

BUDGET

FISCAL YEAR 2023-2024

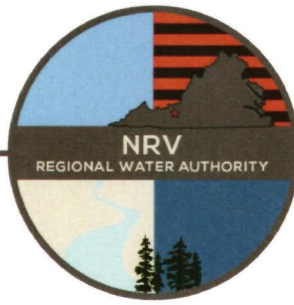


April 19, 2023

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155 WALTON ROAD
RADFORD, VA 24141



P: 540.639.2575 • F: 540.639.0229

WWW.NRVWATER.ORG

MEMBERS OF THE BOARD

William R. Knocke, Chairman
Marc A. Verniel, Vice-Chairman
Wayne O. Nelson, Secretary
F. Craig Meadows, Treasurer
Christopher H. Kiwus

Caleb M. Taylor, P.E.
Executive Director

The enclosed **Recommended FY2023-2024 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 19, 2023 at 3PM.

Handwritten signature of William R. Knocke in black ink.

William R. Knocke, Chairman

5/17/23

Date

Handwritten signature of Caleb M. Taylor in black ink.

Caleb M. Taylor, Executive Director

5/17/2023

Date

Handwritten signature of F. Craig Meadows in black ink.

F. Craig Meadows, Treasurer

5/17/23

Date

Handwritten signature of Shawn Huff in black ink.

Attest

5/17/2023

Date



MEMBERS OF THE BOARD

William R. Knocke, Chairman
Marc A. Verniel, Vice-Chairman
Wayne O. Nelson, Secretary
F. Craig Meadows, Treasurer
Christopher H. Kivus

Caleb M. Taylor, P.E.
Executive Director

April 19, 2023

FY2023-2024 Budget Letter

Dear NRV Regional Water Authority Board Members:

We are pleased to submit for your review the ***Recommended FY2023-2024 Budget*** for the period beginning July 1, 2023 through June 30, 2024. 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 FY2023-2024 Budget*** include:

1. A water rate increase from \$4.05 to \$4.13 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 market adjustment of 5.0% is recommended to the Authority's pay scale to align the Authority's compensation with industry standards.
4. A compensation increase of 9.5% for Authority employees is included in the proposed budget.
5. VRS rate remains at 18.30% with life insurance remaining at 1.34%.
6. Health Insurance premiums increased by 8.9% for FY2023-2024.

7. Capital Improvement expenditures have been projected to be approximately \$8.5 million, 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 FY2023-2024 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 2019-2024

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

As shown in Table 1, water rates have increased on average 2.7% 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 \$4.13/1,000 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 2015-2022 are shown in Figure 1.

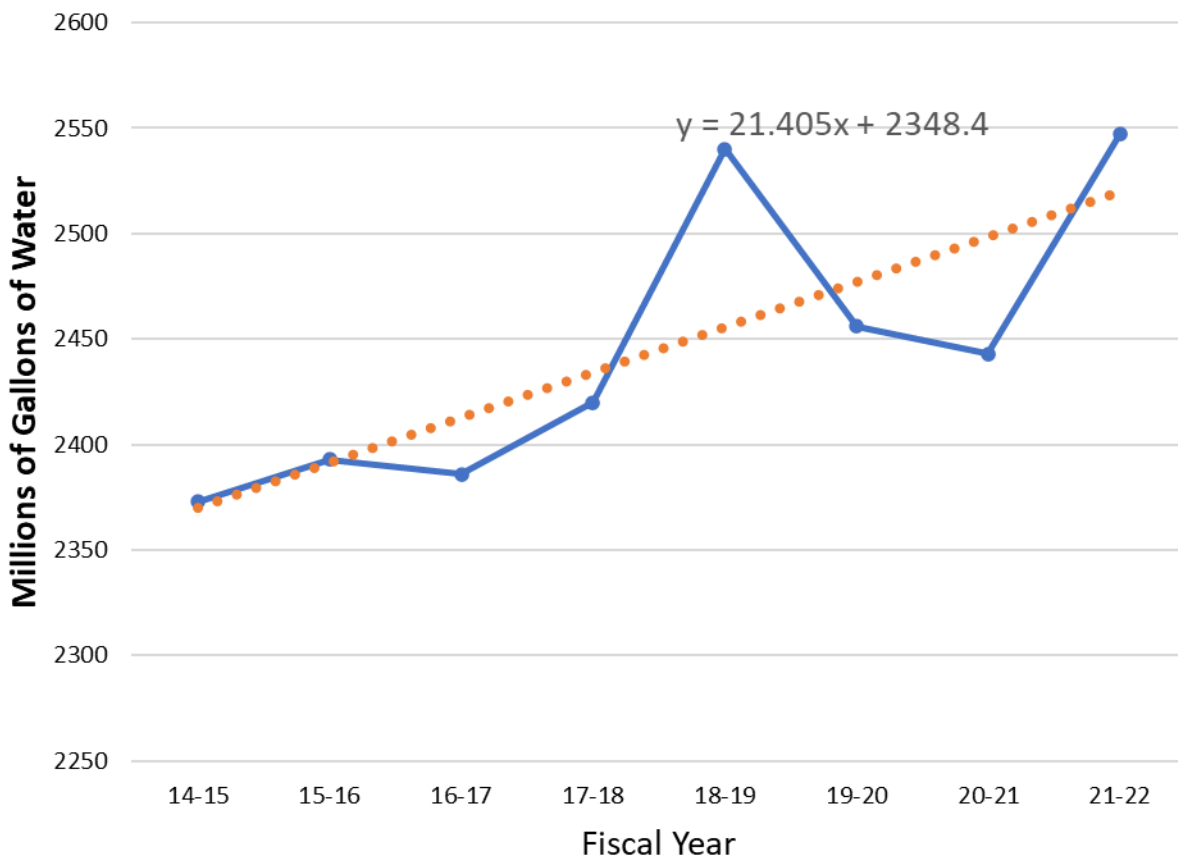


Figure 1. Annual Water Sales FY2015-2022

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 FY2022-2023, 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 2023-2024 fiscal year. In evaluating the trends seen in Figure 1, a 0.5% increase in water sales was projected for 2023-2024. 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 2023-2024.

Average water sales by customer are shown in Figure 2.

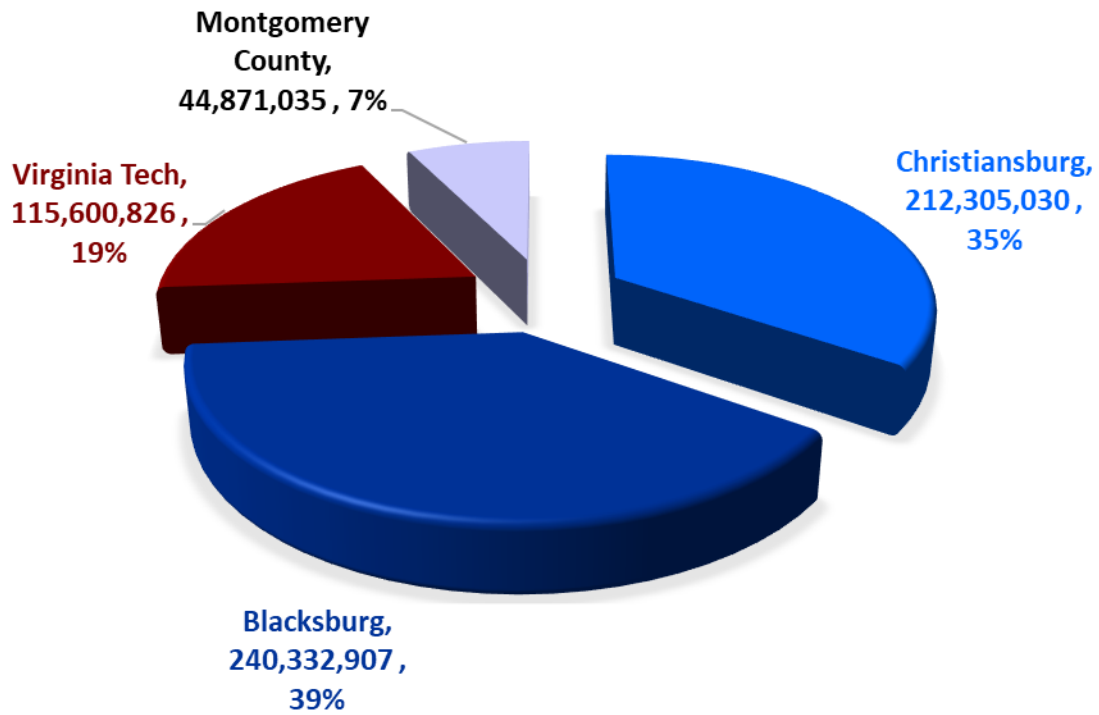


Figure 2. Average Water Sales by Customer in Million Gallons 2014-2022

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 FY2023-2024 Revenue Budget

The Recommended FY2023-2024 Revenue Budget based on the water rates and sales presented is shown in Table 2.

Table 2. FY2023-2024 Revenue Budget

REVENUE	Proposed Budget FY23-24	Current Budget FY22-23	Increase (Decrease) FY23 to FY24
VIRGINIA TECH	\$ 1,916,000	\$ 1,893,000	\$ 23,000
MONTGOMERY COUNTY	\$ 743,000	\$ 725,000	\$ 18,000
TOWN OF BLACKSBURG	\$ 3,984,000	\$ 3,877,000	\$ 107,000
TOWN OF CHRISTIANSBURG	\$ 3,519,000	\$ 3,417,000	\$ 102,000
INTEREST INCOME	\$ 60,000	\$ 60,000	-
MEMBERSHIP INTEREST	\$ 47,522	\$ 47,522	-
TRANSER IN-CAPITAL CONTRIBUTION	-	-	-
MISCELLANEOUS	\$ 5,000	\$ 5,000	-
GAIN/LOSS ON SALE OF ASSETS	-	-	-
TOTAL REVENUE =	\$ 10,274,500	\$ 10,024,500	\$ 250,000

The Recommended FY2023-2024 Revenue Budget is \$10,274,500. This represents a 2.5% increase in revenue from FY2022-2023. The revenue increase is the net result of the water rate increase. The recommended revenue budget for FY2023-2024 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 31.5% 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 18.6% 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 9.3% of the total operating budget. In the first quarter of 2023, all of the chemicals utilized by the Water Authority in the treatment of water were renewed 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 remained the same in 2023-2024 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 is 1.34% while the VRS pension percentage remained the same at 18.30% for fiscal years 2023 and 2024.

Insurance

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

Proposed FY2023-2024 Expense Budget

The Recommended FY2023-2024 Expense Budget based on the anticipated operational and maintenance expenses is shown in Table 3.

Table 3. FY2023-2024 Expense Budget

EXPENSES	Proposed Budget FY23-24	Current Budget FY22-23	Increase (Decrease) FY23 to FY24	% Increase (Decrease)
ELECTRICAL SERVICES	\$ 1,200,000	\$ 1,020,000	\$ 180,000	17.6
CHEMICALS AND TESTING	\$ 600,000	\$ 495,000	\$ 105,000	21.2
LEGAL SERVICES	\$ 15,000	\$ 10,000	\$ 5,000	50
SALARIES-REGULAR	\$ 2,030,000	\$ 1,815,000	\$ 215,000	11.8
SALARIES-OVERTIME	\$ 145,000	\$ 140,000	\$ 5,000	3.6
FICA	\$ 169,000	\$ 149,000	\$ 20,000	13.4
VRS RETIREMENT	\$ 349,000	\$ 344,000	\$ 5,000	1.5
EMPLOYEE BENEFITS	\$ 254,000	\$ 139,000	\$ 115,000	82.7
GENERAL LIABILITY INSURANCE	\$ 100,000	\$ 100,000	\$ 0	0
HEALTH INSURANCE	\$ 397,000	\$ 315,000	\$ 82,000	16.8
OTHER POSTEMPLOYMENT BENEFITS	\$ 34,000	\$ 34,000	\$ 0	0
ENGINEERING AND ARCH. SERVICES	\$ 120,000	\$ 60,000	\$ 60,000	100
OTHER PROFESSIONAL SERVICES	\$ 235,000	\$ 210,000	\$ 25,000	11.9
LAB SUPPLIES	\$ 55,000	\$ 52,000	\$ 3,000	5.8
ADVERTISING	\$ 7,500	\$ 7,500	\$ 0	0
OFFICE SUPPLIES	\$ 20,000	\$ 17,000	\$ 3,000	17.6
POSTAGE	\$ 4,000	\$ 4,000	\$ 0	0
JANITORIAL SUPPLIES	\$ 15,000	\$ 15,000	\$ 0	0
DUES AND MEMBERSHIPS	\$ 22,000	\$ 22,000	\$ 0	0
WEARING APPAREL	\$ 19,000	\$ 18,000	\$ 1,000	5.6
EXPENDABLE EQUIPMENT	\$ 20,000	\$ 15,000	\$ 5,000	33.3
MAINTENANCE OF LINES	\$ 60,000	\$ 17,000	\$ 43,000	253
MAINTENANCE OF EQUIPMENT	\$ 20,000	\$ 20,000	\$ 0	0
MAINTENANCE OF BOOSTER STATIONS	\$ 40,000	\$ 35,000	\$ 5,000	14.3
MAINTENANCE OF TANKS	\$ 35,000	\$ 10,000	\$ 25,000	250
MAINTENANCE OF INSTRUMENTATION	\$ 30,000	\$ 25,000	\$ 5,000	20
NON-PROFESSIONAL SERVICES	\$ 70,000	\$ 30,000	\$ 40,000	133.3
SAMPLING, TESTING, AND MONITORING	\$ 10,000	\$ 10,000	\$ 0	0
METERS	\$ 20,000	\$ 20,000	\$ 0	0
MILEAGE	\$ 1,000	\$ 1,000	\$ 0	0
MEALS AND LODGING	\$ 8,500	\$ 8,000	\$ 500	6.3
MAINTENANCE OF AUTO EQUIPMENT	\$ 42,000	\$ 40,000	\$ 2,000	5.0
HEATING SERVICES-GAS, OIL, KEROSENE	\$ 15,000	\$ 15,000	\$ 0	0
COMMUNICATION SERVICES	\$ 75,000	\$ 75,000	\$ 0	0
EDUCATION/REGISTRATION	\$ 10,000	\$ 10,000	\$ 0	0
UTILITIES	\$ 5,000	\$ 5,000	\$ 0	0
MISCELLANEOUS	\$ 20,000	\$ 20,000	\$ 0	0
PERMITS	\$ 20,000	\$ 20,000	\$ 0	0
SOLIDS HANDLING AND DISPOSAL	\$ 65,000	\$ 60,000	\$ 5,000	8.3
MAINTENANCE OF BUILDING AND GROUNDS	\$ 35,000	\$ 20,000	\$ 15,000	75
DEBT SERVICE	\$ 2,660,630	\$ 2,025,850	\$ 634,780	
OPERATIONS & MAINTENANCE TOTAL ^a				
=	\$ 6,437,000	\$ 5,422,500	\$ 1,014,500	18.7

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

The Recommended FY2023-2024 Expense Budget is \$6,437,000. This represents a 18.7% increase in expenses from FY2022-2023. The increase in expenses is the result of inflation on the economy. The Financial Analysis projected FY2023-2024 total expenses of \$5,718,878 which is 12.6% less than the recommended expense budget of \$6,437,000. The recommended expense budget for FY2023-2024 takes into account 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 are the funds available for capital improvements. Table 4 presents the Recommended FY2023-2024 Budget summary.

Table 4. Recommended FY2023-2024 Budget Summary

	Proposed Budget FY23-24	Budget FY22-23	Increase (Decrease) FY22 to FY23
TOTAL REVENUE =	\$ 10,274,500	\$ 10,024,500	\$ 250,000
OPERATIONS & MAINTENANCE TOTAL =	\$ 6,437,000	\$ 5,422,500	\$ 1,014,500
180 DAYS CASH ON HAND^a =	\$ 3,174,420	\$ 2,674,110	
TOTAL AVAILABLE FOR IMPROVEMENTS ^b =	\$ 676,560	\$ 2,328,3500	
PROPOSED IMPROVEMENTS =	\$ 12,615,000	\$ 12,635,000	
SURPLUS/RESERVE PAYMENT =	\$ (11,938,440)	\$ 2,374,590	

^a Cash on Hand is fully funded for FY2023. Therefore, \$500,310 of revenue will be used to fund FY2024.

^b Accounts for debt service payment of \$2,660,630 for FY23-24 and \$2,025,850 for FY22-23.

The total available funds for capital improvements in FY2023-2024 is \$676,560. The total proposed capital improvements for FY2023-2024 totals approximately \$12,615,000. The proposed capital improvements funded through cash reserves include the remaining project balance of the WTP Modernization project, Route 114 pump station improvements and Route 460 pump station improvements.

We anticipate FY2023-2024 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: June 20, 2023
Re: Projections for FY 2023/2024 – FY 2028/2029 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) 2023/2024 – 2028/2029,
- Alternate scenarios that compare the effects of prepayment of existing debt, and
- Wholesale water rates in effect for other authorities in Virginia.

2 Revised Revenue and Expense Projections

The cashflow projection developed previously for FY 2022/2023 were initially updated using the following assumptions:

- Water sales continue to increase at 0.5% per year.
- Most small operating expenses line items increase at 4% per year.
- The following operating expense line items increased significantly in FY 2023/2204 from what had been anticipated in the FY 2022/2023 analysis. The increases are attributed recent pricing volatility and employees becoming eligible for early retirement within the Virginia Retirement System (VRS).
 - Electrical Services
 - Chemicals and Testing
 - Employee Benefits
- Debt service on the WTP upgrade is based on a construction cost of \$45.7 million. Including a 2% contingency, the total is \$46.818 million. The project is funded using VDH funds and cash reserves:
 - VDH funding is \$36.7 million; 30 years; 2.5% interest, annual debt service of \$1.76 million. Interest on the construction draws is paid in FY 2022/2023 and debt service starts in FY 2023/2024.
 - The balance of the WTP project cost (\$10,118,000), is funded with reserves.
 - As per conversations with Virginia Resources Authority, the VDH funds are utilized first, and the Authority's reserve funds are used only after all VDH funds have been used.
- 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, \$10,118,000 in FY 2022/2023 (described above)



- Route 460 Pump Station and Route 114 Pump Station Upgrade, totaling \$2,560,000
- The pump station upgrades are designed and bid in FY 2021/2022, and construction is completed in FY 2022/2023 through FY 2024/2025.
- Master Plan Development, \$200,000 in FY 2024/2025

Under these assumptions, the Debt Coverage Ratio (DCR) drops below the policy defined target of 1.5 for the next several fiscal years. This is a result of the increase in the operating budget due to fully funding the VRS payments for the increased number of employees who have become eligible for early retirement as well as increases in the cost of electricity and chemicals. It is also impacted by beginning full debt service payments on the loan on the WTP. The DCR is brought back into compliance after several years by including a significant rate increase in FY 2025/2026 (the first year for which rates have not already been adopted) followed by more modest increases in the following years. Under the above assumptions it is not possible to mitigate the Debt Coverage Ratio dropping below 1.5 in FY 2023/2024 and FY 2024/2025 since rates have already been adopted. Four alternatives were therefore considered to address this issue.

3 Alternative Analysis

Four alternatives were considered to fully comply with the DCR mandate of 1.5 while also mitigating the size of the rate increase in FY 2025/2026. It is noted that the Authority has significant unrestricted cash reserves, such that its Days Cash on Hand (DCOH) metric is currently 532 days. This is well above the target of 180 days. These funds do not contribute to the DCR, but they can be used to prepay existing debt to reduce the Authority's annual debt service. The following prepayment alternatives were examined to determine their impact on the cash flow model. All alternatives assume that prepayment occurs in FY 2023/2024.

3.1 No prepayment

This alternative is the same as presented above. It assumes there is no prepayment, and all current debt commitments continue as planned. This alternative requires a 7% rate increase in FY 2025/2026 with annual increases of 3.6% thereafter. Higher rate increases will bring the DCR back into policy compliance more quickly but not before FY 2025/2026. DCOH trends downward throughout the analysis period due to increasing operating costs, but it remains well above the 180-day target.

3.2 Prepay the Series 2013B Bond

This alternative assumes full repayment of the Series 2013B bond in FY 2023/2024. Payments on this bond are currently scheduled to continue through 2043. Full repayment of this bond in FY 2023/2024 is assumed to require approximately \$3.0 million; however, this value will need to be confirmed by the VRA. This alternative assumes an FY 2025/2026 rate increase of 4% with annual increases of 3.6% thereafter, and it reduces total DCOH. DCOH trends downward throughout the analysis period due to increasing operating costs, but it remains well above the 180-day target. DCR is below the target 1.5 value for FY 2024/2025 but equal to or above and holding steady for all subsequent years.

3.3 Prepay the Series 2014B Bond

This alternative assumes full repayment of the Series 2014B bond in FY 2023/2024. Payments on this bond are currently scheduled to continue through 2036. Full repayment of this bond in FY 2023/2024 is assumed to require approximately \$1.5 million; however, this value will need to be confirmed by the



VRA. This alternative assumes an FY 2025/2026 rate increase of 5% with annual increases of 3.6% thereafter, and it reduces total DCOH. DCOH trends downward throughout the analysis period due to increasing operating costs, but it remains well above the 180-day target. DCR is below the target 1.5 value for FY 2024/2025 but equal to or above and holding steady for all subsequent years.

3.4 Prepay the Series 2013B and Series 2014B Bonds

This alternative assumes full repayment of both the Series 2013B and the Series 2014B bonds in FY 2023/2024. Payments on these bonds are currently scheduled to continue through 2043 and 2036, respectively. Full repayment of these bonds in FY 2023/2024 is assumed to require approximately \$4.5 million; however, this value will need to be confirmed by the VRA. This alternative assumes a rate increase of 3.6% in FY 2025/2026 and all years thereafter, and it reduces total DCOH. DCOH trends downward throughout the analysis period due to increasing operating costs, but it remains well above the 180-day target. DCR is above the target 1.5 value for all years in the analysis period.

3.5 Alternatives Comparison

The tables below summarize the four alternatives.

Table 1 – Debt Repayment Alternatives - Summary

Alternative	Prepayment Amount (million \$)	FY 2025/2026 Rate Increase	Years DCR Below 1.5
1. None	\$0	7.0%	4
2. 2013B	\$3.0	4.0%	1
3. 2014B	\$1.5	5.0%	1
4. 2013B & 2014B	\$4.5	3.6%	0

Table 2 – Debt Repayment Alternatives – Debt Coverage Ratio Summary

Alternative	FY 2023/2024	FY 2024/2025	FY 2025/2026	FY 2026/2027	FY 2027/2028	FY 2028/2029
1. None	1.46	1.35	1.49	1.49	1.51	1.51
2. 2013B	1.60	1.48	1.51	1.51	1.51	1.51
3. 2014B	1.55	1.43	1.50	1.51	1.51	1.51
4. 2013B & 2014B	1.71	1.58	1.59	1.59	1.59	1.58

Table 3 – Debt Repayment Alternatives – Days Cash on Hand Summary

Alternative	FY 2023/2024	FY 2024/2025	FY 2025/2026	FY 2026/2027	FY 2027/2028	FY 2028/2029
1. None	480	444	410	379	351	324
2. 2013B	323	306	300	295	290	284
3. 2014B	403	376	368	361	353	345
4. 2013B & 2014B	246	243	246	248	249	248



4 Recommendations

In order to meet the DCR requirements over the near term, it is recommended that the Authority use its unrestricted cash reserves to pay the remaining balances on the Series 2013B and Series 2014B bonds (Alternative 4) and eliminate the associated debt service. This will significantly reduce the ongoing debt service and meet the DCR requirements while maintaining a comfortable level of DCOH and limiting the size of future rate increases.

It is noted that under all alternatives considered the level of DCOH declines year over year. This is partially due to increases in some operating costs as previously noted in Section 2. The DCOH is also affected by the annual CIP budget. The alternatives above all assume an annual CIP budget of approximately \$1 million. This can be decreased to eliminate the downward trend. It is noted that the Authority plans to conduct a master plan study next year to define its needed CIP over the coming years. Since the DCOH remains well above the target of 180 days throughout the analysis period, it is recommended that no significant changes be made at this time to address the decline. This issue should be revisited during the next annual rate analysis to examine long term trends in pricing and to incorporate the results of the CIP plan development.

The following tables provide further details for each of the alternatives described above.



Table 4 – Alternative 1. No Prepayment Alternative Details

	2024	2025	2026	2027	2028	2029
Wholesale Rate (\$/1,000 gallons)	\$4.13	\$4.21	\$4.29	\$4.38	\$4.47	\$4.56
Revenue						
Revenue from Water Sales	\$10,162,000	\$10,410,637	\$11,183,398	\$11,638,935	\$12,123,849	\$12,613,321
Other Income	<u>\$112,522</u>	<u>\$112,522</u>	<u>\$112,522</u>	<u>\$112,522</u>	<u>\$112,522</u>	<u>\$112,522</u>
Total Revenue	\$10,274,522	\$10,523,159	\$11,295,920	\$11,751,457	\$12,236,371	\$12,725,843
Expenses						
Operating Expenses	\$6,392,000	\$6,936,811	\$7,339,114	\$7,768,649	\$8,227,504	\$8,717,947
Existing Debt Service	\$388,253	\$384,569	\$385,175	\$390,166	\$389,891	\$389,153
Plum Creek/Chrisman Mill Debt Service	\$506,256	\$507,288	\$507,806	\$507,813	\$507,306	\$506,288
Projected Debt Service:						
Upgrade of Water Plant (VDH - \$36.7 M)	<u>\$1,766,120</u>	<u>\$1,766,120</u>	<u>\$1,766,120</u>	<u>\$1,766,120</u>	<u>\$1,766,120</u>	<u>\$1,766,120</u>
Total Expenses	\$9,052,630	\$9,594,788	\$9,998,216	\$10,432,747	\$10,890,822	\$11,379,508
Net Surplus/Contribution to Capital	\$1,221,892	\$928,371	\$1,297,704	\$1,318,710	\$1,345,549	\$1,346,336
Analysis of Capital Reserve:						
Beginning Capital Reserve (estimated 7/1/19)	\$7,870,993	\$8,412,885	\$7,841,256	\$7,638,960	\$7,457,670	\$7,303,220
Additions to Reserve	\$1,221,892	\$928,371	\$1,297,704	\$1,318,710	\$1,345,549	\$1,346,336
Projects Funded with Cash/Reserves:						
Rt. 460 Pump Station – Design/Construction	\$(440,000)	\$-	\$-	\$-	\$-	\$-
Rt. 114 Pump Station- Design/Construction	\$(240,000)	\$-	\$-	\$-	\$-	\$-
Master Plan Development	\$-	\$(200,000)	\$-	\$-	\$-	\$-
CIP (Unallocated)	\$-	\$(700,000)	\$(1,300,000)	\$(1,300,000)	\$(1,300,000)	\$(1,300,000)
Ending Reserve	\$8,412,885	\$8,441,256	\$8,438,960	\$8,457,670	\$8,503,220	\$8,549,555
Debt Coverage:						
Total Revenue Available for Debt Service	\$3,882,522	\$3,586,348	\$3,956,806	\$3,982,808	\$4,008,867	\$4,007,896
Debt Coverage	1.46	1.35	1.49	1.49	1.51	1.51
Does Coverage = 150% or more?	No	No	No	No	Yes	Yes
Days Cash on Hand:						
Total Operating Expenses / 365 Days	\$17,512	\$19,005	\$20,107	\$21,284	\$22,541	\$23,885
DCOH (Ending Reserve)/(Total Operating Exp./365)	480	444	410	379	351	324
Does DCOH Exceed 180 days?	Yes	Yes	Yes	Yes	Yes	Yes



Table 5 – Alternative 2. Series 2013B Prepayment Alternative Summary

	2024	2025	2026	2027	2028	2029
Wholesale Rate (\$/1,000 gallons)	\$4.13	\$4.21	\$4.38	\$4.54	\$4.70	\$4.87
Revenue						
Revenue from Water Sales	\$10,162,000	\$10,410,637	\$10,885,174	\$11,339,220	\$11,797,534	\$12,285,375
Other Income	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522
Total Revenue	\$10,274,522	\$10,523,159	\$10,997,696	\$11,451,742	\$11,910,056	\$12,397,897
Expenses						
Operating Expenses	\$6,392,000	\$6,936,811	\$7,339,114	\$7,768,649	\$8,227,504	\$8,717,947
Existing Debt Service	\$160,109	\$155,241	\$155,244	\$160,213	\$160,147	\$159,875
Plum Creek/Chrisman Mill Debt Service	\$506,256	\$507,288	\$507,806	\$507,813	\$507,306	\$506,288
Projected Debt Service:						
Upgrade of Water Plant (VDH - \$36.7 M)	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120
Total Expenses	\$8,824,486	\$9,365,460	\$9,768,285	\$10,202,794	\$10,661,078	\$11,150,229
Net Surplus/Contribution to Capital	\$1,450,036	\$1,157,699	\$1,229,411	\$1,248,948	\$1,248,978	\$1,247,667
Analysis of Capital Reserve:						
Beginning Capital Reserve (estimated 7/1/19)	\$7,870,993	\$8,641,029	\$8,798,728	\$8,528,139	\$8,277,087	\$8,026,066
Additions to Reserve	\$1,450,036	\$1,157,699	\$1,229,411	\$1,248,948	\$1,248,978	\$1,247,667
Projects Funded with Cash/Reserves:						
Rt. 460 Pump Station – Design/Construction	\$(440,000)	\$-	\$-	\$-	\$-	\$-
Rt. 114 Pump Station- Design/Construction	\$(240,000)	\$-	\$-	\$-	\$-	\$-
Master Plan Development	\$-	\$(200,000)	\$-	\$-	\$-	\$-
CIP (Unallocated)	\$-	\$(800,000)	\$(1,000,000)	\$(1,000,000)	\$(1,000,000)	\$(1,000,000)
Ending Reserve	\$5,651,029	\$5,808,728	\$6,038,139	\$6,287,087	\$6,536,066	\$6,783,733
Debt Coverage:						
Total Revenue Available for Debt Service	\$3,882,522	\$3,586,348	\$3,658,582	\$3,683,093	\$3,682,552	\$3,679,950
Debt Coverage	1.60	1.48	1.51	1.51	1.51	1.51
Does Coverage = 150% or more?	Yes	No	Yes	Yes	Yes	Yes
Days Cash on Hand:						
Total Operating Expenses / 365 Days	\$17,512	\$19,005	\$20,107	\$21,284	\$22,541	\$23,885
DCOH (Ending Reserve)/(Total Operating Exp./365)	493	463	424	389	356	325
Does DCOH Exceed 180 days?	Yes	Yes	Yes	Yes	Yes	Yes



Table 6 – Alternative 3. Series 2014B Prepayment Alternative Summary

	2024	2025	2026	2027	2028	2029
Wholesale Rate (\$/1,000 gallons)	\$4.13	\$4.21	\$4.42	\$4.58	\$4.74	\$4.91
Revenue						
Revenue from Water Sales	\$10,162,000	\$10,410,637	\$10,984,582	\$11,439,125	\$11,897,939	\$12,386,281
Other Income	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522
Total Revenue	\$10,274,522	\$10,523,159	\$11,097,104	\$11,551,647	\$12,010,461	\$12,498,803
Expenses						
Operating Expenses	\$6,392,000	\$6,936,811	\$7,339,114	\$7,768,649	\$8,227,504	\$8,717,947
Existing Debt Service	\$228,144	\$229,328	\$229,931	\$229,953	\$229,744	\$229,278
Plum Creek/Chrisman Mill Debt Service	\$506,256	\$507,288	\$507,806	\$507,813	\$507,306	\$506,288
Projected Debt Service:						
Upgrade of Water Plant (VDH - \$36.7 M)	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120
Total Expenses	\$8,892,520	\$9,439,547	\$9,842,972	\$10,272,534	\$10,730,675	\$11,219,633
Net Surplus/Contribution to Capital	\$1,382,002	\$1,083,612	\$1,254,132	\$1,279,112	\$1,279,786	\$1,279,171
Analysis of Capital Reserve:						
Beginning Capital Reserve (estimated 7/1/19)	\$7,870,993	\$8,572,994	\$8,656,606	\$8,410,738	\$8,189,850	\$7,969,637
Additions to Reserve	\$1,382,002	\$1,083,612	\$1,254,132	\$1,279,112	\$1,279,786	\$1,279,171
Projects Funded with Cash/Reserves:						
Rt. 460 Pump Station – Design/Construction	\$(440,000)	\$-	\$-	\$-	\$-	\$-
Rt. 114 Pump Station- Design/Construction	\$(240,000)	\$-	\$-	\$-	\$-	\$-
Master Plan Development	\$-	\$(200,000)	\$-	\$-	\$-	\$-
CIP (Unallocated)	\$-	\$(800,000)	\$(1,000,000)	\$(1,000,000)	\$(1,000,000)	\$(1,000,000)
Ending Reserve	\$8,572,994	\$8,656,606	\$8,410,738	\$8,189,850	\$7,969,637	\$7,748,807
Debt Coverage:						
Total Revenue Available for Debt Service	\$3,882,522	\$3,586,348	\$3,757,990	\$3,782,998	\$3,782,956	\$3,780,857
Debt Coverage	1.55	1.43	1.50	1.51	1.51	1.51
Does Coverage = 150% or more?	Yes	No	Yes	Yes	Yes	Yes
Days Cash on Hand:						
Total Operating Expenses / 365 Days	\$17,512	\$19,005	\$20,107	\$21,284	\$22,541	\$23,885
DCOH (Ending Reserve)/(Total Operating Exp./365)	490	455	418	385	354	324
Does DCOH Exceed 180 days?	Yes	Yes	Yes	Yes	Yes	Yes



Table 7 – Alternative 4. Series 2013B & 2014B Prepayment Alternative Summary

	2024	2025	2026	2027	2028	2029
Wholesale Rate (\$/1,000 gallons)	\$4.13	\$4.21	\$4.36	\$4.51	\$4.67	\$4.83
Revenue						
Revenue from Water Sales	\$10,162,000	\$10,410,637	\$10,835,470	\$11,264,291	\$11,722,231	\$12,184,468
Other Income	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522	\$112,522
Total Revenue	\$10,274,522	\$10,523,159	\$10,947,992	\$11,376,813	\$11,834,753	\$12,296,990
Expenses						
Operating Expenses	\$6,392,000	\$6,936,811	\$7,339,114	\$7,768,649	\$8,227,504	\$8,717,947
Existing Debt Service	\$-	\$-	\$-	\$-	\$-	\$-
Plum Creek/Chrisman Mill Debt Service	\$506,256	\$507,288	\$507,806	\$507,813	\$507,306	\$506,288
Projected Debt Service:						
Upgrade of Water Plant (VDH - \$36.7 M)	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120	\$1,766,120
Total Expenses	\$8,664,377	\$9,210,219	\$9,613,041	\$10,042,581	\$10,500,931	\$10,990,354
Net Surplus/Contribution to Capital	\$1,610,145	\$1,312,940	\$1,334,951	\$1,334,232	\$1,333,822	\$1,306,636
Analysis of Capital Reserve:						
Beginning Capital Reserve (estimated 7/1/19)	\$7,870,993	\$8,801,138	\$9,114,078	\$8,949,029	\$8,783,261	\$8,617,083
Additions to Reserve	\$1,610,145	\$1,312,940	\$1,334,951	\$1,334,232	\$1,333,822	\$1,306,636
Projects Funded with Cash/Reserves:						
Rt. 460 Pump Station – Design/Construction	\$(440,000)	\$-	\$-	\$-	\$-	\$-
Rt. 114 Pump Station- Design/Construction	\$(240,000)	\$-	\$-	\$-	\$-	\$-
Master Plan Development	\$-	\$(200,000)	\$-	\$-	\$-	\$-
CIP (Unallocated)	\$-	\$(800,000)	\$(1,000,000)	\$(1,000,000)	\$(1,000,000)	\$(1,000,000)
Ending Reserve	\$8,801,138	\$9,114,078	\$8,949,029	\$8,783,261	\$8,617,083	\$8,423,719
Debt Coverage:						
Total Revenue Available for Debt Service	\$3,882,522	\$3,586,348	\$3,608,878	\$3,608,165	\$3,607,248	\$3,579,044
Debt Coverage	1.71	1.58	1.59	1.59	1.59	1.58
Does Coverage = 150% or more?	Yes	Yes	Yes	Yes	Yes	Yes
Days Cash on Hand:						
Total Operating Expenses / 365 Days	\$17,512	\$19,005	\$20,107	\$21,284	\$22,541	\$23,885
DCOH (Ending Reserve)/(Total Operating Exp./365)	503	480	445	413	382	353
Does DCOH Exceed 180 days?	Yes	Yes	Yes	Yes	Yes	Yes



5 Wholesale Water Rates

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

Table 8 – Wholesale Rates (\$/1,000 gallons)

Authority – Locality	FY 2019/ 2020	FY 2020/ 2021	FY 2021/ 2022	FY 2022/ 2023	FY 2023/ 2024
NRV Regional Water Authority	\$3.70	\$3.77	\$3.96	\$4.05	\$4.13
Appomattox River WA - Chesterfield	\$0.98	\$1.03	\$0.99	\$0.99	\$1.07
Appomattox River WA - Colonial Heights	\$1.01	\$1.06	\$1.02	\$1.02	\$1.09
Appomattox River WA – Dinwiddie	\$1.45	\$1.48	\$1.43	\$1.42	\$1.49
Appomattox River WA - Petersburg	\$0.98	\$1.03	\$0.99	\$0.99	\$1.06
Appomattox River WA - Prince George	\$1.37	\$1.38	\$1.34	\$1.33	\$1.39
Maury SA - City of Lexington	\$3.32	\$3.70	\$4.00	\$4.25	\$4.60
Maury SA - Rockbridge PSA	\$3.32	\$3.70	\$4.00	\$4.25	\$4.60
Rivanna W&SA - Albemarle Co. SA ¹	\$3.59	\$4.41	\$5.04	\$5.63	\$6.69
Rivanna W&SA – Charlottesville ¹	\$4.63	\$3.44	\$3.74	\$4.67	\$5.27
Roanoke River Service Authority	\$3.77	\$3.77	\$3.98	\$4.38	\$4.38

Notes:

1. The rates shown for Rivanna Water and Sewer Authority are based on an analysis completed for RWSA in November 2018. 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:
FY2023-2024
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	\$78,811.20	\$80,787.20	\$82,804.80	\$84,884.80	\$87,006.40	\$89,190.40	\$91,416.00	\$93,704.00	\$96,054.40	\$98,446.40	\$100,900.80	\$103,417.60	\$105,996.80	\$108,638.40	\$111,363.20	\$114,150.40	\$117,000.00	\$119,932.80	\$122,928.00	\$126,006.40	\$129,147.20	\$132,371.20	\$135,678.40	\$139,068.80	
		Monthly	\$6,567.60	\$6,732.27	\$6,900.40	\$7,073.73	\$7,250.53	\$7,432.53	\$7,618.00	\$7,808.67	\$8,004.53	\$8,203.87	\$8,408.40	\$8,618.13	\$8,833.07	\$9,053.20	\$9,280.27	\$9,512.53	\$9,750.00	\$9,994.40	\$10,244.00	\$10,500.53	\$10,762.27	\$11,030.93	\$11,306.53	\$11,589.07	
		Bi-Weekly	\$3,031.20	\$3,107.20	\$3,184.80	\$3,264.80	\$3,346.40	\$3,430.40	\$3,516.00	\$3,604.00	\$3,694.40	\$3,786.40	\$3,880.80	\$3,977.60	\$4,076.80	\$4,178.40	\$4,283.20	\$4,390.40	\$4,500.00	\$4,612.80	\$4,728.00	\$4,846.40	\$4,967.20	\$5,091.20	\$5,218.40	\$5,348.80	
		Weekly	\$1,515.60	\$1,553.60	\$1,592.40	\$1,632.40	\$1,673.20	\$1,715.20	\$1,758.00	\$1,802.00	\$1,847.20	\$1,893.20	\$1,940.40	\$1,988.80	\$2,038.40	\$2,089.20	\$2,141.60	\$2,195.20	\$2,250.00	\$2,306.40	\$2,364.00	\$2,423.20	\$2,483.60	\$2,545.60	\$2,609.20	\$2,674.40	
		Hourly	\$37.89	\$38.84	\$39.81	\$40.81	\$41.83	\$42.88	\$43.95	\$45.05	\$46.18	\$47.33	\$48.51	\$49.72	\$50.96	\$52.23	\$53.54	\$54.88	\$56.25	\$57.66	\$59.10	\$60.58	\$62.09	\$63.64	\$65.23	\$66.86	
7	Utility Mechanic Supervisor	Annual	\$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	\$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	
		Monthly	\$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	\$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	
		Bi-Weekly	\$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	\$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	
		Weekly	\$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	\$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	
		Hourly	\$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	\$50.91	\$52.18	\$53.48	\$54.82	\$56.19	\$57.59	\$59.03	\$60.51	\$62.02	\$63.57	
6	Laboratory Manager	Annual	\$71,406.40	\$73,195.20	\$75,025.60	\$76,897.60	\$78,811.20	\$80,787.20	\$82,804.80	\$84,884.80	\$87,006.40	\$89,190.40	\$91,416.00	\$93,704.00	\$96,054.40	\$98,446.40	\$100,900.80	\$103,417.60	\$105,996.80	\$108,638.40	\$111,363.20	\$114,150.40	\$117,000.00	\$119,932.80	\$122,928.00	\$126,006.40	
		Monthly	\$5,950.53	\$6,099.60	\$6,252.13	\$6,408.13	\$6,567.60	\$6,732.27	\$6,900.40	\$7,073.73	\$7,250.53	\$7,432.53	\$7,618.00	\$7,808.67	\$8,004.53	\$8,203.87	\$8,408.40	\$8,618.13	\$8,833.07	\$9,053.20	\$9,280.27	\$9,512.53	\$9,750.00	\$9,994.40	\$10,244.00	\$10,500.53	
		Bi-Weekly	\$2,746.40	\$2,815.20	\$2,885.60	\$2,957.60	\$3,031.20	\$3,107.20	\$3,184.80	\$3,264.80	\$3,346.40	\$3,430.40	\$3,516.00	\$3,604.00	\$3,694.40	\$3,786.40	\$3,880.80	\$3,977.60	\$4,076.80	\$4,178.40	\$4,283.20	\$4,390.40	\$4,500.00	\$4,612.80	\$4,728.00	\$4,846.40	
		Weekly	\$1,373.20	\$1,407.60	\$1,442.80	\$1,478.80	\$1,515.60	\$1,553.60	\$1,592.40	\$1,632.40	\$1,673.20	\$1,715.20	\$1,758.00	\$1,802.00	\$1,847.20	\$1,893.20	\$1,940.40	\$1,988.80	\$2,038.40	\$2,089.20	\$2,141.60	\$2,195.20	\$2,250.00	\$2,306.40	\$2,364.00	\$2,423.20	
		Hourly	\$34.33	\$35.19	\$36.07	\$36.97	\$37.89	\$38.84	\$39.81	\$40.81	\$41.83	\$42.88	\$43.95	\$45.05	\$46.18	\$47.33	\$48.51	\$49.72	\$50.96	\$52.23	\$53.54	\$54.88	\$56.25	\$57.66	\$59.10	\$60.58	
5	Senior WTP Operator	Annual	\$61,568.00	\$63,107.20	\$64,688.00	\$66,310.40	\$67,974.40	\$69,680.00	\$71,427.20	\$73,216.00	\$75,046.40	\$76,918.40	\$78,832.00	\$80,808.00	\$82,825.60	\$84,905.60	\$87,027.20	\$89,211.20	\$91,436.80	\$93,724.80	\$96,075.20	\$98,467.20	\$100,921.60	\$103,438.40	\$106,017.60	\$108,659.20	
		Monthly	\$5,130.67	\$5,258.93	\$5,390.67	\$5,525.87	\$5,664.53	\$5,806.67	\$5,952.27	\$6,101.33	\$6,253.87	\$6,409.87	\$6,569.33	\$6,734.00	\$6,902.13	\$7,075.47	\$7,252.27	\$7,434.27	\$7,619.73	\$7,810.40	\$8,006.27	\$8,205.60	\$8,410.13	\$8,619.87	\$8,834.80	\$9,054.93	
		Bi-Weekly	\$2,368.00	\$2,427.20	\$2,488.00	\$2,550.40	\$2,614.40	\$2,680.00	\$2,747.20	\$2,816.00	\$2,886.40	\$2,958.40	\$3,032.00	\$3,108.00	\$3,185.60	\$3,265.60	\$3,347.20	\$3,431.20	\$3,516.80	\$3,604.80	\$3,695.20	\$3,787.20	\$3,881.60	\$3,978.40	\$4,077.60	\$4,179.20	
		Weekly	\$1,184.00	\$1,213.60	\$1,244.00	\$1,275.20	\$1,307.20	\$1,340.00	\$1,373.60	\$1,408.00	\$1,443.20	\$1,479.20	\$1,516.00	\$1,554.00	\$1,592.80	\$1,632.80	\$1,673.60	\$1,715.60	\$1,758.40	\$1,802.40	\$1,847.60	\$1,893.60	\$1,940.80	\$1,989.20	\$2,038.80	\$2,089.60	
		Hourly	\$29.60	\$30.34	\$31.10	\$31.88	\$32.68	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.90	\$38.85	\$39.82	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.73	\$50.97	\$52.24	
4	WTP Operator Class I	Annual	\$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	\$86,985.60	\$89,169.60	\$91,395.20	\$93,683.20	\$96,033.60	\$98,425.60	
		Utility Mechanic I	Monthly	\$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	\$7,248.80	\$7,430.80	\$7,616.27	\$7,806.93	\$8,002.80	\$8,202.13
		Executive Assistant	Bi-Weekly	\$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	\$3,345.60	\$3,429.60	\$3,515.20	\$3,603.20	\$3,693.60	\$3,785.60
		Weekly	\$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	\$1,672.80	\$1,714.80	\$1,757.60	\$1,801.60	\$1,846.80	\$1,892.80	
		Hourly	\$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	\$36.96	\$37.88	\$38.83	\$39.80	\$40.80	\$41.82	\$42.87	\$43.94	\$45.04	\$46.17	\$47.32	
3	WTP Operator Class II	Annual	\$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	\$86,985.60	\$89,169.60	
		Utility Mechanic II	Monthly	\$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	\$7,248.80	\$7,430.80
		Bi-Weekly	\$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	\$3,345.60	\$3,429.60	
		Weekly	\$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	\$1,672.80	\$1,714.80	
		Hourly	\$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	\$36.96	\$37.88	\$38.83	\$39.80	\$40.80	\$41.82	\$42.87	
2	WTP Operator Class III	Annual	\$45,780.80	\$46,924.80	\$48,089.60	\$49,296.00	\$50,523.20	\$51,792.00	\$53,081.60	\$54,412.80	\$55,764.80	\$57,158.40	\$58,593.60	\$60,049.60	\$61,547.20	\$63,086.40	\$64,667.20	\$66,289.60	\$67,953.60	\$69,659.20	\$71,406.40	\$73,195.20	\$75,025.60	\$76,897.60	\$78,811.20	\$80,787.20	
		Monthly	\$3,815.07	\$3,910.40	\$4,007.47	\$4,108.00	\$4,210.27	\$4,316.00	\$4,423.47	\$4,534.40	\$4,647.07	\$4,763.20	\$4,882.80	\$5,004.13	\$5,128.93	\$5,257.20	\$5,388.93	\$5,524.13	\$5,662.80	\$5,804.93	\$5,950.53	\$6,099.60	\$6,252.13	\$6,408.13	\$6,567.60	\$6,732.27	
		Bi-Weekly	\$1,760.80	\$1,804.80	\$1,849.60	\$1,896.00	\$1,943.20	\$1,992.00	\$2,041.60	\$2,092.80	\$2,144.80	\$2,198.40	\$2,253.60	\$2,309.60	\$2,367.20	\$2,426.40	\$2,487.20	\$2,549.60	\$2,613.60	\$2,679.20	\$2,746.40	\$2,815.20	\$2,885.60	\$2,957.60	\$3,031.20	\$3,107.20	
		Weekly	\$880.40	\$902.40	\$924.80	\$948.00	\$971.60	\$996.00	\$1,020.80	\$1,046.40	\$1,072.40	\$1,099.20	\$1,126.80	\$1,154.80	\$1,183.60	\$1,213.20	\$1,243.60	\$1,274.80	\$1,306.80	\$1,339.60	\$1,373.20	\$1,407.60	\$1,442.80	\$1,478.80	\$1,515.60	\$1,553.60	
		Hourly	\$22.01	\$22.56	\$23.12	\$23.70	\$24.29	\$24.90	\$25.52	\$26.16	\$26.81	\$27.48	\$28.17	\$28.87	\$29.59	\$30.33	\$31.09	\$31.87	\$32.67	\$33.49	\$34.33	\$35.19	\$36.07				