



TriCo Regional Sewer Utility

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Joint Budget & Finance, Personnel & Benefits Committees And Board Of Trustees Meeting

Friday, June 24, 2022, at 7:30 a.m.
7236 Mayflower Park Drive, Zionsville, IN 46077

AGENDA

1. Public Comment
2. Financial Statements
3. Safety Update
4. Compensation Study Presentation
 - a. Salary Ordinance 06-24-2022
5. Other Business

Income Statements

33.33%

<u>Category</u>	<u>May-22</u>	<u>May-22</u>	<u>Variance</u> <u>(unfavorable)</u>	<u>% to 2022 YTD</u> <u>budget</u>	<u>Explanation</u>
Residential	435,413	420,933	14,480	41.76%	On budget
Commercial	191,069	199,850	(8,781)	38.50%	Under Budget
Other Revenue	19,210	19,795	(585)	54.53%	Over budget
Other Income	8,590	11,725	(3,135)	86.01%	Over budget
Total Revenue	654,283	652,305	1,979	41.30%	Under Budget

Residential sales increased slightly in May 2022 from April 2022, and up \$14,480 from May 2021. It is on budget for the year.

Commercial revenue is \$11,000 above but \$8,700 below May 21 sales. It is slightly under budget YTD. Other revenue was \$4,000 lower than April 2022 and \$585 below May 2021 figures. Other income was \$500 above April 2022 and below May of 2021 by \$3,100. It is above predicted budget for the year.

May 2022: Total Sales of \$654,283 was \$8,000 above April 2022 and \$1,979 above May 2021. It is slightly below annual budget projections.

May Spending Analysis

Wages & benefits in May were \$243,195 and above the monthly budget.

Administration spending in May was \$69,782 and above the monthly budget.

Treatment costs in May were \$193,697 and above budget for the month.

Collection costs were \$56,437 in May and below budget for the month.

Total Operating expenses in May were \$563,111. Monthly spending in May 2022 was \$74,311 above budget.

<u>Category</u>	<u>May-22</u>	<u>May-21</u>	<u>Monthly</u> <u>Budget</u>	<u>Variance</u> <u>(unfavorable)</u> <u>to Budget</u>	<u>% of Annual</u> <u>Budget</u>	<u>Explanation</u>
Wages	151,535	128,781	150,420	(1,115)	45.57%	Slightly over budget
Employee Insurance	69,694	28,320	28,472	(41,221)	54.91%	Over bud-June posted in May
Legal fees	4,712	1,561	2,917	(1,795)	35.93%	Over budget MTD, under YTD
Billing Services	22,303	22,460	8,642	(13,661)	51.68%	Balanced budget reads
Bad Debt	1,325	1,063	167	(1,158)	66.24%	Aged account write offs
Sewage treatment to Carmel	102,289	90,998	83,333	(18,956)	49.62%	Over budget YTD
Sewer sampling	15,302	9,444	5,000	(10,302)	68.63%	IDEXX, Hach
Plant R & M	24,750	12,299	15,833	(8,917)	40.81%	Cerlic, Fluid Waste
Line Repairs	8,900	1,545	3,000	(5,900)	32.80%	Wise Building Solutions
Equipment Repairs	8,565	2,415	1,666	(6,899)	156.86%	Eco Infrastructure
Vehicle Repairs	4,622	1,840	1,666	(2,956)	55.35%	PFM repairs
Fuel	4,222	1,925	2,000	(2,222)	67.61%	Over Budget
Televising	6,248	-	2,000	(4,248)	29.61%	POSM software
Total Operating Expenses	563,111	479,800	488,800	(74,311)	44.90%	Over monthly budget

MTD Net Income (loss) net of depreciation	(51,109)	125,333	14,194	(65,303)
YTD Net Income (loss) net of depreciation	(30,847)	249,998	232,027	(262,874)

Cash Generated

Cash generated for May shows a net decrease in all funds of \$484,296. Capital spending was \$56,131 for plant expansion, lift station generators, LS 26 Parallel force main, LS 16 relocation and admin acoustic panels.

Individual fund balances and changes are listed on the Cash Generated Statements included with the monthly financial statements, net of annual transfers

	May	April	+/- from last month	
Operating	\$ 7,725,858	\$ 7,529,451	\$ 196,406	
Interceptor	\$ (20,838)	\$ (51,034)	\$ 30,196	
Plant Expansion	\$ 2,763,509	\$ 2,695,008	\$ 68,502	
Operating Reserve	\$ 519,252	\$ 519,252	\$ -	
Reserve for Replacement	\$ 146,452	\$ (54,102)	\$ 200,554	\$ 495,657
2020 Bond Fund	\$ 1,817,518	\$ 1,828,880	\$ (11,362)	
Total	\$ 12,951,750	\$ 12,467,455	\$ 484,296	

Cash balances in the operating, interceptor, plant exp and R4R increased \$495,657 in May. Bond funds decreased \$11,362 in May.

Investments

The money market rate remained at 1.0% at Merchants Bank. Total interest in May was \$8,626.61.

TriCo Regional Sewer Utility									
Income Statement									
May 2022									
		Actual	Budget						
		MTD	MTD						
		thru	thru						
		05/31/2022	05/31/2022	Variance	% MTD	Actual	Annual	Variance	% YTD
						YTD	Budget		
Residential									
4001-1	Sales - Residential	435,413.02	429,166.67	6,246.35	101.46%	2,150,864.65	5,150,000.00	(2,999,135.35)	41.76%
Residential		435,413.02	429,166.67	6,246.35	101.46%	2,150,864.65	5,150,000.00	(2,999,135.35)	41.76%
Commercial									
4003-1	Sales - Commercial	191,069.44	200,000.00	(8,930.56)	95.53%	923,926.18	2,400,000.00	(1,476,073.82)	38.50%
Commercial		191,069.44	200,000.00	(8,930.56)	95.53%	923,926.18	2,400,000.00	(1,476,073.82)	38.50%
Other Revenue									
4005-1	Late Charges	7,204.03	6,250.00	954.03	115.26%	32,375.82	75,000.00	(42,624.18)	43.17%
4007-1	Applications Fees	3,000.00	5,000.00	(2,000.00)	60.00%	16,987.50	60,000.00	(43,012.50)	28.31%
4009-1	Plan Reviews, Inspections, Misc. Revenue	9,006.25	2,083.33	6,922.92	432.30%	37,877.50	25,000.00	12,877.50	151.51%
Other Revenue		19,210.28	13,333.33	5,876.95	144.08%	87,240.82	160,000.00	(72,759.18)	54.53%
Total Sales		645,692.74	642,500.00	3,192.74	100.50%	3,162,031.65	7,710,000.00	(4,547,968.35)	41.01%
Other Income									
4503-1	Interest - Banking	8,626.61	4,166.67	4,459.94	207.04%	40,967.37	50,000.00	(9,032.63)	81.93%
4507-1	Bank Fees	(123.00)	(83.33)	(39.67)	147.61%	(560.00)	(1,000.00)	440.00	56.00%
4601-1	Interest - by project	86.44	29.17	57.27	296.33%	435.60	350.00	85.60	124.46%
4801-1	Gain/Loss on Asset Disposal	0.00	0.00	0.00	0.00%	1,602.00	0.00	1,602.00	0.00%
Other Income		8,590.05	4,112.51	4,477.54	208.88%	42,444.97	49,350.00	(6,905.03)	86.01%
Total Revenue		654,282.79	646,612.51	7,670.28	101.19%	3,204,476.62	7,759,350.00	(4,554,873.38)	41.30%
Operating Expenses									
Wages & Benefits									
5001-1	Gross Wages	151,534.91	150,419.92	(1,114.99)	100.74%	822,496.18	1,805,039.00	982,542.82	45.57%
5003-1	Other Employee Exp	3,049.11	1,333.33	(1,715.78)	228.68%	8,069.67	16,000.00	7,930.33	50.44%
5005-1	Retirement Plan - Hoosier START	14,892.39	14,867.00	(25.39)	100.17%	78,363.87	178,404.00	100,040.13	43.93%
5007-1	Employee Insurance	62,879.56	28,472.42	(34,407.14)	220.84%	187,600.61	341,669.00	154,068.39	54.91%
5009-1	Taxes (Employer FICA)	10,838.82	11,507.08	668.26	94.19%	58,265.67	138,085.00	79,819.33	42.20%
Wages & Benefits		243,194.79	206,599.75	(36,595.04)	117.71%	1,154,796.00	2,479,197.00	1,324,401.00	46.58%
Administration									
5103-1	Professional Education	1,707.53	1,666.67	(40.86)	102.45%	12,150.46	20,000.00	7,849.54	60.75%
5105-1	Boardmember Fees	1,450.00	1,583.33	133.33	91.58%	4,950.00	19,000.00	14,050.00	26.05%
5107-1	Board Expense	184.34	125.00	(59.34)	147.47%	2,614.13	1,500.00	(1,114.13)	174.28%
5109-1	Consulting	0.00	4,166.67	4,166.67	0.00%	1,406.25	50,000.00	48,593.75	2.81%
5111-1	Computer Expenses/Consultants	14,178.79	20,000.00	5,821.21	70.89%	96,656.43	240,000.00	143,343.57	40.27%
5113-1	Insurance	9,991.33	10,000.00	8.67	99.91%	47,056.40	120,000.00	72,943.60	39.21%
5115-1	Accounting Fees	0.00	416.67	416.67	0.00%	4,776.54	5,000.00	223.46	95.53%
5117-1	Legal Fees	4,712.95	2,916.67	(1,796.28)	161.59%	12,573.90	35,000.00	22,426.10	35.93%
5119-1	Engineering Fees	0.00	2,083.33	2,083.33	0.00%	150.00	25,000.00	24,850.00	0.60%
5125-1	Professional Affiliations	0.00	583.33	583.33	0.00%	1,025.00	7,000.00	5,975.00	14.64%
5127-1	Travel & Mileage	355.78	583.33	227.55	60.99%	2,955.12	7,000.00	4,044.88	42.22%
5129-1	Collection	180.00	1,083.33	903.33	16.62%	(5,864.00)	13,000.00	18,864.00	(45.11%)
5131-1	Billing Service Contracts	22,302.70	8,641.67	(13,661.03)	258.08%	53,592.55	103,700.00	50,107.45	51.68%
5133-1	Bad Debt Expense	1,324.89	166.67	(1,158.22)	794.92%	1,324.89	2,000.00	675.11	66.24%
5135-1	Office Expense	2,107.63	1,250.00	(857.63)	168.61%	6,465.14	15,000.00	8,534.86	43.10%
5137-1	Postage Expense	5,953.15	5,666.67	(286.48)	105.06%	32,489.06	68,000.00	35,510.94	47.78%
5139-1	Office Services	4,372.20	5,000.00	627.80	87.44%	12,699.85	60,000.00	47,300.15	21.17%
5141-1	Customer Outreach & Education	961.23	2,083.33	1,122.10	46.14%	5,791.69	25,000.00	19,208.31	23.17%

		Actual MTD thru	Budget MTD thru						
		05/31/2022	05/31/2022	Variance	% MTD	Actual YTD	Annual Budget	Variance	% YTD
Administration		69,782.52	68,016.67	(1,765.85)	102.60%	292,813.41	816,200.00	523,386.59	35.88%
Treatment									
5201-1	Sewage Treatment - Carmel WWTP	102,289.47	83,333.33	(18,956.14)	122.75%	496,173.00	1,000,000.00	503,827.00	49.62%
5203-1	Sewer Sampling & Lab	15,302.22	5,000.00	(10,302.22)	306.04%	41,175.36	60,000.00	18,824.64	68.63%
5205-1	Biosolids Disposal	11,703.77	17,916.67	6,212.90	65.32%	72,914.70	215,000.00	142,085.30	33.91%
5207-1	Plant R & M	24,750.14	15,833.33	(8,916.81)	156.32%	77,543.66	190,000.00	112,456.34	40.81%
5209-1	Utilities - Plant	33,819.59	30,416.67	(3,402.92)	111.19%	190,442.56	365,000.00	174,557.44	52.18%
5211-1	Operating Supplies - Plant	5,297.64	2,500.00	(2,797.64)	211.91%	21,897.47	30,000.00	8,102.53	72.99%
5213-1	Safety Materials & Training	458.97	1,250.00	791.03	36.72%	4,961.29	15,000.00	10,038.71	33.08%
5215-1	Permits	75.00	0.00	(75.00)	0.00%	10,537.08	15,500.00	4,962.92	67.98%
Treatment		193,696.80	156,250.00	(37,446.80)	123.97%	915,645.12	1,890,500.00	974,854.88	48.43%
Collection System									
5301-1	Lift Station R & M	2,371.03	15,000.00	12,628.97	15.81%	19,777.89	135,000.00	115,222.11	14.65%
5303-1	Line Maintenance	1,465.05	3,000.00	1,534.95	48.84%	7,710.67	35,000.00	27,289.33	22.03%
5305-1	Line Repair	8,900.00	3,000.00	(5,900.00)	296.67%	16,400.00	50,000.00	33,600.00	32.80%
5307-1	Equipment Repair	8,564.89	1,666.67	(6,898.22)	513.89%	31,371.84	20,000.00	(11,371.84)	156.86%
5313-1	Vehicle R & M	4,622.21	1,666.67	(2,955.54)	277.33%	11,070.17	20,000.00	8,929.83	55.35%
5315-1	Fuel	4,221.86	2,000.00	(2,221.86)	211.09%	16,225.44	24,000.00	7,774.56	67.61%
5317-1	Utilities - Lift Stations	17,319.54	16,250.00	(1,069.54)	106.58%	109,643.16	195,000.00	85,356.84	56.23%
5319-1	Operating Supplies - Collection System	941.14	2,250.00	1,308.86	41.83%	5,424.26	20,000.00	14,575.74	27.12%
5321-1	Manhole R&M	0.00	10,000.00	10,000.00	0.00%	8,784.20	66,000.00	57,215.80	13.31%
5322-1	Televising	6,248.49	2,000.00	(4,248.49)	312.42%	11,843.50	40,000.00	28,156.50	29.61%
5323-1	Uniforms & Shop Towels	1,782.85	1,100.00	(682.85)	162.08%	4,166.65	13,000.00	8,833.35	32.05%
Collection System		56,437.06	57,933.34	1,496.28	97.42%	242,417.78	618,000.00	375,582.22	39.23%
Total Operating Expenses		563,111.17	488,799.76	(74,311.41)	115.20%	2,605,672.31	5,803,897.00	3,198,224.69	44.90%
Interest Expense									
5801-1	Interest Expense	42,904.69	44,246.25	1,341.56	96.97%	474,533.45	530,955.00	56,421.55	89.37%
Total		42,904.69	44,246.25	1,341.56	96.97%	474,533.45	530,955.00	56,421.55	89.37%
Total Interest Expense		42,904.69	44,246.25	1,341.56	96.97%	474,533.45	530,955.00	56,421.55	89.37%
Depreciation									
5901-1	Depreciation	373,368.72	373,365.58	(3.14)	100.00%	1,866,843.78	4,480,387.00	2,613,543.22	41.67%
Depreciation		373,368.72	373,365.58	(3.14)	100.00%	1,866,843.78	4,480,387.00	2,613,543.22	41.67%
Amortization									
5911-1	Amortization of CIAC	(273,993.00)	(273,993.00)	0.00	100.00%	(1,369,965.00)	(3,287,916.00)	(1,917,951.00)	41.67%
Amortization		(273,993.00)	(273,993.00)	0.00	100.00%	(1,369,965.00)	(3,287,916.00)	(1,917,951.00)	41.67%
Total Expenses		705,391.58	632,418.59	(72,972.99)	111.54%	3,577,084.54	7,527,323.00	3,950,238.46	47.52%
NET SURPLUS/(DEFICIT)		(51,108.79)	14,193.92	(65,302.71)	(360.08%)	(372,607.92)	232,027.00	(604,634.92)	(160.59%)

TriCo Regional Sewer Utility									
Income Statement									
May 2022 vs May 2021									
		Actual 05/31/2022	Actual 05/31/2021	Variance	2022 YTD	2021 YTD	Variance	% YTD	2022 Budget
Sales									
Residential									
4001-1	Sales - Residential	435,413.02	420,933.64	14,479.38	2,150,864.65	2,099,779.21	51,085.44	41.76%	5,150,000.00
Residential		435,413.02	420,933.64	14,479.38	2,150,864.65	2,099,779.21	51,085.44	41.76%	5,150,000.00
Commercial									
4003-1	Sales - Commercial	191,069.44	199,850.14	(8,780.70)	923,926.18	922,246.04	1,680.14	38.50%	2,400,000.00
Commercial		191,069.44	199,850.14	(8,780.70)	923,926.18	922,246.04	1,680.14	38.50%	2,400,000.00
Other Revenue									
4005-1	Late Charges	7,204.03	7,184.17	19.86	32,375.82	30,991.95	1,383.87	43.17%	75,000.00
4007-1	Applications Fees	3,000.00	11,767.50	(8,767.50)	16,987.50	35,959.00	(18,971.50)	28.31%	60,000.00
4009-1	Plan Reviews, Inspections, M	9,006.25	843.75	8,162.50	37,877.50	13,510.20	24,367.30	151.51%	25,000.00
Other Revenue		19,210.28	19,795.42	(585.14)	87,240.82	80,461.15	6,779.67	54.53%	160,000.00
Total Sales		645,692.74	640,579.20	5,113.54	3,162,031.65	3,102,486.40	59,545.25	41.01%	7,710,000.00
Other Income									
4503-1	Interest - Banking	8,626.61	11,718.65	(3,092.04)	40,967.37	64,870.45	(23,903.08)	81.93%	50,000.00
4507-1	Bank Fees	(123.00)	(103.00)	(20.00)	(560.00)	(555.00)	(5.00)	56.00%	(1,000.00)
4601-1	Interest - by project	86.44	109.78	(23.34)	435.60	576.20	(140.60)	124.46%	350.00
4801-1	Gain/Loss on Asset Disposal	0.00	0.00	0.00	1,602.00	9,259.82	(7,657.82)	0.00%	0.00
4901-1	Misc Income/Expense	0.00	0.00	0.00	0.00	1,703.25	(1,703.25)	0.00%	0.00
Other Income		8,590.05	11,725.43	(3,135.38)	42,444.97	75,854.72	(33,409.75)	86.01%	49,350.00
Total Revenue		654,282.79	652,304.63	1,978.16	3,204,476.62	3,178,341.12	26,135.50	41.30%	7,759,350.00
Operating Expenses									
Wages & Benefits									
5001-1	Gross Wages	151,534.91	128,781.00	(22,753.91)	822,496.18	673,187.66	(149,308.52)	45.57%	1,805,039.00
5003-1	Other Employee Exp	3,049.11	1,631.75	(1,417.36)	8,069.67	9,161.47	1,091.80	50.44%	16,000.00
5005-1	Retirement Plan - Hoosier ST	14,892.39	12,571.10	(2,321.29)	78,363.87	67,921.70	(10,442.17)	43.93%	178,404.00
5007-1	Employee Insurance	62,879.56	28,319.69	(34,559.87)	187,600.61	202,102.31	14,501.70	54.91%	341,669.00
5009-1	Taxes (Employer FICA)	10,838.82	8,857.79	(1,981.03)	58,265.67	47,523.03	(10,742.64)	42.20%	138,085.00
Wages & Benefits		243,194.79	180,161.33	(63,033.46)	1,154,796.00	999,896.17	(154,899.83)	46.58%	2,479,197.00
Administration									
5103-1	Professional Education	1,707.53	0.00	(1,707.53)	12,150.46	5,246.24	(6,904.22)	60.75%	20,000.00
5105-1	Boardmember Fees	1,450.00	1,400.00	(50.00)	4,950.00	7,000.00	2,050.00	26.05%	19,000.00

		Actual 05/31/2022	Actual 05/31/2021	Variance	2022 YTD	2021 YTD	Variance	% YTD	2022 Budget
5107-1	Board Expense	184.34	15.35	(168.99)	2,614.13	412.18	(2,201.95)	174.28%	1,500.00
5109-1	Consulting	0.00	5,362.50	5,362.50	1,406.25	11,601.78	10,195.53	2.81%	50,000.00
5111-1	Computer Expenses/Consult	14,178.79	5,835.95	(8,342.84)	96,656.43	78,521.52	(18,134.91)	40.27%	240,000.00
5113-1	Insurance	9,991.33	9,577.53	(413.80)	47,056.40	37,474.17	(9,582.23)	39.21%	120,000.00
5115-1	Accounting Fees	0.00	0.00	0.00	4,776.54	3,145.00	(1,631.54)	95.53%	5,000.00
5117-1	Legal Fees	4,712.95	1,561.25	(3,151.70)	12,573.90	5,979.50	(6,594.40)	35.93%	35,000.00
5119-1	Engineering Fees	0.00	0.00	0.00	150.00	1,129.90	979.90	0.60%	25,000.00
5125-1	Professional Affiliations	0.00	1,306.17	1,306.17	1,025.00	2,445.17	1,420.17	14.64%	7,000.00
5127-1	Travel & Mileage	355.78	414.96	59.18	2,955.12	1,179.71	(1,775.41)	42.22%	7,000.00
5129-1	Collection	180.00	270.00	90.00	(5,864.00)	2,284.00	8,148.00	(45.11%)	13,000.00
5131-1	Billing Service Contracts	22,302.70	22,460.83	158.13	53,592.55	64,747.25	11,154.70	51.68%	103,700.00
5133-1	Bad Debt Expense	1,324.89	1,062.57	(262.32)	1,324.89	1,403.12	78.23	66.24%	2,000.00
5135-1	Office Expense	2,107.63	1,571.69	(535.94)	6,465.14	6,822.49	357.35	43.10%	15,000.00
5137-1	Postage Expense	5,953.15	5,399.37	(553.78)	32,489.06	28,169.52	(4,319.54)	47.78%	68,000.00
5139-1	Office Services	4,372.20	3,306.98	(1,065.22)	12,699.85	17,456.98	4,757.13	21.17%	60,000.00
5141-1	Customer Outreach & Educa	961.23	1,970.00	1,008.77	5,791.69	6,755.36	963.67	23.17%	25,000.00
Administration		69,782.52	61,515.15	(8,267.37)	292,813.41	281,773.89	(11,039.52)	35.88%	816,200.00
Treatment									
5201-1	Sewage Treatment - Carmel	102,289.47	90,998.17	(11,291.30)	496,173.00	452,600.15	(43,572.85)	49.62%	1,000,000.00
5203-1	Sewer Sampling & Lab	15,302.22	9,443.68	(5,858.54)	41,175.36	37,215.28	(3,960.08)	68.63%	60,000.00
5205-1	Biosolids Disposal	11,703.77	19,061.64	7,357.87	72,914.70	71,188.97	(1,725.73)	33.91%	215,000.00
5207-1	Plant R & M	24,750.14	12,298.87	(12,451.27)	77,543.66	64,648.68	(12,894.98)	40.81%	190,000.00
5209-1	Utilities - Plant	33,819.59	7,270.68	(26,548.91)	190,442.56	115,746.24	(74,696.32)	52.18%	365,000.00
5211-1	Operating Supplies - Plant	5,297.64	0.00	(5,297.64)	21,897.47	2,646.64	(19,250.83)	72.99%	30,000.00
5213-1	Safety Materials & Training	458.97	230.15	(228.82)	4,961.29	3,836.50	(1,124.79)	33.08%	15,000.00
5215-1	Permits	75.00	335.90	260.90	10,537.08	10,379.91	(157.17)	67.98%	15,500.00
Treatment		193,696.80	139,639.09	(54,057.71)	915,645.12	758,262.37	(157,382.75)	48.43%	1,890,500.00
Collection System									
5301-1	Lift Station R & M	2,371.03	(2.68)	(2,373.71)	19,777.89	42,737.62	22,959.73	14.65%	135,000.00
5303-1	Line Maintenance	1,465.05	2,273.40	808.35	7,710.67	5,748.86	(1,961.81)	22.03%	35,000.00
5305-1	Line Repair	8,900.00	1,545.00	(7,355.00)	16,400.00	19,872.43	3,472.43	32.80%	50,000.00
5307-1	Equipment Repair	8,564.89	2,414.82	(6,150.07)	31,371.84	4,178.58	(27,193.26)	156.86%	20,000.00
5313-1	Vehicle R & M	4,622.21	1,840.10	(2,782.11)	11,070.17	32,691.52	21,621.35	55.35%	20,000.00
5315-1	Fuel	4,221.86	1,925.25	(2,296.61)	16,225.44	8,470.10	(7,755.34)	67.61%	24,000.00
5317-1	Utilities - Lift Stations	17,319.54	10,604.69	(6,714.85)	109,643.16	71,974.95	(37,668.21)	56.23%	195,000.00
5319-1	Operating Supplies - Collecti	941.14	0.00	(941.14)	5,424.26	10,436.22	5,011.96	27.12%	20,000.00
5321-1	Manhole R&M	0.00	1,169.95	1,169.95	8,784.20	11,507.65	2,723.45	13.31%	66,000.00
5322-1	Televising	6,248.49	0.00	(6,248.49)	11,843.50	4,198.49	(7,645.01)	29.61%	40,000.00
5323-1	Uniforms & Shop Towels	1,782.85	380.84	(1,402.01)	4,166.65	5,862.92	1,696.27	32.05%	13,000.00
Collection System		56,437.06	22,151.37	(34,285.69)	242,417.78	217,679.34	(24,738.44)	39.23%	618,000.00

		Actual 05/31/2022	Actual 05/31/2021	Variance	2022 YTD	2021 YTD	Variance	% YTD	2022 Budget
Total Operating Expenses		563,111.17	403,466.94	(159,644.23)	2,605,672.31	2,257,611.77	(348,060.54)	44.90%	5,803,897.00
Interest Expense									
5801-1 Interest Expense		42,904.69	44,246.25	1,341.56	474,533.45	265,477.50	(209,055.95)	89.37%	530,955.00
Total		42,904.69	44,246.25	1,341.56	474,533.45	265,477.50	(209,055.95)	89.37%	530,955.00
Total Interest Expense		42,904.69	44,246.25	1,341.56	474,533.45	265,477.50	(209,055.95)	89.37%	530,955.00
Depreciation									
5901-1 Depreciation		373,368.72	351,470.54	(21,898.18)	1,866,843.78	1,766,313.75	(100,530.03)	41.67%	4,480,387.00
Depreciation		373,368.72	351,470.54	(21,898.18)	1,866,843.78	1,766,313.75	(100,530.03)	41.67%	4,480,387.00
Amortization									
5911-1 Amortization of CIAC		(273,993.00)	(272,212.00)	1,781.00	(1,369,965.00)	(1,361,060.00)	8,905.00	41.67%	(3,287,916.00)
Amortization		(273,993.00)	(272,212.00)	1,781.00	(1,369,965.00)	(1,361,060.00)	8,905.00	41.67%	(3,287,916.00)
Total Expenses		705,391.58	526,971.73	(178,419.85)	3,577,084.54	2,928,343.02	(648,741.52)	47.52%	7,527,323.00
NET SURPLUS/(DEFICIT)		(51,108.79)	125,332.90	(176,441.69)	(372,607.92)	249,998.10	(622,606.02)	(160.59%)	232,027.00

TriCo Regional Sewer Utility**Balance Sheet**

May 2022

	Actual as of 05/31/2022	Actual as of 05/31/2021	% of Prior Year
ASSETS			
Utility Plant	136,258,247.16	(17,655,807.14)	(771.75%)
Current Assets			
Cash & Investments			
Cash & Investments - Operating Fund	7,725,857.63	(8,012,117.60)	(96.43%)
Cash & Investments - Operating Reserve	519,252.00	(1,097,898.00)	(47.30%)
Cash & Investments - Reserve for Replacement	146,452.31	3,250,784.15	4.51%
Cash & Investments - Interceptor Fund	(20,838.46)	1,801,519.74	(1.16%)
Cash & Investments - Plant Expansion Fund	2,763,509.00	4,221,373.56	65.46%
Cash & Investments - 2020 Bond Funds	1,817,517.77	23,681,595.06	7.67%
Total Cash & Investments	12,951,750.25	23,845,256.91	54.32%
Accounts Receivable	2,179,821.88	62,569,225.90	3.48%
Liens Receivable	67,782.28	366,149.82	18.51%
Invoiced Receivables	287,616.95	(331,713.90)	(86.71%)
Notes & Interest Receivable	19,426.19	(409,774.16)	(4.74%)
Investment Interest Receivable	0.00	187,564.00	0.00%
Other Current Assets	321,884.31	(1,184,028.23)	(27.19%)
Current Assets	15,828,281.86	85,042,680.34	18.61%
TOTAL ASSETS	152,086,529.02	67,386,873.20	225.69%
TOTAL LIABILITIES & EQUITY			
LIABILITIES			
Current Liabilities			
Invoiced Payables	159,275.14	(173,693.20)	(91.70%)
Accounts Payable	300,975.55	(606,099.57)	(49.66%)
Accrued Paid Leave	112,417.28	30,515.40	368.40%
Other Current Liabilities	2,648,094.67	1,750,872.41	151.24%
Total Current Liabilities	3,220,762.64	1,001,595.04	321.56%
Long-Term Liabilities			
Bonds Payable	20,550,000.00	21,400,000.00	96.03%
Long-Term Liabilities	20,550,000.00	21,400,000.00	96.03%
TOTAL LIABILITIES	23,770,762.64	22,401,595.04	106.11%
EQUITY			
Retained Earnings	31,114,488.84	2,356,545.93	1,320.34%
Construction in Aid	97,201,368.48	0.00	0.00%
TOTAL EQUITY	128,315,857.32	2,356,545.93	5,445.08%
Total	152,086,619.96	24,758,140.97	614.29%

			TriCo Regional Sewer Utility							
				Cash Generated						
				May 2022						
		Operating	Interceptor	Plant Expansion	Operating Reserve	Reserve for Replacement	2020 Bond Funds	2020 Bonds DSR	TOTAL	
Beginning Balance		7,529,450	(51,034)	2,695,008	519,252	(54,102)	152,121	1,676,759	12,467,454	
									0	
Receipts:										
Deposits		643,541	30,196	68,502		210,112		-	952,350	
Interest		7,737						889	8,627	
Transfers									0	
Total Receipts		651,278	30,196	68,502	0	210,112	-	889	960,977	
Disbursements:										
Checks		364,580	-			9,558	63		374,138	
Carmel Utilities		90,290				-			90,290	
Plant Outflow 1701/1906									-	
LS 2 Odor Control									-	
LS 1 Generator - 2004						-			-	
LS 14 Forcemain Extension 1901									-	
LS 11 Pump Replacement -1911						-			-	
LS 4 Elim - 1801									-	
Proj 2204, 2204, 2206									-	
Office Remodel - 1910		-							-	
Neighborhood sewers 1908, 2003, 2103			-						-	
96th Keystone Relocate - 1702									-	
Plant Expansion - 1902							12,188		-	
LS 14 Interceptor - 2101									-	
Haver Way - 1802			-						-	
Transfers									-	
Total Disbursements		454,870	0	0	0	9,558	12,251	0	464,428	
Net Increase/(Decrease)		196,408	30,196	68,502	0	200,554	(12,251)	889	484,298	
Petty Cash										
Ending Balance		7,725,858	(20,838)	2,763,509	519,252	146,453	139,870	1,677,648	12,951,751	

			TriCo Regional Sewer Utility						
			Cash Generated						
			YTD May 2022						
	Operating	Interceptor	Plant Expansion	Operating Reserve	Reserve for Replacement	2020 Bond Funds	2020 Bonds DSR	TOTAL	
Beginning Balance	6,812,632	1,880	2,331,300	519,252	1,107	1,255,064	1676104	12,597,339	
Receipts:									
Deposits	3,309,470	119,714	432,209	-	210,112	-	-	4,071,506	
Interest	39,423	-	-	-	-	-	1,544	40,967	
Transfers	-	-	-	-	-	-	-	0	
Total Receipts	3,348,894	119,714	432,209	0	210,112	-	1,544	4,112,473	
Disbursements:									
Checks	2,040,779	7,137	0	0	62,867	340	0	2,111,123	
Carmel Utilities	394,889	0	0	0	0	0	0	394,889	
Plant Outflow 1701/1906	0	0	0	0	0	0	0	0	
LS 2 Odor Control	0	0	0	0	0	0	0	0	
LS 1 Generator - 2004	0	0	0	0	0	0	0	0	
LS 14 Forcemain Extension 1901	0	0	0	0	0	0	0	0	
LS 11 Pump Replacement -1911	0	0	0	0	0	0	0	0	
LS 4 Elim - 1801	0	0	0	0	0	0	0	0	
Proj 2204, 2204, 2206	0	0	0	0	1,900	0	0	1,900	
Office Remodel - 1910	0	0	0	0	0	0	0	0	
Neighborhood sewers 1908, 2003, 2103	0	118,046	0	0	0	0	0	118,046	
96th Keystone Relocate - 1702	0	0	0	0	0	0	0	0	
Plant Expansion - 1902	0	0	0	0	0	1,114,854	0	1,114,854	
LS 14 Interceptor - 2101	0	17,249	0	0	0	0	0	17,249	
Haver Way - 1802	0	0	0	0	0	0	0	0	
Transfers	0	0	0	0	0	0	0	0	
Total Disbursements	2,435,668	142,432	0	0	64,767	1,115,194	0	3,758,061	
Net Increase/(Decrease)	913,226	(22,718)	432,209	0	145,345	(1,115,194)	1,544	354,412	
Petty Cash									
Ending Balance	7,725,858	(20,838)	2,763,509	519,252	146,452	139,870	1,677,648	12,951,751	

2022 Capital Budget

CAPITAL BUDGET LAST UPDATED 12/2/2021

See project fact sheets for more information on individual projects

Year 1

Location	Project No.	Project	Funding Source	2022	May	YTD	Note
WRRF	Michigan Road Water Resource Recovery Facility						
	1902	WRRF Expansion	Bond Proceeds	\$ 200,000	\$ 12,188	\$ 1,114,854	Bonds to be paid back by Plant Expansion, Operating, and Reserve for Replacement funds. See separate breakdown included in fund projections.
	1906	WRRF Outfall Sewer Expansion	Plant Expansion			\$ -	
	1910	WRRF Office Unification	Operating			\$ -	
	2203	Biosolids building addition	Operating	\$ 200,000		\$ -	Climate controlled storage vector truck & equip
		Pretreat building/Mayflower landscape	Operating	\$ 60,000		\$ -	Screen building along Mayflower Pk Dr w trees & shrubs
		Plant signage, Office outreach displays & acoustic improvements	Operating	\$ 40,000	\$ 1,497	\$ 1,497	
	2601	WRRF Belt filter press replacement	Reserve for Replacement			\$ -	
		Plant Pump Replacements	Reserve for Replacement			\$ -	Replacement pumps for the digesters, lift station and scum station.
		Clarifier 4 scum collection upgrade	Reserve for Replacement			\$ -	Convert to a full radius scum beach
		Replace Clarifier 4,5,6 unitube headers	Reserve for Replacement			\$ -	Replace equipment due to deterioration
		Annual Plant Improvement & Repair Projects	Operating	\$ 150,000		\$ -	Typical annual expenditures
LS 1	Carmel Creek						
	1802	Haver Way Sewer Reconstruction	Interceptor			\$ -	
	2004	LS 1 Generator Replacement	Reserve for Replacement			\$ -	
	2201	LS 1 Replace wet weather pumps	Reserve for Replacement	\$ 275,000		\$ -	Replace equipment at the end of its service life.
		LS 1 Replace/upsized dry weather pumps	Reserve for Replacement			\$ -	Replace equipment at the end of its service life.
LS 2	Meridian Corridor						
	2002	LS 2 Odor Control System Replacement	Reserve for Replacement			\$ 8,383	
		Fence Replacement and Added Trees	Reserve for Replacement			\$ -	
	2801	106th Street Parallel Force main (LS 2 to Ditch Road)	Interceptor			\$ -	Timing is based on when capacity is needed.
		LS 2 Replace Pump 3	Reserve for Replacement	\$ 100,000		\$ -	Replace equipment near the end of its service life, eliminate macerators and reduce power consumption.
LS 3	Northern Heights						
		Pump Replacement	Reserve for Replacement			\$ -	Replace equipment at the end of its service life.
LS 5	Spring Mill Streams						
	2701	Interceptor extension & lift station elimination	Interceptor			\$ -	Combine this project with the LS19 elimination project.
LS 6	Waldon Pond						
	2401	Interceptor extension & lift station elimination	Interceptor			\$ -	Timing is development driven. Some 99th St residents have requested sewer service recently.
LS 7	Laurelwood Sub						
		Pump replacements	Reserve for Replacement			\$ -	Replace equipment at the end of its service life.
LS 8	Laurelwood						
	2202	LS 8 Reconstruction + new force main to 106th St	Operating	\$ 1,400,000	\$ 8,640	\$ 8,640	Wet weather capacity needed. Scope is pending force main troubleshooting and I&I removal
LS 9	Towne Road						
		Pump & control panel replacement	Reserve for Replacement			\$ -	
LS 10	Michigan Road						
	2301	LS 10 Replace pumps, wet well piping, controls, backup generator	Reserve for Replacement	\$ 75,000		\$ -	Wet weather capacity needed. Scope is pending force main troubleshooting
LS 11	Boone County						
	1911	Pump and control panel replacement	Reserve for Replacement			\$ -	
		LS 11 Added Meter Vault	Reserve for Replacement	\$ 25,000		\$ -	Existing meter location is not effective

2022 Capital Budget

CAPITAL BUDGET LAST UPDATED 12/2/2021

See project fact sheets for more information on individual projects

Year 1

Location	Project No.	Project	Funding Source	2022	May	YTD	Note
	2204	Backup generator	Operating	\$ 100,000	\$ 18,305	\$ 20,205	Location has occasional outages with little storage and time for emergency response
LS 12	Kingsmill						
		(no projects)				\$ -	
LS 14	Austin Oaks						
	1901	Parallel force main extension	Interceptor			\$ -	
	2205	LS 14 Generator & control upgrades	Reserve for Replacement	\$ 300,000		\$ -	Replace equipment at the end of its service life.
		Pump Replacement	Reserve for Replacement			\$ -	Based on repair history staff does not expect pumps to last expected 20 years in service
	2101	LEC Interceptor extension	Interceptor	\$ 1,150,000		\$ 17,249	Extend service to multiple developments
LS 16	Zionsville Presbyterian						
	2208	LS 16 Replacement/relocation	Interceptor	\$ 700,000	\$ 5,400	\$ 5,400	Timing is development driven.
LS 17	Zion Hills						
		LS 17 Upsize Impellers	Interceptor	\$ 30,000		\$ -	Additional capacity needed
	2501	LS 17 Pump & electrical upgrades	Reserve for Replacement			\$ -	Timing is based on when capacity is needed.
LS 18	Train Express						
		Pump replacements	Reserve for Replacement	\$ 40,000		\$ -	Replace pumps at the end of their service life.
LS 19	Village of West Clay						
	2701	Interceptor extension & lift station elimination	Interceptor			\$ -	Combine this project with the LS5 elimination project.
LS 20	Mayflower Park						
		Pump replacement	Reserve for Replacement	\$ 40,000		\$ -	Replace equipment at the end of its service life.
LS 21	High Grove						
		Pump replacement	Reserve for Replacement	\$ 50,000		\$ -	Replace equipment at the end of its service life.
	2901	Interceptor extension & lift station elimination	Interceptor			\$ -	Timing is development driven - unlikely to move forward soon due to recent property acquisition.
LS 22	North Augusta						
		(no projects)				\$ -	
LS 23	126th Street						
	2302	LS 23 Pump & electrical upgrades	Reserve for Replacement	\$ 25,000		\$ -	Additional capacity needed
LS 24	Parkwood West						
		Pump & control panel replacement	Reserve for Replacement			\$ -	Replace equipment at the end of its service life.
LS 25	Towne Oak Estates						
		Pump replacement	Reserve for Replacement			\$ -	Replace equipment at the end of its service life.
LS 26	Jacksons Grant						
	2206	LS 26 Backup Generator	Operating	\$ 175,000		\$ -	
	2207	LS 26 Parallel Force Main	Interceptor	\$ 1,000,000	\$ 10,100	\$ 10,100	Additional capacity needed
	2702	LS 26 Additional pumps & controls	Interceptor			\$ -	Install added pumps when LS 5/19 are tied in
LS 27	Haver Way						
		(no projects)					
General collection system projects							
		Annual Misc. Repairs, Replacements & Line Relocations	Reserve for Replacement	\$ 150,000		\$ -	Repairs are made as problems are found during televising.
	2003	Lakewood Gardens, Williams Creek Farms, Woodhaven and Timber Ridge Sewer Extension	Interceptor			\$ -	
	2103	Long Brook, Bridlewood, 500S, US421, 136th St and Countrywood Sewer Extension	Interceptor			\$ 118,046	Board approved several added ELSE projects to original scope of work
		Future Sewer Extension Projects	Interceptor	\$ 50,000		\$ -	Extend service into unsewered areas
Equipment							
		Vehicles	Operating			\$ 1,867	Scheduled Replacement of Aging Vehicles

2022 Capital Budget

CAPITAL BUDGET LAST UPDATED 12/2/2021

See project fact sheets for more information on individual projects

Year 1

Project		Funding Source	2022	May	YTD	Note
Location	No.					
		Laboratory Equipment	Reserve for Replacement		\$ -	Replacement and Upgrades to Lab equipment
		Future annual equipment and software purchases	Reserve for Replacement		\$ -	Annual capital purchases needed to maintain operations.
		(2) 240/480 Selectable portable Gensets	Reserve for Replacement	\$ 230,000	\$ -	Existing Generators are from 1985 & 1992
		Lateral Push Camera	Reserve for Replacement		\$ -	Replace existing camera, heavy use on cross-bores
		Vehicle - F-450 W/Utility Body	Operating		\$ -	Trade-in 2 trucks for a specialty vehicle
		SCADA Switch Upgrades	Reserve for Replacement		\$ 375	Replace existing switches with gigabit switches
		Odor Loggers	Reserve for Replacement		\$ -	New bluetooth odor loggers
		HACH Laboratory Software	Operating		\$ -	Software to assist operations of the plant and lab
		Air Monitor	Reserve for Replacement		\$ -	Replacement air monitor for safety
		Rack UPS Replacement	Reserve for Replacement		\$ -	Replace the old rack UPS
		Replacement NAS	Reserve for Replacement		\$ -	Replacement NAS (POSM and security videos)
		Redundant Firewall	Reserve for Replacement		\$ -	A back up firewall for redundancy during updates or failures
		LS1 ARV Replacement Project	Reserve for Replacement	\$ 80,000	\$ -	Replace 3 non-functional ARV's
		CCTV Truck Replacement	Reserve for Replacement		\$ -	Approaching 2 million feet on camera, high repair cost
		Aquatech Replacement	Reserve for Replacement		\$ -	Age 2011 Freightliner Sewer Cleaning Truck
		Pump Truck Replacement	Reserve for Replacement		\$ -	Age 2008 F550 Super Duty Crane service truck
		LS Safety Net Replacement	Reserve for Replacement	\$ 10,000	\$ 8,803	Safety issue, nets are showing wear, installed 2012
		Surge Relief Valves LS1 & LS 2	Reserve for Replacement		\$ -	Units Obsolete, water hammer could cause FM break
		F250 Super Duty to replace V55	Reserve for Replacement	\$ 50,000	\$ -	Replace V55 from 2010
		Security/Process Cameras	Operating	\$ 20,000	\$ -	Additional security/process cameras
		Drying Bed Rehab	Reserve for Replacement		\$ -	Replace runners that are dewed into the walls.
		Chemical Line Replacement	Reserve for Replacement	\$ 10,000	\$ -	Replace the overhead run with underground piping.
		Oil/Water Separator Rehab	Reserve for Replacement	\$ 10,000	\$ -	Repair the existing oil/water separator.
		Onsite Backup Device Replacement	Reserve for Replacement	\$ 25,000	\$ 20,507	A more ubiquitous solution that will be about \$4k/year less.
		Redundant Switch Power Supplies	Reserve for Replacement	\$ 6,000	\$ 4,450	Redundant power to keep all the office switches running in the event any of the 4 switches power supplies fail.
		New Garage Door Openers	Reserve for Replacement	\$ 8,000	\$ -	Replacement garage doors to replace the 20+ year old doors.
		Asset Management Software	Reserve for Replacement	\$ 10,000	\$ 18,750	Best in Class asset management software
		SL Rat	Operating	\$ 28,225	\$ 28,225	SLRat Sewer camera
		inHance Billing System	Operating			New billing software
Administration Projects						
		Speed Humps on Mayflower Park Drive	Operating	\$ 10,000		
		Totals	\$ 6,832,225	\$ 56,131	\$ 1,387,351	
		Bond Proceeds	\$ 200,000	\$ 12,188	\$ 1,114,854	
		Operating	\$ 2,183,225	\$ 28,443	\$ 60,435	
		Reserve for Replacement	\$ 1,519,000	\$ -	\$ 61,268	
		Plant Expansion	\$ -	\$ -	\$ -	
		Interceptor	\$ 2,930,000	\$ 15,500	\$ 150,795	
		Total	\$ 6,832,225	\$ 56,131	\$ 1,387,351	

TriCo Regional Sewer Utility District Cash & Investments

May 31, 2022

Bank & Purch Date	Account	Amount	Maturity Date	Rate	Fund
<u>Citizens State Bank</u>					
	Checking	\$ 2,687,804		0.10%	Operating, Oper Res, R 4R
	Money Market	\$ 261,790		0.10%	Plant Expansion, Oper Res
<u>Merchants Bank of Indiana</u>					
	Money Market	\$ 1,879,055		1.00%	Plant Exp, Operating, Oper Res, R4
	Money Market	\$ 6,828,753		1.00%	Plant Exp, Inter, Operating, Oper Res
<u>Huntington Bank</u>					
	2020 Bonds	\$ -		0.00%	Bond Proceeds
	2020 Bonds MM	\$ 59,217		0.00%	Bond Proceeds
	2020 DSR	\$ 4,995		0.00%	DSR Fund
	2020 DSR MM	\$ 1,672,653		0.13%	DSR Fund

TOTAL CASH & Investments	\$ 13,394,267	Interest rate - Total
Less: Cash	\$ 13,394,267	Interest rate - Cash
NET INVESTMENTS	\$ -	Interest rate - Investments



MEMORANDUM

To: P&B Committee
From: Loren Prange
Date: 6/16/2022
Subject: Safety Update

No injuries reported this month, and we are at 135 days without a loss time accident.

Loren and Scot attended the IWEA Safety Meeting for June.

The monthly inspections of the fire extinguishers and emergency lights were completed.

Facility staff improved and updated several safety signs around the plant. These improvements were recommended in the 2022 safety audit. The improvements included Exit, Not and Exit, Used Oil and updated Diesel storage signs.

We had a safety tailgate on June 6th at which we discussed getting plenty of sleep and the importance of an annual checkup.



MEMORANDUM

To: Joint B&F and P&B Committees / Board Meeting

From: Andrew Williams

Date: June 24, 2022

Subject: 2022 Compensation Study / Salary Ordinance

Management staff has been working with First Person, Inc. on the 2022 Compensation Study. Abby Steele, with First Person, gave a presentation to the P&B Committee on April 25 and explained their research approach and shared their findings. First Person established a salary structure based on the benchmarks with a range of pay. The ranges are based on the pay philosophy and goal to be externally competitive. Step Chart scenarios were then considered for fitting this salary ranges into a step system.

Following First Person's recommended guidelines for appropriate range spreads for each grade level, dependent on the positions and job families, a step system with increasing number of steps for higher grades was established.

After receiving feedback from the Committee and Board members in attendance, a recommended compensation approach was presented at the June 13 P&B meeting. The proposed Step System will have 6 steps for entry level positions and expand to 12 steps for managerial and professional positions.

Attached is the recommended Step Chart. Implementing this new Step System on July 2 will increase the 2022 wage budget of \$1,703,000 by \$83,000 for the remainder of the year.

Recommended Action: Approve the Step Chart and Salary Ordinance 6-24-2022 to take affect July 2, 2022.

[illegible]

Ordinance 6-24-2022

An Ordinance establishing updated positions and salaries for various TriCo Regional Sewer Utility (hereinafter "Utility") staff and other salary related matters.

WHEREAS, the Utility requires a staff of full and/or part time employees in order to carry out its mission and duties as a political subdivision of the State of Indiana and municipal corporation, and;

WHEREAS, the Utility Board of Trustees (hereinafter "Board") has adopted prior ordinances pertaining to salary matters for the TriCo staff; and;

WHEREAS, positions and salary ranges have been updated and need to be amended.

NOW THEREFORE, Be It Ordained by the Board that:

Effective July 2, 2022, the following amounts will be in force for exempt and non-exempt staff positions.

POSITION TITLE		
Non-exempt Employees	Min. Hourly Rate	Max. Hourly Rate
Chief Operator	\$ 33.44	\$ 46.82
Technical Specialist	\$ 33.44	\$ 46.82
Utility Billing Specialist	\$ 29.08	\$ 40.72
Pretreatment Coordinator	\$ 27.64	\$ 37.33
Laboratory Coordinator	\$ 29.08	\$ 40.72
Project Coordinator/Locator	\$ 27.64	\$ 37.33
Field Operation Specialist	\$ 29.08	\$ 40.72
District Inspector/Locator	\$ 26.26	\$ 34.15
Operator	\$ 26.26	\$ 34.15
Field Operations Technician	\$ 24.41	\$ 30.51
Administrative Assistant	\$ 24.41	\$ 30.51
Administrative Support Specialist	\$ 26.26	\$ 34.15
Customer Service Assistant	\$ 24.41	\$ 30.51
Billing Assistant	\$ 26.26	\$ 34.15
Laborer	\$ 18.67	\$ 23.33
Summer Intern	\$ 12.00	\$ 18.00
Exempt Employees	Min. Hourly Rate	Max Hourly Rate
Utility Director	\$ 65.54	\$101.59
Engineering Manager	\$ 55.74	\$ 86.41
Controller	\$ 49.44	\$ 74.15
District Engineer	\$ 42.97	\$ 64.46
Plant Superintendent	\$ 40.82	\$ 59.18
Collections Superintendent	\$ 37.95	\$ 55.03

All TriCo personnel who are on-call during a pay period shall receive an additional \$2.67 per hour above their hourly pay rate.

Ordinance 6-24-2022

All personnel working on the following holidays will be paid double time for the hours worked in addition to receiving the 7.5 hours of Holiday pay:

Monday, January 17, 2022 - Martin Luther King Jr. Day

Monday, May 30, 2022 - Memorial Day

Monday, July 4, 2022 - Independence Day

Monday, September 5, 2022 - Labor Day

Thursday, November 24, 2022 - Thanksgiving

All personnel working on the following holidays will be paid double time for the hours worked:

Saturday, January 1, 2022 - New Year's Day

Sunday, December 25, 2022 - Christmas Day

For all other holidays declared in the TriCo 2022 Holiday Schedule, personnel working will be paid time and one half for the hours worked in addition to receiving the 7.5 hours of Holiday pay.

Overtime compensation for full-time, part-time and temporary employees shall be paid in compliance with the federal Fair Labor Standards Act and the Utility's most current compensation ordinance as adopted by the Board of Trustees.

An employee may not carry over more than 30 days (225 hours) of PTO from one anniversary year to the next. Should the total accumulated PTO exceed 30 days (225 hours) on the employee's anniversary date, TriCo will pay the employee a rate equivalent to 50% of the employee's current rate of pay for the days over 30 (225 hours) and any remaining time/compensation will be forfeited. This payment will be made with the paycheck containing the employee's anniversary day. Upon termination of employment, an employee will be paid for all accrued unused PTO.

Employees that waive TriCo offered health insurance will receive an amount not-to exceed \$2,300 per year as set forth in the Health Insurance Waiver policy.

In the event of a conflict between this ordinance and previous ordinances, the most recent ordinance terms will prevail.

Executed this 25nd day of June, 2022. TriCo Regional Sewer Utility by its Trustees:

By: _____
Jeff Hill

By: _____
Eric Hand

By: _____
Amanda Foley

By: _____
Carl Mills

By: _____
Jane Merrill

By: _____
Jeffrey Kimbell

By: _____
Michael McDonald

By: _____
Steve Pittman

By: _____
Charles Ryerson