

BUDGET

FISCAL YEAR 2026-2027



April 22, 2026

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MEMBERS OF THE BOARD


William R. Knocke, Chairman
Marc A. Verniel, Vice-Chairman
Scot E. Shippee, Secretary
Angela M. Hill, Treasurer
G.E. "Dwyn" Taylor II

Caleb M. Taylor, P.E.
Executive Director

The enclosed ***Recommended FY2026-2027 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 April 22, 2026 at 2:30PM.



William R. Knocke, Chairman



Angela M. Hill, Treasurer

4/22/26

Date

4/22/26

Date



Caleb M. Taylor, Executive Director



Attest

4/22/2026

Date

4/22/26

Date



MEMBERS OF THE BOARD

William R. Knocke, Chairman
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Caleb M. Taylor, P.E.
Executive Director

April 22, 2026

FY2026-2027 Budget Letter

Dear NRV Regional Water Authority Board Members:

We are pleased to submit for your review the **Recommended FY2026-2027 Budget** for the period beginning July 1, 2026 through June 30, 2027. 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 FY2026-2027 Budget** include:

1. A water rate increase from \$4.40 to \$4.60 per 1,000 gallons (or a 4.5% increase) as adopted by the NRV Regional Water Authority Board of Directors as part of the Authority's financial plan on February 26, 2025.
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 February 18, 2025.
3. A compensation increase of 4.5% for Authority employees is included in the proposed budget.
4. The VRS rate remains at 26.99% with life insurance being reduced from 1.34% to 1.06%.
5. Health Insurance premiums increased by 12% for FY2026-2027.
6. Capital Improvement expenditures are anticipated to be approximately \$990,000, which are 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 FY2026-2027 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 2021-2027

Fiscal Year	Water Rate	Percent Increase
2021-2022	3.96	5.0
2022-2023	4.05	2.0
2023-2024	4.13	2.0
2024-2025	4.21	2.0
2025-2026	4.40	4.5
2026-2027	4.60	4.5

As shown in Table 1, water rates have increased on average 3.33% 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. 2014 (refinanced 2005 bond) bond
2. 2019 Bond for Plum Creek Transmission Main (Joinder Project)
3. 2020 Water Treatment Plant Modernization/Upgrade
4. 2024 (refinanced 2013 bond) bond

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 \$4.60/1,000 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 2015-2025 are shown in Figure 1.

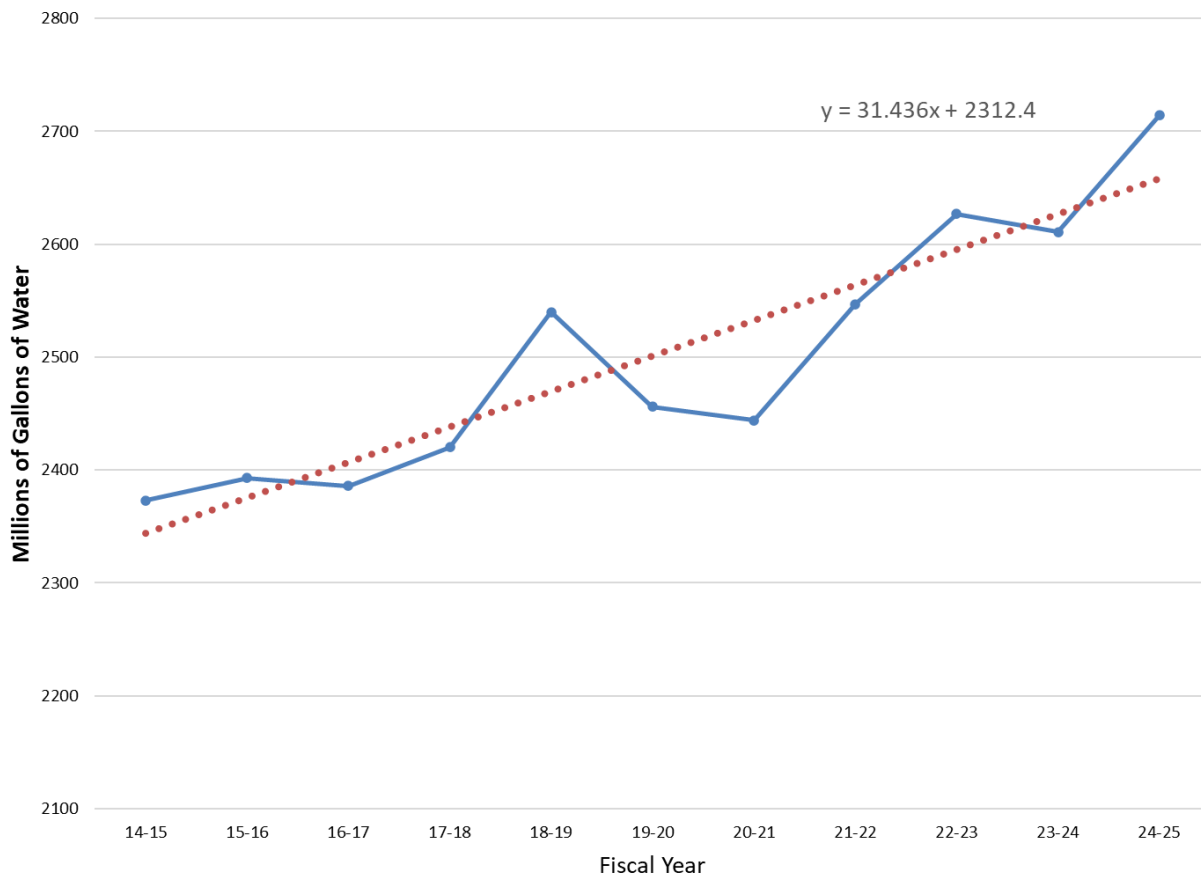


Figure 1. Annual Water Sales FY2015-2025

The annual water sales in the last eight (11) 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 FY2026-2027, 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.

For the Water Authority, the financial analysis assumed a one-half (0.5) percent increase in water sales for the 2026-2027 fiscal year. In evaluating the trends seen in Figure 1, a 0.5% increase in water sales was projected for 2026-2027. 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 risen, 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 2026-2027.

There have been system improvements made in each of the Authority member systems in recent years. Of significance is Montgomery County PSA’s completion of connecting the Riner, Plum Creek, Bethel and Mudpike systems to the Authority in 2024. Since then, the usage among the members has changed. These changes are best shown in the average water sales for FY2024, FY2025 and part of FY2026 in Figure 2.

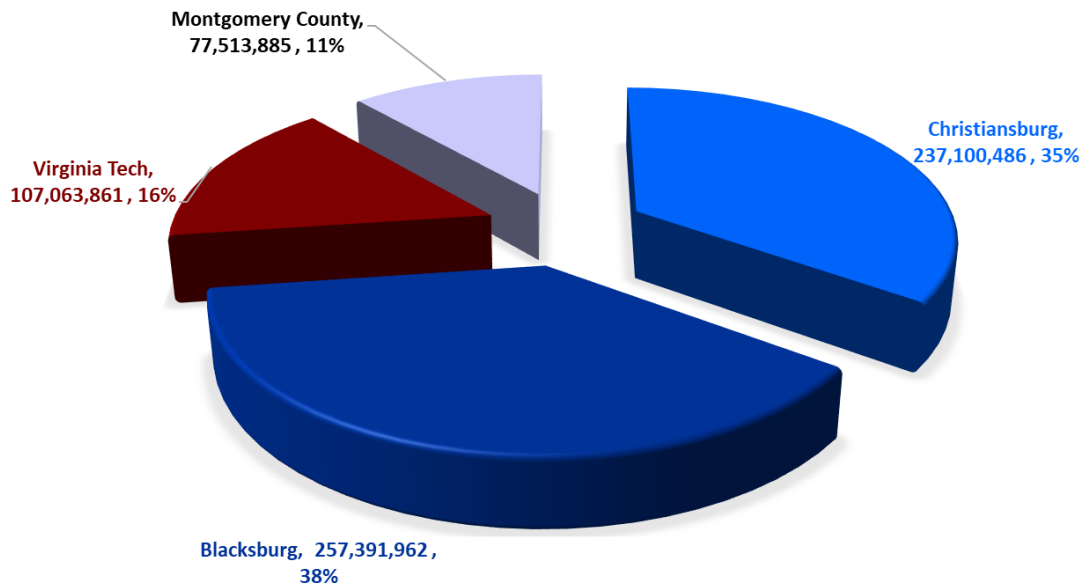


Figure 2. Average Water Sales by Customer in Million Gallons 2024-2026

Of the four customers (Blacksburg, Christiansburg, Virginia Tech and Montgomery County), approximately 73% of the water is being sold to the Towns of Blacksburg and Christiansburg while Virginia Tech and Montgomery County comprise approximately 16% and 11% of the total sales respectively.

Proposed FY2026-2027 Revenue Budget

The Recommended FY2026-2027 Revenue Budget based on the water rates and sales presented is shown in Table 2.

Table 2. FY2026-2027 Revenue Budget

REVENUE	Proposed Budget FY26-27	Current Budget FY25-26	Increase (Decrease) FY26 to FY27
VIRGINIA TECH	\$ 1,813,000	\$ 2,018,000	\$ (205,000)
MONTGOMERY COUNTY	\$ 1,312,000	\$ 846,000	\$ 466,000
TOWN OF BLACKSBURG	\$ 4,358,000	\$ 4,293,000	\$ 65,000
TOWN OF CHRISTIANSBURG	\$ 4,015,000	\$ 3,789,000	\$ 226,000
INTEREST INCOME	\$ 30,000	\$ 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 =	\$ 11,580,522	\$ 11,028,522	\$ 552,000

The Recommended FY2026-2027 Revenue Budget is \$11,580,522. This represents a 5.0% increase in revenue from FY2025-2026. The revenue increase is the net result of the water rate increase. The recommended revenue budget for FY2026-2027 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 29% 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 21% of the total operating budget.

Chemicals and Testing

Chemicals and Testing are the Water Authority's third largest expense in the operating budget at 11% of the total operating budget. 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 remain at 26.99% for 2026-2027 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 was reduced from 1.34% to 1.06% for fiscal years 2027 and 2028.

Insurance

Insurance premiums for the Water Authority increased by approximately 12% in the upcoming fiscal year through our provider The Local Choice.

Proposed FY2026-2027 Expense Budget

The Recommended FY2026-2027 Expense Budget based on the anticipated operational and maintenance expenses is shown in Table 3.

Table 3. FY2026-2027 Expense Budget

EXPENSES	Proposed Budget FY26-27	Current Budget FY25-26	Increase (Decrease) FY26-FY27	% Increase (Decrease)
ELECTRICAL SERVICES	\$ 1,640,000	\$ 1,640,000	\$ -	0.0
CHEMICALS AND TESTING	\$ 825,000	\$ 825,000	\$ -	0.0
LEGAL SERVICES	\$ 15,000	\$ 15,000	\$ -	0.0
SALARIES-REGULAR	\$ 2,247,000	\$ 2,190,000	\$ 57,000	2.6
SALARIES-OVERTIME	\$ 160,000	\$ 160,000	\$ -	0.0
FICA	\$ 189,000	\$ 180,000	\$ 9,000	5.0
VRS RETIREMENT	\$ 631,000	\$ 614,000	\$ 17,000	2.8
GENERAL LIABILITY INSURANCE	\$ 150,000	\$ 150,000	\$ -	0.0
HEALTH INSURANCE	\$ 549,000	\$ 488,000	\$ 61,000	12.5
OTHER POSTEMPLOYMENT BENEFITS	\$ 61,500	\$ 47,000	\$ 14,500	30.9
ENGINEERING AND ARCH. SERVICES	\$ 220,000	\$ 200,000	\$ 20,000	10.0
OTHER PROFESSIONAL SERVICES	\$ 284,000	\$ 262,000	\$ 22,000	8.4
LAB SUPPLIES	\$ 63,500	\$ 60,500	\$ 3,500	5.0
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	\$ 31,000	\$ 29,000	\$ 2,000	6.9
WEARING APPAREL	\$ 21,000	\$ 20,000	\$ 1,000	5.0
EXPENDABLE EQUIPMENT	\$ 22,000	\$ 22,000	\$ -	0.0
MAINTENANCE OF LINES	\$ 60,000	\$ 60,000	\$ -	0.0
MAINTENANCE OF EQUIPMENT	\$ 20,000	\$ 20,000	\$ -	0.0
MAINTENANCE OF BOOSTER STATIONS	\$ 45,000	\$ 45,000	\$ -	0.0
MAINTENANCE OF TANKS	\$ 35,000	\$ 35,000	\$ -	0.0
MAINTENANCE OF INSTRUMENTATION	\$ 65,000	\$ 40,000	\$ 25,000	62.5
NON-PROFESSIONAL SERVICES	\$ 44,000	\$ 42,000	\$ 2,000	4.8
SAMPLING, TESTING, AND MONITORING	\$ 13,000	\$ 12,500	\$ 500	4.0
METERS	\$ 20,000	\$ 20,000	\$ -	0.0
MILEAGE	\$ 1,000	\$ 1,000	\$ -	0.0
MEALS AND LODGING	\$ 9,000	\$ 8,500	\$ 500	5.9
MAINTENANCE OF AUTO EQUIPMENT	\$ 42,000	\$ 42,000	\$ -	0.0
HEATING SVS-GAS, OIL, KEROSENE	\$ 22,000	\$ 18,000	\$ 4,000	22.2
COMMUNICATION SERVICES	\$ 85,000	\$ 78,000	\$ 7,000	9.0
EDUCATION/REGISTRATION	\$ 10,000	\$ 10,000	\$ -	0.0
UTILITIES	\$ 27,000	\$ 17,500	\$ 9,500	54.3
MISCELLANEOUS	\$ 20,000	\$ 20,000	\$ -	0.0
PERMITS	\$ 24,000	\$ 24,000	\$ -	0.0
SOLIDS HANDLING AND DISPOSAL	\$ 68,000	\$ 68,000	\$ -	0.0
MAINT. OF BLDG AND GROUNDS	\$ 50,000	\$ 50,000	\$ -	0.0
DEBT SERVICE	\$ 2,644,210	\$ 2,638,720	\$ 5,490	0.2
OPERATIONS & MAINTENANCE TOTAL ^a =	\$ 7,815,500	\$ 7,560,500	\$ 255,000	3.4

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

The Recommended FY2026-2027 Expense Budget is \$7,815,500. This represents a 3.4% increase in expenses from FY2025-2026. The increase in expenses is the result of inflation on the economy. The Financial Analysis projected FY2026-2027 total expenses of \$7,755,972 which is 0.77% less than the recommended expense budget of \$7,815,500. The recommended expense budget for FY2026-2027 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 FY2026-2027 Budget summary.

Table 4. Recommended FY2026-2027 Budget Summary

	Proposed Budget FY26-27	Current Budget FY25-26	Increase (Decrease) FY26 to FY27
TOTAL REVENUE =	\$ 11,580,522	\$ 11,028,522	\$ 552,000
OPERATIONS & MAINTENANCE TOTAL =	\$ 7,815,500	\$ 7,560,500	\$ 255,000
180 DAYS CASH ON HAND^a =	\$ 3,854,220	\$ 3,728,470	
TOTAL AVAILABLE FOR IMPROVEMENTS^b =	\$ 995,062	\$ 615,272	
PROPOSED IMPROVEMENTS =	\$ 990,000	\$ 500,000	
SURPLUS/RESERVE PAYMENT =	\$ 5,062	\$ 115,272	

^a Cash on Hand is fully funded for FY2026. Therefore, \$125,750 of revenue will be used to fund FY2027.

^b Accounts for debt service payment of \$2,644,210 and funding the balance of employee benefits for FY26-27.

The total available funds for capital improvements in FY2026-2027 is \$995,062. The total proposed capital improvements for FY2025-2026 totals approximately \$990,000. This results in a surplus payment of \$5,062 into the reserve fund.

We anticipate FY2026-2027 to be a typical operational year with minor capital improvement projects funded by cash reserves. 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: April 17, 2026
Re: Projections for FY 2026/2027 – FY 2031/2032 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) 2026/2027 – 2031/2032, and
- Wholesale water rates in effect for other authorities in Virginia.

2 Assumptions

The cashflow projections developed previously for FY 2025/2026 were updated using the following assumptions:

- Water sales continue to increase at 0.5% per year.
- The following wholesale rates are used:

Table 1: Projected Wholesale Rates (FY2027 – 2032)

FY	Adopted	Projected				
	2026/ 2027	2027/ 2028	2028/ 2029	2029/ 2030	2030/ 2031	2031/ 2032
Rate	\$4.60	\$4.81	\$5.03	\$5.26	\$5.50	\$5.75
% increase	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%

- Most small operating expenses line items increase at 4% per year.
- There is no additional new debt during this 5-year period.
- During the analysis period, the following projects are funded using cash reserves:
 - SCADA Phase I and II
 - Sludge press rebuild
 - Asset management plan
 - Small capital projects
 - An additional \$1.0 million per year beginning in FY 2028/2029 is included for additional capital projects.
- Electrical Services increased significantly last year, but that trend has not continued. Planned electrical services for this year are unchanged from previous. The analysis still maintains a 15% annual increase in years after FY2026/2027. This can be revisited as additional data becomes available.



3 Summary of Results

Based on the assumptions stated above, the adopted rates through FY 2026/2027, and the projected rates thereafter:

- Debt Coverage Ratio (DCR) will exceed the target 120% FY 2026/2027 and FY 2027/2028.
- DCR will meet or exceed 150% for FY 2027/2028 through FY 2030/2031.
- Days Cash on Hand exceeds the target of 180 days.
- Reserves are projected to be approximately \$11.33 million at the end of FY 2026/2027.

In 2024, the DCR policy was revised from a target of 1.5 to 1.2. The current projections show that the Authority will remain above the revised 1.2 target throughout the analysis period and will be back above the original target of 1.5 by FY 2027/2028 assuming continued 4.5% annual rate increases. The 6-year projection is shown in Table 2 on the following page.



Table 2 – NRV Cashflow Projection – FY 2026/2027 Through FY 2031/2032

	FY2026/ 2027	FY2027/ 2028	FY2028/ 2029	FY2029/ 2030	FY2030/ 2031	FY2031/ 2032
Wholesale Rate (\$/1,000 gallons)	\$4.60	\$4.81	\$5.03	\$5.26	\$5.50	\$5.75
Rate of Increase	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
Revenue						
Revenue from Water Sales	\$11,498,000	\$12,083,023	\$12,698,855	\$13,345,916	\$14,024,630	\$14,735,424
Other Income	\$82,522	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522
Total Revenue	\$11,580,522	\$12,195,545	\$12,811,377	\$13,458,438	\$14,137,152	\$14,847,946
Expenses						
Operating Expenses	\$7,815,500	\$8,008,981	\$8,655,542	\$9,369,590	\$10,159,472	\$11,034,663
Existing Debt Service	\$2,644,204	\$2,643,892	\$2,642,604	\$2,635,470	\$2,642,745	\$2,635,535
Total Expenses	\$10,459,704	\$10,652,872	\$11,298,146	\$12,005,060	\$12,802,217	\$13,670,198
Net Surplus/Contribution to Capital	\$1,120,818	\$1,542,673	\$1,513,231	\$1,453,379	\$1,334,935	\$1,177,748
Analysis of Capital Reserve:						
Beginning Capital Reserve	\$11,330,666	\$11,461,483	\$12,304,156	\$12,817,388	\$13,270,766	\$13,605,702
Additions to Reserve	\$1,120,818	\$1,542,673	\$1,513,231	\$1,453,379	\$1,334,935	\$1,177,748
Projects Funded with Cash/Reserves:						
Maintenance Truck	(\$500,000)	\$0	\$0	\$0	\$0	\$0
Fiber service to Chrisman Mill	\$0	(\$700,000)	\$0	\$0	\$0	\$0
CIP (Unallocated)	(\$150,000)	\$0	\$0	\$0	\$0	\$0
Ending Reserve	(\$150,000)	\$0	\$0	\$0	\$0	\$0
Debt Coverage:	(\$190,000)	\$0	\$0	\$0	\$0	\$0
Total Revenue Available for Debt Service	\$0	\$0	(\$1,000,000)	(\$1,000,000)	(\$1,000,000)	(\$1,000,000)
Debt Coverage	\$11,461,483	\$12,304,156	\$12,817,388	\$13,270,766	\$13,605,702	\$13,783,449
Does Coverage = 150% or more?						
Days Cash on Hand:	\$3,765,022	\$4,186,564	\$4,155,835	\$4,088,848	\$3,977,680	\$3,813,283
Total Operating Expenses / 365 Days	1.42	1.58	1.57	1.55	1.51	1.45
DCOH (Ending Reserve)/(Total Operating Exp./365)	Yes	Yes	Yes	Yes	Yes	Yes
Does DCOH Exceed 180 days?						



4 Wholesale Water Rates

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

Table 3 – Wholesale Rates (\$/1,000 gallons)

Authority – Locality	FY 2022/ 2023	FY 2023/ 2024	FY 2024/ 2025	FY 2025/ 2026	FY 2026/ 2027
NRV Regional Water Authority	\$4.05	\$4.13	\$4.21	\$4.40	\$4.60
Appomattox River WA – Chesterfield ²	\$0.99	\$1.07	\$1.06	\$1.10	\$1.16
Appomattox River WA - Colonial Heights ²	\$1.02	\$1.09	\$1.09	\$1.13	\$1.18
Appomattox River WA – Dinwiddie ²	\$1.42	\$1.49	\$1.49	\$1.52	\$1.57
Appomattox River WA – Petersburg ²	\$0.99	\$1.06	\$1.06	\$1.10	\$1.15
Appomattox River WA - Prince George ²	\$1.33	\$1.39	\$1.38	\$1.41	\$1.44
Maury SA - City of Lexington ²	\$4.25	\$4.60	\$4.98	\$5.38	³
Maury SA - Rockbridge PSA ²	\$4.25	\$4.60	\$4.98	\$5.38	³
Rivanna W&SA - Albemarle Co. SA ^{1, 2}	\$5.63	\$6.69	\$8.07	\$9.46	\$11.11
Rivanna W&SA – Charlottesville ^{1, 2}	\$4.67	\$5.27	\$6.12	\$7.12	\$8.07
Roanoke River Service Authority	\$4.38	\$4.38	\$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.
2. FY 2026/2027 rates have not been finalized by the time of this report. Reported rates are draft and subject to final approval.
3. Updated rates not available as of the time of this report.

**APPENDIX B:
FY2026-2027
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	\$84,052.80	\$86,153.60	\$88,316.80	\$90,521.60	\$92,788.80	\$95,118.40	\$97,489.60	\$99,923.20	\$102,419.20	\$104,977.60	\$107,598.40	\$110,281.60	\$113,048.00	\$115,876.80	\$118,768.00	\$121,742.40	\$124,779.20	\$127,899.20	\$131,102.40	\$134,388.80	\$137,758.40	\$141,211.20	\$144,747.20	\$148,366.40	
		Monthly	\$7,004.40	\$7,179.47	\$7,359.73	\$7,543.47	\$7,732.40	\$7,926.53	\$8,124.13	\$8,326.93	\$8,534.93	\$8,748.13	\$8,966.53	\$9,190.13	\$9,420.67	\$9,656.40	\$9,897.33	\$10,145.20	\$10,398.27	\$10,658.27	\$10,925.20	\$11,199.07	\$11,479.87	\$11,767.60	\$12,062.27	\$12,363.87	
		Bi-Weekly	\$3,232.80	\$3,313.60	\$3,396.80	\$3,481.60	\$3,568.80	\$3,658.40	\$3,749.60	\$3,843.20	\$3,939.20	\$4,037.60	\$4,138.40	\$4,241.60	\$4,348.00	\$4,456.80	\$4,568.00	\$4,682.40	\$4,799.20	\$4,919.20	\$5,042.40	\$5,168.80	\$5,298.40	\$5,431.20	\$5,567.20	\$5,706.40	
		Weekly	\$1,616.40	\$1,656.80	\$1,698.40	\$1,740.80	\$1,784.40	\$1,829.20	\$1,874.80	\$1,921.60	\$1,969.60	\$2,018.80	\$2,069.20	\$2,120.80	\$2,174.00	\$2,228.40	\$2,284.00	\$2,341.20	\$2,399.60	\$2,459.60	\$2,521.20	\$2,584.40	\$2,649.20	\$2,715.60	\$2,783.60	\$2,853.20	
		Hourly	\$40.41	\$41.42	\$42.46	\$43.52	\$44.61	\$45.73	\$46.87	\$48.04	\$49.24	\$50.47	\$51.73	\$53.02	\$54.35	\$55.71	\$57.10	\$58.53	\$59.99	\$61.49	\$63.03	\$64.61	\$66.23	\$67.89	\$69.59	\$71.33	
7	Utility Mechanic Supervisor	Annual	\$79,934.40	\$81,931.20	\$83,969.60	\$86,070.40	\$88,212.80	\$90,417.60	\$92,684.80	\$94,993.60	\$97,364.80	\$99,798.40	\$102,294.40	\$104,852.80	\$107,473.60	\$110,156.80	\$112,902.40	\$115,731.20	\$118,622.40	\$121,596.80	\$124,633.60	\$127,753.60	\$130,956.80	\$134,222.40	\$137,571.20	\$141,003.20	
		Monthly	\$6,661.20	\$6,827.60	\$6,997.47	\$7,172.53	\$7,351.07	\$7,534.80	\$7,723.73	\$7,916.13	\$8,113.73	\$8,316.53	\$8,524.53	\$8,737.73	\$8,956.13	\$9,179.73	\$9,408.53	\$9,644.27	\$9,885.20	\$10,133.07	\$10,386.13	\$10,646.13	\$10,913.07	\$11,185.20	\$11,464.27	\$11,750.27	
		Bi-Weekly	\$3,074.40	\$3,151.20	\$3,229.60	\$3,310.40	\$3,392.80	\$3,477.60	\$3,564.80	\$3,653.60	\$3,744.80	\$3,838.40	\$3,934.40	\$4,032.80	\$4,133.60	\$4,236.80	\$4,342.40	\$4,451.20	\$4,562.40	\$4,676.80	\$4,793.60	\$4,913.60	\$5,036.80	\$5,162.40	\$5,291.20	\$5,423.20	
		Weekly	\$1,537.20	\$1,575.60	\$1,614.80	\$1,655.20	\$1,696.40	\$1,738.80	\$1,782.40	\$1,826.80	\$1,872.40	\$1,919.20	\$1,967.20	\$2,016.40	\$2,066.80	\$2,118.40	\$2,171.20	\$2,225.60	\$2,281.20	\$2,338.40	\$2,396.80	\$2,456.80	\$2,518.40	\$2,581.20	\$2,645.60	\$2,711.60	
		Hourly	\$38.43	\$39.39	\$40.37	\$41.38	\$42.41	\$43.47	\$44.56	\$45.67	\$46.81	\$47.98	\$49.18	\$50.41	\$51.67	\$52.96	\$54.28	\$55.64	\$57.03	\$58.46	\$59.92	\$61.42	\$62.96	\$64.53	\$66.14	\$67.79	
6	Laboratory Manager	Annual	\$76,148.80	\$78,062.40	\$80,017.60	\$82,014.40	\$84,073.60	\$86,174.40	\$88,337.60	\$90,542.40	\$92,809.60	\$95,139.20	\$97,510.40	\$99,944.00	\$102,440.00	\$104,998.40	\$107,619.20	\$110,302.40	\$113,068.80	\$115,897.60	\$118,788.80	\$121,763.20	\$124,800.00	\$127,920.00	\$131,123.20	\$134,409.60	
		Monthly	\$6,345.73	\$6,505.20	\$6,668.13	\$6,834.53	\$7,006.13	\$7,181.20	\$7,361.47	\$7,545.20	\$7,734.13	\$7,928.27	\$8,125.87	\$8,328.67	\$8,536.67	\$8,749.87	\$8,968.27	\$9,191.87	\$9,422.40	\$9,658.13	\$9,899.07	\$10,146.93	\$10,400.00	\$10,660.00	\$10,926.93	\$11,200.80	
		Bi-Weekly	\$2,928.80	\$3,002.40	\$3,077.60	\$3,154.40	\$3,233.60	\$3,314.40	\$3,397.60	\$3,482.40	\$3,569.60	\$3,659.20	\$3,750.40	\$3,844.00	\$3,940.00	\$4,038.40	\$4,139.20	\$4,242.40	\$4,348.80	\$4,457.60	\$4,568.80	\$4,683.20	\$4,800.00	\$4,920.00	\$5,043.20	\$5,169.60	
		Weekly	\$1,464.40	\$1,501.20	\$1,538.80	\$1,577.20	\$1,616.80	\$1,657.20	\$1,698.80	\$1,741.20	\$1,784.80	\$1,829.60	\$1,875.20	\$1,922.00	\$1,970.00	\$2,019.20	\$2,069.60	\$2,121.20	\$2,174.40	\$2,228.80	\$2,284.40	\$2,341.60	\$2,400.00	\$2,460.00	\$2,521.60	\$2,584.80	
		Hourly	\$36.61	\$37.53	\$38.47	\$39.43	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.74	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.03	\$54.36	\$55.72	\$57.11	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	
5	Senior WTP Operator	Annual	\$65,665.60	\$67,308.80	\$68,993.60	\$70,720.00	\$72,488.00	\$74,297.60	\$76,148.80	\$78,062.40	\$80,017.60	\$82,014.40	\$84,073.60	\$86,174.40	\$88,337.60	\$90,542.40	\$92,809.60	\$95,139.20	\$97,510.40	\$99,944.00	\$102,440.00	\$104,998.40	\$107,619.20	\$110,302.40	\$113,068.80	\$115,897.60	
		Monthly	\$5,472.13	\$5,609.07	\$5,749.47	\$5,893.33	\$6,040.67	\$6,191.47	\$6,345.73	\$6,505.20	\$6,668.13	\$6,834.53	\$7,006.13	\$7,181.20	\$7,361.47	\$7,545.20	\$7,734.13	\$7,928.27	\$8,125.87	\$8,328.67	\$8,536.67	\$8,749.87	\$8,968.27	\$9,191.87	\$9,422.40	\$9,658.13	
		Bi-Weekly	\$2,525.60	\$2,588.80	\$2,653.60	\$2,720.00	\$2,788.00	\$2,857.60	\$2,928.80	\$3,002.40	\$3,077.60	\$3,154.40	\$3,233.60	\$3,314.40	\$3,397.60	\$3,482.40	\$3,569.60	\$3,659.20	\$3,750.40	\$3,844.00	\$3,940.00	\$4,038.40	\$4,139.20	\$4,242.40	\$4,348.80	\$4,457.60	
		Weekly	\$1,262.80	\$1,294.40	\$1,326.80	\$1,360.00	\$1,394.00	\$1,428.80	\$1,464.40	\$1,501.20	\$1,538.80	\$1,577.20	\$1,616.80	\$1,657.20	\$1,698.80	\$1,741.20	\$1,784.80	\$1,829.60	\$1,875.20	\$1,922.00	\$1,970.00	\$2,019.20	\$2,069.60	\$2,121.20	\$2,174.40	\$2,228.80	
		Hourly	\$31.57	\$32.36	\$33.17	\$34.00	\$34.85	\$35.72	\$36.61	\$37.53	\$38.47	\$39.43	\$40.42	\$41.43	\$42.47	\$43.53	\$44.62	\$45.74	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.03	\$54.36	\$55.72	
4	WTP Operator Class I	Annual	\$59,446.40	\$60,923.20	\$62,441.60	\$64,001.60	\$65,603.20	\$67,246.40	\$68,931.20	\$70,657.60	\$72,425.60	\$74,235.20	\$76,086.40	\$77,979.20	\$79,934.40	\$81,931.20	\$83,969.60	\$86,070.40	\$88,212.80	\$90,417.60	\$92,684.80	\$94,993.60	\$97,364.80	\$99,798.40	\$102,294.40	\$104,852.80	
		Utility Mechanic I	Monthly	\$4,953.87	\$5,076.93	\$5,203.47	\$5,333.47	\$5,466.93	\$5,603.87	\$5,744.27	\$5,888.13	\$6,035.47	\$6,186.27	\$6,340.53	\$6,498.27	\$6,661.20	\$6,827.60	\$6,997.47	\$7,172.53	\$7,351.07	\$7,534.80	\$7,723.73	\$7,916.13	\$8,113.73	\$8,316.53	\$8,524.53	\$8,737.73
		Executive Assistant	Bi-Weekly	\$2,286.40	\$2,343.20	\$2,401.60	\$2,461.60	\$2,523.20	\$2,586.40	\$2,651.20	\$2,717.60	\$2,785.60	\$2,855.20	\$2,926.40	\$2,999.20	\$3,074.40	\$3,151.20	\$3,229.60	\$3,310.40	\$3,392.80	\$3,477.60	\$3,564.80	\$3,653.60	\$3,744.80	\$3,838.40	\$3,934.40	\$4,032.80
		Weekly	\$1,143.20	\$1,171.60	\$1,200.80	\$1,230.80	\$1,261.60	\$1,293.20	\$1,325.60	\$1,358.80	\$1,392.80	\$1,427.60	\$1,463.20	\$1,499.60	\$1,537.20	\$1,575.60	\$1,614.80	\$1,655.20	\$1,696.40	\$1,738.80	\$1,782.40	\$1,826.80	\$1,872.40	\$1,919.20	\$1,967.20	\$2,016.40	
		Hourly	\$28.58	\$29.29	\$30.02	\$30.77	\$31.54	\$32.33	\$33.14	\$33.97	\$34.82	\$35.69	\$36.58	\$37.49	\$38.43	\$39.39	\$40.37	\$41.38	\$42.41	\$43.47	\$44.56	\$45.67	\$46.81	\$47.98	\$49.18	\$50.41	
3	WTP Operator Class II	Annual	\$53,872.00	\$55,224.00	\$56,596.80	\$58,011.20	\$59,467.20	\$60,944.00	\$62,462.40	\$64,022.40	\$65,624.00	\$67,267.20	\$68,952.00	\$70,678.40	\$72,446.40	\$74,256.00	\$76,107.20	\$78,000.00	\$79,955.20	\$81,952.00	\$84,011.20	\$86,112.00	\$88,275.20	\$90,480.00	\$92,747.20	\$95,056.00	
		Utility Mechanic II	Monthly	\$4,489.33	\$4,602.00	\$4,716.40	\$4,834.27	\$4,955.60	\$5,078.67	\$5,205.20	\$5,335.20	\$5,468.67	\$5,605.60	\$5,746.00	\$5,889.87	\$6,037.20	\$6,188.00	\$6,342.27	\$6,500.00	\$6,662.93	\$6,829.33	\$7,000.93	\$7,176.00	\$7,356.27	\$7,540.00	\$7,728.93	\$7,921.33
		Bi-Weekly	\$2,072.00	\$2,124.00	\$2,176.80	\$2,231.20	\$2,287.20	\$2,344.00	\$2,402.40	\$2,462.40	\$2,524.00	\$2,587.20	\$2,652.00	\$2,718.40	\$2,786.40	\$2,856.00	\$2,927.20	\$3,000.00	\$3,075.20	\$3,152.00	\$3,231.20	\$3,312.00	\$3,395.20	\$3,480.00	\$3,567.20	\$3,656.00	
		Weekly	\$1,036.00	\$1,062.00	\$1,088.40	\$1,115.60	\$1,143.60	\$1,172.00	\$1,201.20	\$1,231.20	\$1,262.00	\$1,293.60	\$1,326.00	\$1,359.20	\$1,393.20	\$1,428.00	\$1,463.60	\$1,500.00	\$1,537.60	\$1,576.00	\$1,615.60	\$1,656.00	\$1,697.60	\$1,740.00	\$1,783.60	\$1,828.00	
		Hourly	\$25.90	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$30.03	\$30.78	\$31.55	\$32.34	\$33.15	\$33.98	\$34.83	\$35.70	\$36.59	\$37.50	\$38.44	\$39.40	\$40.39	\$41.40	\$42.44	\$43.50	\$44.59	\$45.70	
2	WTP Operator Class III	Annual	\$48,817.60	\$50,044.80	\$51,292.80	\$52,582.40	\$53,892.80	\$55,244.80	\$56,617.60	\$58,032.00	\$59,488.00	\$60,985.60	\$62,504.00	\$64,064.00	\$65,665.60	\$67,308.80	\$68,993.60	\$70,720.00	\$72,488.00	\$74,297.60	\$76,148.80	\$78,062.40	\$80,017.60	\$82,014.40	\$84,073.60	\$86,174.40	
		Monthly	\$4,068.13	\$4,170.40	\$4,274.40	\$4,381.87	\$4,491.07	\$4,603.73	\$4,718.13	\$4,836.00	\$4,957.33	\$5,082.13	\$5,208.67	\$5,338.67	\$5,472.13	\$5,609.07	\$5,749.47	\$5,893.33	\$6,040.67	\$6,191.47	\$6,345.73	\$6,505.20	\$6,668.13	\$6,834.53	\$7,006.13	\$7,181.20	
		Bi-Weekly	\$1,877.60	\$1,924.80	\$1,972.80	\$2,022.40	\$2,072.80	\$2,124.80	\$2,177.60	\$2,232.00	\$2,288.00	\$2,345.60	\$2,404.00	\$2,464.00	\$2,525.60	\$2,588.80	\$2,653.60	\$2,720.00	\$2,788.00	\$2,857.60	\$2,928.80	\$3,002.40	\$3,077.60	\$3,154.40	\$3,233.60	\$3,314.40	
		Weekly	\$938.80	\$962.40	\$986.40	\$1,011.20	\$1,036.40	\$1,062.40	\$1,088.80	\$1,116.00	\$1,144.00	\$1,172.80	\$1,202.00	\$1,232.00	\$1,262.80	\$1,294.40	\$1,326.80	\$1,360.00	\$1,394.00	\$1,428.80	\$1,464.40	\$1,501.20	\$1,538.80	\$1,577.20	\$1,616.80	\$1,657.20	
		Hourly	\$23.47	\$24.06	\$24.66	\$25.28	\$25.91	\$26.56	\$27.22	\$27.90	\$28.60	\$29.32	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.85	\$35.72	\$						