

BUDGET

FISCAL YEAR 2024-2025

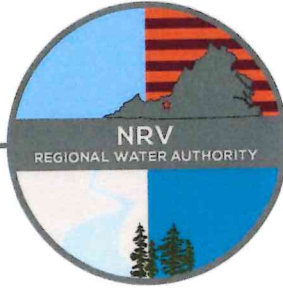


May 22, 2024

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William R. Knocke, Chairman
Marc A. Verniel, Vice-Chairman
Wayne O. Nelson, Secretary
F. Craig Meadows, Treasurer
Robert R. Broyden

Caleb M. Taylor, P.E.
Executive Director

The enclosed *Recommended FY2024-2025 Budget* for the NRV Regional Water Authority was presented and passed by the Members of the Board at the regularly scheduled Board Meeting held on May 22, 2024 at 3PM.

William R. Knocke

William R. Knocke, Chairman

5/22/24

Date

Caleb M. Taylor

Caleb M. Taylor, Executive Director

5/22/2024

Date

F. Craig Meadows

F. Craig Meadows, Treasurer

5/22/24

Date

Sharon Huff

Attest

5/22/24

Date



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Wayne O. Nelson, Secretary
F. Craig Meadows, Treasurer
Robert R. Broyden

Caleb M. Taylor, P.E.
Executive Director

May 22, 2024

FY2024-2025 Budget Letter

Dear NRV Regional Water Authority Board Members:

We are pleased to submit for your review the ***Recommended FY2024-2025 Budget*** for the period beginning July 1, 2024 through June 30, 2025. This year's budget is balanced and meets the strategic goals of the Water Authority.

The purpose of our budget is to plan necessary operating and capital expenditures for the next fiscal year to meet Water Authority Board expectations and maintain the level of service that has been provided to our customers while servicing the Water Authority's debt. Quality water service will continue to be offered at a reasonable cost. Highlights of the ***Recommended FY2024-2025 Budget*** include:

1. A water rate increase from \$4.13 to \$4.21 per 1,000 gallons (or a 2.0% increase) as adopted by the NRV Regional Water Authority Board of Directors as part of the Authority's long-range financial plan on October 27, 2021.
2. The proposed budget assumes a 0.5% increase in sales in the coming year. This is analogous to the 0.5% increase in sales as projected in the revised cash flow projection analysis dated September 17, 2021.
3. A compensation increase of 5.0% for Authority employees is included in the proposed budget.
4. VRS rate increased this year from 18.30% to 26.99% with life insurance remaining at 1.34%.
5. Health Insurance premiums increased by 8.9% for FY2024-2025.
6. Capital Improvement expenditures have been projected to be approximately \$500,000, which is the remaining portion of the WTP Modernization Project and a few small capital projects, to be paid from the reserve account.

This budget incorporates the annual operations and maintenance as well as capital improvement needs identified by engineering studies and NRVWA staff. The fiscal condition of the Water Authority remains sound as shown in the *Recommended FY2024-2025 Budget*. We look forward to the next year and continued success at the NRV Regional Water Authority.

Sincerely,

Caleb M. Taylor

Caleb M. Taylor, P.E.
Executive Director

CMT/sh

REVENUES

Water Rates

Historical water rates for the Authority’s customers are shown in Table 1.

Table 1. Water Rates 2019-2025

Fiscal Year	Water Rate	Percent Increase
2019-2020	3.70	2.5
2020-2021	3.77	1.9
2021-2022	3.96	5.0
2022-2023	4.05	2.0
2023-2024	4.13	2.0
2024-2025	4.21	2.0

As shown in Table 1, water rates have increased on average 2.57% annually. The increase is the result of increases in operations and maintenance costs due to inflation as well as the debt service obligations associated with the following:

1. 2013 Bond for Prices Fork Transmission Main (Joinder Project)
2. 2014 (refinanced 2005 bond) bond
3. 2019 Bond for Plum Creek Transmission Main (Joinder Project)
4. 2020 Water Treatment Plant Modernization/Upgrade

The NRV Regional Water Authority’s Cash Flow Projections that outline the existing and proposed water rates is provided in Appendix A.

The NRV Regional Water Authority’s proposed rate of \$4.21/1,000 gallons is a comparable rate when considering other wholesale water providers in the Commonwealth. More information on the wholesale water rates along with information on each of the Authorities is provided in Appendix A.

Water Sales

Annual water sales for the NRV Regional Water Authority from 2015-2023 are shown in Figure 1.

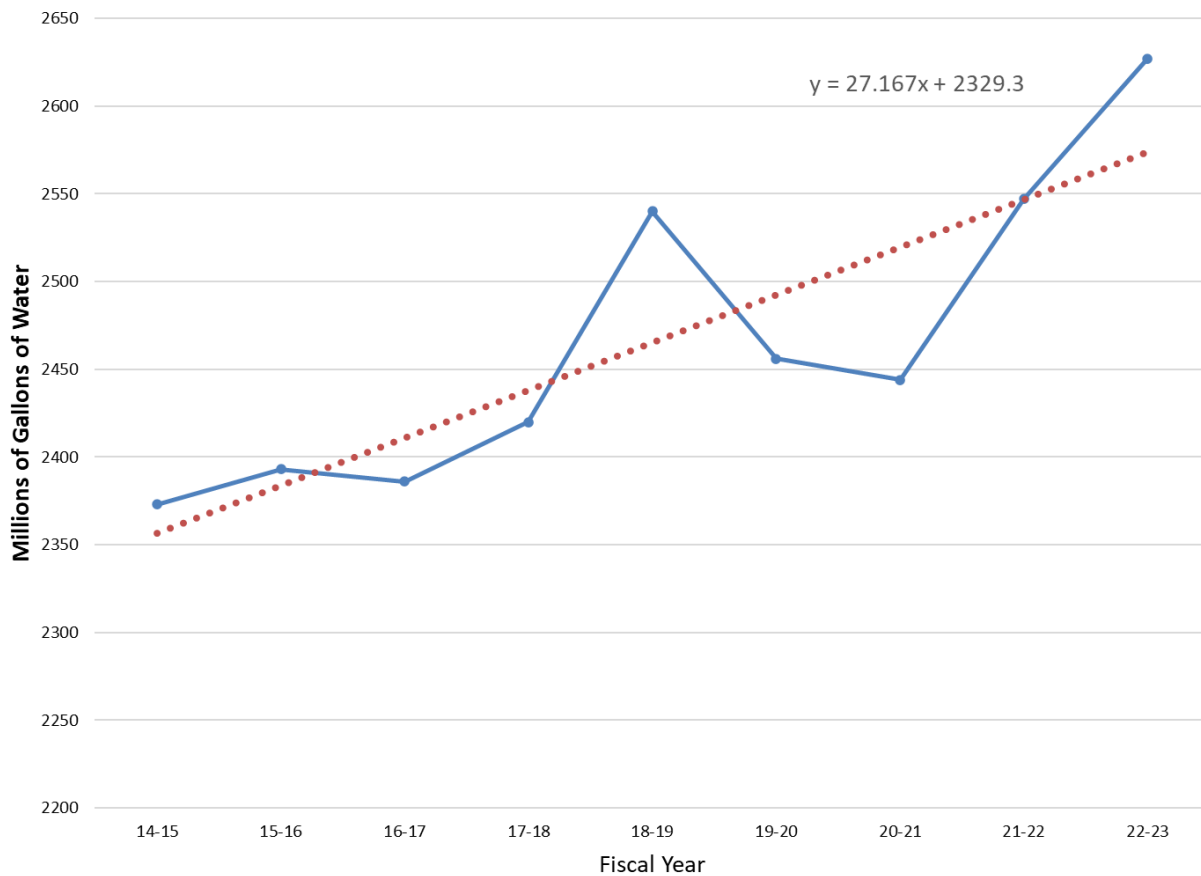


Figure 1. Annual Water Sales FY2015-2023

The annual water sales in the last eight (8) years for the Water Authority since the Joinder Study have risen during that time. In evaluating the trend for where anticipated water sales would be for FY2024-2025, many variables come into play such as weather patterns and economic growth. While weather is unpredictable for determining water sales, these historical numbers suggest that there will be little change in the annual water sales. Additionally, there is not any significant growth projected in the Water Authority’s service area within the next year.

For the Water Authority, the financial analysis assumed a one-half (0.5) percent increase in water sales for the 2024-2025 fiscal year. In evaluating the trends seen in Figure 1, a 0.5% increase in water sales was projected for 2024-2025. The global pandemic that impacted this region beginning in March of 2020 resulted in reduced water sales. However, things have changed and appeared to normalize from the perspective of the average daily volume of water consumed by the Authority’s service area. While water consumption has slowly started to rise, we do not anticipate a significant change in the upcoming year with respect to water sales. This assumption provides a conservative estimate to the projected annual water sales for the Water Authority in 2024-2025.

Average water sales by customer are shown in Figure 2.

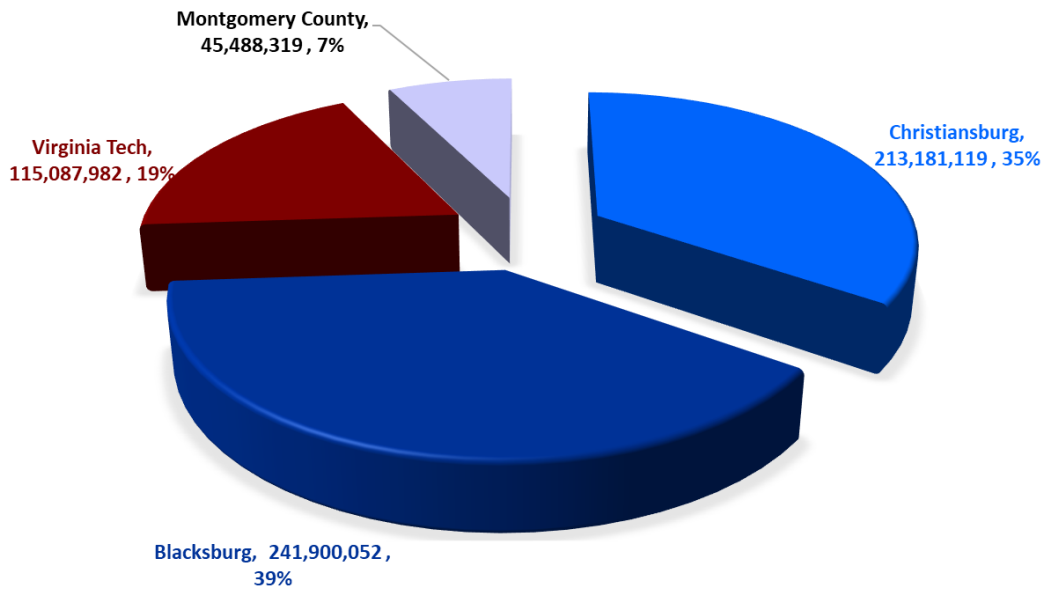


Figure 2. Average Water Sales by Customer in Million Gallons 2014-2023

Of the four customers (Blacksburg, Christiansburg, Virginia Tech and Montgomery County), approximately 74% of the water is being sold to the Towns of Blacksburg and Christiansburg while Virginia Tech and Montgomery County comprise approximately 19% and 7% of the total sales respectively. The percentages presented in Figure 2 follow historical usage.

Proposed FY2024-2025 Revenue Budget

The Recommended FY2024-2025 Revenue Budget based on the water rates and sales presented is shown in Table 2.

Table 2. FY2024-2025 Revenue Budget

REVENUE	Proposed Budget FY24-25	Current Budget FY23-24	Increase (Decrease) FY24 to FY25
VIRGINIA TECH	\$ 1,947,000	\$ 1,916,000	\$ 31,000
MONTGOMERY COUNTY	\$ 769,000	\$ 743,000	\$ 26,000
TOWN OF BLACKSBURG	\$ 4,094,000	\$ 3,984,000	\$ 110,000
TOWN OF CHRISTIANSBURG	\$ 3,608,000	\$ 3,519,000	\$ 89,000
INTEREST INCOME	\$ 30,000	\$ 60,000	\$ (30,000)
MEMBERSHIP INTEREST	\$ 47,522	\$ 47,522	-
TRANSER IN-CAPITAL CONTRIBUTION	-	-	-
MISCELLANEOUS	\$ 5,000	\$ 5,000	-
GAIN/LOSS ON SALE OF ASSETS	-	-	-
TOTAL REVENUE =	\$ 10,500,522	\$ 10,274,522	\$ 226,000

The Recommended FY2024-2025 Revenue Budget is \$10,530,522. This represents a 2.2% increase in revenue from FY2023-2024. The revenue increase is the net result of the water rate increase. The recommended revenue budget for FY2024-2025 takes a conservative but realistic approach of what the Water Authority could expect over the upcoming year.

EXPENSES

Salaries/Staffing

Salaries are the single largest operating expense for the Water Authority at 30% of the total operating budget. This is typical for most utilities that provide a similar type of service such as the Water Authority.

Electrical Service

Electrical service is the Water Authority's second largest expense in the operating budget. It comprises approximately 20% of the total operating budget.

Chemicals and Testing

Chemicals and Testing are the Water Authority's third largest expense in the operating budget at a little over 11% of the total operating budget. In the first quarter of 2024, all of the chemicals utilized by the Water Authority in the treatment of water were bid for competitive pricing. Cost increases were associated with supply and raw material price increases as well as freight and fuel to have them delivered to the site. We have seen a dramatic increase in chemical prices since the pandemic.

VRS Retirement

VRS retirement percentages for the Authority increased from 18.30% in 2023-2024 to 26.99% in 2024-2025 and 2025-2026 due to VRS's two-year audit of staffing, staff age, anticipated retirements, and risk analysis. Based on the information of the existing staff, the VRS insurance percentage remained at 1.34% through 2026.

Insurance

Insurance premiums for the Water Authority increased by approximately 8.9% in the upcoming fiscal year through our provider The Local Choice.

Proposed FY2024-2025 Expense Budget

The Recommended FY2024-2025 Expense Budget based on the anticipated operational and maintenance expenses is shown in Table 3.

Table 3. FY2024-2025 Expense Budget

EXPENSES	Proposed Budget FY24-25	Current Budget FY23-24	Increase (Decrease) FY24 to FY25	% Increase (Decrease)
ELECTRICAL SERVICES	\$ 1,400,000	\$ 1,200,000	\$ 200,000	16.7
CHEMICALS AND TESTING	\$ 780,000	\$ 600,000	\$ 180,000	30.0
LEGAL SERVICES	\$ 15,000	\$ 15,000	\$ -	0.0
SALARIES-REGULAR	\$ 2,150,000	\$ 2,030,000	\$ 120,000	5.9
SALARIES-OVERTIME	\$ 150,000	\$ 145,000	\$ 5,000	3.4
FICA	\$ 178,000	\$ 169,000	\$ 9,000	5.3
VRS RETIREMENT	\$ 603,000	\$ 349,000	\$ 254,000	72.8
GENERAL LIABILITY INSURANCE	\$ 150,000	\$ 100,000	\$ 50,000	50.0
HEALTH INSURANCE	\$ 436,000	\$ 397,000	\$ 39,000	9.8
OTHER POSTEMPLOYMENT BENEFITS	\$ 34,000	\$ 34,000	\$ -	0.0
ENGINEERING AND ARCH. SERVICES	\$ 200,000	\$ 120,000	\$ 80,000	66.7
OTHER PROFESSIONAL SERVICES	\$ 250,000	\$ 235,000	\$ 15,000	6.4
LAB SUPPLIES	\$ 55,000	\$ 55,000	\$ -	0.0
ADVERTISING	\$ 7,500	\$ 7,500	\$ -	0.0
OFFICE SUPPLIES	\$ 20,000	\$ 20,000	\$ -	0.0
POSTAGE	\$ 4,000	\$ 4,000	\$ -	0.0
JANITORIAL SUPPLIES	\$ 15,000	\$ 15,000	\$ -	0.0
DUES AND MEMBERSHIPS	\$ 25,000	\$ 22,000	\$ 3,000	13.6
WEARING APPAREL	\$ 19,000	\$ 19,000	\$ -	0.0
EXPENDABLE EQUIPMENT	\$ 22,000	\$ 20,000	\$ 2,000	10.0
MAINTENANCE OF LINES	\$ 60,000	\$ 60,000	\$ -	0.0
MAINTENANCE OF EQUIPMENT	\$ 20,000	\$ 20,000	\$ -	0.0
MAINTENANCE OF BOOSTER STATIONS	\$ 45,000	\$ 40,000	\$ 5,000	12.5
MAINTENANCE OF TANKS	\$ 35,000	\$ 35,000	\$ -	0.0
MAINTENANCE OF INSTRUMENTATION	\$ 30,000	\$ 30,000	\$ -	0.0
NON-PROFESSIONAL SERVICES	\$ 71,000	\$ 70,000	\$ 1,000	1.4
SAMPLING, TESTING, AND MONITORING METERS	\$ 20,000	\$ 20,000	\$ -	0.0
MILEAGE	\$ 1,000	\$ 1,000	\$ -	0.0
MEALS AND LODGING	\$ 8,500	\$ 8,500	\$ -	0.0
MAINTENANCE OF AUTO EQUIPMENT	\$ 42,000	\$ 42,000	\$ -	0.0
HEATING SVS-GAS, OIL, KEROSENE	\$ 18,000	\$ 15,000	\$ 3,000	20.0
COMMUNICATION SERVICES	\$ 78,000	\$ 75,000	\$ 3,000	4.0
EDUCATION/REGISTRATION	\$ 10,000	\$ 10,000	\$ -	0.0
UTILITIES	\$ 7,500	\$ 5,000	\$ 2,500	50.0
MISCELLANEOUS	\$ 20,000	\$ 20,000	\$ -	0.0
PERMITS	\$ 24,000	\$ 20,000	\$ 4,000	20.0
SOLIDS HANDLING AND DISPOSAL	\$ 68,000	\$ 65,000	\$ 3,000	4.6
MAINT. OF BLDG AND GROUNDS	\$ 45,000	\$ 35,000	\$ 10,000	28.6
DEBT SERVICE	\$ 2,648,890	\$ 2,660,630	\$ (11,740)	-0.04
OPERATIONS & MAINTENANCE TOTAL ^a =	\$ 7,126,500	\$ 6,437,000	\$ 689,500	10.7

^a Operations and Maintenance Total does not include Debt Service.

The Recommended FY2024-2025 Expense Budget is \$7,126,500. This represents a 10.7% increase in expenses from FY2023-2024. The increase in expenses is the result of inflation on the economy. The Financial Analysis projected FY2024-2025 total expenses of \$7,117,500 which is 0.1% less than the recommended expense budget of \$7,126,500. The recommended expense budget for FY2024-2025 considers the identified needs of the Water Authority operations over the upcoming year while building the necessary days of cash on hand that the Authority needs to have as recommended by its financial advisors as well as pay for the debt service obligations associated with the capital improvement plan needs of the Authority.

The difference between the Recommended Revenues and Expenses is the funds available for capital improvements. Table 4 presents the Recommended FY2024-2025 Budget summary.

Table 4. Recommended FY2024-2025 Budget Summary

	Proposed Budget FY24-25	Budget FY23-24	Increase (Decrease) FY24 to FY25
TOTAL REVENUE =	\$ 10,500,522	\$ 10,274,522	\$ 256,000
OPERATIONS & MAINTENANCE TOTAL =	\$ 7,126,500	\$ 6,437,000	\$ 934,500
180 DAYS CASH ON HAND^a =	\$ 3,514,440	\$ 3,174,420	
TOTAL AVAILABLE FOR IMPROVEMENTS ^b =	\$ 191,112	\$ 676,582	
PROPOSED IMPROVEMENTS =	\$ 500,000	\$ 12,615,000	
SURPLUS/RESERVE PAYMENT =	\$ (308,888)	\$ (11,938,418)	

^a Cash on Hand is fully funded for FY2024. Therefore, \$340,020 of revenue will be used to fund FY2025.

^b Accounts for debt service payment of \$2,648,890 and funding the balance of employee benefits for FY24-25.

The total available funds for capital improvements in FY2024-2025 is \$191,112. The total proposed capital improvements for FY2024-2025 totals approximately \$500,000. The proposed capital improvements funded through cash reserves include the remaining project balance of the WTP Modernization project.

We anticipate FY2024-2025 to be a year where major capital improvement projects come to a close. The Authority will continue to plan in the upcoming fiscal year to review and update the capital outlay using the latest information along with staff input and an overall master plan to build a solid path towards continued sustainability.

APPENDICES

APPENDIX A:
NRV REGIONAL
WATER AUTHORITY
CASH FLOW
PROJECTIONS &
WHOLESALE
WATER RATES



Memorandum

To: Caleb Taylor, PE
From: Brian Houston, PE
Date: May 10, 2024
Re: Projections for FY 2024/2025 – FY 2029/2030 and Wholesale Rates/Other Authorities

1 Purpose

The purpose of this memorandum is to provide:

- Revised revenue and expense projections for the fiscal years (FY) 2024/2025 – 2029/2030, and
- Wholesale water rates in effect for other authorities in Virginia.

2 Assumptions

The cashflow projections developed previously for FY 2023/2024 were updated using the following assumptions:

- Water sales continue to increase at 0.5% per year.
- The Employee Benefit line item will be funded from a separate account and is removed from this budget beginning in FY 2024/2025.
- The following wholesale rates are used:

Table 1: Projected Wholesale Rates (FY2025 – 2031)

FY	Adopted	Proposed				
	2024/ 2025	2025/ 2026	2026/ 2027	2027/ 2028	2028/ 2029	2029/ 2030
Rate	\$4.21	\$4.60	\$4.78	\$4.97	\$5.17	\$5.38
% increase	2.0%	9.2%	4.0%	4.0%	4.0%	4.0%

- Most small operating expenses line items increase at 4% per year.
- Debt service on the WTP upgrade is based on a construction cost of \$49.343 million. The project is funded using VDH funds and cash reserves:
 - VDH funding is \$36.928 million; 30 years; 2.5% interest, annual debt service of approximately \$1.7 million. Interest on the construction draws was paid in FY 2023/2024 and debt service starts FY 2024/2025.
 - The balance of the WTP project cost, \$12,415,000, is funded with reserves. \$10.118 million was paid in FY 2023/2023, and \$2.297 million will be paid in FY 2024/2025.
- There is no additional new debt during this 5-year period.
- During the 5-year period, the following projects are funded using cash reserves:
 - WTP Upgrade, \$2,297,000 in FY 2024/2025 (described above)



- Route 114 Pump Station Upgrade, totaling \$400,000
- An additional \$1.5 million per year beginning in FY 2024/2025 is included for additional capital projects.
- Note that the following operating expense line items increased significantly in FY 2024/2025 from what had been anticipated in the FY 2023/2024 analysis. The increases are attributed recent pricing volatility and employees becoming eligible for early retirement within the Virginia Retirement System (VRS). More moderate increases are assumed in subsequent years.
 - Electrical Services
 - Chemicals and Testing
 - VRS Retirement

3 Summary of Results

Based on the assumptions stated above, the adopted rates through FY 2024/2025, and the projected rates thereafter:

- Debt Coverage Ratio (DCR) will be below the target of 150% for FY 2024/2025.
- DCR will meet or exceed the target of 150% for FY 2025/2026 and each subsequent year.
- Days Cash on Hand exceeds the target of 180 days.
- Reserves are projected to be approximately \$6.88 million at the end of FY 2024/2025.
- The projection includes a 9.2% rate increase in FY 2025/2026 and a 4% rate increase in each subsequent year.

The DCR drops below the policy defined target of 1.5 for FY 2023/2024 and FY 2024/2025. This is a result of increases in the operating budget due to increased electrical services costs, increased chemicals and testing cost, fully funding the VRS payments for the increased number of employees who have become eligible for early retirement, and the additional debt service payments on the loan on the WTP. Transferring Employee Benefits to a separately funded account helps but does not fully restore the DCR. A rate increase of 9.2% in FY 2025/2026 followed by more modest increases of 4.0% in the following years are projected to bring the DCR back to a sustained 1.5 or above. Note that the projections indicate the subsequent annual 4.0% increases will maintain but not grow the DCR. The projections indicate a higher rate of 4.5% would result in the DCR continuing to increase during the remaining analysis period. The 6-year projection is shown in table on the following page. These results can be revisited and updated after the close of FY 2023/2024. That revised analysis can then be used to inform final proposed rate changes for FY 2025/2026 and beyond.



Table 1 – NRV Cashflow Projection – FY 2024/2025 Through FY 2029/2030

	FY2024/ 2025	FY2025/ 2026	FY2026/ 2027	FY2027/ 2028	FY2028/ 2029	FY2029/ 2030
Wholesale Rate (\$/1,000 gallons)	\$4.21	\$4.60	\$4.78	\$4.97	\$5.17	\$5.38
Revenue						
Revenue from Water Sales	\$10,418,000	\$11,431,918	\$11,938,650	\$12,475,265	\$13,042,174	\$13,639,793
Other Income	\$82,522	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522
Total Revenue	\$10,500,522	\$11,544,440	\$12,051,172	\$12,587,787	\$13,154,696	\$13,752,315
Expenses						
Operating Expenses	\$7,117,500	\$7,560,275	\$8,040,822	\$8,556,861	\$9,111,350	\$9,707,519
Existing Debt Service	\$2,648,886	\$2,650,010	\$2,655,007	\$2,654,226	\$2,641,270	\$2,624,116
Total Expenses	\$9,766,386	\$10,210,285	\$10,695,829	\$11,211,087	\$11,752,620	\$12,331,635
Net Surplus/Contribution to Capital	\$734,136	\$1,334,155	\$1,355,343	\$1,376,700	\$1,402,076	\$1,420,680
Analysis of Capital Reserve:						
Beginning Capital Reserve (estimated 7/1/19)	\$10,343,969	\$6,881,105	\$6,715,260	\$6,570,603	\$6,447,303	\$6,349,379
Additions to Reserve	\$734,136	\$1,334,155	\$1,355,343	\$1,376,700	\$1,402,076	\$1,420,680
Projects Funded with Cash/Reserves:						
Upgrade of Water Plant	\$(2,297,000)	\$-	\$-	\$-	\$-	\$-
Rt. 114 Pump Station- Design/Construction	\$(400,000)	\$-	\$-	\$-	\$-	\$-
CIP (Unallocated)	\$(1,500,000)	\$(1,500,000)	\$(1,500,000)	\$(1,500,000)	\$(1,500,000)	\$(1,500,000)
Ending Reserve	\$6,881,105	\$6,715,260	\$6,570,603	\$6,447,303	\$6,349,379	\$6,270,059
Debt Coverage:						
Total Revenue Available for Debt Service	\$3,383,022	\$3,984,165	\$4,010,350	\$4,030,926	\$4,043,346	\$4,044,797
Debt Coverage	1.28	1.50	1.51	1.52	1.53	1.54
Does Coverage = 150% or more?	No	Yes	Yes	Yes	Yes	Yes
Days Cash on Hand:						
Total Operating Expenses / 365 Days	\$19,500	\$20,713	\$22,030	\$23,443	\$24,963	\$26,596
DCOH (Ending Reserve)/(Total Operating Exp./365)	353	324	298	275	254	236
Does DCOH Exceed 180 days?	Yes	Yes	Yes	Yes	Yes	Yes



4 Wholesale Water Rates

The following table details the historic and current wholesale water rates for select wholesale water providers in Virginia.

Table 2 – Wholesale Rates (\$/1,000 gallons)

Authority – Locality	FY 2020/ 2021	FY 2021/ 2022	FY 2022/ 2023	FY 2023/ 2024	FY 2024/ 2025
NRV Regional Water Authority	\$3.77	\$3.96	\$4.05	\$4.13	\$4.21
Appomattox River WA - Chesterfield	\$1.03	\$0.99	\$0.99	\$1.07	\$1.06
Appomattox River WA - Colonial Heights	\$1.06	\$1.02	\$1.02	\$1.09	\$1.09
Appomattox River WA – Dinwiddie	\$1.48	\$1.43	\$1.42	\$1.49	\$1.49
Appomattox River WA - Petersburg	\$1.03	\$0.99	\$0.99	\$1.06	\$1.06
Appomattox River WA - Prince George	\$1.38	\$1.34	\$1.33	\$1.39	\$1.38
Maury SA - City of Lexington	\$3.70	\$4.00	\$4.25	\$4.60	\$4.98
Maury SA - Rockbridge PSA	\$3.70	\$4.00	\$4.25	\$4.60	\$4.98
Rivanna W&SA - Albemarle Co. SA ¹	\$4.41	\$5.04	\$5.63	\$6.69	\$8.07
Rivanna W&SA – Charlottesville ¹	\$3.44	\$3.74	\$4.67	\$5.27	\$6.12
Roanoke River Service Authority	\$3.77	\$3.98	\$4.38	\$4.38	\$4.38

Notes:

1. In July 2015, the Authority changed the way debt service is charged to its two customers (City of Charlottesville and Albemarle County Service Authority). After July 1, 2015, the debt service is no longer charged as a rate per 1,000 gallons; instead, the debt service is billed as a “lump sum” on a monthly basis. The rates shown in the table are the **estimated** cost per thousand gallons when the operating charge (per 1,000 gallons) projected for fiscal year and the approximate debt service charge (per 1,000 gallons) are added together.

**APPENDIX B:
FY2024-2025
PAY SCALE**

Grade	Position	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
8	Chief WTP Operator	Annual	\$82,742.40	\$84,801.60	\$86,923.20	\$89,086.40	\$91,312.00	\$93,600.00	\$95,950.40	\$98,342.40	\$100,796.80	\$103,313.60	\$105,892.80	\$108,534.40	\$111,238.40	\$114,025.60	\$116,875.20	\$119,787.20	\$122,782.40	\$125,860.80	\$129,001.60	\$132,225.60	\$135,532.80	\$138,923.20	\$142,396.80	\$145,953.60	
		Monthly	\$6,895.20	\$7,066.80	\$7,243.60	\$7,423.87	\$7,609.33	\$7,800.00	\$7,995.87	\$8,195.20	\$8,399.73	\$8,609.47	\$8,824.40	\$9,044.53	\$9,269.87	\$9,502.13	\$9,739.60	\$9,982.27	\$10,231.87	\$10,488.40	\$10,750.13	\$11,018.80	\$11,294.40	\$11,576.93	\$11,866.40	\$12,162.80	
		Bi-Weekly	\$3,182.40	\$3,261.60	\$3,343.20	\$3,426.40	\$3,512.00	\$3,600.00	\$3,690.40	\$3,782.40	\$3,876.80	\$3,973.60	\$4,072.80	\$4,174.40	\$4,278.40	\$4,385.60	\$4,495.20	\$4,607.20	\$4,722.40	\$4,840.80	\$4,961.60	\$5,085.60	\$5,212.80	\$5,343.20	\$5,476.80	\$5,613.60	
		Weekly	\$1,591.20	\$1,630.80	\$1,671.60	\$1,713.20	\$1,756.00	\$1,800.00	\$1,845.20	\$1,891.20	\$1,938.40	\$1,986.80	\$2,036.40	\$2,087.20	\$2,139.20	\$2,192.80	\$2,247.60	\$2,303.60	\$2,361.20	\$2,420.40	\$2,480.80	\$2,542.80	\$2,606.40	\$2,671.60	\$2,738.40	\$2,806.80	
		Hourly	\$39.78	\$40.77	\$41.79	\$42.83	\$43.90	\$45.00	\$46.13	\$47.28	\$48.46	\$49.67	\$50.91	\$52.18	\$53.48	\$54.82	\$56.19	\$57.59	\$59.03	\$60.51	\$62.02	\$63.57	\$65.16	\$66.79	\$68.46	\$70.17	
7	Utility Mechanic Supervisor	Annual	\$78,707.20	\$80,683.20	\$82,700.80	\$84,760.00	\$86,881.60	\$89,044.80	\$91,270.40	\$93,558.40	\$95,888.00	\$98,280.00	\$100,734.40	\$103,251.20	\$105,830.40	\$108,472.00	\$111,176.00	\$113,963.20	\$116,812.80	\$119,724.80	\$122,720.00	\$125,798.40	\$128,939.20	\$132,163.20	\$135,470.40	\$138,860.80	
		Monthly	\$6,558.93	\$6,723.60	\$6,891.73	\$7,063.33	\$7,240.13	\$7,420.40	\$7,605.87	\$7,796.53	\$7,990.67	\$8,190.00	\$8,394.53	\$8,604.27	\$8,819.20	\$9,039.33	\$9,264.67	\$9,496.93	\$9,734.40	\$9,977.07	\$10,226.67	\$10,483.20	\$10,744.93	\$11,013.60	\$11,289.20	\$11,571.73	
		Bi-Weekly	\$3,027.20	\$3,103.20	\$3,180.80	\$3,260.00	\$3,341.60	\$3,424.80	\$3,509.40	\$3,598.00	\$3,688.00	\$3,780.00	\$3,874.40	\$3,971.20	\$4,070.40	\$4,172.00	\$4,276.00	\$4,383.20	\$4,492.80	\$4,604.80	\$4,720.00	\$4,838.40	\$4,959.20	\$5,083.20	\$5,210.40	\$5,340.80	
		Weekly	\$1,513.60	\$1,551.60	\$1,590.40	\$1,630.00	\$1,670.80	\$1,712.40	\$1,755.20	\$1,799.20	\$1,844.00	\$1,890.00	\$1,937.20	\$1,985.60	\$2,035.20	\$2,086.00	\$2,138.00	\$2,191.60	\$2,246.40	\$2,302.40	\$2,360.00	\$2,419.20	\$2,479.60	\$2,541.60	\$2,605.20	\$2,670.40	
		Hourly	\$37.84	\$38.79	\$39.76	\$40.75	\$41.77	\$42.81	\$43.88	\$44.98	\$46.10	\$47.25	\$48.43	\$49.64	\$50.88	\$52.15	\$53.45	\$54.79	\$56.16	\$57.56	\$59.00	\$60.48	\$61.99	\$63.54	\$65.13	\$66.76	
6	Laboratory Manager	Annual	\$74,984.00	\$76,856.00	\$78,769.60	\$80,745.60	\$82,763.20	\$84,822.40	\$86,944.00	\$89,128.00	\$91,353.60	\$93,641.60	\$95,992.00	\$98,384.00	\$100,838.40	\$103,355.20	\$105,934.40	\$108,576.00	\$111,300.80	\$114,088.00	\$116,937.60	\$119,870.40	\$122,865.60	\$125,944.00	\$129,084.80	\$132,308.80	
		Monthly	\$6,248.67	\$6,404.67	\$6,564.13	\$6,728.80	\$6,896.93	\$7,068.53	\$7,245.33	\$7,427.33	\$7,612.80	\$7,803.47	\$7,999.33	\$8,198.67	\$8,403.20	\$8,612.93	\$8,827.87	\$9,048.00	\$9,275.07	\$9,507.33	\$9,744.80	\$9,989.20	\$10,238.80	\$10,495.33	\$10,757.07	\$11,025.73	
		Bi-Weekly	\$2,884.00	\$2,956.00	\$3,029.60	\$3,105.60	\$3,183.20	\$3,262.40	\$3,344.00	\$3,428.00	\$3,513.60	\$3,601.60	\$3,692.00	\$3,784.00	\$3,878.40	\$3,975.20	\$4,074.40	\$4,176.00	\$4,280.80	\$4,388.00	\$4,497.60	\$4,610.40	\$4,725.60	\$4,844.00	\$4,964.80	\$5,088.80	
		Weekly	\$1,442.00	\$1,478.00	\$1,514.80	\$1,552.80	\$1,591.60	\$1,631.20	\$1,672.00	\$1,714.00	\$1,756.80	\$1,800.80	\$1,846.00	\$1,892.00	\$1,939.20	\$1,987.60	\$2,037.20	\$2,088.00	\$2,140.40	\$2,194.00	\$2,248.80	\$2,305.20	\$2,362.80	\$2,422.00	\$2,482.40	\$2,544.40	
		Hourly	\$36.05	\$36.95	\$37.87	\$38.82	\$39.79	\$40.78	\$41.80	\$42.85	\$43.92	\$45.02	\$46.15	\$47.30	\$48.48	\$49.69	\$50.93	\$52.20	\$53.51	\$54.85	\$56.22	\$57.63	\$59.07	\$60.55	\$62.06	\$63.61	
5	Senior WTP Operator	Annual	\$64,646.40	\$66,268.80	\$67,932.80	\$69,638.40	\$71,385.60	\$73,174.40	\$75,004.80	\$76,876.80	\$78,790.40	\$80,766.40	\$82,784.00	\$84,864.00	\$86,985.60	\$89,169.60	\$91,395.20	\$93,683.20	\$96,033.60	\$98,425.60	\$100,880.00	\$103,396.80	\$105,976.00	\$108,617.60	\$111,342.40	\$114,129.60	
		Monthly	\$5,387.20	\$5,522.40	\$5,661.07	\$5,803.20	\$5,948.80	\$6,097.87	\$6,250.40	\$6,406.40	\$6,565.87	\$6,730.53	\$6,898.67	\$7,072.00	\$7,248.80	\$7,430.80	\$7,616.27	\$7,806.93	\$8,002.80	\$8,202.13	\$8,406.67	\$8,616.40	\$8,831.33	\$9,051.47	\$9,278.53	\$9,510.80	
		Bi-Weekly	\$2,486.40	\$2,548.80	\$2,612.80	\$2,678.40	\$2,745.60	\$2,814.40	\$2,884.80	\$2,956.80	\$3,030.40	\$3,106.40	\$3,184.00	\$3,264.00	\$3,345.60	\$3,429.60	\$3,515.20	\$3,603.20	\$3,693.60	\$3,785.60	\$3,880.00	\$3,976.80	\$4,076.00	\$4,177.60	\$4,282.40	\$4,389.60	
		Weekly	\$1,243.20	\$1,274.40	\$1,306.40	\$1,339.20	\$1,372.80	\$1,407.20	\$1,442.40	\$1,478.40	\$1,515.20	\$1,553.20	\$1,592.00	\$1,632.00	\$1,672.80	\$1,714.80	\$1,757.60	\$1,801.60	\$1,846.80	\$1,892.80	\$1,940.00	\$1,988.40	\$2,038.00	\$2,088.80	\$2,141.20	\$2,194.80	
		Hourly	\$31.08	\$31.86	\$32.66	\$33.48	\$34.32	\$35.18	\$36.06	\$36.96	\$37.88	\$38.83	\$39.80	\$40.80	\$41.82	\$42.87	\$43.94	\$45.04	\$46.17	\$47.32	\$48.50	\$49.71	\$50.95	\$52.22	\$53.53	\$54.87	
4	WTP Operator Class I	Annual	\$58,531.20	\$59,987.20	\$61,484.80	\$63,024.00	\$64,604.80	\$66,227.20	\$67,891.20	\$69,596.80	\$71,344.00	\$73,132.80	\$74,963.20	\$76,835.20	\$78,748.80	\$80,724.80	\$82,742.40	\$84,801.60	\$86,923.20	\$89,086.40	\$91,312.00	\$93,600.00	\$95,950.40	\$98,342.40	\$100,796.80	\$103,313.60	
		Utility Mechanic I	Monthly	\$4,877.60	\$4,998.93	\$5,123.73	\$5,252.00	\$5,383.73	\$5,518.93	\$5,657.60	\$5,799.73	\$5,945.33	\$6,094.40	\$6,246.93	\$6,402.93	\$6,562.40	\$6,727.07	\$6,895.20	\$7,066.80	\$7,243.60	\$7,423.87	\$7,609.33	\$7,800.00	\$7,995.87	\$8,195.20	\$8,399.73	\$8,609.47
		Executive Assistant	Bi-Weekly	\$2,251.20	\$2,307.20	\$2,364.80	\$2,424.00	\$2,484.80	\$2,547.20	\$2,611.20	\$2,676.80	\$2,744.00	\$2,812.80	\$2,883.20	\$2,955.20	\$3,028.80	\$3,104.80	\$3,182.40	\$3,261.60	\$3,343.20	\$3,426.40	\$3,512.00	\$3,600.00	\$3,690.40	\$3,782.40	\$3,876.80	\$3,973.60
		Weekly	\$1,125.60	\$1,153.60	\$1,182.40	\$1,212.00	\$1,242.40	\$1,273.60	\$1,305.60	\$1,338.40	\$1,372.00	\$1,406.40	\$1,441.60	\$1,477.60	\$1,514.40	\$1,552.40	\$1,591.20	\$1,630.80	\$1,671.60	\$1,713.20	\$1,756.00	\$1,800.00	\$1,845.20	\$1,891.20	\$1,938.40	\$1,986.80	
		Hourly	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.84	\$32.64	\$33.46	\$34.30	\$35.16	\$36.04	\$36.94	\$37.86	\$38.81	\$39.78	\$40.77	\$41.79	\$42.83	\$43.90	\$45.00	\$46.13	\$47.28	\$48.46	\$49.67	
3	WTP Operator Class II	Annual	\$53,019.20	\$54,350.40	\$55,702.40	\$57,096.00	\$58,531.20	\$59,987.20	\$61,484.80	\$63,024.00	\$64,604.80	\$66,227.20	\$67,891.20	\$69,596.80	\$71,344.00	\$73,132.80	\$74,963.20	\$76,835.20	\$78,748.80	\$80,724.80	\$82,742.40	\$84,801.60	\$86,923.20	\$89,086.40	\$91,312.00	\$93,600.00	
		Utility Mechanic II	Monthly	\$4,418.27	\$4,529.20	\$4,641.87	\$4,758.00	\$4,877.60	\$4,998.93	\$5,123.73	\$5,252.00	\$5,383.73	\$5,518.93	\$5,657.60	\$5,799.73	\$5,945.33	\$6,094.40	\$6,246.93	\$6,402.93	\$6,562.40	\$6,727.07	\$6,895.20	\$7,066.80	\$7,243.60	\$7,423.87	\$7,609.33	\$7,800.00
		Bi-Weekly	\$2,039.20	\$2,090.40	\$2,142.40	\$2,196.00	\$2,251.20	\$2,307.20	\$2,364.80	\$2,424.00	\$2,484.80	\$2,547.20	\$2,611.20	\$2,676.80	\$2,744.00	\$2,812.80	\$2,883.20	\$2,955.20	\$3,028.80	\$3,104.80	\$3,182.40	\$3,261.60	\$3,343.20	\$3,426.40	\$3,512.00	\$3,600.00	
		Weekly	\$1,019.60	\$1,045.20	\$1,071.20	\$1,098.00	\$1,125.60	\$1,153.60	\$1,182.40	\$1,212.00	\$1,242.40	\$1,273.60	\$1,305.60	\$1,338.40	\$1,372.00	\$1,406.40	\$1,441.60	\$1,477.60	\$1,514.40	\$1,552.40	\$1,591.20	\$1,630.80	\$1,671.60	\$1,713.20	\$1,756.00	\$1,800.00	
		Hourly	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.84	\$32.64	\$33.46	\$34.30	\$35.16	\$36.04	\$36.94	\$37.86	\$38.81	\$39.78	\$40.77	\$41.79	\$42.83	\$43.90	\$45.00	
2	WTP Operator Class III	Annual	\$48,068.80	\$49,275.20	\$50,502.40	\$51,771.20	\$53,060.80	\$54,392.00	\$55,744.00	\$57,137.60	\$58,572.80	\$60,028.80	\$61,526.40	\$63,065.60	\$64,646.40	\$66,268.80	\$67,932.80	\$69,638.40	\$71,385.60	\$73,174.40	\$75,004.80	\$76,876.80	\$78,790.40	\$80,766.40	\$82,784.00	\$84,864.00	
		Monthly	\$4,005.73	\$4,106.27	\$4,208.53	\$4,314.27	\$4,421.73	\$4,532.67	\$4,645.33	\$4,761.47	\$4,881.07	\$5,002.40	\$5,127.20	\$5,255.47	\$5,387.20	\$5,522.40	\$5,661.07	\$5,803.20	\$5,948.80	\$6,097.87	\$6,250.40	\$6,406.40	\$6,565.87	\$6,730.53	\$6,898.67	\$7,072.00	
		Bi-Weekly	\$1,848.80	\$1,895.20	\$1,942.40	\$1,991.20	\$2,040.80	\$2,092.00	\$2,144.00	\$2,197.60	\$2,252.80	\$2,308.80	\$2,366.40	\$2,425.60	\$2,486.40	\$2,548.80	\$2,612.80	\$2,678.40	\$2,745.60	\$2,814.40	\$2,884.80	\$2,956.80	\$3,030.40	\$3,106.40	\$3,184.00	\$3,264.00	
		Weekly	\$924.40	\$947.60	\$971.20	\$995.60	\$1,020.40	\$1,046.00	\$1,072.00	\$1,098.80	\$1,126.40	\$1,154.40	\$1,183.20	\$1,212.80	\$1,243.20	\$1,274.40	\$1,306.40	\$1,339.20	\$1,372.80	\$1,407.20	\$1,442.40	\$1,478.40	\$1,515.20	\$1,553.20	\$1,592.00	\$1,632.00	
		Hourly	\$23.11	\$23.69	\$24.28	\$24.89	\$25.51	\$26.15	\$26.80	\$27.47	\$28.16	\$28.86	\$29.58	\$30.32	\$31.08	\$31.86	\$32.66	\$33.48	\$34.32	\$35.18	\$36.06						