for General Fund departments. Significant variances in this report are defined as under or over budget by \$100,000 or 2% and exceeding \$50,000. Attachment I displays the fiscal year 2007 expenditure budget for each General Fund department and the year-end expenditure projections. General Fund revenue projections were provided as an attachment to the Fiscal Year 2007 Mid-Year General Fund Revenue Monitoring Report, 07-031, presented to the Budget and Finance Committee in January 2007. These projections are based on extensive review of actual revenues and expenditures and department operations and reflect best estimates for year-end. These are projections, however, and as such are subject to future revision. Requested budget adjustments are discussed in the Fiscal Year 2007 Mid-Year Budget Adjustments Report.

BUSINESS AND SUPPORT SERVICES

Business and Grant Administration

Revenues Under Budget 100%

Mid-year projections reflect a year-end shortfall of an insignificant amount.

Expenditures Under Budget 7%

Mid-year projections reflect a year-end savings of \$66,000 due to lower than anticipated spending rates in non-personnel expenditures (NPE). The following transfers are requested: 2.00 Council Representative II positions and related NPE to the Community and Legislative Services Department in order to correct the fiscal year 2007 budget, \$16,000 to the Mayor's Department in order to fund travel expenses that were not properly budgeted, and \$3,350 to the Community and Legislative Services Department in order to fund web support services that were inaccurately distributed among several departments.

Business Office

Revenues Over Budget 100%

Mid-year projections reflect a year-end surplus of an insignificant amount.

Expenditures Under Budget 17%

Mid-year projections reflect a year-end savings of \$183,000 due to lower than anticipated spending on supplies and services. The transfer of \$1,675 to the Community and Legislative Services Department is requested in order to fund web support services that were inaccurately distributed among several departments.

Citywide Program Expenditures

Expenditures Under Budget 9%

Mid-year projections reflect a year-end savings of \$4.1 million that is mainly comprised of savings of \$4.7 million from the budgeted General Fund subsidy for Special Promotional Programs that will not be needed this year due to projected surplus Transient Occupancy Tax revenues. These savings are offset by an unbudgeted expense of \$1.2 million in the Citywide Department for property tax administration expense. This expense is projected to total \$3.0 million in fiscal year 2007 and only \$1.8 million was budgeted in the City Auditor and Comptroller Department. Additional combined savings of \$600,000 in Citywide Program Expenditures contribute to the total projected savings of approximately \$4.1 million. The following adjustments are requested: reduction of \$4.1 million in the allocation to Special Promotional Programs and an increase of \$3.5 million in the allocation to the Public Liability

Fund in order to pay for projected costs that may be incurred throughout the remainder of the fiscal year.

Equal Opportunity Contracting

Revenues Under Budget 67%

Mid-year projections reflect a year-end revenue shortfall of \$1.1 million due to the re-alignment of staff during Business Process Reengineering (BPR). Accurate projections are difficult to determine at this time because the BPR recommendations have not been fully implemented. A potential revenue shortfall of \$100,000 may occur due to the curtailment of projects from the Metropolitan Wastewater and Water Departments. Implementation of the BPR recommendations is requested.

Expenditures Under Budget 24%

Mid-year projections reflect a year-end expenditure savings of \$591,000 due to the re-alignment of staff during BPR. Accurate projections are difficult to determine at this time because the BPR recommendations have not been fully implemented. Implementation of the BPR recommendations is requested.

Human Resources

Revenues Over Budget Less Than 1%

Mid-year projections reflect revenue to be on budget at year-end.

Expenditures Under Budget 16%

Mid-year projections reflect a year-end expenditure savings of \$726,000 due to several vacancies. Two of the vacancies are anticipated to be filled in the near future while the remainder are planned for reduction in the fiscal year 2008 budget. In addition, savings of approximately \$150,000 are projected due to the discontinuation of the Mentor Program. The transfer of \$3.1 million to the Risk Management Administration Fund is requested in order to correct the fiscal year 2007 budget and properly reflect the responsibility for employee benefits and safety activities. This transfer includes the appropriations for the previously mentioned vacant positions.

Office of the Chief Information Officer

Revenues Over Budget 100%

Mid-year projections reflect a year-end revenue surplus of an insignificant amount.

Expenditures On Budget 0%

Mid-year projections reflect expenditures to be on budget at year-end.

Personnel

Revenues Under Budget 99%

Mid-year projections reflect a year-end revenue shortfall of \$639,000 due to the cancellation of Service Level Agreements (SLA) with the Environmental Services, Development Services, Metropolitan Wastewater, and Water Departments. The revenue associated with these SLAs will not be realized this fiscal year and the reduction of \$639,000 is requested. Personnel is a central service function and expenditures no longer being charged through SLAs will be recovered in General Governmental Services Billing charges to enterprise funds.

Expenditures Under Budget 1%

Mid-year projections reflect expenditures to be on budget at year-end.

Purchasing and Contracting

Revenues Under Budget 100%

Mid-year projections reflect a year-end revenue shortfall of \$781,000 due to the re-alignment of staff during Business Process Reengineering (BPR). Accurate projections are difficult to

determine at this time because the BPR recommendations have not been fully implemented. Implementation of the BPR recommendations is requested.

Expenditures Under Budget 73%

Mid-year projections reflect a year-end expenditure savings of \$1.2 million due to the re-alignment of staff during BPR. Accurate projections are difficult to determine at this time because the BPR recommendations have not been fully implemented. Implementation of the BPR recommendations is requested.

COMMUNITY AND LEGISLATIVE SERVICES

Community and Legislative Services

Revenues Under Budget 18%

Mid-year projections reflect a year-end revenue shortfall of \$181,000 primarily due to the cancellation of SLAs with enterprise funds. The revenue associated with these SLAs will not be realized this fiscal year. In addition, a shortfall in City TV 24 revenue is anticipated due to incorrect allocation of this revenue during the fiscal year 2007 budget restructuring. A reduction of \$181,000 is requested.

Expenditures Under Budget 4%

Mid-year projections reflect a year-end expenditure savings of \$162,000 primarily due to vacant positions. One vacancy is due to the re-alignment of staff during Business Process Reengineering (BPR) and another vacancy is anticipated to be filled in the near future. The following budget adjustments are requested: transfer 5.00 Council Representative II positions and related NPE from the Business and Grant Administration and Customer Services Departments in order to correct the fiscal year 2007 budget, transfer \$11,000 from various departments in order to fund web support services that were inaccurately distributed among several departments, and implement BPR recommendations.

DEPARTMENT OF FINANCE

City Auditor and Comptroller

Revenues Under Budget 16%

Mid-year projections reflect a year-end revenue shortfall of \$489,000 due to vacancies that have limited the amount of billable services performed. As the department fills vacancies and begins to perform billable services, this anticipated shortfall may be reduced. The reduction of \$299,487 is requested in order to correct the fiscal year 2007 budget. This revenue is associated with positions that were transferred to the City Retirement Department and were included in the City Retirement Department's fiscal year 2007 budget but not removed from the City Auditor and Comptroller Department's budget. This has no net impact on the General Fund as an equal amount of expenditures are requested to be removed, as noted below.

Expenditures Under Budget 11%

Mid-year projections reflect a year-end expenditure savings of \$1.6 million due to eighteen (18) vacant positions that are expected to be filled in the near future. As vacant positions are filled, the department will be better able to project year-end savings. The reduction of 3.00 positions and associated NPE is requested in order to correct the fiscal year 2007 budget. These positions and related NPE were transferred to the City Retirement Department and were included in the City Retirement Department's fiscal year 2007 budget but not removed from the City Auditor and Comptroller Department's budget. This has no net impact on the General Fund as an equal amount of revenue is requested to be removed, as noted above.

City Treasurer

Revenues Under Budget 3%

Mid-year projections reflect a year-end revenue shortfall of \$586,000 due to a reduction in the renewal processing fee for businesses and rentals that was initiated after the 2007 budget process. This projected shortfall may be offset through the receipt of Rental and Business Tax revenue which is due in March. More accurate revenue estimates will be provided in future reports. The transfer of \$7.3 million from the General Services Department is requested to implement the reassignment of parking management collections activities.

Expenditures Under Budget 7%

Mid-year projections reflect a year-end expenditure savings of \$719,000 due to nine vacant positions which are anticipated to be filled in the near future. The department has also deferred spending in supplies and services due to the anticipated implementation of the Citywide ERP System. The transfer of 31.00 FTE and \$3.9 million from the General Services Department is requested to implement the reassignment of parking management collections activities.

Debt Management

Revenues Under Budget 55%

Mid-year projections reflect a year-end revenue shortfall of \$456,000 due to vacant reimbursable positions. The projection assumes that vacancies will be filled and revenues recovered at full staff for the remainder of the fiscal year.

Expenditures Under Budget 14%

Mid-year projections reflect year-end expenditure savings of \$241,000 due to vacant positions that are anticipated to be filled in the near future.

Department of Finance

Expenditures Over Budget 5%

Mid-year projections reflect expenditures to be near to budget at year-end. The following transfers are requested: 1.00 Financial Management Director to the Financial Management Department in order to properly reflect the organizational structure of the Financial Management Department and 2.00 positions and NPE from the Special Projects Department in order to correct the fiscal year 2007 budget.

Financial Management

Revenue Under Budget 8%

Mid-year projections reflect a year-end revenue shortfall of \$157,000 due to vacancies that have limited the amount of billable services performed. The reduction of \$125,00 is requested due to the discontinuation of the Optimization Program with the Water Department.

Expenditures Under Budget 3%

Mid-year projections reflect a year-end expenditure savings of \$152,000 in the Financial Management and Purchasing Divisions primarily due to vacant positions that are anticipated to be filled in the near future. The following budget adjustments are requested: \$15,000 for additional departmental training in order to comply with the Kroll Report's remediation recommendations, the transfer of 1.00 Financial Management Director from the Department of Finance to properly reflect the organizational structure of the Financial Management Department, the reduction of 2.00 Supervising Management Analysts due to the discontinuation of the Optimization Program and the restructuring of the Financial Management Department, and the transfer of 2.00 Information Systems Analyst IV positions to the Information Technology Fund to reflect a structural change that occurred after adoption of the fiscal year 2007 budget. In addition, the Purchasing Division will be transferred to the Purchasing and Contracting Department as recommended in the Contracting BPR.

LAND USE AND ECONOMIC DEVELOPMENT

City Planning and Community Investment

Revenues Under Budget 8%

Mid-year projections reflect a year-end revenue shortfall of \$236,000 primarily due to a decrease in City land and building development activity and a reduced number of land use permit reviews being requested and performed.

Expenditures Under Budget 3%

Mid-year projections reflect a year-end expenditure savings of \$225,000 primarily due to vacant positions that are anticipated to be filled by fiscal year-end. An increase of \$203,000 is requested to reconfigure office space and to complete the General Plan.

Community and Economic Development

Revenues Under Budget 12%

Mid-year projections reflect a year-end revenue shortfall of \$389,000 primarily due to the transition of the 6 to 6 Program to the San Diego Unified School District.

Expenditures Under Budget 2%

Mid-year projections reflect a year-end expenditure savings of \$223,000 due to vacant positions.

Neighborhood Code Compliance

Revenues Under Budget 6%

Mid-year projections reflect a year-end revenue shortfall of \$103,000 primarily due to lower than anticipated CDBG funds.

Expenditures Under Budget 13%

Mid-year projections reflect a year-end expenditure savings of \$871,000 due to eleven (11) vacant positions. The department plans to hire six vacant field positions before the end of the fiscal year and will continue to monitor savings.

Real Estate Assets

Revenues Over Budget 3%

Mid-year projections reflect a year-end revenue surplus of \$839,000 due to an increase in lease revenue received. This revenue category is highly seasonal and revenue projections may vary in future monitoring reports.

Expenditures Under Budget 13%

Mid-year projections reflect year-end expenditure savings of \$620,000 due primarily to vacant unclassified positions (3.00) that are anticipated to be filled by fiscal year-end.

NEIGHBORHOOD AND CUSTOMER SERVICES

Customer Services

Revenues Over Budget 17%

Mid-year projections reflect a year-end revenue surplus of an insignificant amount.

Expenditures Under Budget 3%

Mid-year projections reflect year-end expenditure savings of \$57,000 due to a lower than anticipated expenditure rate in supplies and services. Savings from supplies and services may be used to offset shortages in salaries and wages. The following transfers to the Community and Legislative Services Department are requested: \$1,675 to fund web support services that were inaccurately distributed among several departments and 3.00 Council Representative II positions and related NPE to correct the fiscal year 2007 budget.

Library**Revenues Over Budget 1%**

Mid-year projections reflect revenue to be on budget at year-end.

Expenditures Under Budget 1%

Mid-year projections reflect year-end expenditure savings of \$498,000 due to salary savings. Over budget expenditures of \$284,000 are projected due to the relocation of the Technical Services Division and the continued use of the old Serra Mesa branch library, which was scheduled to be closed. Due to City Charter limitations, salary savings cannot be used to offset over budget NPE. Current spending will continue to be monitored and an appropriation adjustment may be requested in future monitoring reports.

Park and Recreation**Revenues Under Budget 2%**

Mid-year projections reflect a year-end revenue shortfall of \$458,000 primarily in pool revenues. Shortfalls in pool revenue are projected due to competition from four (4) newly opened pools in close vicinities, loss of pool rental customers due to winter closures, and unscheduled closures due to vandalism, repair and maintenance. Other factors contributing to the revenue shortfall are cancellation of reimbursements for beach and bay refuse collection from the Refuse Disposal Fund, vacant revenue generating positions, reduction in the CDBG grant funded programs for Senior Services and Therapeutic Recreation Services, and canceled SLAs with the Metropolitan Wastewater Department.

Expenditures Under Budget 1%

Mid-year projections reflect a year-end expenditure savings of \$911,000 primarily due to vacant positions. Salary savings of \$1.3 million are projected while NPE is projected to be over budget by approximately \$400,000. Over budget expenditures are due to waste removal services previously provided by the Refuse Disposal Fund, increased costs for downtown restroom maintenance due to the Living Wage Ordinance, unbudgeted supplies and services for new facilities, and higher than anticipated water and sewer costs. The following budget adjustments are requested: increase of \$644,000 for these over budget expenditures and the annual dues for the San Dieguito River Valley Regional Open Space Park Joint Powers Authority (JPA) (\$270,000) and reallocation of \$644,000 in projected salary savings to a salary reserve account.

Special Projects**Revenues Under Budget 70%**

Mid-year projections reflect a year-end revenue shortfall of \$596,000 in major gifts and planning, corporate partnerships, and other special projects revenues. A reduction of \$570,000 is requested.

Expenditures Under Budget 8%

Mid-year projections reflect year-end expenditure savings of \$88,000 due to salary savings and conservative spending. The transfer of 1.00 Director of Major Gifts, 1.00 Program Manager, and related NPE to the Department of Finance is requested in order to correct the fiscal year 2007 budget.

OFFICE OF ETHICS AND INTEGRITY**Office of Ethics and Integrity****Revenues Under Budget 22%**

Mid-year projections reflect a year-end revenue shortfall of \$108,000 due to lower than anticipated revenue from the Risk Management Administration Fund for the Diversity Program.

Expenditures Under Budget 5%

Mid-year projections reflect year-end expenditure savings of \$57,000 due to a lower than anticipated spending rate.

PUBLIC SAFETY AND HOMELAND SECURITY**Family Justice Center****Expenditures Over Budget 1%**

Mid-year projections reflect expenditures to be on budget at year-end.

Office of Homeland Security**Revenues On Budget 0%**

Mid-year projections reflect revenues to be on budget at year-end.

Expenditures Under Budget 31%

Mid-year projections reflect year-end expenditure savings of \$480,000 due to vacant positions that are anticipated to be filled in the near future. Additional non-personnel expenses may be incurred once positions are filled.

Police**Revenues Under Budget 4%**

Mid-year projections reflect a year-end revenue shortfall of \$926,000 due to grant reimbursements which have not been reconciled as a result of reduced staffing levels. The department plans to fill vacant positions and will provide updated projections in the third quarter. The transfer of \$18.4 million from the General Services Department is requested to implement the reassignment of parking management enforcement activities.

Expenditures Under Budget Less Than 1%

Mid-year projections reflect year-end expenditure savings of \$379,000 primarily due to vacant positions. Salary savings are projected to be nearly \$4.2 million; however, fringe and NPE are projected to be over budget by \$3.8 million. The following budget adjustments are requested: increase of \$3.8 million for data processing, energy, and fringe expenses, reallocation of \$3.8 million in projected salary savings to a salary reserve account, and transfer 70.00 FTE and \$5.8 million from the General Services Department to implement the reassignment of parking management enforcement activities.

Public Safety**Revenues On Budget 0%**

Mid-year projections reflect revenues to be on budget at year-end.

Expenditures Over Budget 6%

Mid-year analysis projects year-end expenditures to be \$138,000 over budget due to the realignment of staff during BPR. Accurate projections are difficult to determine at this time because the BPR recommendations have not been fully implemented. Implementation of the BPR recommendations is requested.

San Diego Fire-Rescue**Revenues Under Budget 2%**

Mid-year projections reflect a year-end revenue shortfall of \$312,000 due to reduced services provided to the Emergency Medical Services (EMS) program per the fiscal year 2007 EMS budget. The projected shortfall of \$2.2 million from the reduction in EMS contract revenue will be offset by other revenue sources, including approximately \$1.2 million in Urban Area Security Initiative (UASI) grant revenue.

Expenditures Over Budget 2%

Mid-year analysis projects year-end expenditures to be \$3.6 million over budget. Salaries and fringe expenditures are projected to be over budget due to lower than anticipated vacancies. In addition, energy and fuel expenses are higher than anticipated. The department has also incurred \$1.2 million of additional expenditures due to the award of funding for the UASI. An increase of \$3.6 million is requested.

PUBLIC WORKS**Engineering and Capital Projects****Revenues Over Budget Less Than 1%**

Mid-year projections reflect a year-end revenue surplus of \$117,000 due to slightly higher than anticipated charges for services.

Expenditures Under Budget 8%

Mid-year projections reflect year-end expenditure savings of \$2.6 million due to vacant positions and conservative expenditure rates. The department is currently participating in BPR and some positions are vacant pending the outcome. The transfer of 1.00 Traffic Engineer plus \$238,000 of NPE appropriations to the General Services Department is requested in order to support additional facilities work.

Environmental Services**Revenues Under Budget 9%**

Mid-year projections reflect a year-end revenue shortfall of an insignificant amount.

Expenditures Under Budget 2%

Mid-year projections reflect year-end savings of \$870,000 due to vacant positions, lower than expected refuse tonnage, the return of one solid waste collection truck, and a slower rate of expenditures related to HAZMAT services and training. An increase of \$2.1 million is requested to refund the Recycling and Refuse Disposal Funds for General Fund expenditures inappropriately charged to these funds in fiscal year 2007.

General Services**Revenues Under Budget 3%**

Mid-year projections reflect a year-end shortfall of \$1.7 million due to vacant parking enforcement positions and reduced requests for as-needed facilities work from other City departments. The following transfers are requested: \$25.7 million to the City Treasurer and Police Departments is requested to implement the reassignment of parking management collection and enforcement activities and \$472,000 from the Metropolitan Wastewater Department to reflect the restructuring of the Storm Water Pollution Prevention Division.

Expenditures Under Budget 8%

Mid-year projections reflect a year-end savings variance of \$6.2 million due to vacant positions and conservative expenditure rates. The department is currently participating in BPR and some positions are vacant pending the outcome. The following transfers are requested: 1.00 Traffic Engineer plus \$238,000 of NPE appropriations from the Engineering and Capital Projects Department to support additional facilities work, 100.00 FTE and \$9.6 million to the City Treasurer and Police Departments to implement the reassignment of parking management collection and enforcement activities, and 25.34 FTE and \$13.6 million from the Metropolitan Wastewater Department to reflect the restructuring of the Storm Water Pollution Prevention Division.

MWWD – Storm Water Pollution Prevention **Revenues Under Budget 4%**

Mid-year projections reflect a year-end revenue shortfall of an insignificant amount. The transfer of \$472,000 to the General Services Department is requested to reflect the restructuring of the Storm Water Pollution Prevention Division.

Expenditures Under Budget 1%

Mid-year projections reflect year-end expenditure savings of \$200,000 due to vacant positions that are not planned to be filled this fiscal year. The transfer of 25.34 FTE and \$13.6 million to the General Services Department is requested to reflect the restructuring of the Storm Water Pollution Prevention Division.

Public Works

Revenues Over Budget 100%

Mid-year projections reflect a revenue surplus of \$197,000 due to the re-alignment of staff during Business Process Reengineering (BPR). Accurate projections are difficult to determine at this time because the BPR recommendations have not been fully implemented. Implementation of the BPR recommendations is requested.

Expenditures Over Budget 100%

Mid-year projections reflect year-end expenditures to be \$244,000 over budget due to the re-alignment of staff during BPR. Accurate projections are difficult to determine at this time because the BPR recommendations have not been fully implemented. Implementation of the BPR recommendations is requested.

OTHER

Chief Operating Officer

Revenues Over Budget 3%

Mid-year projections reflect a year-end revenue surplus of an insignificant amount.

Expenditures Over Budget 1%

Mid-year projections reflect expenditures to be on budget at year-end. The transfer of \$2,513 to the Community and Legislative Services Department is requested in order to fund web support services that were inaccurately distributed among several departments.

Mayor

Expenditures Over Budget 1%

Mid-year projections reflect expenditures to be on budget at year-end. The following transfers are requested: \$16,000 from the Business and Grant Administration Department in order to fund travel expenses that were not properly budgeted and \$1,675 to the Community and Legislative Services Department in order to fund web support services that were inaccurately distributed among several departments.

Tax and Revenue Anticipation Notes

Expenditures Over Budget 100%

Mid-year projections reflect year-end expenditures to be \$4.0 million over budget as a result of the City's need to borrow as a private placement, with higher and less predictable interest rates. The fiscal year 2007 budget for TRANS was not adjusted to reflect the higher cost of borrowing this year as a result of the delays in issuance of the City's Comprehensive Annual Financial Reports (CAFRs). An increase of \$4.0 million is requested.

NON-MAYORAL

City Attorney

Revenues Under Budget 32%

Mid-year projections reflect a year-end revenue shortfall of \$2.5 million due to unrealized SLA billings of \$3.8 million as a result of changes in billing practices and reduced legal work required by departments for public bond financing. The SLA revenue shortfall is offset by litigation awards revenue that has surpassed the budget by \$1.3 million. A reduction of \$2.5 million is requested.

Expenditures Over Budget 1%

Mid-year projections reflect year-end expenditures to be \$517,000 over budget. Fringe and NPE are projected to be \$1.1 million over budget due to contracting with temporary employment agencies to fill vacant positions on a temporary basis, additional expenses for court and litigation related activities, and under budgeted fringe. The following budget adjustments are requested: increase of \$796,000 to mitigate the over budget expenditures and reallocation of \$613,000 in projected salary savings to a salary reserve account.

City Clerk

Revenues Under Budget 19%

Mid-year projections reflect a year-end revenue shortfall of an insignificant amount.

Expenditures Under Budget 2%

Mid-year projections reflect a year-end expenditure savings of \$91,000 due to a vacant position that will be filled in the near future.

City Council - District 1

Expenditures Under Budget 1%

Mid-year projections reflect expenditures to be on budget at year-end.

City Council - District 2

Expenditures Under Budget 6%

Mid-year projections reflect year-end expenditure savings of \$61,000 due to lower than anticipated spending rates in postage and other NPE.

City Council - District 3

Expenditures Under Budget Less Than 1%

Mid-year projections reflect expenditures to be on budget at year-end.

City Council - District 4

Expenditures Under Budget 4%

Mid-year projections reflect year-end expenditure savings of an insignificant amount.

City Council - District 5

Expenditures Under Budget 6%

Mid-year projections reflect year-end expenditure savings of \$62,000 due to a vacant position and lower than anticipated spending rate in postage and other NPE.

City Council - District 6

Expenditures Under Budget 5%

Mid-year projections reflect year-end expenditure savings of an insignificant amount.

City Council - District 7

Expenditures Under Budget 3%

Mid-year projections reflect year-end expenditure savings of an insignificant amount.

City Council - District 8

Expenditures Under Budget 1%

Mid-year projections reflect expenditures to be on budget at year-end.

Council Administration

Expenditures Under Budget 9%

Mid-year projections reflect year-end expenditure savings of \$264,000 due to a lower than anticipated spending rate in salaries and wages and supplies and services resulting from efficiencies achieved within the department.

Ethics Commission

Revenues Over Budget 100%

Mid-year projections reflect year-end revenue surplus of an insignificant amount.

Expenditures Under Budget 19%

Mid-year projections reflect year-end expenditure savings of \$189,000 due to vacancies that are anticipated to be filled this fiscal year.