



City of Tukwila
Quarter 1 Financial Report
January – March
2025
General Fund Overview

General Fund

| | 2025 Budget | 2025 Actual | % of Budget | \$ Diff |
|--------------|--------------------|--------------------|--------------------|----------------|
| Revenues | 76,087,350 | 17,955,453 | 23.6% | (\$1,066,384) |
| Expenditures | 74,931,244 | 18,691,567 | 24.9% | (412) |
| Net | 1,156,106 | (736,113) | | |

| | |
|------------------------------------|------------|
| 2025 Beginning Fund Balance | 24,121,326 |
| 2025 Projected Ending Fund Balance | 23,385,213 |

General Fund - Required Ending Fund Balance Calculation

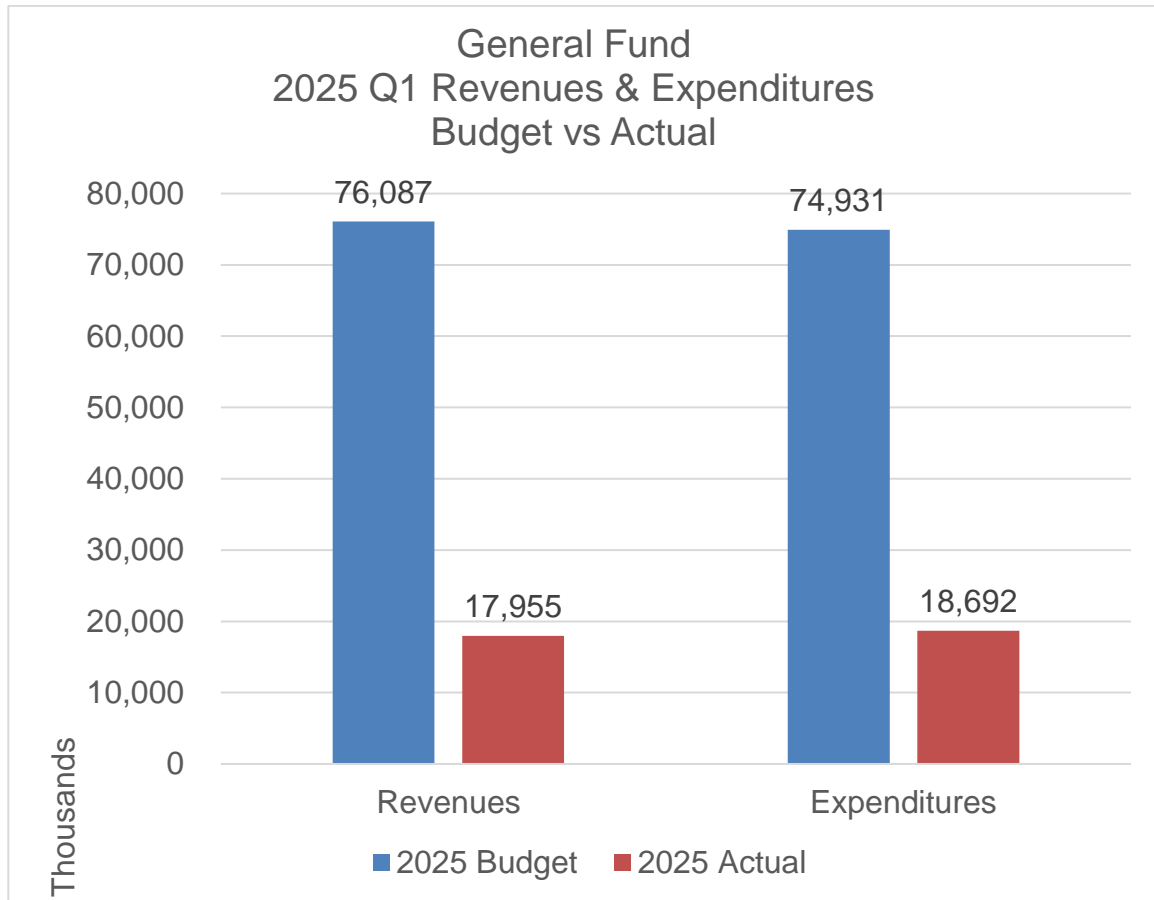
| | |
|--------------------------------|---------------------|
| 2025 Ongoing Revenues | 15,561,646 |
| 18% of Ongoing Revenues | 2,801,096 |
| 2025 GF Budgeted Unassigned FB | <u>23,385,213</u> |
| Amount Over/(Under) | \$20,584,116 |

Contingency Fund - Required Ending Fund Balance Calculation

| | |
|------------------------------|--------------------|
| 10% of 2025 Ongoing Revenues | 1,556,165 |
| Budgeted Contingency Fund | <u>7,154,961</u> |
| Amount Over/(Under) | \$5,598,796 |

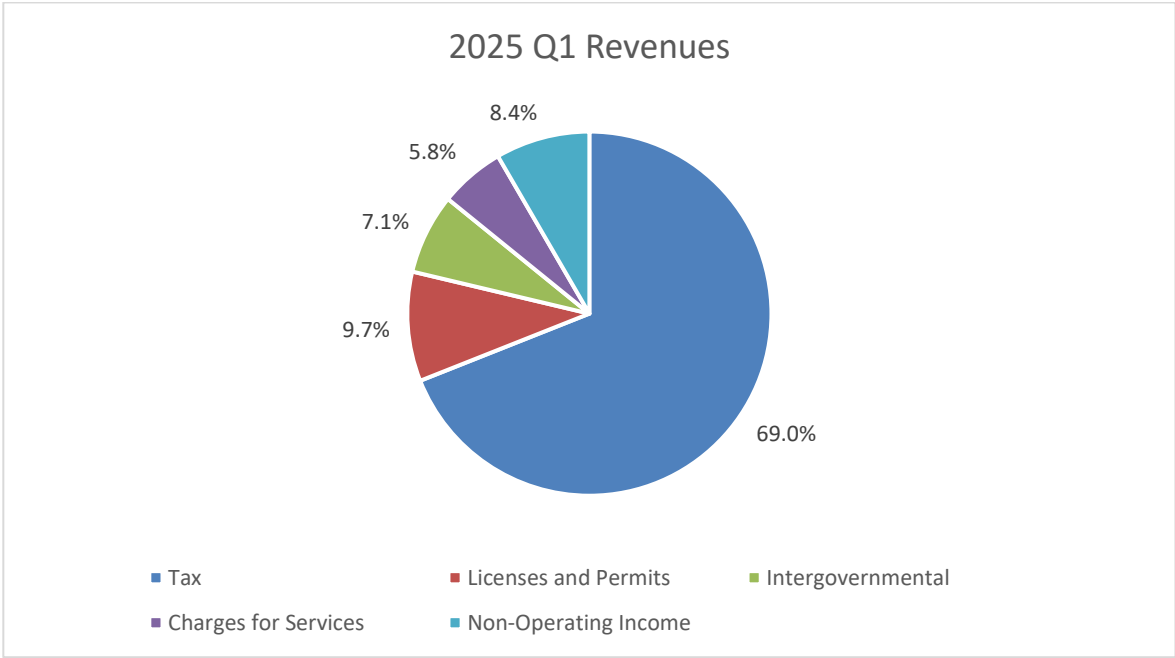
2025 Quarter 1 (Q1) Financial Overview

For Q1 2025, General Fund revenues are trailing the 2025 expectations by \$1.1 million (5.6%), due to the timing of Property Tax collections, which are received in April. Q1 expenditures are on track, trending at 0.2% under budget.



Revenue Analysis

Taxes remain the primary revenue classification, comprising 69% of Q1 revenue. The remaining 31% consists of other revenue classifications, which are relatively evenly distributed.



| Revenue Classification | Amount | % |
|------------------------|------------|--------|
| Tax | 12,386,918 | 69.0% |
| Licenses and Permits | 1,746,501 | 9.7% |
| Intergovernmental | 1,279,584 | 7.1% |
| Charges for Services | 1,038,393 | 5.8% |
| Non-Operating Income | 1,504,058 | 8.4% |
| Total | 17,955,453 | 100.0% |

Taking a closer look at taxes, Sales Tax leads the category. Property Tax is substantially collected twice a year in April and October. We will see an increase in the Property Tax received in May, after the April payments are recorded.

| Taxes | Amount | % |
|---------------------------|---------------------|-------------|
| Sales Taxes-Retail | \$6,078,625 | 54% |
| Property Tax | \$1,075,573 | 9% |
| Utility Taxes | \$1,340,344 | 12% |
| Gambling & Excise Taxes | \$421,492 | 4% |
| Interfund Utility Taxes | \$1,313,835 | 12% |
| Business & Occupation Tax | \$591,219 | 5% |
| Admission Taxes | \$273,902 | 2% |
| Use Taxes | \$246,712 | 2% |
| Total Taxes | \$11,341,701 | 100% |

General Fund Overview - Revenues by Category

Below are General Fund revenues by category. Variances from the prior quarter that are **greater than 10% AND \$250k** are further explained in the report.

Year-to-Date as of March 31, 2025

| SUMMARY BY REVENUE TYPE | BUDGET | ACTUAL | COMPARISON OF RESULTS | | | | | |
|--|-------------------|-------------------|-----------------------|-------------------|---------------------|------------|----------------------|---------------|
| | 2025 Budget | 2023 | 2024 | 2025 | YTD Budget | % | Change | |
| | | | | | vs Actuals | Received | \$ | % |
| | | | | | OVER/(UNDER) | | 2024/2025 | 2024/2025 |
| Property Tax | 11,999,227 | 677,329 | 752,544 | 1,075,573 | (1,924,234) | 9% | 323,029 | 42.9% |
| Sales Taxes-Retail | 23,447,886 | 5,642,125 | 5,700,244 | 6,078,625 | 216,653 | 26% | 378,381 | 6.6% |
| Use Taxes | 999,100 | 278,367 | 242,205 | 246,712 | (3,063) | 25% | 4,507 | 1.9% |
| Admission Taxes | 859,235 | 213,217 | 176,122 | 273,902 | 59,094 | 32% | 97,781 | 55.5% |
| Utility Taxes | 4,493,702 | 1,208,533 | 1,267,384 | 1,361,361 | 237,935 | 30% | 93,976 | 7.4% |
| Interfund Utility Taxes | 3,167,729 | 1,178,350 | 1,221,373 | 1,313,835 | 521,902 | 41% | 92,462 | 7.6% |
| Gambling & Excise Taxes | 4,609,500 | 1,306,159 | 1,060,091 | 1,317,791 | 165,416 | 29% | 257,700 | 24.3% |
| Business & Occupation Tax | 2,400,000 | 0 | 0 | 719,121 | 119,121 | 30% | 719,121 | 0.0% |
| Total Tax Revenue | 51,976,379 | 10,504,081 | 10,419,962 | 12,386,918 | (607,177) | 24% | \$1,966,956 | 18.9% |
| Business Licenses | 3,445,500 | 768,245 | 674,595 | 593,444 | (267,931) | 17% | (81,151) | -12.0% |
| Rental Housing permits | 44,700 | 36,012 | 37,110 | 47,329 | 36,154 | 106% | 10,219 | 27.5% |
| Building Permits | 1,940,500 | 540,508 | 405,062 | 758,975 | 273,850 | 39% | 353,913 | 87.4% |
| Franchise Fees | 651,372 | 123,683 | 131,962 | 346,752 | 183,909 | 53% | 214,790 | 162.8% |
| Total Licenses and Permits | 6,082,072 | 1,468,448 | 1,248,729 | 1,746,501 | 225,983 | 29% | \$497,771 | 39.9% |
| Sales Tax Mitigation Pymnts | 406,700 | 176,519 | 141,216 | 112,972 | 11,297 | 28% | (28,243) | -20.0% |
| SCL Agreement | 2,687,700 | 737,591 | 805,135 | 885,416 | 213,491 | 33% | 80,282 | 10.0% |
| Grant Revenues | 877,372 | 212,243 | 1,275,786 | 157,667 | (61,676) | 18% | (1,118,119) | -87.6% |
| State Entitlements | 690,330 | 106,053 | 154,524 | 142,161 | (30,422) | 21% | (12,363) | -8.0% |
| Intergovernmental Revenue | 0 | 6,378 | 737,381 | (18,633) | (18,633) | 0% | (756,014) | -102.5% |
| Total Intergovernmental Revenue | 4,662,102 | 1,238,784 | 3,114,041 | 1,279,584 | 114,058 | 27% | (\$1,834,458) | -58.9% |
| General Government Revenue | 9,620 | 6,797 | 2,981 | 7,562 | 5,157 | 79% | 4,582 | 153.7% |
| Security revenue | 1,139,456 | 163,730 | 279,271 | 317,223 | 32,359 | 28% | 37,952 | 13.6% |
| Transportation Revenue | 20,000 | 288 | 0 | 0 | (5,000) | 0% | 0 | 0.0% |
| Plan Check and Review Fees | 662,000 | 249,756 | 158,748 | 326,535 | 161,035 | 49% | 167,787 | 105.7% |
| Culture and Recreation Fees | 781,045 | 37,184 | 65,958 | 79,845 | (115,416) | 10% | 13,888 | 21.1% |
| Fines and Penalties | 404,505 | 87,967 | 78,791 | 250,985 | 149,859 | 62% | 172,194 | 218.5% |
| OTHER INCOME | 190,075 | 137,246 | 193,165 | 56,242 | 8,723 | 30% | (136,923) | -70.9% |
| Total Charges for Services | 3,206,701 | 682,969 | 778,913 | 1,038,393 | 78,135 | 32% | \$259,480 | 33.3% |
| TOTAL OPERATING REVENUE | 65,927,254 | 13,894,281 | 15,561,646 | 16,451,395 | (49,475,859) | 25% | \$889,750 | 5.7% |
| Indirect Cost Allocation | 3,111,694 | 705,603 | 740,886 | 777,922 | (2) | 25% | 37,036 | 5.0% |
| Investment Earnings | 470,000 | 67,107 | 66,806 | 97,706 | (19,794) | 21% | 30,900 | 46.3% |
| Rent & Concessions | 383,783 | 35,493 | 293,816 | 298,724 | 202,778 | 78% | 4,909 | 1.7% |
| Transfers In | 1,494,619 | 0 | 176,392 | 329,706 | (43,949) | 22% | 153,314 | 86.9% |
| Sale of Capital Assets | 4,700,000 | 0 | 0 | 0 | (1,175,000) | 0% | 0% | 0.0% |
| Total Non Operating Revenue | 10,160,096 | 808,203 | 1,277,899 | 1,504,058 | (1,035,966) | 15% | \$226,159 | 17.7% |
| TOTAL REVENUE | 76,087,350 | 14,702,484 | 16,839,545 | 17,955,453 | (1,066,384) | 24% | \$1,115,908 | 6.6% |

% of Year 25%

Significant Changes

Property Tax – First half payment is made in April. The increase of \$323,029 is a representation of early first ½ payments.

Gambling Tax – The Increase is due to the collection of past due gambling tax revenue.

Business & Occupation Tax – Business & Occupation Tax: The City implemented the B&O Tax on January 1, 2024. Q1 2025 revenues, remitted in April, are not reflected in this report.

Building Permits are a volatile revenue stream that is difficult to predict. At 25% of the year, the City has received 39% of the anticipated budget amount.

Grant Revenues are down compared to the prior year is primarily due to the expiration of Federal ARPA grant funding as of December 31, 2024.

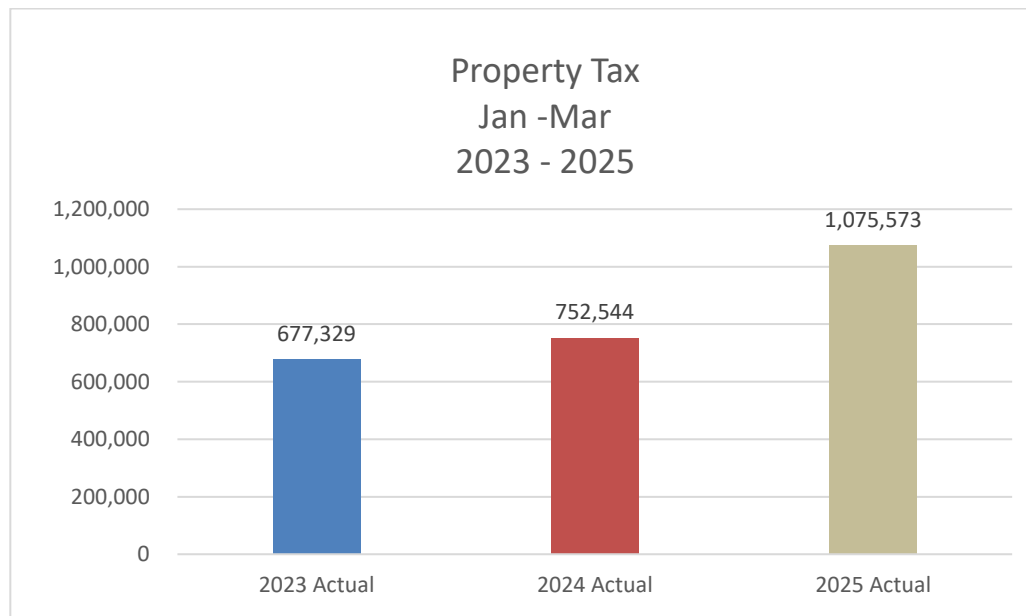
Intergovernmental Revenue reported A notable decline is due to the absence of Basic Life Services (BLS) training funding in 2025, which contributed over \$700,000 in revenue in 2024. Additionally, approximately \$22,000 in invoiced revenue was reversed.

General Fund Revenue Charts

Property Tax

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|------------------------|------------------------|------------------------|---------------------------------|---------------|
| 677,329 | 752,544 | 1,075,573 | 323,029 | 42.9% |

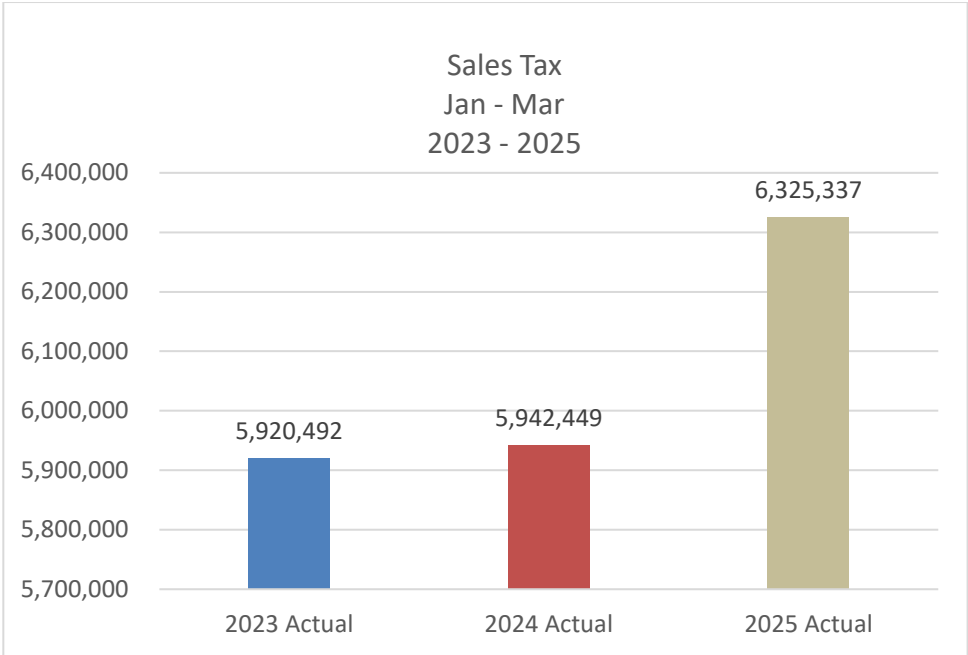
Property Tax is primarily collected twice a year. This revenue will increase in April & May once payments are recorded. Q1 reflects early payments totaling \$323,029. The 42% year-over-year increase is due to these early remittances.



Sales Tax

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|------------------------|--------------------|--------------------|---------------------------------|---------------|
| 5,920,492 | 5,942,449 | 6,325,337 | 382,888 | 6.4% |

Sales Tax leads all tax categories and has increased 6.4% compared to the same period in 2024. The growth is attributed to heightened economic activity.

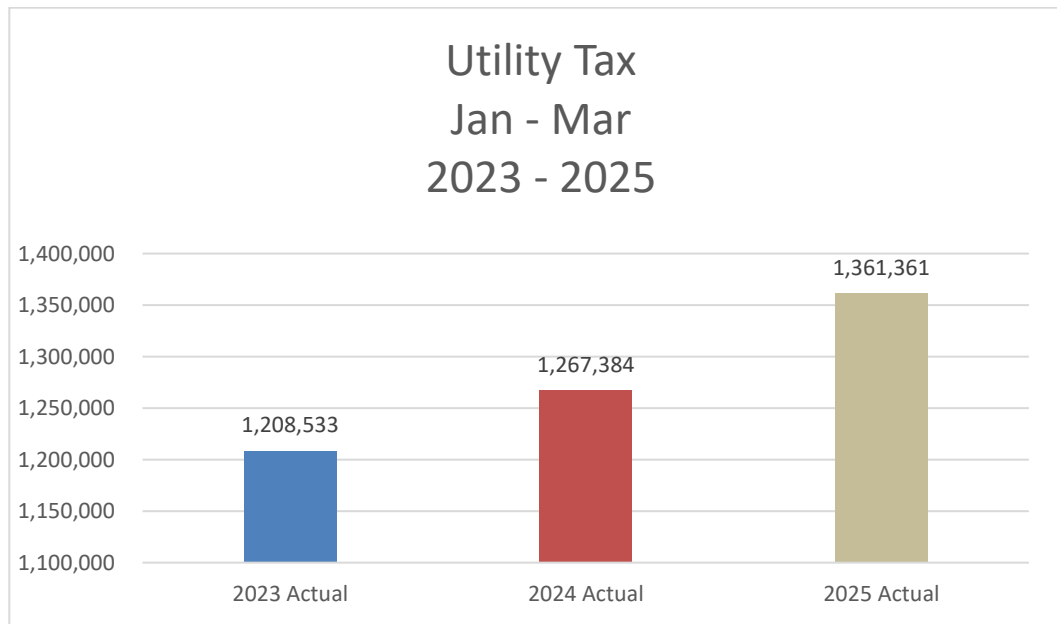


Utility Tax

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|-------------|-------------|-------------|----------------------|--------|
| 1,208,533 | 1,267,384 | 1,361,361 | 93,976 | 7.4% |

Utility Tax revenue rose by 7.4% over the prior year. Notable increases were observed in Gas, while Solid Waste reported a decrease due to an unprocessed March payment at the time of reporting.

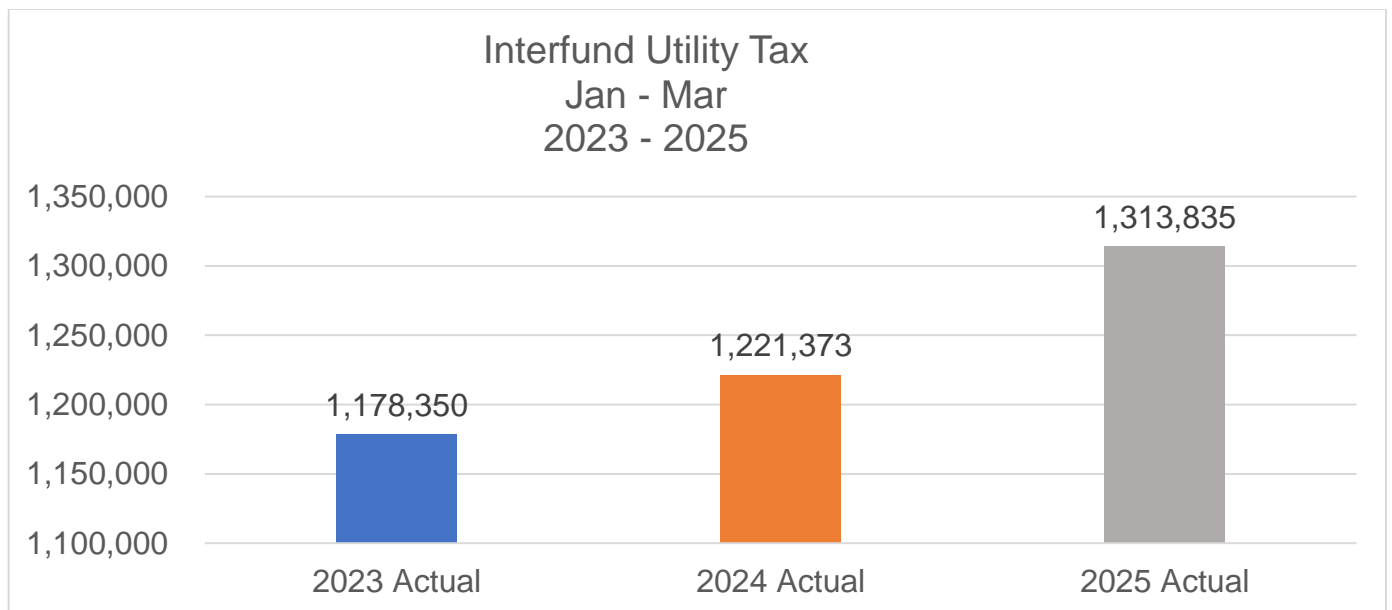
| Utility | 2023 | 2024 | 2025 | \$ Change | % Change |
|---------------------|------------------|------------------|------------------|---------------|--------------|
| Cable | \$58,211.04 | \$67,885.92 | \$62,544.56 | (5,341) | -7.9% |
| Electric | \$480,434.58 | \$518,081.02 | \$552,524.24 | 34,443 | 6.6% |
| Gas | \$288,501.03 | \$256,465.15 | \$328,508.68 | 72,044 | 28.1% |
| Telecommunications | \$193,172.03 | \$167,184.57 | \$184,202.41 | 17,018 | 10.2% |
| Solid Waste General | \$188,214.51 | \$257,767.53 | \$233,580.76 | (24,187) | -9.4% |
| Total | 1,208,533 | 1,267,384 | 1,361,361 | 93,976 | 7.41% |



Interfund Utility Tax

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|----------------|----------------|----------------|-------------------------|--------|
| 1,178,350 | 1,221,373 | 1,313,835 | 92,462 | 7.6% |

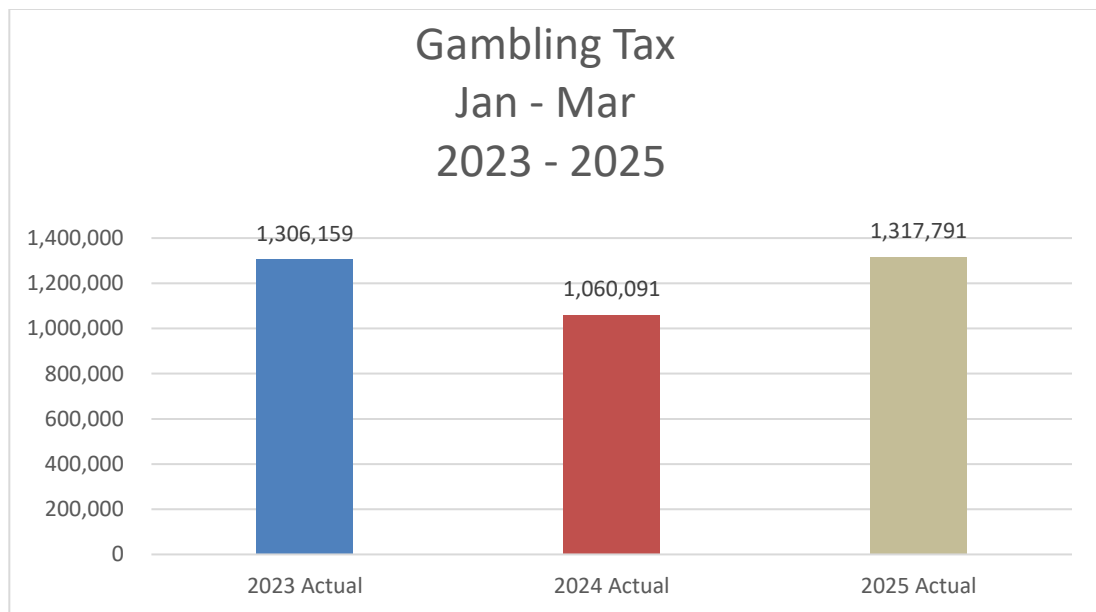
Interfund Utility Tax revenue increased by 7.6% year-over-year, reflecting a \$92,462 year-over-year rise. This tax represents the City's utility usage.



Gambling Tax

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|-------------|-------------|-------------|----------------------|--------|
| 1,306,159 | 1,060,091 | 1,317,791 | 257,700 | 24.3% |

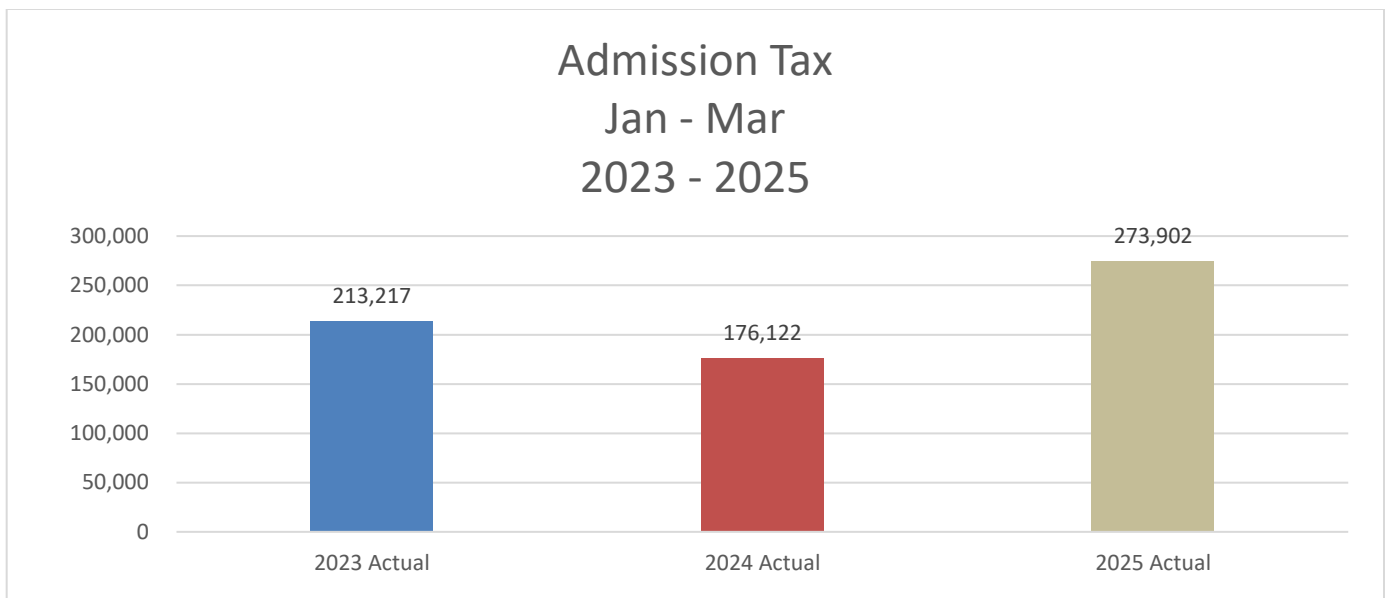
Gambling Tax increase is attributed to the collection of past due revenues.



Admission Tax

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|----------------|----------------|----------------|-------------------------|--------|
| 213,217 | 176,122 | 273,902 | 97,781 | 55.5% |

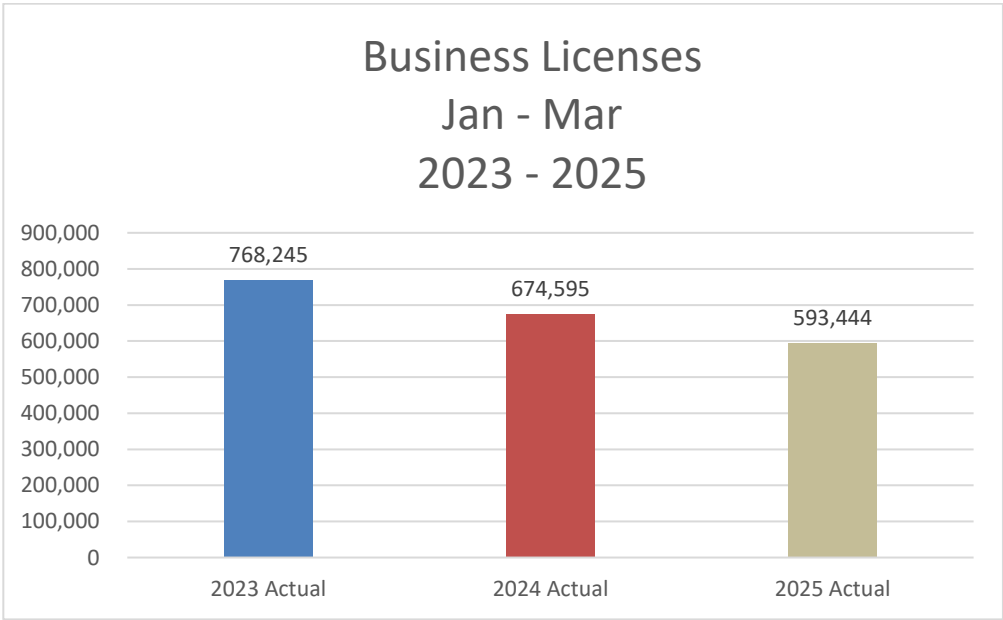
Admission Tax revenue saw a significant 56% increase compared to the prior year, exceeding budget by \$59,094, largely due to heightened economic activity.



Business Licenses

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|------------------------|------------------------|------------------------|---------------------------------|---------------|
| 768,245 | 674,595 | 593,444 | (81,151) | -12.0% |

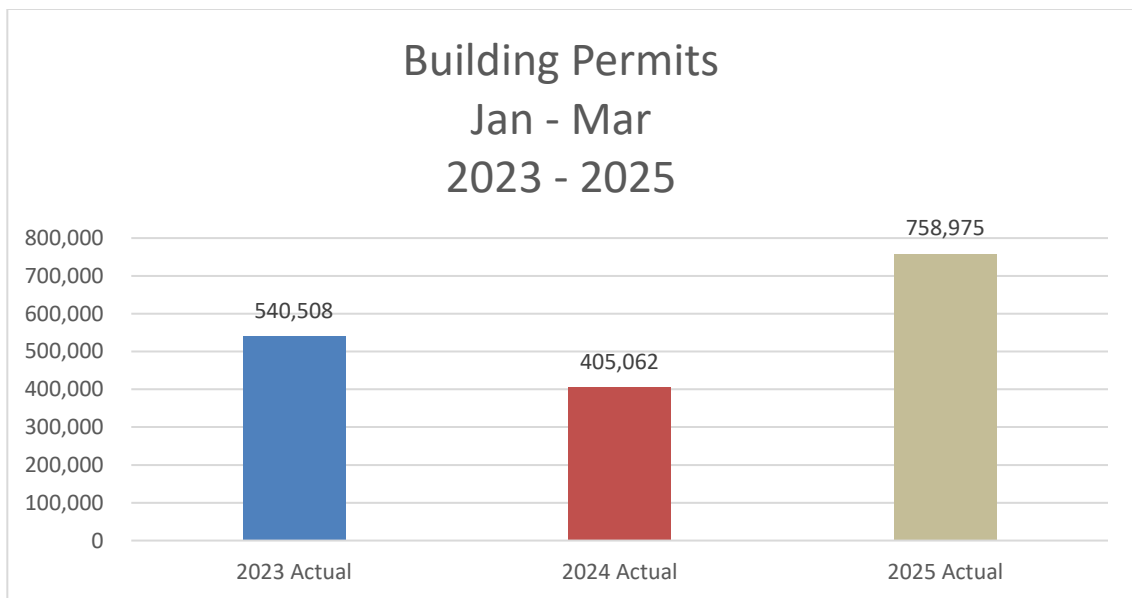
Business Licenses reported a decline in revenue and is linked to reduced employee counts reported by businesses.



Building Permits

| 2023 Actual | 2024 Actual | 2025 Actual | 2025 vs 2024 \$ Diff | % Diff |
|-------------|-------------|-------------|----------------------|--------|
| 540,508 | 405,062 | 758,975 | 353,913 | 87.4% |

Building Permits, a volatile revenue source, are challenging to forecast. At 25% into the year, the City has received 39% of the anticipated budget, representing an 87.4% increase year-over-year.



General Fund Overview – Expenditures by Department

General Fund expenditures ended the quarter 0.2% under budget. All General Fund departments are in good shape at the end of Q1.

| DEPARTMENT | BUDGET | | ACTUAL | | | Actual Year-Over-Year | | | |
|---------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------------------------|--------------|--------------------|---------------|
| | 2025 | 2025 | 2023 | 2024 | 2025 | Budget vs Actual (OVER)/UNDER | % | \$ Change | % Change |
| | Budget | YTD | | | | | Expended | | |
| | | | | | | | | 2024/2025 | |
| City Council | 400,093 | 100,023 | 96,072 | 97,391 | 93,126 | 6,897 | 23.3% | (4,264) | -4.4% |
| Mayor's Office | 9,748,218 | 2,437,054 | 1,774,748 | 1,942,520 | 2,186,489 | 250,565 | 22.4% | 243,970 | 12.6% |
| Finance Department | 4,343,230 | 1,085,808 | 1,067,540 | 1,605,401 | 1,630,839 | (545,031) | 37.5% | 25,438 | 1.6% |
| Rec Dept / Parks Maint | 6,768,451 | 1,692,113 | 1,207,525 | 1,399,744 | 1,445,419 | 246,693 | 21.4% | 45,675 | 3.3% |
| Community Dev | 5,732,921 | 1,433,230 | 1,022,598 | 1,141,190 | 1,261,467 | 171,764 | 22.0% | 120,277 | 10.5% |
| Municipal Court | 2,329,525 | 582,381 | 401,318 | 488,704 | 533,182 | 49,199 | 22.9% | 44,478 | 9.1% |
| Police Department | 28,411,330 | 7,102,833 | 5,485,672 | 6,277,623 | 7,453,580 | (350,747) | 26.2% | 1,175,957 | 18.7% |
| Fire Department | 1,398,192 | 349,548 | 4,003,969 | 4,364,426 | 214,788 | 134,760 | 15.4% | (4,149,639) | -95.1% |
| PW Dept / Street Maint | 9,738,964 | 2,434,741 | 2,666,068 | 3,031,939 | 2,111,807 | 322,934 | 21.7% | (920,131) | -30.3% |
| Subtotal | 68,870,925 | 17,217,731 | 17,725,510 | 20,348,937 | 16,930,697 | 287,034 | 24.6% | (3,418,240) | -16.8% |
| Non Departmental | 6,060,319 | 1,515,080 | 1,508,158 | 1,207,487 | 1,760,870 | 245,790 | 29.1% | 553,383 | 45.8% |
| Total Expenditures | 74,931,244 | 18,732,811 | 19,233,668 | 21,556,424 | 18,691,567 | 532,824 | 24.9% | (2,864,857) | -13.3% |
| % of Year | | | | | | | 25.0% | | |

- No departments reported exceeding their budgets in Q1 2025. The increase over budget for Finance and Police reflects annual insurance payments. If the insurance payment was annualized, both departments would be reflected as under budget.
- Police: Additional costs are associated with Fleet Dispatch Services and SCORE Jail.
- Fire: A significant decline is due to the termination of the City's contract with the RFA as of December 31, 2024.
- Street Maintenance: Reduced expenditures in anticipation of an annual payment to King County for Storm Water payment.
- Non-Departmental: Increased costs are attributed to temporary housing for asylum seekers.

General Fund Overview – Expenditures by Category

| Year-to-Date as of March 31, 2025 | | | | | | | | |
|--------------------------------------|-------------------|-------------------|-------------------|-------------------|-----------------------|--------------------|----------------|--|
| | BUDGET | ACTUAL | | | COMPARISON OF RESULTS | | | |
| | 2025 | 2023 | 2024 | 2025 | % | \$ Change | % Change | |
| | Annual | | | | Expended | 2024/2025 | 2024/2025 | |
| Salaries | 30,318,363 | 5,768,477 | 6,472,190 | 7,308,638 | 24.1% | 836,449 | 12.9% | |
| Extra Labor | 1,176,493 | 85,173 | 117,528 | 142,978 | 12.2% | 25,450 | 21.7% | |
| Overtime | 1,648,520 | 395,104 | 427,596 | 433,416 | 26.3% | 5,820 | 1.4% | |
| Holiday Pay | 323,000 | 1,935 | 11,658 | 7,350 | 2.3% | (4,308) | (37.0%) | |
| FICA | 2,570,059 | 471,530 | 530,681 | 589,658 | 22.9% | 58,976 | 11.1% | |
| Pension-LEOFF | 690,278 | 128,764 | 148,751 | 165,326 | 24.0% | 16,575 | 11.1% | |
| Pension-PERS/PSERS | 1,778,634 | 381,460 | 384,165 | 414,604 | 23.3% | 30,439 | 7.9% | |
| Industrial Insurance | 583,512 | 98,829 | 108,726 | 155,311 | 26.6% | 46,584 | 42.8% | |
| Medical & Dental | 7,184,514 | 1,342,590 | 1,480,011 | 1,611,353 | 22.4% | 131,342 | 8.9% | |
| Uniform/Clothing | 44,721 | 470 | 1,090 | 795 | 1.8% | (295) | (27.1%) | |
| Total Salaries & Benefits | 46,318,094 | 8,674,331 | 9,682,397 | 10,829,429 | 23.4% | 1,147,032 | 11.8% | |
| Supplies | 697,785 | 67,836 | 100,592 | 137,268 | 19.7% | 36,676 | 36.5% | |
| Repairs & Maint Supplies | 506,030 | 57,508 | 197,591 | 77,317 | 15.3% | (120,274) | (60.9%) | |
| Small Tools | 340,445 | 21,421 | 34,337 | 57,662 | 16.9% | 23,324 | 67.9% | |
| Technology Supplies | 86,454 | 2,764 | 18,874 | 3,973 | 4.6% | (14,900) | (78.9%) | |
| Fleet Supplies | 9,500 | 1,004 | 3,113 | 632 | 6.7% | (2,481) | (79.7%) | |
| Total Supplies | 1,640,214 | 150,533 | 354,507 | 276,853 | 16.9% | (77,655) | (21.9%) | |
| Professional Services | 9,810,795 | 6,531,930 | 7,503,563 | 3,860,056 | 39.3% | (3,643,508) | (48.6%) | |
| Communications | 584,227 | 71,665 | 115,665 | 142,622 | 24.4% | 26,957 | 23.3% | |
| Professional Development | 884,823 | 175,169 | 207,374 | 196,302 | 22.2% | (11,072) | (5.3%) | |
| Advertising | 45,416 | 1,750 | 9,754 | 2,174 | 4.8% | (7,581) | (77.7%) | |
| Rentals | 3,468,463 | 261,690 | 28,614 | 805,118 | 23.2% | 776,503 | 2,713.7% | |
| Technology Services | 1,320,046 | 355,823 | 400,141 | 568,893 | 43.1% | 168,752 | 42.2% | |
| Utilities | 2,571,089 | 1,351,216 | 1,424,436 | 245,592 | 9.6% | (1,178,844) | (82.8%) | |
| Repairs & Maint Services | 2,597,922 | 300,744 | 455,140 | 573,070 | 22.1% | 117,930 | 25.9% | |
| Miscellaneous | 826,676 | 96,361 | 64,836 | 82,940 | 10.0% | 18,105 | 27.9% | |
| Total Services | 22,109,457 | 9,146,347 | 10,209,524 | 6,476,766 | 29.3% | (3,732,758) | (36.6%) | |
| Machinery & Equipment | 200,000 | 0 | 176,392 | 920 | 0.5% | (175,472) | (99.5%) | |
| Total Capital Outlay | 200,000 | 0 | 176,392 | 920 | 0.5% | (175,472) | (99.5%) | |
| Transfers Out | 4,663,479 | 1,262,457 | 1,133,603 | 1,107,599 | 23.8% | (26,004) | (2.3%) | |
| Total Non Operating Expens | 4,663,479 | 1,262,457 | 1,133,603 | 1,107,599 | 23.8% | (26,004) | (2.3%) | |
| Total Expenditures | 74,931,244 | 19,233,668 | 21,556,424 | 18,691,567 | 24.9% | (2,864,857) | (13.3%) | |

25.0%

Salaries: Higher salary expenditures compared to the prior year are due to retroactive labor negotiation payments made in August 2024.

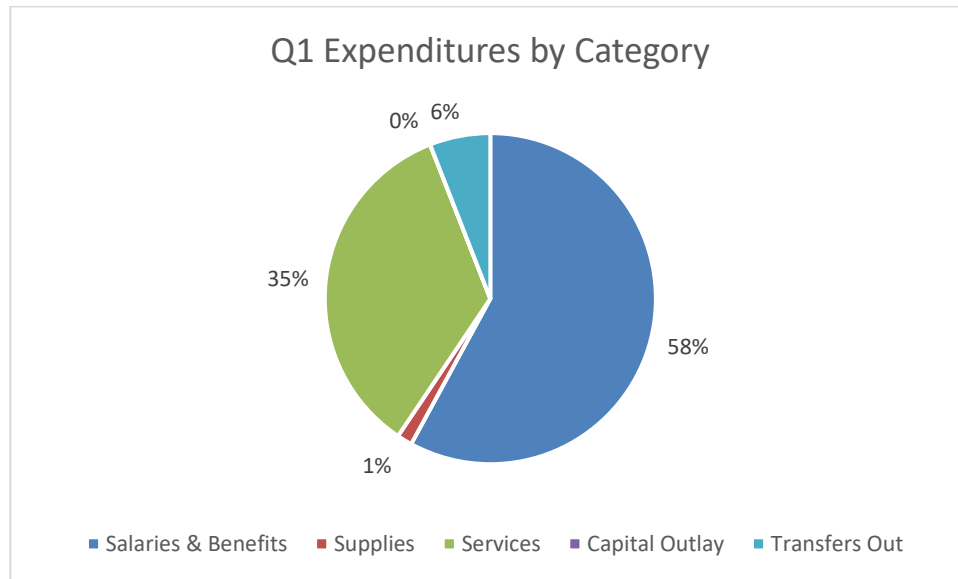
Professional Services: Lower expenditures correspond to the termination of the Fire contract as of December 31, 2024.

Rentals: Increased costs are related to fleet expenses.

Utilities do not reflect annual Surface Water payment to KC.

Q1 expenditures concluded at 24.9% of the annual budget, aligning with expectations.

General Fund Category Table and Chart



Salaries & Benefits

| | | |
|-----------------------|-------------------|---------------|
| Salaries & Benefits | 10,829,429 | 58% |
| Supplies | 276,853 | 1% |
| Services | 6,476,766 | 35% |
| Capital Outlay | 920 | 0% |
| Transfers Out | 1,107,599 | 6% |
| Total Expenses | 18,691,567 | 100.0% |

Services

| | | |
|------------------------------|------------------|---------------|
| Professional Services | 3,860,056 | 59.6% |
| Communications | 142,622 | 2.2% |
| Professional Development | 196,302 | 3.0% |
| Advertising | 2,174 | 0.0% |
| Rentals | 805,118 | 12.4% |
| Technology Services | 568,893 | 8.8% |
| Utilities | 245,592 | 3.8% |
| Repairs & Manlit Services | 573,070 | 8.8% |
| Miscellaneous | 82,940 | 1.3% |
| Total Services | 6,476,766 | 100.0% |

Professional Services

| | | |
|------------------------------------|------------------|--------------|
| Insurance-Liability | 1,432,354 | 37.1% |
| Dispatch | 495,449 | 12.8% |
| Insurance-Property | 492,575 | 12.8% |
| Contracted Services | 423,326 | 11.0% |
| Miscellaneous Prof Services | 200,559 | 5.2% |
| Jail Services | 187,389 | 4.9% |
| Consulting Services | 154,224 | 4.0% |
| Public Defense | 101,100 | 2.6% |
| Attorney Services | 86,815 | 2.2% |
| Security/Safety Svcs | 53,628 | 1.4% |
| Prosecution Services | 43,350 | 1.1% |
| V SWAT | 40,000 | 1.0% |
| Government Affairs | 30,000 | 0.8% |
| Revenue Backed Services | 21,813 | 0.6% |
| Translation & Interpretation | 21,131 | 0.5% |
| Human Services Contracts | 20,761 | 0.5% |
| Instructors | 13,299 | 0.3% |
| Special Matters (legal) | 11,914 | 0.3% |
| Inspection Services & Permits | 11,255 | 0.3% |
| Contracted Towing Services | 10,379 | 0.3% |
| ProTem Judges | 4,160 | 0.1% |
| Hearing Examiners | 1,275 | 0.0% |
| Employee screening/testing | 1,130 | 0.0% |
| Employee Assistance Prg EAP | 1,104 | 0.0% |
| Recruitment | 615 | 0.0% |
| Performers/Entertainment Svcs | 450 | 0.0% |
| Grand Total | 3,860,056 | 100% |