

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
OPERATING BUDGET PLANNING REPORT
FISCAL YEAR 2021**

	PROJECTED TOTAL 2020	ORIGINAL BUDGET 2020	PROPOSED BUDGET 2021
REVENUES			
Surface Water and Groundwater Revenues	\$ 107,897,861	\$ 106,091,667	\$ 114,870,833
Interest Earned	\$ 5,393,013	\$ 5,000,000	\$ 500,000
TOTAL REVENUES	\$ 113,290,874	\$ 111,091,667	\$ 115,370,833
EXPENSES			
DEBT SERVICE EXPENSE & RESERVES	\$ 72,585,585	\$ 72,585,585	\$ 87,119,933
O&M EXPENSES:			
OPERATIONS & MAINTENANCE	\$ 17,300,578	\$ 23,581,000	\$ 23,366,000
TOTAL O&M	\$ 17,300,578	\$ 23,581,000	\$ 23,366,000
ADMINISTRATIVE EXPENSES:			
FINANCIAL SERVICES	\$ 64,500	\$ 65,000	\$ 70,000
ENGINEERING SERVICES	\$ 20,000	\$ 50,000	\$ 50,000
LEGAL SERVICES	\$ 213,521	\$ 288,500	\$ 256,500
LEGISLATIVE CONSULTANT	\$ 130,000	\$ 131,500	\$ 131,500
COMMUNICATION SERVICES	\$ 369,908	\$ 390,393	\$ 376,093
MANAGEMENT SERVICES	\$ 2,418,682	\$ 3,114,836	\$ 2,864,952
MISCELLANEOUS SERVICES	\$ 859,262	\$ 520,000	\$ 520,000
CAPITAL OUTLAY	\$ 54,804	\$ 75,000	\$ 100,000
TOTAL ADMINISTRATIVE	\$ 4,130,677	\$ 4,635,229	\$ 4,369,045
TOTAL EXPENSES	\$ 94,016,840	\$ 100,801,814	\$ 114,854,978
NET REVENUES OVER (UNDER) EXPENSES	\$ 19,274,034	\$ 10,289,853	\$ 515,856
BEGINNING FUND BALANCE	\$ 271,280,186	\$ 222,660,429	\$ 290,554,220
BUDGETED ENDING FUND BALANCE	\$ 290,554,220	\$ 232,950,282	\$ 291,070,075

NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY REVENUE SUMMARY					
TCEQ CODE NUMBER	ACCOUNT NUMBER	REVENUE ACCOUNT	PROJECTED TOTAL 2020	ORIGINAL BUDGET 2020	ESTIMATED 2021
4000	-0010	Surface Water & Groundwater Revenue	\$ 107,897,861	\$ 106,091,667	\$ 114,870,833
	-0040	Misc. Revenue	\$ -	\$ -	\$ -
5391	-0100	Interest Earned	\$ 5,393,013	\$ 5,000,000	\$ 500,000
		TOTAL	\$ 113,290,874	\$ 111,091,667	\$ 115,370,833

NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY SURFACE WATER & GROUNDWATER FEE REVENUE ESTIMATES				
	ESTIMATED PUMPAGE VOLUMES	PUMPAGE FEE per 1000 gals.	DUE DATE	ESTIMATED REVENUE
Groundwater	16,500,000,000	4.25 and 4.60	Monthly	\$ 74,937,500
Surface Water	8,000,000,000	4.70 and 5.05	Monthly	\$ 39,933,333
TOTAL	24,500,000,000			\$ 114,870,833

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
DETAIL OF BUDGET REQUEST**

FISCAL YEAR 2021

**DEBT SERVICE EXPENSE & RESERVES
ACCOUNT: 7362**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
7362	0100	P&I Expense	Series 2013 Bonds - P&I	\$ 8,050,169	\$ 8,050,169	\$ 8,045,469
			Series 2003 Capital Contributions - P&I	2,373,821	2,373,821	2,373,821
			Series 2014 Bonds - P&I	5,552,350	5,552,350	5,554,600
			Series 2005 Capital Contributions - P&I	1,000,879	1,000,879	1,000,879
			Series 2008 Bonds - P&I	-	-	-
			Series 2008 Capital Contributions	2,643,665	2,643,665	2,643,665
			TWDB 2015 SWIRFT Bonds - P&I	4,073,749	4,073,749	4,076,804
			Series 2016 Bonds - P&I	17,871,850	17,871,850	17,868,600
			TWDB 2016A SWIRFT Bonds - P&I	9,631,760	9,631,760	9,626,030
			TWDB 2017 SWIRFT Bonds - P&I	19,154,904	19,154,904	19,187,038
			TWDB 2018 SWIRFT Bonds - P&I	2,232,439	2,232,439	15,772,943
			TWDB 2019 SWIRFT Bonds - P&I (partially funded with Capitalized Interest in 2021)	-	-	970,085
			TWDB 2020 SWIRFT Bonds - P&I (funded with Capitalized Interest in 2021)	-	-	-
			Operation & Maintenance Reserve Fund (1/6 of annual O&M and Admin. Expenses - \$4,622,508 in 2021 - fully funded)	-	-	-
			Coverage Fund Requirement (25% of projected 2021 Maximum Annual Debt Service = \$29,006,509 - fully funded)	-	-	-
		TOTAL		\$ 72,585,585	\$ 72,585,585	\$ 87,119,933

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
DETAIL OF BUDGET REQUEST**

2021

**OPERATION & MAINTENANCE
ACCOUNT: 7360**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
7360	0100	Water System O&M	Operation and Maintenance Costs (includes Operator, SCADA, electric, permit fees, and City of Houston surface water, etc.)	\$ 17,300,578	\$ 23,581,000	\$ 23,366,000
		Major System Repairs	Major system repairs not covered under normal Water System O&M (funded with Improvement Fund)	\$ -	\$ -	\$ -
		TOTAL		\$ 17,300,578	\$ 23,581,000	\$ 23,366,000

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
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**FINANCIAL SERVICES
 ACCOUNT: 6359**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6359	0010	The GMS Group	Financial Advisor	\$ 20,000	\$ 20,000	\$ 20,000
	0020	Public Trust Advisors	Investment Advisor - included in interest earnings	\$ -		
	0030	McGrath & Co. McCall Gibson Swedlund Barfoot	Annual Audit & CPA services	\$ 44,500	\$ 45,000	\$ 50,000
		TOTAL		\$ 64,500	\$ 65,000	\$ 70,000

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
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FISCAL YEAR 2021

**ENGINEERING SERVICES
ACCOUNT: 6322**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6322	0010	Capital Projects Engineering	Engineering, Acquisitions and ROW (included in CIP Budget)	\$ -	\$ -	\$ -
	0020	Engineering Services	Other non capital project related services including Study to quantify water conservation savings in Authority	\$ 20,000	\$ 50,000	\$ 50,000
		TOTAL		\$ 20,000	\$ 50,000	\$ 50,000

NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
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LEGAL SERVICES
 ACCOUNT: 6320

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6320	10	General Counsel Services	Agendas, Meeting Minutes, Contracts, etc.	\$ 134,606	\$ 148,000	\$ 145,000
	20	Misc. Expenses	Postage, Copies, Deliveries, etc.	\$ 4,077	\$ 6,000	\$ 5,500
	30	Litigation Expenses				
	-01	General	Funds to pursue delinquent accounts & other	\$ -	\$ -	\$ -
	-02	Delinquent Accounts	legal issues as they arise	\$ -	\$ -	\$ -
	-03	Construction		\$ -	\$ -	\$ -
	40	Director Elections		\$ 26,769	\$ 35,000	\$ 5,000
	50	Open Records Responses		\$ 14,448	\$ 8,000	\$ 10,000
	60	Contract Matters	City of Houston and Reuse Contracts, etc.	\$ 29,039	\$ 75,000	\$ 57,000
	70	Legislation	Assisting with Legislative language and review	\$ 138	\$ 3,000	\$ 10,000
	80	Creation Issues	legislation related to NHCRWA	\$ -	\$ -	\$ -
	90	Regulations		\$ -	\$ -	\$ -
	100	Personnel Matters		\$ 3,500	\$ 3,000	\$ 2,500
	110	Defense Costs		\$ -	\$ -	\$ -
	120	Easement/ROW Acquisition		\$ 759	\$ 2,500	\$ 1,500
	130	Special Projects	Services related to special projects such as TWDB SWIFT Applications, redistricting, rate case issues, briefs, etc.	\$ 185	\$ 8,000	\$ 20,000
		TOTAL		\$ 213,521	\$ 288,500	\$ 256,500

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
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**LEGISLATIVE CONSULTANT
 ACCOUNT: 6400**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6400	0010-01	Steve Bresnen & Associates	Represent NHCRWA at Legislative sessions, monitor proposed legislation and committee meetings/activities.	\$ 130,000	\$ 130,000	\$ 130,000
	-02	Travel & Misc. Expenses	Reimbursement for travel & other expenses associated with client representation.	\$ -	\$ 1,500	\$ 1,500
		TOTAL		\$ 130,000	\$ 131,500	\$ 131,500

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
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FISCAL YEAR 2021

**COMMUNICATION SERVICES
ACCOUNT: 6510**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6510	0010	Communication Services				
	-01	Communications (Payne Communications)	Turnkey fee - includes supervision of Community Relations projects and programs; Water Conservation programs, ISD workshops, and other community forums; writing and design services; meetings; newsletters, mailings, writing assignments, creation of PowerPoints, video scripts and production, and special projects as directed by the General Manager. Includes digital adaptation of new (WATER U) and existing programs.	\$ 80,040	\$ 80,000	\$ 85,200
	-02	Internet/Website	Monthly hosting Authority website; periodic design revisions, archiving, special tech updates, expansions, new pages/sections; programming for interactive features; domain name renewals, social media management. The operating system for the OPRS server has reached "End of life" (EOL). Deprecating support for older systems and software will soon become an issue. As these third-party operating systems age, it becomes increasingly difficult to provide support and the level of functionality that is required. For the over-all health, stability, and security of OPRS, the system will need to be migrated. Migrating will take some time, and if there are unforeseen complications, some additional coding/programming may need to be written. OPRS.nhcrwa.com - pumpage reporting system server Database, and server management of OPRS, and related services Web Site Updates, ongoing maintenance, and modifications Video Editing and Production Services for community outreach, education, and social media engagement - Production of short info video segments over the course of the year to post in social media formats. Update website for both desktop and mobile use. Responsive framework, improved navigation, and updated mobile accessibility to accommodate Virtual platforms.	\$ 51,868	\$ 56,893	\$ 56,893
	-03	Professional Services (Audio/Visual, Contract)	Domain Renewal			
	-04	Professional Services (Audio/Visual, Contract)	Feature presentations (video narrator and editing), harvest video clips for social media, Virtual MUD Director workshops, stock video and photography, audio/visual equipment upgrades Secure current construction footage to update Cost of Water video and capture video clips for social media <u>Education</u> (e.g., technical writer, consulting/participation by local educator(s)) Create and video Virtual Visits of mobile teaching labs, continue digitizing Learning from our Past curriculum units <u>Graphic Design</u> - design and create new conservation billing inserts, newsletters, and other graphic services needed by NHCRA staff or consultants (Billed hourly at \$125.00) <u>Convert newsletters</u> to digital format on the website. (Billed hourly at \$125.00)	\$ 30,000	\$ 25,000	\$ 33,500
	-05	Printing	Resident Newsletter/brochures	\$ 123,000	\$ 123,000	\$ 96,500
	-06	Printing	WATERLINES, 8 pages, 4 colors, 200,000 copies COST OF WATER trifold, trifold, 4 colors, 100,000 copies WATER CONSERVATION BROCHURES,, flyers, inserts Meeting Handouts; PowerPoint handouts; Administrative Printing (business cards, letterhead, envelopes, notepads, etc.)			
		Publications Postage	Postage for mail outs (Waterlines)	\$ 40,000	\$ 40,000	\$ 40,000
		Water Conservation/ Education	Water Conservation-related meetings, support materials, display/exhibit(s), public forums/workshops Mobile Teaching Labs (2) for Schools and Community Events Maintain and update exhibits; perform trailer maintenance/repair; trailer storage Sponsor water conservation education materials and programs: maintain and facilitate use of mascot characters (Texas Water Hog, Water Drop Hero, Eagle) funding for costume wearers <u>Specialty products</u> (water conservation themed promotional items) <u>Sponsorship of Save Water Texas Coalition (Social Media)</u> <u>Create WATER U. North Campus</u> - a Learning Management System	\$ 45,000	\$ 65,500	\$ 64,000
		TOTAL		\$ 369,908	\$ 390,393	\$ 376,093

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
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FISCAL YEAR 2021

**MANAGEMENT SERVICES
ACCOUNT: 6300**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6310	0010	Director Fees	5 @ \$7200/ea - social security	\$ 27,900	\$ 33,246	\$ 33,246
			SUB-TOTAL	\$ 27,900	\$ 33,246	\$ 33,246
	0020	Salaries, Wages & Benefits				
6311	-010	Salaries	All full time positions minus taxes	\$ 1,049,380	\$ 1,426,125	\$ 1,205,250
6311	-020	Overtime		\$ -	\$ 2,500	\$ 2,500
6311	-030	Part Time	as necessary, summer intern position	\$ -	\$ 2,500	\$ 2,500
		Temp Services	temporary staff services for leaves	\$ -	\$ 2,500	\$ 2,500
6311	-040	Longevity		\$ 1,860	\$ 6,120	\$ 6,180
		Cost of Living Adjustment	0.0%	\$ -	\$ -	\$ -
6314	-060	Taxes	Full time positions	\$ 328,126	\$ 475,375	\$ 401,750
6314	-070	Social Security/457/Medicare	7.65% of all positions & directors	\$ 104,230	\$ 145,465	\$ 122,936
6312	-080	Retirement	7% or 25% of all Positions (plus annual fees)	\$ 150,554	\$ 188,905	\$ 166,490
6313	-090	Group Insurance	All full time positions (maximum listed)	\$ 203,428	\$ 210,000	\$ 250,000
6315	-100	Worker's Compensation	All full time positions	\$ 5,000	\$ 5,000	\$ 5,000
6317	-110	Unemployment Compensation		\$ 1,940	\$ 3,000	\$ 3,000
			SUB-TOTAL	\$ 1,844,518	\$ 2,467,490	\$ 2,168,106

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
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FISCAL YEAR 2021

**MANAGEMENT SERVICES
ACCOUNT: 6300**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6358	0030	Office Space				
	-010	Leases				
	-01	Office Lease	Annual lease for office space and storage room	\$ 165,977	\$ 175,000	\$ 175,000
	-02	Misc. Building Rentals	Storage facility, Town Hall meetings	\$ -	\$ -	\$ -
6351	-020	Utilities		\$ 1,544	\$ 2,000	\$ -
	-01	Telephone/Long Distance & Ans. Service	@ \$500/month	\$ 5,436	\$ 4,800	\$ 6,000
	-02	Cellular Telephone	@ \$450/month	\$ 4,508	\$ 5,100	\$ 5,400
	-03	T-1 Line/Internet & Phone Services	@ \$1100/month	\$ 11,441	\$ 12,000	\$ 13,200
	-04	Maintenance/Repairs	Unforeseen Repairs and Expenses	\$ 1,643	\$ 2,500	\$ 2,500
6340	-030	Office Supplies/Services	@ \$1400/month	\$ 13,141	\$ 16,800	\$ 16,800
6350	-040	Postage	@ \$300/month	\$ 3,192	\$ 3,600	\$ 3,600
6340	-050	Delivery Fees	@ \$300/month	\$ 3,307	\$ 3,600	\$ 3,600
6340	-060	Books/Periodicals		\$ 500	\$ 1,000	\$ 1,000
6340	-070	Software	Updates & New	\$ 15,000	\$ 25,000	\$ 25,000
			SUB-TOTAL	\$ 225,688	\$ 251,400	\$ 252,100
	0040	Services				
6353	-010	Insurance	See Schedule	\$ 135,461	\$ 137,200	\$ 175,000
6354	-030	Travel/Training	See Schedule	\$ 74,030	\$ 97,000	\$ 97,000
6370	-040	Memberships/Subscriptions	See Schedule	\$ 17,981	\$ 25,000	\$ 25,000
6357	-050	Equipment Leases	See Schedule	\$ 19,114	\$ 20,000	\$ 20,000
6340	-060	Computer Maint/Repairs	Scheduled service & assistance,			
	-10	Financial (MIP)	maint. & support agreements,	\$ 6,238	\$ 6,500	\$ 7,500
	-20	Technical	replacement parts	\$ 14,650	\$ 15,000	\$ 20,000
	-30	Administrative	Office equipment services	\$ 22,675	\$ 25,000	\$ 30,000
6340	-070	Records Management	Equipment & files inventory - includes banking services & offsite data backup	\$ 27,161	\$ 30,000	\$ 30,000
6134	-080	Security	Office security system & monitoring & Board mtgs	\$ 3,266	\$ 7,000	\$ 7,000
			SUB-TOTAL	\$ 320,576	\$ 362,700	\$ 411,500
			TOTAL	\$ 2,418,682	\$ 3,114,836	\$ 2,864,952

SCHEDULE 2021				
TCEQ CODE NUMBER	NUMBER	DESCRIPTION	EXPLANATION	BUDGET
6353	0040-010	Insurance		
	-01	Directors Liability	Annual Renewal effective 7/1/2021	\$ 15,000
	-02	Gen. Manager Bond & Public Employee	Annual Renewal effective 7/1/2021	\$ 1,500
	-03	Director Bond	Annual Renewal effective 7/1/2021	\$ 1,500
	-04	Property Insurance (Includ. Computer Equip & Elec Data Coverage)	Annual Renewal effective 7/1/2021	\$ 150,000
	-05	General Liability	Annual Renewal effective 7/1/2021	\$ 5,000
	-06	Auto	Annual Renewal effective 7/1/2021	\$ 2,000
			TOTAL	\$ 175,000

SCHEDULE 2021				
TCEQ CODE NUMBER	NUMBER	DESCRIPTION	EXPLANATION	BUDGET
6354	0040-030	Travel/Training		
	-01	Reimbursements, Travel & Other	Airfare, Hotels, Meals, etc.	\$ 30,000
	-02	TWCA Conference - Fall	Reg for 9 @ Annual Conference (5 Directors, 4 Staff)	\$ 3,550
	-03	TWCA Conference - Spring	Reg for 9 @ Annual Conference	\$ 4,050
	-04	TWCA Conference - Summer	Reg for 9 @ Annual Conference	\$ 3,400
	-05	AWBD Conference - Winter	Reg for 9 @ Annual Conference	\$ 3,400
	-06	AWBD Conference - Summer	Reg for 9 @ Annual Conference	\$ 3,400
	-07	Investment Training	Reg for 3 @ \$500 (1 Director, 2 Staff)	\$ 1,500
	-08	Mileage Reimbursements	Including Mileage, Parking, Toll Road for Directors & Staff	\$ 10,000
	-09	Misc. Seminars/Training	Continuing education, computer training & misc seminars	\$ 5,000
	-10	Training Equipment	Equipment as needed	\$ 700
	-11	Car Allowance		\$ 32,000
			TOTAL	\$ 97,000

SCHEDULE 2021				
TCEQ CODE NUMBER	NUMBER	DESCRIPTION	EXPLANATION	BUDGET
6370	0040-040	Memberships/Subscriptions		
	-01	Membership		
		Texas Water Conservation Assoc.	Annual Renewal (with Legis. News Service)	\$ 2,500
		American Water Works Association	Annual Renewal	\$ 1,000
		Assoc. of Water Board Directors	Annual Renewal	\$ 1,000
		North Houston Association	Annual Renewal	\$ 1,400
		Tomball Chamber	Annual Renewal	\$ 250
		Houston Northwest Chamber	Annual Renewal	\$ 200
		Cy-Fair Chamber	Annual Renewal	\$ 250
		Greens Bayou Corridor Coalition	Annual Renewal	\$ 1,000
		Government Treasurers Organization	Annual Renewal	\$ 100
		Government Financial Officers Assoc	Annual Renewal	\$ 100
		Other - HESS, NSPE, TSPS, etc.	Annual Renewal	\$ 3,200
	-01	Sponsorships		\$ 10,000
			SUB-TOTAL	\$ 21,000

SCHEDULE 2021						
TCEQ CODE NUMBER	NUMBER	DESCRIPTION	EXPLANATION	BUDGET		
6340	-02	Subscriptions	Annual Renewals	\$ 2,500		
			SUB-TOTAL	\$ 2,500		
	-03	Professional Licenses	License renewals	\$ 1,500		
			SUB-TOTAL	\$ 1,500		
	TOTAL			\$ 25,000		
	0040-050	Equipment Leases	Copier/printer/fax	Annual, 4 yr Lease*	\$ 16,800	
			Postage meter	Annual, 3 yr Lease*	\$ 3,200	
			TOTAL			\$ 20,000
	* Includes machine maintenance, Lease payment, and copy overage					

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
DETAIL OF BUDGET REQUEST**

FISCAL YEAR 2021

MISCELLANEOUS SERVICES

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
6321-	20	Mapping expenses	HGAC Aerial Imagery	\$ 9,250	\$ 10,000	\$ 10,000
6325-	10	Election expenses	2020 Board of Directors Election	\$ 849,012	\$ 250,000	\$ 125,000
		Redistricting expenses	Realign Voting District boundaries	\$ -	\$ -	\$ 125,000
7395-		Misc. Expenses		\$ 1,000	\$ 10,000	\$ 10,000
		Budget Reserve		\$ -	\$ 250,000	\$ 250,000
		TOTAL		\$ 859,262	\$ 520,000	\$ 520,000

**NORTH HARRIS COUNTY REGIONAL WATER AUTHORITY
DETAIL OF BUDGET REQUEST**

FISCAL YEAR 2021

**CAPITAL OUTLAY
ACCOUNT: 7306**

TCEQ CODE NUMBER	ACCOUNT NUMBER	DESCRIPTION	EXPLANATION	Projected Total 2020	Original Budget 2020	Budget 2021
7306	0010	Capital Outlay	Computer Equipment	\$ 23,225	\$ 25,000	\$ 50,000
	0020	Capital Outlay	Computer Software	\$ 24,579	\$ 25,000	\$ 25,000
	0030	Capital Outlay	Office Furniture & Equipment	\$ 7,000	\$ 25,000	\$ 25,000
		TOTAL		\$ 54,804	\$ 75,000	\$ 100,000