

1200N COUNTY-CITY BUILDING  
227 W. JEFFERSON BLVD.  
SOUTH BEND, INDIANA 46601-1830



PHONE 574.235.9216  
FAX 574.235.9928

CITY OF SOUTH BEND, IN JAMES MUELLER, MAYOR  
**DEPARTMENT OF ADMINISTRATION AND FINANCE**

---

**2023 PROPOSED BUDGET**

---

**Budget Hearing #6: Office of Diversity & Inclusion**  
**September 21, 2022**

---



CITY OF SOUTH BEND  
OFFICE OF DIVERSITY & INCLUSION

Diversity & Inclusion / Human Rights Commission  
Proposed Budget for 2023  
Michael A. Patton, MNA  
Diversity Compliance Inclusion Officer



# Office of Diversity & Inclusion Budget 2023

		2020 Adopted	2021 Adopted	2022 (Structural)	2023 Proposed	YOY Variance
	<b>Office of Diversity &amp; Inclusion</b>	<b>477,949</b>	<b>504,986</b>	<b>528,804</b>	<b>533,097</b>	<b>0.8%</b>
	Salaries & Wages	209,582	226,777	233,671	244,992	4.8%
	Fringe Benefits	71,867	75,209	82,633	86,105	4.2%
	Education & Training	100,000	100,000	100,000	100,000	0.0%
	Professional Services	80,000	80,000	80,000	80,000	0.0%
	Travel	5,000	10,000	20,000	10,000	-50.0%
	Other Services & Charges	8,500	8,500	5,000	5,000	0.0%
	Printing & Advertising	1,500	3,000	6,000	6,000	0.0%
	Supplies	1,500	1,500	1,500	1,000	-33.3%

Standard NB raise of 3% and an increase in NB and teamster residency incentive of \$2,000  
(up from \$1,000 in 2022)



# Office of Diversity & Inclusion

## Salary Increases 2023

Position	CoSB 2022 Wage Cap	Regional Annual Mean	25th Percentile Wage	Median Wage	75th Percentile Wage	National Annual Mean	Proposed Change
Contract Compliance Admin	\$58,600	\$62,994	\$46,962	\$59,964	\$76,950	\$67,569	\$4,394
Manager - Inclusion Project	\$58,600	\$65,023	\$54,396	\$61,337	\$78,011	\$68,960	\$6,423



# Human Rights Commission Budget 2023

	2020 Adopted	2021 Adopted	2022 (Structural)	2023 Proposed	YOY Variance
<b>Human Rights</b>	<b>559,201</b>	<b>652,159</b>	<b>670,276</b>	<b>676,135</b>	<b>0.9%</b>
Salaries & Wages	298,816	364,622	373,218	377,069	1.0%
Fringe Benefits	113,625	138,070	151,848	155,181	2.2%
Professional Services	28,400	28,870	30,870	25,970	-15.9%
Education & Training	6,000	6,000	9,500	12,000	26.3%
Travel	15,300	15,300	17,800	18,000	1.1%
Printing & Advertising	24,721	24,721	12,500	12,500	0.0%
Other Services & Charges	60,339	62,576	61,540	61,915	0.6%
Supplies	3,000	3,000	4,000	4,500	12.5%
Grants & Subsidies	9,000	9,000	9,000	9,000	0.0%

Standard NB raise of 3% and an increase in NB and teamster residency incentive of \$2,000  
(up from \$1,000 in 2022)



# Office of Diversity & Inclusion

## ODI/HRC Budget 2023

Row Labels	2020 Adopted	2021 Adopted	2022 (Structural)	2023 Proposed	YOY Variance
<b>Diversity &amp; Inclusion</b>	1,037,150	1,157,145	1,199,080	1,209,232	0.8%
Diversity & Inclusion	477,949	504,986	528,804	533,097	0.8%
Salaries & Wages	209,582	226,777	233,671	244,992	4.8%
Fringe Benefits	71,867	75,209	82,633	86,105	4.2%
Professional Services	80,000	80,000	80,000	80,000	0.0%
Education & Training	100,000	100,000	100,000	100,000	0.0%
Travel	5,000	10,000	20,000	10,000	-50.0%
Printing & Advertising	1,500	3,000	6,000	6,000	0.0%
Other Services & Charges	8,500	8,500	5,000	5,000	0.0%
Supplies	1,500	1,500	1,500	1,000	-33.3%
Human Rights	559,201	652,159	670,276	676,135	0.9%
Salaries & Wages	298,816	364,622	373,218	377,069	1.0%
Fringe Benefits	113,625	138,070	151,848	155,181	2.2%
Professional Services	28,400	28,870	30,870	25,970	-15.9%
Education & Training	6,000	6,000	9,500	12,000	26.3%
Travel	15,300	15,300	17,800	18,000	1.1%
Printing & Advertising	24,721	24,721	12,500	12,500	0.0%
Other Services & Charges	60,339	62,576	61,540	61,915	0.6%
Supplies	3,000	3,000	4,000	4,500	12.5%
Grants & Subsidies	9,000	9,000	9,000	9,000	0.0%
<b>Grand Total</b>	1,037,150	1,157,145	1,199,080	1,209,232	0.8%



## Expenditure Detail

Row Labels	2020 Adopted	2021 Adopted	2022 (Structural)	2023 Proposed	YOY Variance
<b>Strategic Spending</b>	<b>1,037,150</b>	<b>1,157,145</b>	<b>1,199,080</b>	<b>1,209,232</b>	<b>0.8%</b>
<b>Strategic Operations</b>	<b>1,037,150</b>	<b>1,157,145</b>	<b>1,199,080</b>	<b>1,209,232</b>	<b>0.8%</b>
Other Strategic Departments	1,037,150	1,157,145	1,199,080	1,209,232	0.8%
<b>Office of Diversity &amp; Inclusion</b>	<b>477,949</b>	<b>504,986</b>	<b>528,804</b>	<b>533,097</b>	<b>0.8%</b>
Salaries & Wages	209,582	226,777	233,671	244,992	4.8%
Fringe Benefits	71,867	75,209	82,633	86,105	4.2%
Education & Training	100,000	100,000	100,000	100,000	0.0%
Professional Services	80,000	80,000	80,000	80,000	0.0%
Travel	5,000	10,000	20,000	10,000	-50.0%
Other Services & Charges	8,500	8,500	5,000	5,000	0.0%
Printing & Advertising	1,500	3,000	6,000	6,000	0.0%
Supplies	1,500	1,500	1,500	1,000	-33.3%
<b>Human Rights Commission</b>	<b>559,201</b>	<b>652,159</b>	<b>670,276</b>	<b>676,135</b>	<b>0.9%</b>
Salaries & Wages	298,816	364,622	373,218	377,069	1.0%
Fringe Benefits	113,625	138,070	151,848	155,181	2.2%
Education & Training	6,000	6,000	9,500	12,000	26.3%
Professional Services	28,400	28,870	30,870	25,970	-15.9%
Travel	15,300	15,300	17,800	18,000	1.1%
Other Services & Charges	60,339	62,576	61,540	61,915	0.6%
Printing & Advertising	24,721	24,721	12,500	12,500	0.0%
Supplies	3,000	3,000	4,000	4,500	12.5%
Grants & Subsidies	9,000	9,000	9,000	9,000	0.0%
<b>Grand Total</b>	<b>1,037,150</b>	<b>1,157,145</b>	<b>1,199,080</b>	<b>1,209,232</b>	<b>0.8%</b>



## Personnel Change Summary

Department	Type of Request	Subdivision	Current Position Title	Requested Position Title	# of affected employees	2022 Salary Ordinance	Proposed 2023 Salary Ordinance	Total Increased Cost	Percent Change
Diversity & Inclusion	Higher-than-standard increase	Diversity & Inclusion	NB-FT-Contract Compliance Administrator	No change	1	58,600	62,994	4,394	7.5%
	Title Change Only	Human Rights General	NB-FT-Manager-Inclusion Proj	No change	1	58,600	65,023	6,423	11.0%
			NB-FT-Director of Human Rights-Employmen	NB-FT-Executive Director of Human Rights	1	76,371	78,280	1,909	2.5%
	Change in Position (no salary ord. impact)		NB-FT-Investigator V-Human Rights	NB-FT-Investigator III-Human Rights	2	51,675	47,639	(8,072)	-7.8%
<b>Grand Total</b>					<b>5</b>			<b>4,654</b>	





## Personnel Detail

Fd-Dp-Dv-Sub	Subdivision	Position	Status	2022 FTE	2023 FTE	Incr/ (Decr) FTE	2022 Hourly or Salary	Estimated % Increase	2023 Salary Cap
101-04-401-043	Diversity & Inclusion	NB-FT-Contract Compliance Administrator	NB	1	1	-	\$ 58,600	7.50%	\$ 62,994
101-04-401-043	Diversity & Inclusion	NB-FT-Diversity Compliance/Inclusion Off	NB	1	1	-	\$ 83,463	3.00%	\$ 85,967
101-04-401-043	Diversity & Inclusion	NB-FT-Manager-Inclusion Proj	NB	1	1	-	\$ 58,600	10.96%	\$ 65,023
101-04-402-044	Human Rights General	NB-FT-Admin Asst I-Human Rights	NB	1	1	-	\$ 43,346	3.00%	\$ 44,646
101-04-402-044	Human Rights General	<a href="#">NB-FT-Executive Director of Human Rights-Employment</a>	NB	1	1	-	\$ 76,371	3.00%	\$ 78,662
101-04-402-044	Human Rights General	NB-FT-Investigator II-Human Rights	NB	-	-	-	\$ 43,689	3.00%	\$ 45,000
101-04-402-044	Human Rights General	NB-FT-Investigator III-Human Rights	NB	-	2	2	\$ 46,477	3.00%	\$ 47,871
101-04-402-044	Human Rights General	NB-FT-Investigator V-Human Rights	NB	2	-	(2)	\$ 51,675	3.00%	\$ 53,225
258-04-402-045	EEOC	NB-FT-Manager-Employment-Human Rights	NB	1	1	-	\$ 64,575	3.00%	\$ 66,512
258-04-402-046	HUD	NB-FT-Manager-Housing-Human Rights HUD	NB	1	1	-	\$ 64,575	3.00%	\$ 66,512

Account	Main Account Description	2020 ADOPTED BUDGET	2021 ADOPTED BUDGET	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ORIGINAL BUDGET	2022 AMENDED BUDGET	2023 BUDGET
101-04-401-043-410001	Personnel-Salaries & Wages-Salaried Wages	178,574	195,769	-	161,222	195,769	202,663	202,663	213,984
101-04-401-043-410003	Personnel-Salaries & Wages-Permanent Part Time	-	-	-	4,293	-	-	-	-
101-04-401-043-410005	Personnel-Salaries & Wages-Seasonal & Interns	31,008	31,008	-	-	10,245	31,008	31,008	31,008
101-04-401-043-411001	Personnel-Employee Benefits-FICA Regular	16,033	17,348	-	12,617	15,610	17,876	17,876	18,742
101-04-401-043-411004	Personnel-Employee Benefits-PERF Regular	20,000	21,926	-	17,317	20,561	22,698	22,698	23,966
101-04-401-043-411007	Personnel-Employee Benefits-Unemployment Comp	18	59	-	16	56	324	324	257
101-04-401-043-411008	Personnel-Employee Benefits-Health Insurance	34,831	34,831	-	19,497	27,659	40,666	40,666	42,031
101-04-401-043-411009	Personnel-Employee Benefits-Life Insurance	360	360	-	275	360	360	360	360
101-04-401-043-411014	Personnel-Employee Benefits-Parental Leave	625	685	-	557	686	709	709	749
101-04-401-043-421000	Supplies-Office-General Office Supplies	-	-	-	-	-	1,500	1,500	1,000
101-04-401-043-421002	Supplies-Office-Stationary & Printing	1,500	1,500	-	74	1,486	-	-	-
101-04-401-043-431000	Services & Charges-Professional-Other Professional Svcs	80,000	80,000	-	14,260	194,734	80,000	160,050	80,000
101-04-401-043-432002	Services & Charges-Communication & Transp-Mailing	-	-	-	2,000	33	-	-	-
101-04-401-043-432003	Services & Charges-Communication & Transp-Travel	5,000	10,000	-	-	-	20,000	20,000	10,000
101-04-401-043-433001	Services & Charges-Printing & Ad-Outside Printing Services	1,500	3,000	-	2,025	1,510	6,000	5,000	6,000
101-04-401-043-433003	Services & Charges-Printing & Ad-Promotional	-	-	-	-	71	-	1,000	-
101-04-401-043-436001	Services & Charges-Repairs & Maint-Building R&M	-	-	-	50	-	-	-	-
101-04-401-043-437002	Services & Charges-Rentals-Equipment Rental	-	-	-	800	-	-	-	-
101-04-401-043-439000	Services & Charges-Other-Misc Charges & Svcs	-	-	-	43	-	-	-	-
101-04-401-043-439004	Services & Charges-Other-Dues & Memberships	8,500	8,500	-	-	3,100	5,000	5,000	5,000

Account	Main Account Description	2020 ADOPTED BUDGET	2021 ADOPTED BUDGET	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ORIGINAL BUDGET	2022 AMENDED BUDGET	2023 BUDGET
101-04-401-043-439006	Services & Charges-Other-Education & Training	100,000	100,000	-	1,000	10,780	100,000	149,620	100,000
101-04-401-043-439008	Services & Charges-Other-Meeting Expenses	-	-	-	-	622	-	-	-
101-04-401-043-452003	Other Uses-Interfund Transfer Out-Allocations-IT	18,548	63,404	-	18,548	63,404	82,269	82,269	100,725
101-04-401-043-452004	Other Uses-Interfund Transfer Out-Allocations-Liability Ins	394	-	-	394	-	-	-	-
101-04-402-044-410001	Personnel-Salaries & Wages-Salaried Wages	142,691	217,627	90,607	116,523	118,923	224,067	224,067	221,050
101-04-402-044-410003	Personnel-Salaries & Wages-Permanent Part Time	20,995	20,995	26,147	17,858	16,973	20,995	20,995	20,995
101-04-402-044-411001	Personnel-Employee Benefits-FICA Regular	12,522	18,255	8,612	10,052	10,123	18,747	18,747	18,516
101-04-402-044-411004	Personnel-Employee Benefits-PERF Regular	15,981	24,374	7,041	12,200	12,549	25,096	25,096	24,758
101-04-402-044-411007	Personnel-Employee Benefits-Unemployment Comp	14	65	-	12	38	359	359	265
101-04-402-044-411008	Personnel-Employee Benefits-Health Insurance	34,831	46,442	14,828	26,728	31,550	54,222	54,222	56,042
101-04-402-044-411009	Personnel-Employee Benefits-Life Insurance	360	480	195	345	330	480	480	480
101-04-402-044-411014	Personnel-Employee Benefits-Parental Leave	499	762	104	408	416	784	784	774
101-04-402-044-421000	Supplies-Office-General Office Supplies	-	-	-	-	-	2,000	2,000	2,500
101-04-402-044-421002	Supplies-Office-Stationary & Printing	1,000	1,000	1,022	765	969	-	-	-
101-04-402-044-431000	Services & Charges-Professional-Other Professional Svcs	-	-	2,040	-	1,280	-	-	-
101-04-402-044-431001	Services & Charges-Professional-Legal Services	-	-	-	-	1,680	2,000	2,000	2,000
101-04-402-044-431019	Services & Charges-Professional-Security Services	600	1,070	862	819	578	1,070	1,070	1,070
101-04-402-044-432002	Services & Charges-Communication & Transp-Mailing	7,500	7,500	5,780	5,842	3,928	7,500	7,200	7,500
101-04-402-044-433001	Services & Charges-Printing & Ad-Outside Printing Services	1,571	1,571	-	347	334	1,500	1,500	1,500
101-04-402-044-433002	Services & Charges-Printing & Ad-Publication of Legal Notice	-	-	-	-	73	-	-	-

Account	Main Account Description	2020 ADOPTED BUDGET	2021 ADOPTED BUDGET	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ORIGINAL BUDGET	2022 AMENDED BUDGET	2023 BUDGET
101-04-402-044-433003	Services & Charges-Printing & Ad-Promotional	-	-	-	-	-	-	305	-
101-04-402-044-436001	Services & Charges-Repairs & Maint-Building R&M	9,200	9,200	9,275	9,660	8,151	9,200	9,200	9,200
101-04-402-044-436011	Services & Charges-Repairs & Maint-Exterminating	-	-	-	56	-	-	-	-
101-04-402-044-437003	Services & Charges-Rentals-Office Space	37,039	39,276	38,021	38,132	41,030	43,040	43,040	43,040
101-04-402-044-439000	Services & Charges-Other-Misc Charges & Svcs	-	-	-	-	-	-	300	-
101-04-402-044-439003	Services & Charges-Other-Subscriptions	700	700	300	-	-	-	-	-
101-04-402-044-439004	Services & Charges-Other-Dues & Memberships	600	600	600	100	350	600	1,629	1,125
101-04-402-044-439006	Services & Charges-Other-Education & Training	2,500	2,500	2,320	600	-	3,500	2,166	3,000
101-04-402-044-439008	Services & Charges-Other-Meeting Expenses	-	-	-	-	230	-	-	-
101-04-402-044-452002	Other Uses-Interfund Transfer Out-Allocations-Admin Cost	14,992	15,354	15,518	14,992	15,354	23,184	23,184	22,541
101-04-402-044-452003	Other Uses-Interfund Transfer Out-Allocations-IT	11,168	30,821	30,944	11,168	30,821	24,135	24,135	33,562
101-04-402-044-452004	Other Uses-Interfund Transfer Out-Allocations-Liability Ins	985	-	715	985	-	-	-	-
101-04-402-044-452006	Other Uses-Interfund Transfer Out-Allocations-Print Shop	-	-	1,502	-	-	-	-	-
101-04-402-044-452007	Other Uses-Interfund Transfer Out-Allocations-Central Stores	-	-	812	-	-	-	-	-
217-04-402-044-433003	Services & Charges-Printing & Ad-Promotional	19,150	19,150	3,479	6,650	-	5,000	5,000	5,000
217-04-402-044-439005	Services & Charges-Other-Bank & Credit Card Fees	-	-	-	5	-	-	-	-
217-04-402-044-439300	Services & Charges-Other-Grants & Subsidies	9,000	9,000	15,831	-	-	9,000	9,000	9,000
258-04-402-044-431000	Services & Charges-Professional-Other Professional Svcs	-	-	-	3,000	-	-	-	-
258-04-402-044-433001	Services & Charges-Printing & Ad-Outside Printing Services	-	-	-	15,000	-	-	-	-
258-04-402-044-433003	Services & Charges-Printing & Ad-Promotional	3,000	3,000	-	-	8,128	3,000	2,760	-

Account	Main Account Description	2020 ADOPTED BUDGET	2021 ADOPTED BUDGET	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ORIGINAL BUDGET	2022 AMENDED BUDGET	2023 BUDGET
258-04-402-044-439000	Services & Charges-Other-Misc Charges & Svcs	-	-	-	525	-	-	-	-
258-04-402-044-439006	Services & Charges-Other-Education & Training	-	-	-	536	1,800	-	-	-
258-04-402-044-452000	Other Uses-Interfund Transfer Out-Transfers Out	-	-	76,493	-	-	-	-	-
258-04-402-045-410001	Personnel-Salaries & Wages-Salaried Wages	67,565	63,000	59,627	62,400	62,527	62,581	62,581	66,512
258-04-402-045-411001	Personnel-Employee Benefits-FICA Regular	5,169	4,820	4,682	4,896	4,905	4,787	4,787	5,088
258-04-402-045-411004	Personnel-Employee Benefits-PERF Regular	7,567	7,056	6,678	6,989	7,010	7,009	7,009	7,449
258-04-402-045-411007	Personnel-Employee Benefits-Unemployment Comp	7	19	-	6	17	100	100	80
258-04-402-045-411008	Personnel-Employee Benefits-Health Insurance	11,610	11,610	1,660	1,670	1,670	13,555	13,555	14,010
258-04-402-045-411009	Personnel-Employee Benefits-Life Insurance	120	120	120	120	120	120	120	120
258-04-402-045-411014	Personnel-Employee Benefits-Parental Leave	236	221	152	218	219	219	219	233
258-04-402-045-421000	Supplies-Office-General Office Supplies	-	-	-	-	-	1,800	1,800	1,800
258-04-402-045-421002	Supplies-Office-Stationary & Printing	1,800	1,800	1,247	1,724	1,531	-	-	-
258-04-402-045-431000	Services & Charges-Professional-Other Professional Svcs	800	800	1,683	-	-	800	800	500
258-04-402-045-431001	Services & Charges-Professional-Legal Services	20,000	20,000	20,008	21,667	18,333	20,000	23,667	20,400
258-04-402-045-432003	Services & Charges-Communication & Transp-Travel	8,900	8,900	5,514	-	-	8,900	8,710	9,000
258-04-402-045-433001	Services & Charges-Printing & Ad-Outside Printing Services	500	500	-	-	-	500	500	500
258-04-402-045-433003	Services & Charges-Printing & Ad-Promotional	500	500	-	27	1,500	500	3,740	2,000
258-04-402-045-439000	Services & Charges-Other-Misc Charges & Svcs	500	500	311	424	65	500	500	-
258-04-402-045-439002	Services & Charges-Other-Licenses & Permits	-	-	-	-	241	-	-	400
258-04-402-045-439003	Services & Charges-Other-Subscriptions	3,000	3,000	-	-	-	-	-	-

Account	Main Account Description	2020 ADOPTED BUDGET	2021 ADOPTED BUDGET	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ORIGINAL BUDGET	2022 AMENDED BUDGET	2023 BUDGET
258-04-402-045-439006	Services & Charges-Other-Education & Training	3,000	3,000	1,651	250	-	3,000	1,190	3,000
258-04-402-046-410001	Personnel-Salaries & Wages-Salaried Wages	67,565	63,000	59,627	62,370	62,557	65,575	65,575	68,512
258-04-402-046-411001	Personnel-Employee Benefits-FICA Regular	5,169	4,820	4,491	4,697	4,718	5,016	5,016	5,241
258-04-402-046-411004	Personnel-Employee Benefits-PERF Regular	7,567	7,056	6,678	6,985	7,006	7,344	7,344	7,673
258-04-402-046-411007	Personnel-Employee Benefits-Unemployment Comp	7	19	-	6	17	105	105	82
258-04-402-046-411008	Personnel-Employee Benefits-Health Insurance	11,610	11,610	10,312	12,614	12,614	13,555	13,555	14,010
258-04-402-046-411009	Personnel-Employee Benefits-Life Insurance	120	120	120	120	120	120	120	120
258-04-402-046-411014	Personnel-Employee Benefits-Parental Leave	236	221	149	218	219	230	230	240
258-04-402-046-421000	Supplies-Office-General Office Supplies	-	-	-	-	-	200	200	200
258-04-402-046-421002	Supplies-Office-Stationary & Printing	200	200	84	-	2,333	-	-	-
258-04-402-046-431001	Services & Charges-Professional-Legal Services	7,000	7,000	-	-	-	7,000	7,000	2,000
258-04-402-046-432003	Services & Charges-Communication & Transp-Travel	6,400	6,400	3,687	-	-	8,900	8,260	9,000
258-04-402-046-433001	Services & Charges-Printing & Ad-Outside Printing Services	-	-	-	1,188	-	-	-	-
258-04-402-046-433003	Services & Charges-Printing & Ad-Promotional	-	-	-	-	2,250	2,000	5,640	3,500
258-04-402-046-439000	Services & Charges-Other-Misc Charges & Svcs	1,300	1,300	296	100	50	200	200	-
258-04-402-046-439002	Services & Charges-Other-Licenses & Permits	-	-	-	-	75	-	-	150
258-04-402-046-439003	Services & Charges-Other-Subscriptions	500	500	-	-	300	500	500	500
258-04-402-046-439006	Services & Charges-Other-Education & Training	500	500	2,059	5,174	3,378	3,000	3,000	6,000
258-04-402-046-439100	Services & Charges-Other-Refunds/Awards/Indemnities	-	-	-	-	31,300	-	-	-
264-04-402-044-422008	Supplies-Operating-Medical/Safety Supplies	-	-	-	1,140	-	-	-	-

Account	Main Account Description	2020 ADOPTED BUDGET	2021 ADOPTED BUDGET	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL	2022 ORIGINAL BUDGET	2022 AMENDED BUDGET	2023 BUDGET
264-04-402-044-436001	Services & Charges-Repairs & Maint-Building R&M	-	-	-	1,100	-	-	-	-