

GOLDEN RAIN FOUNDATION 2003 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 Broadband, Financial Services, Recreation, and Landscape	360,757
Capital	
Modified design on Library/HS power and telephone separation from the former Admin Building	20,527
Community Center deck and balcony remediation	12,239
Other savings initiated by staff on various capital projects (e.g. slurry seal, erosion control, equipment)	29,224
Other	
Achieved savings in payroll processing costs with conversion to Ceridian	242,218
Increased net revenues through TV6 advertising, central services, recreation events, Farmers settlement	103,053
Streamlined procedures for resale inspections, permits, and gate entry passes - 1/2 year	20,082
Avoided costs in Landscape through reformulated fertilizer blend and improved irrigation schedule	19,638
Savings initiated by staff in various operations (e.g. improved clubhouse scheduling)	14,500
Total financial savings accounted for	\$ 822,238
Actual Payouts - 30% of savings	\$ 246,672
Average Payout per Participant	\$ 1,942