

GOLDEN RAIN FOUNDATION 2002 INCENTIVE PLAN RESULTS

<u>Savings Item</u>	<u>Amount</u>
Additional Work Absorbed	
Positions eliminated, positions left open for some period of time, additional unbudgeted work absorbed, reduced by any attendant decrease in service levels in Community Relations, Financial Services, Landscape, Recreation and Maintenance.	259,075
Capital	
Reduced project costs through in-house investigation and scope revisions for Maintenance Center slope	45,733
Other savings initiated by staff on various capital projects (e.g. RV Lot A drainage, cust. service remodel)	41,182
In-house green and tee reconstruction	24,366
Other	
1999/2000 GRF income tax refunds - 501(c)(4) determination	310,362
2002 GRF income tax avoidance	242,874
Community Center loan pricing negotiation	155,759
Savings initiated by staff in various operations (e.g. payroll fees, in-house PR, efficiency heaters)	49,073
Increased net revenues through promotion of recreation events and plant/mulch sales	39,346
Gained efficiencies through bus driver shift changes and increased resident hours in central services	14,994
Negotiated favorable terms in janitorial contract and hazardous waste disposal fees	14,859
Total financial savings accounted for	\$ 1,197,623
Actual Payouts - 30% of savings	\$ 359,287
Average Payout per Participant	\$ 2,897