STATE OF CALIFORNIA Budget Change Proposal - Cover Sheet

.DF-46 (REV ()8/15)					
Fiscal Year 2016/17	Business Unit 3480	Department Conservation	,			
Budget Reques 3480-001-BCP		Program 2425 - OIL, GAS, AI GEOTHERM RESOURCE	1 AL	JLATION OF OIL RATIONS		
Budget Reques Oil and Gas Tra						
permanent posi Gas, and Geoth	nt of Conservation, itions and a baselin nermal Administrat	Division of Oil, Gas, an ne appropriation increas ive Fund (3046). Fundi designed for DOGGR re	se of \$1,331,000 (ng will be used to	\$1,306,000 ongoi	ng) from the Oil,	
Requires Legisl Yes	⊠ No	a taabaalaay (IT)	Code Section(s) Department CIC	to be Added/Ame		
components?			Department Cic	,	Date	
		a Special Project Reporechnology, or previously Project No.			(FSR) was	
• •	•	ment, does other depart artment, signed and dat			Yes No	
Prepared By	<u>:</u>	Date //(0/2016) Date //6/24/6	Reviewed By	Un	Date / 6/16	
Depariment Dir	ector	11 /	Agency Secreta	L_	Date/ // / //6	
Additional Revie	ew:	Department of Fi		CALSTARS 🗌 D	Pept. of Technology	
BCP Type:	☐ Polic	y 🔲 Workload	d Budget per Gove	ernment Code 133	308.05	
PPBA	Original Signed By Ellen Moratti	/ :	Date submitted to the Legislature			

A. Budget Request Summary

The Department of Conservation (DOC), Division of Oil, Gas, and Geothermal Resources (DOGGR) requests 2.0 permanent positions and a baseline appropriation increase of \$1,331,000 (\$1,306,000 ongoing) from the Oil, Gas, and Geothermal Administrative Fund (3046). Funding will be used to develop, implement, and conduct a comprehensive training program designed for DOGGR regulatory staff.

B. Background/History

As specified in Chapters 1 and 4, Division 3 of the Public Resources Code, DOGGR regulates onshore and offshore oil, gas, and geothermal well operations throughout the State by enforcing laws for the conservation of petroleum and geothermal resources. DOGGR's mission is to prevent damage to life, health, property, the environment, and natural resources by ensuring that wells are properly drilled, operated for production and injection purposes, repaired, and plugged and abandoned.

DOGGR's regulatory program is responsible for preventing, as far as possible, damage to waters of the State and to our natural resources, which includes hydrocarbon resources. This is achieved by regulating all of the onshore and offshore field operations by evaluating permit applications to drill, rework, and plug and abandon wells, and providing permit conditions that ensure operations are conducted to prevent damage to state resources and provide adequate protection for oil field workers and surrounding communities.

In addition, DOGGR provides expertise to local planning agencies to provide critical information when new development is planned over, near, or adjacent to historic oil field operations. To ensure continuing oil field operations, including well stimulation, are not impacting the environment, DOGGR is responsible for maintaining a field, island, and platform presence to ensure oil field operations are in compliance with State laws and regulations. DOGGR is also responsible for regulating cyclic steam operations, an advanced technology from steam flood or water flood operations.

Since its establishment, DOGGR has adapted to increasing responsibilities and enhancement of its regulatory and enforcement role, and has remained steadfast under intense governmental and public pressures and scrutiny.

Most of the oil and gas fields in the State are old and are in a tertiary, enhanced oil recovery phase. During the last 30 years, the oil and gas industry has continued to use advanced technology to recover the oil and gas resources. These include shallow thermal diatomite injection wells, hydraulic fracturing, steam injection, and CO₂ EOR injection wells. As a result of statutory changes in DOGGR's regulatory role in California, DOGGR is just now catching up.

One of the most significant statutory changes was Chapter 313, Statutes of 2014 (SB 4), signed by the Governor on September 20, 2013. SB 4 mandates a study on well stimulation techniques and a new regulatory program that requires permits for all well stimulation events. The bill defines well stimulation as any treatment of a well designed to enhance oil or gas recovery by increasing the permeability of a geologic formation. The bill excludes specified treatments, as well as routine well cleanout and maintenance.

Oil, Gas, and Geothermal Administrative Fund Resource History (Dollars in thousands)

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Program Budget	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Authorized Expenditures	26,677	28,957	34,278	35,882	53,851	53,699
Actual Expenditures	22,904	27,643	32,264	35,724	48,473	-
Revenues	25,286	29,055	30,552	30,931	61,607*	68,951*
Authorized Positions	164.9	177.9	195.9	194.8	244.9	266.0
Filled Positions	133.3	141.8	153.2	176.5	184.8	-
Vacancies	31.6	36.1	42.7	16.0	61.9	-

SB 4 elevated DOGGR's profile, responsibilities, and enforcement role significantly. To respond to this statutory change, DOGGR's position authority was increased by 65 positions in 2014-15. DOGGR currently has 266 positions. BCPs have added 101 regulatory positions since 2010-11. (Exhibit A)

Exhibit A

Fiscal Year	ВСР	BCP and Finance Letter Description	Total Positions	Total Regulatory Positions	Total Other Positions
2010/11	17	UIC and Enhanced Oil Recovery	17.0	8.0	9.0
2011/12	1	Permitting and Enforcement Staff Augmentation	18.0	12.0	6.0
2012/13	8	DOGGR Compliance and Support Staff Augmentation	18.0	11.0	7.0
2014/15	7	Implementation of SB 4 (Pavley, Chapter 313, Statutes of 2013)	65.0	43.0	22.0
2015/16	14	Underground Injection Control Program	23.0	21.0	2.0
2015/16	16	Oil and Gas Data Management System	21.0	6.0	15.0
		Total Division of Oil, Gas, and Geothermal Resources Staff Increase	162.0	101.0	61.0

The Department does not have a standard regulatory staff training program. Existing training programs are geared toward administrative functions at headquarters (i.e., procurement, prevention of a hostile work environment and sexual harassment prevention). Regulatory staff are relied upon to bring educational knowledge and oil and gas geologic or engineering experience to the job, but are not provided specific job-related training on DOGGR's field standards of health and safety and regulatory functions. The training that is provided is informal and "passed down" from other regulatory staff, sometimes even new staff train newer staff, and provide "best practice" training. This method of training is not standardized, it is not measurable, and it is extremely challenging to establish accountability for errors in the field. The training and development of regulatory staff is limited to reactive training, rather than preventative training. There is not a standardized training program that can be administered, and staff development cannot be monitored based on a standard performance expectation. While regulatory staff are hired based on careful consideration and examination of their knowledge and expertise, a training program that can be developed to DOGGR's specific regulatory role is imperative to ensure that its role is carried out properly through regulatory staff.

The following provides some, but not all, of the classifications that would benefit from a well-developed regulatory training program.

Engineering Geologist

Engineering Geologists (EG) are the eyes and ears for DOGGR. They provide the majority of the field presence to witness well stimulation activity to verify that the conditions outlined in the permits issued by DOGGR are followed and that health and safety concerns are addressed, as appropriate. Although DOGGR has six different field offices spread throughout the State to address regional requirements, much of staff's time is spent traveling from oil field to oil field, and well to well. SB 4 requires that DOGGR be available to witness the well stimulation activities. This includes evaluating the proposed work, evaluating the conditions of the permit, and the verification that the work was performed in conformance with the permit. Training for this position is on-the-job and provided by the supervisor or lead staff. There is no standard DOGGR-specific training for this position.

Associate Oil and Gas Engineer

The Associate Oil and Gas Engineer (AOGE) independently performs Underground Injection Control (UIC), production, well stimulation, and related engineering work. The AOGE performs assignments

that require a high degree of knowledge and skill in hydrocarbon technology, team leadership. communication, data management, presentation and engineering work, including operations, production and oil field practice.

The AOGE performs technical evaluation of proposed oil, gas, and geothermal projects, well operations, and prepares permits documenting technical requirements for operation. The AOGE conducts complex studies of operations and reservoirs, makes complex calculations such as oil and gas reserve calculations, prepares and interprets complex technical data, maps, and statistics, and writes reports on investigations. The AOGE monitors and investigates the legality and advisability of proposed operations, prepares technical and legal directives and advises operators of preventative or corrective actions. The AOGE performs extensive reviews of well files, projects, notices, field operations, and provides technical guidance to regulatory engineering staff. Training for this position is provided on-the-job, and prior experience is heavily relied upon. There is no standard DOGGR-specific training for this position.

Supervising Oil and Gas Engineer

The Supervising Oil and Gas Engineer directly supervises technical staff responsible for issuing permits for drilling, completing, plugging, abandoning, and testing of wells; evaluation of new and existing projects; inspection and safe operation of production and injection facilities; pipeline integrity testing; and the DOGGR's environmental protection programs. Training for this position is provided on-the-job, and prior experience is heavily relied upon. There is no standard DOGGR-specific training for this position.

C. State Level Considerations

Oil and gas production in California is a \$34 billion annual industry, employing more than 25,000 people with an annual payroll of over \$1.5 billion. California is the fourth largest oil-producing state in the nation, producing about 625,000 barrels per day. Property and other tax payments to the State and local governments from the industry amount to about \$800 million annually. There are approximately 90,000 active or idle production and injection wells in the State. Well stimulation has been an integral part of California's oil and gas operations for over 50 years.

Recent information indicates that over 700 wells are hydraulically fractured every year, with perhaps another 1,100 wells receiving other types of well stimulation techniques. Well stimulation is frequently used in the State, but is typically limited to specific areas and conditions associated with the production of oil and gas. For the use of well stimulation in California, it is critical to verify the competency of the reservoir and the integrity of the wells. The potential increased use of well stimulation into the Monterey Formation also presents new public health and safety risks, especially in fields with older wells. These risks include groundwater contamination, as well as potential risks to sensitive receptors. Additionally, urban encroachment on or around older oil and gas wells raises additional health and public safety concerns.

Recent Budget Acts have increased DOGGR's funding and staffing to implement newly enacted legislation, including SB 4. New staff will not have the required knowledge to effectively perform their regulatory duties. In response to the expanded regulatory environment and the dramatic increase in staffing, DOGGR needs to implement a training program.

This proposal supports DOGGR's Strategic Goal #2. "Facilitate the wise development of oil, gas, and geothermal resources to meet the state's demand for energy production while continuing to protect public safety and the environment."

D. Justification

The State of California has a varied and complicated oil and gas industry, and the scale of operations among the largest in the country. In the recently emerging environment of improved oversight and tightened regulation of the industry, DOGGR regulatory workload is undergoing unprecedented increases in volume and breadth. DOGGR is in a position of having to rapidly change its practices, policies, and capabilities. Toward this end, DOGGR has begun a significant reorganization around its 7 core programs and will be consolidating staff from 9 field offices to 4 regional offices.

DOGGR is starting to develop business processes so that it can effectively implement its new programs, integrate them with existing processes, as well as keep up with the knowledge and training requirements that develop as a result of the new and emerging scientific and technological advances that are necessary to move DOGGR forward to meet its regulatory requirements. Drilling and production operations are accelerating to meet demand, and technologies for unconventional resources are emerging. DOGGR is implementing a large-scale, ongoing effort to provide a new and improved level of service to the State of California that has been mandated through SB 4. There have been several components of managing this large-scale, ongoing effort that have required significant change management.

DOGGR does not have a standard regulatory staff training program. Existing training programs are geared toward headquarter administrative functions as part of the DOGGR's annual training plan. DOGGR needs to establish a regulatory training program geared to its regulatory role and needs. It is imperative for DOGGR to provide up-to-date industry training to retain the expertise and experience of existing staff, and train and develop the competencies and skills of new staff filling new positions. It is imperative that DOGGR staff are trained and maintain knowledge of new and emerging practices, techniques, technological advancements, regulations, and safety requirements to prevent costly errors, injuries, and the highest cost of all, death.

DOGGR is in the process of establishing the standardized training specifications for each classification that works in the field. DOGGR is working with the Department's training and development specialist to develop a standard knowledge criterion that is identifiable and measurable and that can be developed, monitored, and maintained through job experience and continued training. However, while DOGGR knows what regulatory staff are expected to do, it does not have the comprehensive expertise and standardized inspection training plan it requires to provide the extensive training that can be provided through an agency with proficient training talent in the area of oil and gas regulation and inspection practices.

DOGGR is seeking training products and programs developed to industry standards for regulatory staff requiring advanced knowledge of petroleum industry operations. DOGGR would benefit from training provided by professionals from the oil and gas industry with current knowledge and years of regulatory experience. Courses that provide open discussion and ample interaction with instructors and fellow participants, and curriculum that combines lectures, classroom exercises, hands-on training, and regulatory training would be ideal. DOGGR would integrate certification for regulatory staff upon completion of the courses. DOGGR needs to develop a comprehensive oil and gas regulatory training program to ensure optimal staff training and development, resulting in superior service to the State of California.

DOGGR will solicit bids from private industry and universities to purchase the customized content and materials from the vendor to use to train regulatory staff. Preliminary research indicates a budget of \$1.0 million is needed to develop a comprehensive and thorough training program that addresses current oil and gas technology and California's regulations. This will cover adapting the training as changes occur to technology, the regulatory environment, and DOGGR needs. These costs do not include the costs for the two requested positions.

DOGGR is requesting \$1 million annually for the purpose of training staff in current and newly enforced industry standards on an ongoing basis. DOGGR has 182 engineering positions that require annual training. That equates to an average of \$5,495 per position.

The oil and gas industry is an engineering geological and technology driven industry. As technology changes, industry adapts and changes the way they extract oil and gas. The technology must be adapted to the geological formations in which it is used. DOGGR staff need to be constantly trained to be knowledgeable in these changes in order to properly enforce current laws and regulations as they relate to the new technologies applied in the field. There are a few specialized organizations that provide training on the national level. DOGGR will be contracting with these organizations to provide annual training to DOGGR staff.

It is anticipated that DOGGR will contract to provide annual training to staff. Current estimates for training consisting of four modules for 90 staff is approximately \$500,000 annually. It is envisioned that the contractor will provide 3-4 of the 10-12 training modules to DOGGR staff annually, rotating through respective training modules on a 3-year basis. DOGGR will work with the contractors to keep the training modules up-to-date with current technology and statutes. If there is a significant change to either, or an urgent need for training for modules out of cycle, DOGGR's Associate Oil and Gas Engineers will provide this training, allowing DOGGR to keep staff fully trained.

Requested Positions

Associate Oil and Gas Engineers (AOGE) - 1.0

Two AOGEs will be the subject matter experts for the training program, including redirection of one position and an increase of one position. There will be one AOGE for northern California and one AOGE for southern California. This BCP requests one AOGE and DOGGR will redirect a vacant position for the other required position. The AOGEs will conduct regular field tours throughout California and the six districts to ensure an understanding of the regulatory environment and challenges of each of the districts in California. Field visits will also allow the engineers to gain an understanding of oil and gas development techniques of the different areas of California. This will include on-shore, off-shore, and urban area well sites.

The AOGEs will develop and assist DOGGR in the implementation of the technical training toward enhancing skills, knowledge, and abilities of technical staff in the area of drilling, operations, maintenance, and plugging and abandonment of oil, gas, and geothermal wells. The AOGEs will research, write, and deliver training courses and solutions to mitigate natural hazards and operational risks, improved safety, as they relate specifically to division-wide programs, oil development techniques, environmental concerns, and regulatory mandates. The AOGEs will work directly with universities, science institutes, industry trade groups, and other technical groups associated with oil, gas, and geothermal production to research, develop, and deliver various technical training materials related to regulatory mandates. The AOGEs will attend various training certifications courses to ensure training objectives are met and learning outcomes are consistent with the goals of the division, and track and adjust training material as needed. The AOGEs will attend certification trainings to learn to effectively facilitate classroom training and webinar based trainings. The AOGEs will train and learn the various databases and IT systems to develop, write, and deliver the training related to technology and its relationship to DOGGR's regulatory framework. The AOGEs will coordinate with the program managers and other State agencies to develop a training curriculum across various lines of the division.

Associate Oil and Gas Engineers	Hours to perform	# of Items	Total Hours
Conduct regular field tours throughout California and the six districts to ensure an understanding of the regulatory environment and challenges of each of the districts in California. Through field visits engineers will gain an understanding of regional oil and gas development techniques.	40	10	400
Develop and assist DOGGR in the implementation of the technical training toward enhancing skills, knowledge, and abilities of technical staff in the area of drilling, operations, maintenance, and plugging and abandonment of wells.	20	15	300
Research, write, and deliver training courses and solutions to mitigate natural hazards and operational risks, improved safety, as they relate specifically to division-wide programs, oil development techniques, environmental concerns, and DOGGR regulatory mandates.	80	10	800
Work directly with universities, science institutes, industry trade groups and other technical groups, associated with oil, gas, and geothermal production to research, develop, and deliver various technical training materials related to regulatory mandates.	100	10	1,000
Attend various training certification courses to ensure training objectives are met and learning outcomes are consistent with the goals of the division. Track and adjust training material as needed. Attend certification trainings to learn to effectively facilitate classroom training and webinar based trainings.	40	5	200
Train and learn the various databases and IT systems within DOGGR in order to develop, write, and deliver training related to technology and its relationship to DOGGR's regulatory framework.	100	5	500
Coordinate with program managers and other State agencies to develop a training curriculum across various lines of the division.	100	6	600
TOTAL TIME			3,800

The DOC requests one Associate Governmental Program Analyst (AGPA) to work in its Business Services Office (BSO) to assist the Training Officer I in conducting a full review of the training for DOC. Included in the review is an overhaul of existing procedures, creation of updated training processes and revising of the current training programs as well as designing a comprehensive structured health and safety training program for field staff. A training needs analysis will be conducted for the entire staff of DOC to ensure the DOC training program fulfills State and staff learning and development needs. DOC is currently conducting a Risk Assessment for field and office based staff. Part of this assessment will include identifying risks that can be minimized by providing specialized training. The outcome of the Training Needs Analysis, the Risk Assessment and full review of existing training program at DOC has resulted in an increase of administrative activities. In addition, the DOC has seen a significant increase in staffing recently and will have many new employees starting in the next few years, all requiring introductory and refresher training.

Associate Governmental Program Analyst – 1.0

The AGPA will primarily support the DOC in meeting its training goals, though will also assist in some separate contracting and procurement work for the BSO. The analyst will support the Training Officer in developing new training programs, review staff development programs to ensure relevancy and compliance, and assist in development of new training interagency agreements. They will support the implementation of a new Learning Management System (LMS), research State laws and governing regulations concerning statewide training, provide support to the Upward Mobility Program, and prepare training material for the Health and Safety Program.

Associate Governmental Program Analyst	Hours	Tasks	Total Time
Develop new training programs	24	20	480
Review staff development program to ensure relevancy and compliance	5	25	125
Assist in development of Agency agreements	12	25	300
Support Implementation of new LMS	288	1	288
Assist in compiling reports from training evaluations	4	22	88
Update annual DOC Training and Development plan	80	1	80
Negotiate with training vendors to maximize resources and minimize cost	6	12	72
Work with management to produce enhance training material	12	20	240
Research State laws and government regulations concerning statewide training	2	50	100
Provide support of enhancing documents for Upward Mobility/assist in review of applications TOTAL TIME	6	24	<u>144</u> 1,917

E. Outcomes and Accountability

Upon completion of the courses, regulatory staff would receive certification and utilize the training in the field. Staff will possess the competencies required to prepare permits, provide exceptional UIC, production, well stimulation, and related engineering work and be able to supervise technical staff responsible for issuing permits for drilling, completing, plugging, abandoning, and testing of wells; evaluation of new and existing projects; inspection and safe operation of production and injection facilities; pipeline integrity testing; and DOGGR's environmental protection programs.

F. Analysis of All Feasible Alternatives

Alternative 1. Do not approve this funding request.

Pros:

There would be no increase to State expenditures.

Cons:

- DOGGR will need to find alternative training methods that will require significant additional travel
 costs, and generalized training that does not provide the expertise needed to provide the level of
 service California needs.
- DOGGR cannot develop a robust training program customized to regulatory and permitting engineers and SB 4 requirements.
- Regulatory and permitting engineers will be inconsistently trained and may not have the latest knowledge of oil and gas production and techniques to prevent blowouts and other safety issues.
- Regulatory and permitting engineers will not be equipped to meet regulatory requirements as it relates to properly permitting oil, gas, and geothermal wells.

Alternative 2. Provide 2.0 positions and a baseline appropriation increase of \$1,331,000 (\$1,306,000 ongoing) to the Oil, Gas, and Geothermal Administrative Fund (3046). The positions include an AOGE and an AGPA.

Pros:

- DOGGR will be better able to fulfill its mission of wise development of oil, natural gas, and geothermal resources and to protect the environment and ensure public safety.
- DOGGR regulatory staff can attend and participate in crucial oil and gas regulatory training.
- Regulatory and permitting engineers will be better trained and will have the knowledge of the latest, current oil and gas production and techniques to prevent blowouts and other safety issues, and be equipped to meet regulatory requirements related to properly permitting oil, gas, and geothermal wells.
- Permit staff will possess the competencies required to process, review, and ensure the condition of permits is enforced.

Cons:

- DOGGR will be required to redirect an existing vacancy for training program.
- There would be an increase to State expenditures.

G. Implementation Plan

DOGGR will work to develop a comprehensive training program to ensure regulatory staff are trained and have the certification required to provide the level of service that the State of California needs.

H. Supplemental Information

DOGGR will enter into a contract(s) to develop a training program customized for its regulatory programs.

I. Recommendation

The Department recommends Alternative 2. Provide 2 positions and a baseline appropriation increase of \$1,331,000 (\$1,306,000 ongoing) to the Oil, Gas, and Geothermal Administrative Fund. Funds will be used to develop and implement a comprehensive training program designed for DOGGR's regulatory staff.

BCP Title: Oil and Gas Training Program

DP Name: 3480-001-BCP-DP-2016-GB

Budget Request Summary	FY16								
	CY	BY	BY+1	BY+2	BY+3	BY+4			
Positions - Permanent	0.0	2.0	2.0	2.0	2.0	2.0			
Total Positions	0.0	2.0	2.0	2.0	2.0	2.0			
Salaries and Wages									
Earnings - Permanent	0	175	175	175	175	175			
Overtime/Other	0	1	11	1	1	1			
Total Salaries and Wages	\$0	\$176	\$176	\$176	\$176	\$176			
Total Staff Benefits	0	80	80	80	80	80			
Total Personal Services	\$0	\$256	\$256	\$256	\$256	\$256			
Operating Expenses and Equipment									
5301 - General Expense	0	25	5	5	5	5			
5302 - Printing	0	1	1	1	1	1			
5304 - Communications	0	3	3	3	3	3			
5320 - Travel: In-State	0	2	2	2	2	2			
5322 - Training	0	2	2	2	2	2			
5324 - Facilities Operation	0	28	28	28	28	28			
5340 - Consulting and Professional Services -	0	1,000	1,000	1,000	1,000	1,000			
5346 - Information Technology	0	12	7	7	7	7			
539X - Other	0	2	2	2	2	2			
Total Operating Expenses and Equipment	\$0	\$1,075	\$1,050	\$1,050	\$1,050	\$1,050			
Total Budget Request	\$0	\$1,331	\$1,306	\$1,306	\$1,306	\$1,306			
Fund Summary									
Fund Source - State Operations									
3046 - Oil, Gas, and Geothermal Administrative	0	1,331	1,306	1,306	1,306	1,306			
Total State Operations Expenditures	\$0	\$1,331	\$1,306	\$1,306	\$1,306	\$1,306			
Total Ali Funds	\$0	\$1,331	\$1,306	\$1,306	\$1,306	\$1,306			
B									
Program Summary									
Program Funding	^	4 224	1,306	1,306	1,306	1,306			
2425010 - Regulation of Oil and Gas Operations	0	1,331							
Total All Programs	\$0	\$1,331	\$1,306	\$1,306	\$1,306	\$1,306			

DP Name: 3480-001-BCP-DP-2016-GB

Personal Services Details

_	Sa	lary Information							
Positions	Min	Mid	Max	<u>CY</u>	<u>BY</u>	BY+1	BY+2	BY+3	BY+4
3783 - Assoc Oil & Gas Engr (Eff. 07-01-2016)				0.0	1.0	1.0	1.0	1.0	1.0
5393 - Assoc Govtl Program Analyst (Eff. 07-01-				0.0	1.0	1.0	1.0	1.0	1.0
OT00 - Overtime				0.0	0.0	0.0	0.0	0.0	0.0
Total Positions			_	0.0	2.0	2.0	2.0	2.0	2.0
Salaries and Wages	CY	вү	BY+1	BY+	-2	ВҮ	' +3	ВҮ	'+4
3783 - Assoc Oil & Gas Engr (Eff. 07-01-2016)	0	113	113		113		113		113
5393 - Assoc Govtl Program Analyst (Eff. 07-01-	0	62	62		62		62		62
OT00 - Overtime	0	1	1		1		1		1
Total Salaries and Wages	\$0	\$176	\$176		\$176		\$176		\$176
Staff Benefits									
5150900 - Staff Benefits - Other	0	80	80		80		80		80
Total Staff Benefits	\$0	\$80	\$80		\$80		\$80		\$80
Total Personal Services	\$0	\$256	\$256		\$256		\$256		\$256