Sedgwick County Developmental Disability Organization

<u>Mission</u>: Assisting people with developmental disabilities to receive quality services and achieve greater independence.

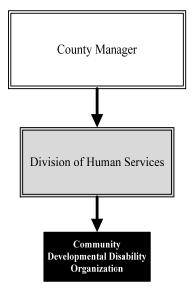
Dee Staudt SCDDO Director

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Overview

The Sedgwick County Developmental Disability Organization (SCDDO) provides a single point of access for Sedgwick County residents seeking services for individuals developmental intellectual and disabilities (I/DD). Staff completes determinations eligibility and functional assessments for those seeking services and supports.

The SCDDO ensures consumers are advised of choices available to them for services needed and monitors system capacity to develop resources where gaps may be identified. The Department ensures quality services are available to meet the needs of persons with I/DD through collaboration and contracting with a variety of community service providers who deliver an array of programs and services.



Strategic Goals:

- SCDDO will build capacity of our community to support persons with I/DD
- SCDDO will work with stakeholders to improve the coordination of services to persons with I/DD
- SCDDO will initiate new education and advocacy efforts

Highlights

- SCDDO partnered to expand
 Project Search, an
 employment program for high
 school students with
 disabilities, to include two new
 school districts and three new
 host businesses
- The Business Leadership Network (BLN) of Sedgwick County continues to grow through SCDDO leadership. The BLN of Sedgwick County achieved 501(c)3 status
 - SCDDO provided critical leadership and support during the implementation of KanCare and Health Homes for the I/ DD population



Accomplishments and Priorities

Accomplishments

Project Search was expanded to the Derby and Mulvane school districts. Derby's Project Search program partners with McConnell Air Force Base and Mulvane's host business is Hampton Inn & Suites. Wichita public schools added Via Christi Health as a host business and Sedgwick County expanded internship opportunities to the following departments: Courthouse Police; Fleet; Records Management; Facilities Maintenance; and the Treasurer's Office.

The Business Leadership Network (BLN) of Sedgwick County obtained 501(c)3 status. The USBLN featured the local group in their national Biz-2-Biz newsletter touting the groups networking opportunities as strength to new membership recruitment.

Engaged representatives from the KanCare Managed Care Organizations (MCO's) to ensure collaboration with community service providers and facilitated meetings to coordinate efforts to enable successful transition of I/DD population into KanCare and implementation of Health Homes initiative.

Priorities

SCDDO will continue to proactively address system issues related to changes at the State and Federal level. Current managed care contracts for the State's privatized Medicaid program, KanCare, are up for renewal. Changes to the contracts and MCO's will have an impact on the I/DD program and services.

The State submitted changes to the HCBS I/DD waiver to the Centers for Medicare and Medicaid Services (CMS) which, upon approval, will also impact local operations. CMS has issued a Final Rule for home and community based settings. The State has submitted a transition plan to CMS for approval which will serve to ensure local compliance with this new Federal rule. SCDDO will be required to work with the State, local service providers and other stakeholders to ensure compliance with the Final Rule as outlined in the State's transition plan.

SCDDO will continue to closely monitor community capacity for services to ensure that the needs of individuals requiring supports are adequately met through local stakeholder collaboration. The department will advocate with the State, MCO's and other key stakeholders for policy changes to ensure that identified gaps are addressed.



Significant Budget Adjustments

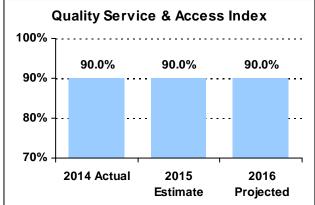
The Sedgwick County Development Disability Organization's 2016 budget includes a reduction in intergovernmental revenue (\$153,315) due to a decrease in the Kansas Department for Aging and Disability Services' budget and the elimination of the Challenging Behaviors program.

PERFORMANCE MEASURE HIGHLIGHTS

The following chart illustrates the Key Performance Indicator (KPI) of the Sedgwick County Developmental Disability Organization.

Quality Service and Timely Access Provided to those in need -

 The primary KPI for the SCDDO is an index of five secondary indicators: Utilization of Available Resources, Contract Monitoring Results for Day Programs, Contract Monitoring Results for Residential Services, Contract Monitoring Results for Case Management, and Eligibility Timeliness



	2014	2015	2016
Department Performance Measures	Actual	Est.	Proj.
Goal: SCDDO Quality Service and Access Index (KPI)			
Primary index for SCDDO services	90.0%	90.0%	90.0%
Goal: Resource Utilization			
Cost of planned services to clients as a percent of allocated resources to	100%	100%	100%
CDDO from granted state program funds			
Cool Dog Dog on One life			
Goal: Day Program Quality	1000/	1000/	1,000/
Percent of contract requirements met by Day Service providers per annual contract review	100%	100%	100%
annual contract review			
Goal: Residential Program Quality			
Percent of contract requirements met by Residential Service providers	100%	100%	100%
per annual contract review			
Goal: Case Management Quality			
Percent of contract requirements met by Case Management Services per	100%	100%	95%
annual contract review			
Goal: Eligibility Timeliness	1000/	1000/	1000/
Percent of monthly eligibility determinations made within the State	100%	100%	100%
required timeframe			

Departmental Graphical Summary

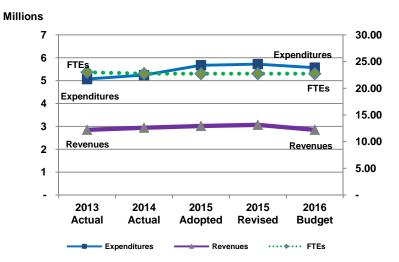
Sedgwick Co. Dev. Disablity Org.

Percent of Total County Operating Budget

1.35%

Expenditures, Program Revenue & FTEs

All Operating Funds



	2013	2014	2015	2015	2016	Amount Chg	% Chg
Expenditures	Actual	Actual	Adopted	Revised	Budget	'15 Rev'16	'15 Rev'16
Personnel	1,297,780	1,243,035	1,480,276	1,462,733	1,398,743	(63,990)	-4.37%
Contractual Services	3,731,788	3,982,159	4,168,122	4,211,068	4,146,825	(64,243)	-1.53%
Debt Service	-	-	-	-	-	-	
Commodities	39,016	17,672	24,700	49,297	24,700	(24,597)	-49.90%
Capital Improvements	=	=	-	-	-	-	
Capital Equipment	=	=	-	-	-	-	
Interfund Transfers	-	-	-	-	-	-	
Total Expenditures	5,068,584	5,242,865	5,673,098	5,723,098	5,570,268	(152,830)	-2.67%
Revenues							
Tax Revenues	-	-	-	-	-	-	
Licenses and Permits	=	=	-	-	-	-	
Intergovernmental	2,656,583	2,762,265	2,833,868	2,883,868	2,645,348	(238,520)	-8.27%
Charges for Services	181,530	160,927	180,000	180,000	180,000	-	0.00%
All Other Revenue	14,154	16,320	-	-	22,500	22,500	
Total Revenues	2,852,267	2,939,512	3,013,868	3,063,868	2,847,848	(216,020)	-7.05%
Full-Time Equivalents (FTEs))						
Property Tax Funded	_	-	-	-	-	-	
Non-Property Tax Funded	23.00	22.75	22.75	22.75	22.75	-	0.00%

Budget Summary by Fund							
	2013	2014	2015	2015	2016	Amount Chg	% Chg
Fund	Actual	Actual	Adopted	Revised	Budget	'15 Rev'16	'15 Rev'16
General Fund	2,345,040	2,345,047	2,345,048	2,145,048	2,059,568	(85,480)	-3.98%
CDDO Grants	2,723,544	2,897,818	3,328,050	3,578,050	3,510,700	(67,350)	-1.88%
Total Expenditures	5,068,584	5,242,865	5,673,098	5,723,098	5,570,268	(152,830)	-2.67%

Significant Budget Adjustments from Prior Year Revised Budget

Reduce State revenue due to KDADS budget being reducedExpendituresRevenuesFTEsEliminate Challenging Behaviors program(85,480)--

Total (85,480) (153,315) -

Program	Fund	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	% Chg '15 Rev'16	2016 FTEs
Challenging Behaviors	110	85,479	85,480	85,480	85,480	-	-100.00%	-
Operations	Multi.	2,281,735	2,318,833	2,439,568	2,439,568	2,454,568	0.61%	-
Service Acc. & Outreach	251	476,911	353,023	480,885	432,494	432,272	-0.05%	8.50
Quality Assurance	251	220,025	234,224	323,473	347,349	298,890	-13.95%	5.00
State Aid	251	1,063,354	1,266,614	1,121,807	1,121,807	1,121,807	0.00%	-
Consumer Services	251	43,981	26,640	-	-	-	0.00%	-
Administration & Finance	251	896,657	958,051	971,885	1,046,400	1,012,731	-3.22%	9.25
Great Expectations	251	442	-	-	-	-	0.00%	-
Total		5,068,584	5,242,865	5,673,098	5,723,098	5,570,268	-2.67%	22.75

Personnel Summary By Fund

			Budgeted Co	mpensation C	omparison	FT	E Comparis	on
			2015	2015	2016	2015	2015	2016
Position Titles	Fund	Grade	Adopted	Revised	Budget	Adopted	Revised	Budget
Director of Human Services	251	GRADE144	27,615	28,581	28,581	0.25	0.25	0.25
Director of Developmental Disabilities	251	GRADE138	72,740	74,966	74,966	1.00	1.00	1.00
Assistant Director of CDDO	251	GRADE132	69,076	71,133	71,133	1.00	1.00	1.00
Quality Assurance Coordinator	251	GRADE129	47,820	48,957	48,957	1.00	1.00	1.00
Senior Administrative Officer	251	GRADE127	107,364	110,013	110,013	2.00	2.00	2.00
Senior Social Worker	251	GRADE126	42,373	44,142	44,142	1.00	1.00	1.00
Accountant	251	GRADE125	43,527	44,556	44,556	1.00	1.00	1.00
Administrative Officer	251	GRADE124	156,725	160,156	160,156	4.00	4.00	4.00
Administrative Specialist	251	GRADE123	36,686	37,808	37,808	1.00	1.00	1.00
Case Coordinator	251	GRADE123	33,842	34,187	34,187	1.00	1.00	1.00
Quality Assurance Specialist	251	GRADE121	-	62,131	62,131	-	2.00	2.00
Administrative Assistant	251	GRADE120	32,897	33,904	33,904	1.00	1.00	1.00
Case Manager II	251	GRADE120	121,706	117,193	117,193	4.00	4.00	4.00
Quality Assurance Specialist	251	GRADE120	68,815		-	2.00	-	-
Bookkeeper	251	GRADE119	29,710	30,620	30,620	1.00	1.00	1.00
Office Specialist KZ6 Administrative Support B115	251 251	GRADE117 EXCEPT	27,408 9,880	28,061 2,500	28,061 2,500	1.00 0.50	1.00 0.50	1.00 0.50
	Subtot	Add: Budgeted Compensa Overtime/	Personnel Savin ation Adjustment On Call/Holiday F	S	928,909 (12,538) (10,377)			
	_	Benefits		ļ.	467,674			
	Total P	ersonnel B	udget		1,398,743	22.75	22.75	22.7

Challenging Behaviors

Funding for the Challenging Behaviors initiative was established in 2008 to address recommendations by the Sedgwick County Ad Hoc Taskforce on Developmental Disabilities and Mental Illness. The Task Force worked to learn about problems created in the community when individuals with developmental disabilities and mental illness engage in aggressive behaviors. Recommendations were then made to the Board of County Commissioners on how to meet the needs of individuals with developmental disabilities and mental illness. These services assist individuals and families in need through stakeholder input. The SCDDO developed an RFP to ensure funded programs reflect current need and best practices. In February 2014, the State implemented KanCare introducing three new managed care organizations (MCO's) into the service system. These MCO's are responsible for meeting the co-occurring behavioral health and IDD needs of Medicaid beneficiaries. This program ended in 2015.

Fund(s): County General Fund 110

Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg. '15 - '16
Personnel	-	-	-	-	-	-	0.0%
Contractual Services	85,479	85,480	85,480	85,480	-	(85,480)	-100.0%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	-	-	-	-	0.0%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	85,479	85,480	85,480	85,480	-	(85,480)	-100.0%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	-	-	-	-	-	-	0.0%
Charges For Service	-	-	-	-	-	-	0.0%
All Other Revenue	-	-	•	-	-	-	0.0%
Total Revenues	-	-	-	-	-	-	0.0%
Full-Time Equivalents (FTEs)	-	-	-	-	-	-	0.0%

Operations

The SCDDO contracts with a variety of community service providers to deliver essential services to individuals in the Intellectual/Developmental Disability system. Throughout this process, the SCDDO plays an essential role in bringing funding, service providers, and clients together to provide the greatest benefit. Operations provides for the local County Finance Plan which funds provider agencies serving individuals in residential and day programs. The County Finance Plan also provides for programs as outlined in affiliation agreements.

Fund(s): Cddo - Grants 251 / County General Fund 110

Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg. '15 - '16
Personnel	(6)	-	-	-	-	-	0.0%
Contractual Services	2,281,741	2,318,833	2,439,568	2,439,568	2,454,568	15,000	0.6%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	-	-	-	-	0.0%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	2,281,735	2,318,833	2,439,568	2,439,568	2,454,568	15,000	0.6%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	-	-	-	-	-	-	0.0%
Charges For Service	175,731	160,927	180,000	180,000	180,000	-	0.0%
All Other Revenue	13,661	15,920	-	-	-	-	0.0%
Total Revenues	189,392	176,847	180,000	180,000	180,000	-	0.0%
Full-Time Equivalents (FTEs)	-	-	-	-	-	-	0.0%

• Service Access & Outreach

Service Access and Outreach (SAO) acts as a central point of application and information for individuals entering the CDDO system. This function is designed to provide consumers with the information they need to make informed choices about services available while alleviating misinformation, confusion, and uncertainty for new consumers. The sub-program is also the only place in the Intellectual/Developmental Disability system in which the eligibility of clients for services is determined. Once eligibility has been determined, SAO then provides options counseling to consumers to select a provider of case management. Request to change providers or newly funded individuals receive options counseling from SAO staff to ensure informed choice.

Fund(s): Cddo - Grants 251

Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg.
Personnel	471,330	347,837	471,985	376,051	424,372	48,321	12.8%
Contractual Services	5,581	5,186	7,900	50,846	6,900	(43,946)	-86.4%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	1,000	5,597	1,000	(4,597)	-82.1%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	476,911	353,023	480,885	432,494	432,272	(222)	-0.1%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	427,963	479,278	462,938	512,938	427,446	(85,492)	-16.7%
Charges For Service	-	-	-	-	-	-	0.0%
All Other Revenue	-	-	-	-	-	-	0.0%
Total Revenues	427,963	479,278	462,938	512,938	427,446	(85,492)	-16.7%
Full-Time Equivalents (FTEs)	9.00	8.50	8.50	8.50	8.50	-	0.0%

Quality Assurance

Quality Assurance partners with affiliated service providers to ensure clients receive high-quality services that meet their individualized support needs. Quality Assurance makes regular site visits to service settings, meets with providers of services to discuss programs, and maintains a quality assurance committee that visits a 10 percent sample of clients. Quality Assurance also performs contract-monitoring to ensure that affiliated service providers are meeting the terms and expectations of the annual affiliation agreement. Quality Assurance manages the annual training plan for the affiliate network.

Fund(s):	Cddo -	Grants	251

Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg. '15 - '16
Personnel	216,081	232,273	319,973	343,849	294,690	(49,159)	-14.3%
Contractual Services	3,945	1,951	3,500	3,500	4,200	700	20.0%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	-	-	-	-	0.0%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	220,025	234,224	323,473	347,349	298,890	(48,459)	-14.0%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	207,073	272,694	304,358	304,358	304,645	287	0.1%
Charges For Service	-	-	-	-	-	-	0.0%
All Other Revenue	10	-	-	-	-	-	0.0%
Total Revenues	207,083	272,694	304,358	304,358	304,645	287	0.1%
Full-Time Equivalents (FTEs)	4.50	5.00	5.00	5.00	5.00		0.0%

State Aid

Prior to SFY'14, these funds were available through the State of Kansas to be used at the discretion of each CDDO. The current State contract restricts the discretion of CDDO's to priority service areas. These priority service areas include: transportation, children's services, direct service provision, non-Medicaid eligible case management, flex funding, and emergent need. In 2013, SCDDO met with stakeholders to identify local priorities while accounting for State restrictions. State Aid funds continue to be a key component in the County Finance Plan and are pooled with funding from Sedgwick County to meet identified needs not otherwise funded.

Fι	und(S):	Cddo -	Grants	251
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Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg. '15 - '16
Personnel	-	-	-	-	-	-	0.0%
Contractual Services	1,063,354	1,266,614	1,121,807	1,121,807	1,121,807	-	0.0%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	-	-	-	-	0.0%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	1,063,354	1,266,614	1,121,807	1,121,807	1,121,807	-	0.0%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	1,121,807	1,121,807	1,121,807	1,121,807	1,121,807	-	0.0%
Charges For Service	-	-	-	-	-	-	0.0%
All Other Revenue	-	-	-	-	-	-	0.0%
Total Revenues	1,121,807	1,121,807	1,121,807	1,121,807	1,121,807	-	0.0%
Full-Time Equivalents (FTEs)	-	-	-	-	-	-	0.0%

Consumer Services

These grant funds are restricted to the reimbursement of children's residential services approved through special arrangement negotiated by the Kansas Department of Children and Family Services (DCF). This program ended in June 2014.

Fund(s):	Cddo -	Grants 25	1

Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg. '15 - '16
Personnel	-	-	-	-	-	-	0.0%
Contractual Services	43,981	26,640	-	-	-	-	0.0%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	-	-	-	-	0.0%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	43,981	26,640	-	-	-	-	0.0%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	45,866	22,933	-	-	-	-	0.0%
Charges For Service	-	-	-	-	-	-	0.0%
All Other Revenue	-	-	•	-	-	-	0.0%
Total Revenues	45,866	22,933	-	-	-	-	0.0%
Full-Time Equivalents (FTEs)	-	-	•	-	-	-	0.0%

• Administration & Finance

The SCDDO receives funding from the State of Kansas for the administration of the SCDDO. This funding is to be used to defray the administration of the 1995 Developmental Disabilities reform Act and cannot be used to serve individuals. The Service and Outreach and Quality Assurance areas also are funded through this source. This area represents the Administration and Finance staff and functions of the Department including the day-to-day expenditures.

Fund((s):	Cddo ·	 Grants 	251
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Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg. '15 - '16
Personnel	610,375	662,925	688,318	742,833	679,681	(63,152)	-8.5%
Contractual Services	247,267	277,455	259,867	259,867	309,350	49,483	19.0%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	39,016	17,672	23,700	43,700	23,700	(20,000)	-45.8%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	896,657	958,051	971,885	1,046,400	1,012,731	(33,669)	-3.2%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	846,170	865,554	944,765	944,765	791,450	(153,315)	-16.2%
Charges For Service	5,799	-	-	-	-	-	0.0%
All Other Revenue	41	400	-	-	22,500	22,500	0.0%
Total Revenues	852,010	865,954	944,765	944,765	813,950	(130,815)	-13.8%
Full-Time Equivalents (FTEs)	9.50	9.25	9.25	9.25	9.25	-	0.0%

Great Expectations

The SCDDO was awarded a two-year contract in December 2010 with Kansas Rehabilitation Services. Through this contract, the Department worked to change the perception of competitive, integrated employment. The goal is for 90 individuals with intellectual and/or developmental disabilities to gain and maintain employment in the community. This contract ended in 2013.

١	Fund(s):	Cddo -	Grants	251

Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg.
Personnel	-	-		-	-	-	0.0%
Contractual Services	442	-	-	-	-	-	0.0%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	-	-	-	-	0.0%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	442	-	-	-	-	-	0.0%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	7,704	-	-	-	-	-	0.0%
Charges For Service	-	-	-	-	-	-	0.0%
All Other Revenue	442	-	-	-	-	-	0.0%
Total Revenues	8,146	-	-	-	-	-	0.0%
Full-Time Equivalents (FTEs)	-	-	-	-	-		0.0%

Capacity Development

The Community Capacity Development program addresses the needs of the Sedgwick County I/DD population through providing financial assistance to local community service providers to increase their capacity to deliver services to those in need of long-term supports. The program offers matching funds to affiliated community service providers for capital projects designed to increase immediate and future availability of services for those individuals eligible for I/DD program services but who are currently waiting.

F	und(S):	Cddo	-	Grants	251
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Expenditures	2013 Actual	2014 Actual	2015 Adopted	2015 Revised	2016 Budget	Amnt. Chg. '15 - '16	% Chg. '15 - '16
Personnel	-	-	-	-	-	-	0.0%
Contractual Services	-	-	250,000	250,000	250,000	-	0.0%
Debt Service	-	-	-	-	-	-	0.0%
Commodities	-	-	-	-	-	-	0.0%
Capital Improvements	-	-	-	-	-	-	0.0%
Capital Equipment	-	-	-	-	-	-	0.0%
Interfund Transfers	-	-	-	-	-	-	0.0%
Total Expenditures	-	-	250,000	250,000	250,000	-	0.0%
Revenues							
Taxes	-	-	-	-	-	-	0.0%
Intergovernmental	-	-	-	-	-	-	0.0%
Charges For Service	-	-	-	-	-	-	0.0%
All Other Revenue	-	-	-	-	-	-	0.0%
Total Revenues	-	-	•	-	-	-	0.0%
Full-Time Equivalents (FTEs)	-	-	-	-	-	-	0.0%