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Joint Committee on Finance

Paper #577

Parks and Recreation Operations (Natural Resources -- Parks)

[LFB 2023-25 Budget Summary: Page 439-440, #3 to 5 & 7]

CURRENT LAW

State parks operations are funded primarily from the parks account of the segregated (SEG) conservation fund. Account revenues derive mostly from parks motor vehicle admission fees and camping fees. Parks revenue is also derived from other charges, including trail use fees, golfing at Peninsula State Park and swimming at Blue Mounds State Park. In addition, a portion of the revenue from the sale of patron licenses is deposited in the parks account to reflect the parks-related privileges granted to patron license holders, including an annual park vehicle admission, trail pass and Heritage Hill State Park admission.

These revenues fund the operations and maintenance of 78 recreational properties open to the public, including: (a) 46 state parks (another four state parks are state-owned but operated locally by municipalities or nonprofit groups); (b) 14 state trails (another 25 trails are state-owned, but locally operated and maintained); (c) two national scenic trails; (d) eight southern forests; and (e) seven recreation areas. The operating costs for the parks system include staff costs for: (a) park managers, who supervise the daily operation of state parks; (b) park rangers, who are primarily responsible for limited enforcement and skilled maintenance activities; (c) park naturalists, who develop and present the educational programs offered at the parks; (d) visitor services staff; and (e) maintenance personnel. Operations costs also include supplies for utilities, including electricity and fuel, sewer and water, cleaning, and maintenance. Limited-term (LTE) and seasonal employees are utilized extensively in the state park system.

DISCUSSION POINTS

1. Prior to 1995, parks were funded equally from general purpose revenue (GPR) and parks account SEG. After several GPR reductions, 2015 Wisconsin Act 55 removed GPR support for parks operations. In 2014-15, GPR supported about 28% of parks operations. To offset this reduction, 2015 Act 55 raised parks admission fees, trail use fees, and camping fees.

2. Parks admissions fees are the largest source of revenue to the parks account. Parks visits have generally risen each year. As shown in Table 1, parks admissions have increased by 4.0%, on average, each year since 2011. Between 2019 and 2020, parks visits increased approximately 18.4%. While increased admissions and fees have increased the parks account revenues, it could be argued that this increase in admissions can have the deleterious effect of increasing strain on parks infrastructure. Without an increase in operations funding, DNR argues parks maintenance will decline and the quality of visitor experiences would decrease.

TABLE 1

State Park and Forest Admissions

<u>Year</u>	<u>Resident Stickers</u>	<u>Non-Resident Stickers</u>	<u>Reduced Rate Stickers*</u>	<u>Total Stickers</u>	<u>Total Visits</u>
2013	154,428	33,394	77,338	265,160	15,110,701
2014	158,070	33,671	80,905	272,646	15,133,691
2015	170,650	35,998	88,184	294,832	16,304,067
2016	183,082	35,734	91,242	310,058	17,460,007
2017	188,531	36,672	95,651	320,854	17,957,983
2018	192,290	40,280	97,964	330,534	17,062,623
2019	199,670	43,458	103,363	346,491	17,480,971
2020	286,970	105,290	100,946	493,206	20,698,941
2021	297,070	77,226	152,932	527,228	22,240,300
2022	264,145	63,166	150,379	477,690	19,637,549

* Includes senior citizen stickers.

3. Table 2 shows the estimated condition of the parks account through Committee action to date. The account is expected to have an available balance of \$21.4 million on June 30, 2023. Revenues to the parks account are expected to exceed adjusted base expenditures by over \$4 million in each year of the 2023-25 biennium.

TABLE 2**Parks Account Condition**

<u>Parks Account Condition</u>	<u>2021-22 Actual</u>	<u>2022-23 Budgeted</u>	<u>2023-24 Base Plus JFC</u>	<u>2024-25 Base Plus JFC</u>	<u>2024-25 Staff</u>
Opening Balance	\$15,218,600	\$19,957,700	\$23,712,800	\$27,612,100	
Revenue					
Parks Stickers	\$13,417,400	\$13,600,000	\$13,700,000	\$13,800,000	
Campsite Fees	11,868,500	12,000,000	12,100,000	12,200,000	
All Other Revenue	<u>5,077,200</u>	<u>5,100,000</u>	<u>5,100,000</u>	<u>5,100,000</u>	
Subtotal	\$30,363,100	\$30,700,000	\$30,900,000	\$31,100,000	
Available Balance	\$45,581,700	\$50,657,700	\$54,612,800	\$58,712,100	
Expenditures					
Parks, Recreation, and Interpretive					
Operations	\$16,642,600	\$17,160,800	\$18,243,400	\$18,243,400	111.30
Parks Development	205,700	750,000			
Department of Tourism	6,100	6,100	6,100	6,100	
Other	<u>2,900</u>	<u>-</u>			
Subtotal	\$16,857,300	\$17,916,900	\$18,249,500	\$18,249,500	
Split-Funded Appropriations					
Internal Services	\$1,883,600	\$1,944,100	\$2,018,300	\$2,018,300	11.83
External Services	307,900	278,900	296,200	296,200	2.00
Division Management	1,801,300	1,820,900	1,867,500	1,867,500	14.91
Law Enforcement and Safety	2,328,000	2,488,200	2,669,500	2,669,500	18.44
Aids in Lieu of Taxes	9,900	9,900	9,900	9,900	
Debt Service, Maintenance, Development and Assessments	798,800	1,236,000	1,822,300	1,914,700	
Reservation Fees	<u>1,637,200</u>	<u>1,250,000</u>	<u>67,500</u>	<u>67,500</u>	
Subtotal	\$8,766,700	\$9,028,000	\$8,751,200	\$8,843,600	
Total Expenditures	\$25,624,000	\$26,944,900	\$27,000,700	\$27,093,100	158.48
Closing Cash Balance	\$19,957,700	\$23,712,800	\$27,612,100	\$31,619,000	
Encumbrances and Continuing Balances	\$2,291,300	\$2,291,300	\$2,291,300	\$2,291,300	
Available Balance	\$17,666,400	\$21,421,500	\$25,320,800	\$29,327,700	

Parks Utility Funding

4. Since the enactment of the 2021-23 biennial budget, consumer prices have grown by 9.6%. Much of this inflation is driven by increases in the cost of housing, food, and utilities. Between July, 2021, and March, 2023, energy prices including electricity and piped gas have increased by 24.2%. DNR reports that electricity costs at state parks, for instance, have increased by more than \$160,000 since 2019-20, a 24% increase. Over the same time period, the cost of piped gas in state recreational properties has grown by 39%, from \$32,300, to \$45,000.

5. DNR parks and recreation operations, including the costs of utilities like gas and electric, are funded with sum-certain appropriations. Therefore, increased costs of utilities require the agency to reduce expenses on discretionary operations. DNR notes that the Department has been able to absorb these increased costs by limiting the number of seasonal LTEs hired to work in parks. Additionally, the Department has reduced office hours at lower trafficked parks, closing park offices during certain weekday hours. While this reduces office hours, it limits the amount of revenues that may be collected, since parks staff are not available to sell admissions stickers to parks visitors.

6. Since 2015, the Legislature has periodically increased parks operations funding. 2015 Act 55 provided \$180,400 annually for utilities costs at state parks, forests, and other recreational properties. 2019 Act 9 appropriated an additional \$125,000 to fund electricity costs related to newly electrified campgrounds. 2021 Act 58 provided \$60,900 for utility cost increases above base funding set by the prior biennial budget. Cumulatively, between 2015-16 and 2022-23, the Legislature has increased funding for utilities at state recreational properties by \$366,300.

7. DNR estimates that since 2015-16, utility costs have doubled, increasing from a total of \$739,000 in 2015-16 to \$1,512,500 in 2021-22. Table 3 shows utility costs by utility for each fiscal year between 2015-16 and 2021-22. DOA estimates that utility prices will continue to increase as much as \$33,300 annually in the 2023-25 biennium. Therefore, DOA and DNR estimate that state park utility costs will exceed recent utility funding appropriations by \$440,600 by 2022-23, representing the different between 2022-23 estimated costs and combined total of 2015-16 expenses plus funding increases approved since that time.

TABLE 3

Parks and Recreational Facility Utilities Expenses

<u>Fiscal Year</u>	<u>Gas</u>	<u>Electric</u>	<u>Utility Sewer and Water</u>	<u>Cellular</u>	<u>Telephone and Internet</u>	<u>Total</u>
2015-16	\$19,900	\$616,800	\$56,000	\$46,300	\$0	\$739,000
2016-17	34,300	637,700	70,000	64,000	153,500	959,500
2017-18	32,500	651,500	74,600	74,100	165,500	998,200
2018-19	47,500	705,600	101,300	94,700	135,500	1,084,600
2019-20	32,300	650,200	193,200	114,800	133,900	1,124,400
2020-21	37,700	722,000	366,800	143,600	150,500	1,420,600
2021-22	45,000	811,700	395,900	110,600	149,300	1,512,500
2022-23 (Estimated)						1,545,900

8. Assembly Bill 43/Senate Bill 70 would provide DNR with \$431,900 SEG in 2023-24 and \$440,600 SEG in 2024-25 to fund increased parks utility expenses. Given the increased cost of these expenses, the Committee could consider increasing parks base operations funding by these amounts to fund projected increases in utility costs [Alternative A1].

9. As noted above, the Legislature provided \$60,900 for utility cost increases in 2021 Act

58. This included \$22,900 for electrical costs and \$38,000 for water and sewer costs. However, no funding was provided for telephone charges, cellular service for credit card readers, or gas costs. The Committee could consider increasing the parks and recreation operations base funding by \$238,700 annually to fund telephone, cellular, and gas cost increases experienced at DNR recreational properties since 2015-16 [Alternative A2a].

10. In addition to funding the increased costs of telephone, cellular service and gas relative to 2015-16, the Committee could consider increasing increased water and electrical costs relative to 2021. As shown in Table 3, the cost of these utilities has increased by \$118,900 over that time. Assuming costs would rise by as much as \$33,300 by the end of the 2021-23 biennium, the Committee could consider providing an additional \$152,200 to fund estimated base water and electrical costs [Alternative A2b].

11. The Committee could consider increasing parks operations funding to cover only utility cost increases since 2021. Since that time, DNR reports that utility costs increased by \$91,900 in 2021-22 and would increase to \$125,200 by as of the end of the 2021-23 biennium. Therefore, the Committee could consider providing \$125,200 for parks utility costs [Alternative A3].

12. Alternatively, the Committee could take no action [Alternative A4]. DNR would continue to absorb the increased utility costs within allotted budget authority.

B. Parks Limited-Term Employees and Contract Services

13. DNR hires seasonal LTEs extensively in state parks. However, the Department has reported recruitment and retention issues in recent years. 2019 Act 9 increased the parks operations budget by \$620,800 for LTE salaries and fringe benefits. In the 2023-25 biennium, DNR has an adjusted base budget of approximately \$3,636,700 for parks, recreation and property management LTE salaries and fringe benefits.

14. In addition to LTEs, DNR contracts for services at parks and recreation facilities. Contractors are commonly used for maintenance and development projects, such as paving, ditch-digging, dam repair, and tree removal. Additionally, DNR employs contractors for routine cleaning tasks when parks staff are unavailable. In 2021-22, DNR contracted for \$4.6 million in maintenance and cleaning services in state parks and recreation facilities.

15. DNR reports that in summer, 2022, the average hourly wage of parks and recreation management LTEs was \$14.73. LTE wages vary between parks based on local labor market conditions. DNR anticipates that in summer, 2023, parks LTE wages could average up to \$20 per hour, based on labor supply and local market conditions.

16. Assembly Bill 43/Senate Bill 70 would provide \$1,095,500 annually for LTE salaries and fringe benefits in state parks and recreation areas. Of this, \$1,000,700, including \$746,800 for salaries and \$253,900 for fringe benefits would be used to increase the parks systemwide LTE budget. DNR notes that expanded funding would allow the Department to increase LTE wages to be competitive with market conditions. DNR anticipates that paying competitive wages will enable the Department to hire more parks LTEs, reducing LTE vacancies and minimizing the contract expenses.

The Committee could consider increasing the parks LTE wage allotment by \$746,800 and the fringe benefit allotment by \$253,900 annually [Alternative B1].

17. 2019 Act 9 increased the general program operations allotment for LTE wages in state parks and recreation areas by \$500,000 to \$2,815,000. Since that time, data from DNR shows that LTE wages for seasonal parks and recreation employees have increased by 11%, on average. The Committee could consider increasing the parks LTE salary allotment by 11% to reflect increased LTE wages [Alternative B2]. This would provide \$309,700 for LTE salary and \$105,300 for LTE fringe benefits, a total cost of \$415,000 SEG.

18. In addition to providing funding for LTEs across DNR parks and recreation properties, Assembly Bill 43/Senate Bill 70 would provide \$94,800 to hire additional park interpretive staff, including \$70,800 for LTE salaries and \$24,000 for LTE fringe benefits. DOA reports that the funding would be used to hire additional staff to work on parks and recreation educational programs.

19. Parks educational programming includes guided hikes, nature talks, and outdoor skills programs such as archery classes or outdoor cooking lessons. Parks interpretive programming is often led by volunteers or parks LTEs. DOA reports that there are currently two parks educator positions in the Bureau of Parks and Recreation Management. These positions lead interpretive programming, including outdoor skills and environmental education. They are located at Havenwoods State Forest, in Milwaukee and Peninsula State Park, in Door County.

20. DOA reports that the additional LTE funding would enable DNR to hire additional staff to coordinate and plan parks interpretive programming. In addition to adjusting the LTE allotment for parks and recreation operations, the Committee could consider providing \$94,800 to hire LTE parks interpretive staff [Alternative B3a].

21. Under current law, DNR may charge additional fees for special programs in state parks. These fees are deposited in a continuing appropriation from which DNR may expend all moneys received for educational and interpretive programs in state parks. In 2021-22, DNR collected \$21,700 in revenue to this appropriation and expended \$33,900. The appropriation had a continuing balance of \$81,900 on June 30, 2022. Assembly Bill 43/Senate Bill 70 would fund parks interpretive LTEs from this continuing appropriation.

22. It could be argued that hiring additional interpretive staff will allow DNR to expand interpretive programming, which will raise additional interpretive programming revenue. Between 2015-16 and 2021-22, DNR has raised between \$4,900 and \$25,600 in parks interpretive fees. Excluding 2020-21, when most parks interpretive programs were cancelled due to the COVID-19 pandemic, DNR has raised an average of \$21,400 in interpretive program revenue. Through April, 2023, DNR had raised \$42,300 in 2022-23. However, it is unclear if this level of revenue will continue in future years. It is likely that the appropriation is unable to support an additional \$94,800 in LTE wage and benefit expenditures. The Committee could consider funding parks interpretive staff from the parks and recreation general operations appropriation, rather than the interpretive fee appropriation [Alternative B3b].

23. The Committee could take no action [Alternative B4]. DNR may reallocate LTE funding

within the parks account to hire interpretive staff under current law, and DNR would not be precluded from expending interpretive program fees if additional revenues were received in future years.

C. Parks Maintenance Equipment

24. Parks staff use a variety of tools and equipment to maintain properties. These tools include lawn mowers, ATVs and UTVs, tractors and skid-steer loaders. The Department currently replaces maintenance equipment as needed and as funding allows. However, DNR does not have a formal equipment replacement plan; machines are replaced after they become unusable due to age and wear.

25. The Department inventoried maintenance equipment, listing the make and year of each maintenance vehicle, and assessing its usability. Machines were given a rating between zero and four, with zero being nonfunctional and four being new or like-new. Table 4 shows the results of the inventory for lawn mowers and ATVs and UTVs.

TABLE 4

Maintenance Equipment Inventory, by Usability Rating

Model Year	Lawn Mowers					Subtotal	ATVs and UTVs					Subtotal	Total
	0	1	2	3	4		0	1	2	3	4		
Uncertain	5	9	15	22	1	52	1	3	5	11	3	23	75
Before 1990	1					1						0	1
1990-1999	3	6	10	2		21	4	6	4	1		15	36
2000-2009	1	2	19	9	1	32	1	12	9	7		29	61
2010-2019		1	7	25	26	59	1	5	6	44	20	76	135
2020 to Present	—	—	—	—	1	1	—	—	—	4	18	22	23
Total	10	18	51	58	29	166	7	26	24	67	41	165	331

26. DNR notes that any item rated zero (nonfunctional) or one would likely need to be replaced. As shown in the table, 17 pieces of maintenance equipment are considered nonfunctional. An additional 44 are nearing obsolescence (a 1 rating). As described above, DNR does not have a formal replacement plan for maintenance equipment; obsolete and nonfunctioning items are replaced as funding allows.

27. Assembly Bill 43/Senate Bill 70 would increase base level operations funding by \$350,000 annually, including \$250,000 from the parks account and \$100,000 from the forestry account to implement a routine replacement schedule. Under current prices, DNR anticipates that this funding would replace 26 machines each year. After all items rated zero or one are replaced, DNR would routinely replace a portion of maintenance equipment inventory annually, as needed based on item usability. As shown in Table 4, 75 ATVs, UTVs, and lawn mowers have a usability rating of two. These items could deteriorate over the course of the 2023-25 biennium and may be in need of replacement within a few years.

28. As noted above, DNR does not currently have dedicated funding to replace maintenance equipment. Rather, the Department replaces items on an ad hoc basis, when funding is available. To allow the Department to replace obsolete equipment and to implement a routine maintenance equipment replacement schedule, the Committee could increase parks and forests general operations funding by \$350,000 annually [Alternative C1].

29. DNR has demonstrated that several pieces of maintenance equipment are beyond their usable lives. The Committee could provide DNR with sufficient funding to replace unusable and obsolete equipment in the 2023-25 biennium. Rather than funding the implementation of an equipment maintenance plan, the Committee could provide one-time funding in 2023-24 for one-time replacements of outdated maintenance equipment. DNR could request additional funds through a request under s. 13.10 of the statutes or in the 2025-27 biennial budget for funding to replace equipment that becomes unusable over the course of the 2023-25 biennium. Under this perspective, the Committee could provide \$700,000, including \$500,000 from the parks account and \$200,000 from the forestry account in one-time funding to replace outdated maintenance equipment [Alternative C2].

30. If the Committee takes no action [Alternative C3], DNR would likely have insufficient funding to implement a maintenance equipment replacement program. DNR would continue current practice of allocating funds from the operations base budget to replace equipment as it becomes unusable or dangerous.

D. Property-Specific Funding

31. Operational funding for parks and recreation areas is allotted to properties based on regional needs. Parks work planning, including staffing levels, LTE funding allocations, and maintenance needs, occurs on a regional basis whereby district supervisors and parks managers examine prior year expenditures, property needs, and other trends to set each property's budget and hiring strategies.

32. In recent years, the number of visitors to parks and recreational areas has grown rapidly. Although the Legislature has increasingly appropriated maintenance and development funding for parks, and has authorized a greater number of capital projects in parks and recreation areas, DNR considers a number of recreational properties that are underfunded relative to the amenities they offer and visitors they receive.

33. Assembly Bill 43/Senate Bill 70 would increase general program operations funding by \$144,500 annually for six parks properties. The bill would provide an additional \$3,800 in one-time funding to construct a welcome sign at Lizard Mound State Park, which was transferred from Washington County to DNR in April, 2022. Table 5 shows how funding is budgeted under the bill.

TABLE 5

Property-Specific Funding

	<u>LTE Salary and Benefits</u>	<u>Maintenance Equipment</u>	<u>Maintenance and Development</u>	<u>Total</u>
Lizard Mound State Park	\$7,400	\$800	\$9,300	\$17,500
Menominee River State Recreation Area	5,600		6,400	12,000
Sauk Prairie State Recreation Area	16,600	2,500	20,000	39,100
Mazomanie Bottoms State Natural Area	13,000		15,000	28,000
Brule River State Forest	8,200	2,000	7,600	17,800
Ice Age Trail	<u>15,300</u>	<u>1,300</u>	<u>13,500</u>	<u>30,100</u>
Total	\$66,100	\$6,600	\$71,800	\$144,500

34. Currently, Lizard Mound State Park has no budgeted funding. Given that the property currently lacks funding, the Committee could consider increasing the parks general operations appropriation by \$17,500 SEG annually and providing \$3,800 as one-time funding to build a welcome sign [Alternative D1].

35. DNR reports that approximately 80 properties located across the state do not currently have budgeted funding, including areas along the Ice Age Trail. DNR notes that these properties are maintained by either volunteers, or DNR, as need and opportunity arise. The Committee could provide \$30,100 annually to the parks general operations appropriation for the Ice Age Trail [Alternative D2]. DNR reports that the funding support LTE staffing and land management on the trail.

36. The proposed funding for Mazomanie Bottoms State Natural Area and Brule River State Forests would support staffing and supplies for newly developed or redeveloped facilities in each property. The funding for Brule River would support LTE wages, fringe benefits, snow removal, utilities, and maintenance at a recently constructed cabin. DNR is currently planning to redevelop Mazomanie Bottoms. As currently planned, DNR would build a canoe access area, vault toilets, a picnic area, and other low-impact recreational facilities. The Committee could provide \$45,800 annually to fund newly developed and planned facilities in state recreational properties [Alternative D3].

37. DNR currently budgets \$2,500 for the Menominee River State Recreation Area, which spans 4,766 acres on the Marinette County - Michigan border. DNR reports that this funding is insufficient to adequately staff and maintain day-use areas, campgrounds, and other facilities on the property. The Sauk Prairie State Recreation Area, which is adjacent to Devil's Lake State Park, is currently budgeted \$7,400 each year. The property is expansive, spanning approximately 3,400 acres of the former Badger Army Ammunition Plant. DNR reports that the property contains 15 miles of public roads and 12 miles of trails. Funding included in the bill would support road and trail maintenance, land management, and building maintenance. To increase funding for the Menominee

River and Sauk Prairie State Recreation Areas, the Committee could provide \$51,100 annually [Alternative D4].

38. The majority of the funding would be used to hire LTEs or contractors to perform seasonal labor on the properties. Rather than identify individual properties that should be funded, the Committee could provide \$66,100 annually for LTE salaries and fringe benefits to the parks and recreation general operations appropriation, allowing DNR to allot staff time to properties [Alternative D5].

39. The Committee could take no action [Alternative D6]. While DNR reports that the Department cannot currently adequately fund the properties, any increase in funding provided for LTE allotments, maintenance equipment replacement, or utilities as described in earlier sections could be allocated to the six listed properties.

ALTERNATIVES

A. Utility Funding

1. Provide \$431,900 SEG in 2023-24 and \$440,600 SEG in 2024-25 to fund increases in parks utility costs since 2015-16.

ALT A1	Change to Base
SEG	\$872,500

2a. Provide \$238,700 annually for telephone, cellular, and gas costs that have increased since 2015-16.

ALT A2a	Change to Base
SEG	\$477,400

2b. In addition to A2a, provide \$152,200 annually for water and electric costs that have increased since 2020-21.

ALT A2b	Change to Base
SEG	\$304,400

3. Provide \$125,200 annually to fund increases in utility costs relative to 2022.

ALT A3	Change to Base
SEG	\$250,200

4. Take no action.

B. LTE Funding

1. Provide \$1,007,000 annually for LTE salaries and fringe benefits in parks and recreational areas.

ALT B1	Change to Base
SEG	\$2,001,400

2. Provide \$415,000 annually for LTE salaries and fringe benefits in parks and recreational areas.

ALT B2	Change to Base
SEG	\$830,000

3a. Provide \$94,800 annually in the parks interpretive programming appropriation for LTE salary and fringe benefits for parks interpretive staff.

ALT B3a	Change to Base
SEG	\$189,600

3b. Provide \$94,800 annually in the parks general program operations appropriation for LTE salary and fringe benefits for parks interpretive staff.

ALT B3b	Change to Base
SEG	\$189,600

4. Take no action.

C. Parks Maintenance Equipment

1. Provide \$350,000 annually to fund the implementation of a parks maintenance equipment replacement program.

ALT C1	Change to Base
SEG	\$700,000

2. Provide \$700,000 as one-time financing to replace parks maintenance equipment that has reached the end of its usable life.

ALT C2	Change to Base
SEG	\$700,000

3. Take no action.

D. Property Specific Funding

1. Provide \$17,500 annually and \$3,800 annually for Lizard Mound State Park.

ALT D1	Change to Base
SEG	\$38,800

2. Provide \$30,100 annually for Ice Age Trail properties.

ALT D2	Change to Base
SEG	\$60,200

3. Provide \$45,800 annually for staffing and maintenance of newly developed facilities Mazomanie Bottoms State Natural Area and Brule River State Forest.

ALT D3	Change to Base
SEG	\$91,600

4. Provide \$51,500 annually to increase the budget for the Menominee River and Sauk Prairie State Recreational Areas.

ALT D4	Change to Base
SEG	\$102,200

5. Provide \$66,100 annually for LTE wages and fringe benefits.

ALT D5	Change to Base
SEG	\$132,200

6. Take no action.

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