



Town of Natick

FY 2015 Preliminary Budget

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Town of Natick

FY 2015 Preliminary Budget

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Town of Natick

Home of Champions

Department: Water & Sewer

Enterprise Fund

Appropriation Summary

Water & Sewer Operations

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Total Salaries	1,493,268	1,556,602	1,721,525	1,837,255	115,730	6.7%
Total Operating Expenses	5,712,167	5,825,525	6,250,421	6,491,188	240,767	3.9%
Total Water & Sewer Operations	7,205,435	7,382,127	7,971,946	8,328,443	356,497	4.47%

Utility Billing Operations

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Total Salaries	101,777	59,087	107,433	99,090	-8,343	-7.8%
Total Operating Expenses	106,594	58,997	129,950	129,950	0	0.0%
Total Utility Billing Operations	208,371	118,084	237,383	229,040	-8,343	-3.51%

Employee Benefits

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Total Employee Benefits	601,475	632,803	682,833	669,418	-13,416	-2.0%
Total Employee Benefits	601,475	632,803	682,833	669,418	-13,416	-2.0%

Debt Service

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Debt Service						
Principal	1,827,139	1,602,757	1,614,869	1,914,138	299,269	18.5%
Interest	501,804	493,946	522,042	554,249	32,207	6.2%
Total Debt Service	2,328,943	2,096,702	2,136,912	2,468,387	331,476	15.5%
Total Debt Service	2,328,943	2,096,702	2,136,912	2,468,387	331,476	15.5%

Reserves

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Total Reserve Fund	0	0	200,000	200,000	0	0.0%
Total Reserve Fund	0	0	200,000	200,000	0	0.00%
Total Water & Sewer Enterprise Fund	10,344,222	10,229,717	11,229,074	11,895,288	666,214	5.93%
Indirects	2,535,883	2,581,514	2,323,579	2,207,400	-116,179	-5.00%



Town of Natick

Home of Champions

Department: Water & Sewer

Enterprise Fund

Mission:

Water & Sewer Operations:

The mission of the Natick Department of Public Works is to maintain and improve in a cost-efficient manner the infrastructure, buildings, equipment, and facilities of the town's water and sewer system and be ready and available to provide immediate and professional response to emergency situations.

The Department will provide safe and adequate drinking water and fire protection by maintaining and improving with available resources the water treatment plant, wells and water mains throughout town. The Department will also provide dependable and reliable sanitary sewer collection service to the residents of the Town.

The Department will assist, support and cooperate with other Town departments, boards and commissions as well as other municipalities, State and Federal agencies in all relevant activities that promote and benefit the Town and the quality of life for the citizens of the Town.

Utility Billing Operations:

The Utility Billing office is responsible for the billing and collecting of Water and Sewer activity. This includes uploading the usage files received from DPW on a monthly basis, recording the receivable due to the Town of Natick, printing and mailing of water/sewer invoices, and posting water/sewer cash receipts. Also process abatements, corrections, final billing for real estate sales and special billings for backflows, valve work, etc, and maintain the senior citizen account designations with the Assessor's Office. Finally, this department is also responsible for answering customer inquiries and problem research.

Goals:

Water & Sewer Operations:

- Replace force sewer mains on Wethersfield Rd.
- Continue to replace outdated water meter transmitters.
- Repair Prime Park Sewer Pump Station foundation
- Continue the relocation of Evergreen #1 and Morses Pond Wells.
- Repair Roof at Town Forest Reservoir.
- Intergrate work order management software
- Pine Oaks Well MCC replacement

Utility Billing Operations:

Personnel Advancement

- Work with Personnel Director on customer service/team building
- Reconfigure Collector's Office personnel to facilitate better service

Enhance On-line, Web, Computer Applications

- Work with DPW to add on-line Geographic Information System (GIS) capabilities; create Executive Committee to enhance usability throughout organization
- With DPW, consider alternatives to water billing system



Town of Natick

Home of Champions

Department: Water & Sewer

Enterprise Fund

Budget Overview:

The Water & Sewer Enterprise Fund has three divisions within it: Sanitary Sewer, Water & Utility Billing.

Department of Public Works Sewer Division

I. Main Purpose of the Department

The Sewer Division operates and maintains over 147 miles of the sewer collection system and seeks to meet or exceed all federal and state mandates and guidelines governing the sewer collection system. The division monitors the town's thirty four sewer pump stations seven days a week. Personnel from this division are on call twenty four hours a day, seven days a week to respond to any sewer emergency.

II. Recent Developments

- Continuation of the sewer mains relining program
- Upgrade and repair to the sewer pump stations

III. Current Challenges

- Implementation of the Infiltration and Inflow (I/I) study of the Town's sewer system
- Maintain program to alleviate chronic sewer back up areas
- Monitoring the sulfides in the sewer system
- Loss of Rate Reduction funding by the MWRA may impact MWRA rates.

IV. Significant Proposed Changes for the Upcoming Fiscal Year and the Budget Impact

- Continue to fund the Sewer Pump Station/Line Maintenance to reline problem sewer mains and to continue the Degreasing Program.
- Changing rates of utility costs

V. On the Horizon

- Continual maintenance of an aging infrastructure
- Installation of new Bradford Road sewer force main
- Rehabilitation of Travis Road and Eliot Hill Sewer Pump Stations

Department of Public Works Water Division

I. Main Purpose of the Department

The Water Division operates and maintains the Town's water wells and water treatment plant. It provides safe and potable drinking water throughout the 196 miles of distribution mains throughout Town. The Division is responsible for water meter calibration, reading over 13,000 meters, and the installation, inspection and testing of backflow prevention devices. In addition, the Division is responsible for water quality testing on a weekly basis, the testing and maintenance of 1,400 fire hydrants, the repair of water leaks, maintain compliance with state and federal drinking water requirements, and maintain sufficient supply for fire protection. Personnel from this Division are on-call twenty four hours a day, seven days a week to respond to any water emergency.

II. Recent Developments

- Completion of Backflow Prevention Program
- Annual water leak detection program to reduce unaccounted for water.
- Replacement of residential water services on various streets before street rehabilitation.(122 services - Gordon Rd - 5, East Evergreen - 6, Farrant Rd - 7, Sheffield Rd - 9, Summer St - 8, Oak Knoll - 4, West St -11, Indian Ridge - 12, Other streets -62)

III. Current Challenges

- Continue to update the ISO 14001 Certification of the Springvale Water Treatment Plant
- Repair of the Town Forest Reservoir Roof
- Replacement of Evergreen Well #1 & Morses Pond Well
- Water Management act permit renewal

IV. Significant Proposed Changes for the Upcoming Fiscal Year and the Budget Impact

- Implement a new pump preventive maintenance schedule.
- Complete a review of the cost of electricity and review energy efficiency measures
- Implement new state and federal requirements
- Implement new No Lead Brass requirements.



Town of Natick

Home of Champions

Department: Water & Sewer

Enterprise Fund

Budget Overview:

Department of Public Works Water Division (con't)

V. On the Horizon

- Continue the improvement and efficiency of the water system
- Update outdated automation equipment

Utility Billing Division

I. Main Purpose of the Department

The primary responsibility of the Department is the quarterly billing of 12,550 water and sewer accounts. These duties include preparation of quarterly invoices, dispute resolution with rate payers, special fee invoicing, etc. This Department is responsible for the certification of delinquent accounts to the Board of Assessors for inclusion as water and sewer liens transferred to real estate bills.

II. Recent Developments

None.

III. Current Challenges

The format and content of information included with the water and sewer bill is being evaluated for clarity. The goal is to improve the information provided to ratepayers.

IV. Significant Proposed Changes for the Upcoming Fiscal Year and Budget Impact

The budget request for FY2015 continues to include funding for improved notification to delinquent accounts, notification to subsequent/new property owners, and additional research/resolution for returned mail.

V. On the Horizon

Along with general fund bills, the transitioning of payment for Water & Sewer bills to Invoice Cloud is expected to make payment of utility bills easier for Natick ratepayers.



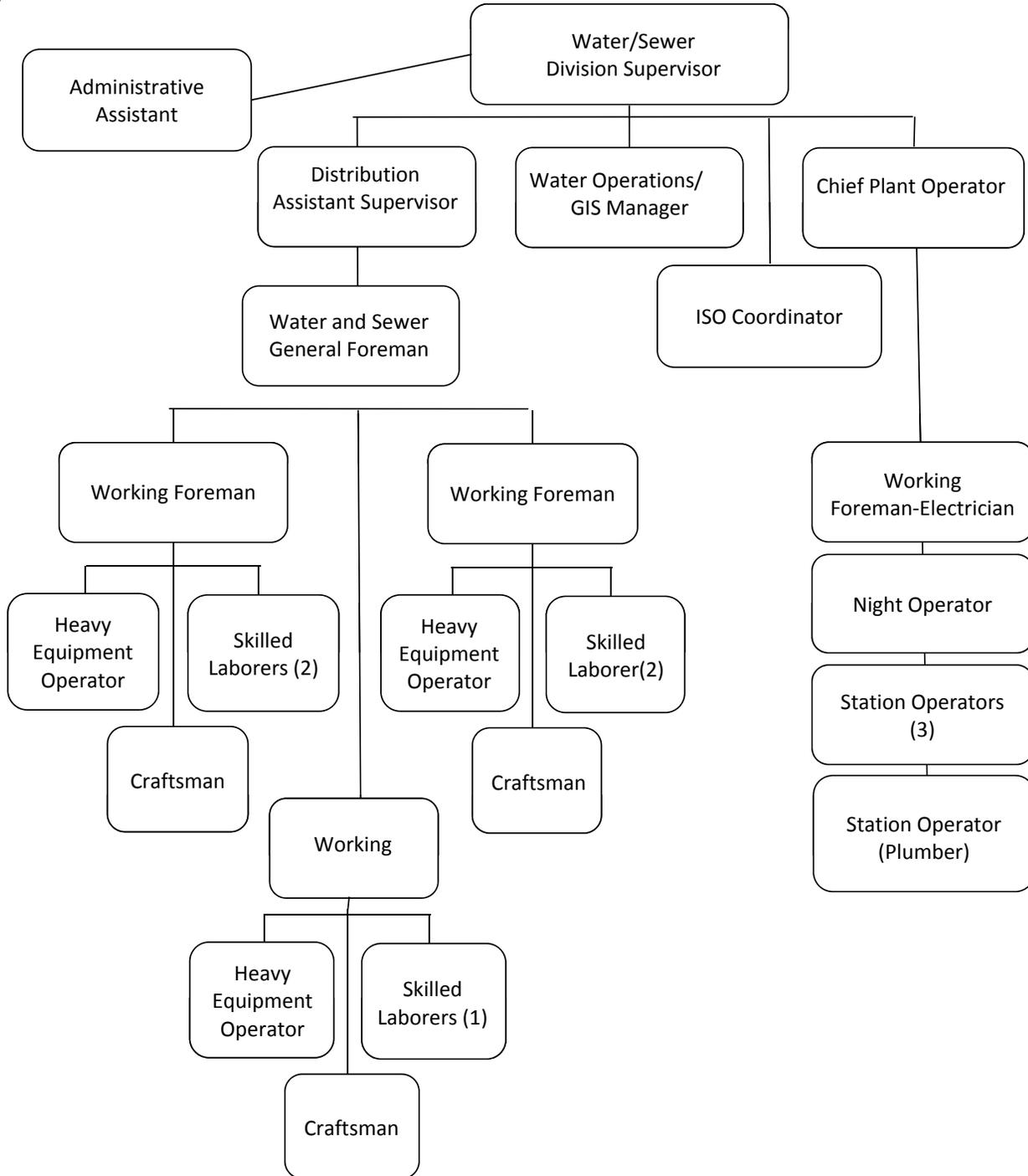
Town of Natick

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Department: Water & Sewer Operations

Enterprise Fund

Organizational Chart



Note: Water & Sewer Divisions under the management of the Director of Public Works



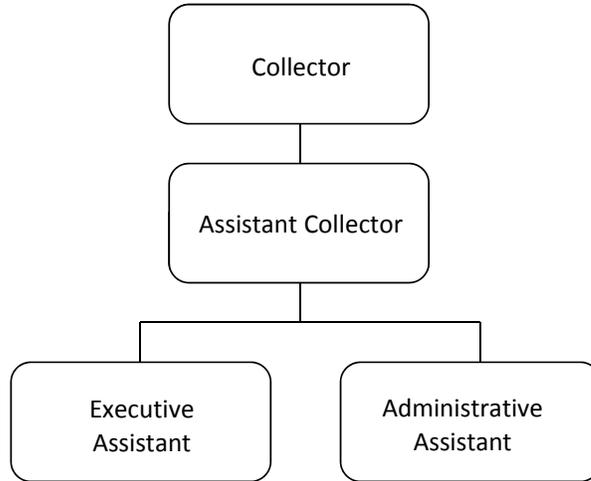
Town of Natick

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Department: Water & Sewer Operations

Enterprise Fund

Organizational Chart: Utility Billing Operations



Note: Utility Billing Division is under the management of the Finance Director / Treasurer / Collector



Town of Natick

Home of Champions

Department: Water & Sewer

Enterprise Fund

Sewer Operations

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
Salaries Supervisory	\$ 133,775	\$ 126,859	\$ 162,587	\$ 171,208	\$ 8,621	5.3%
Salaries Operational Staff	\$ 346,244	\$ 316,516	\$ 463,282	\$ 461,047	\$ (2,235)	-0.5%
Salaries Temp Oper. - Police Details	\$ -	\$ 1,512	\$ 28,641	\$ 30,816	\$ 2,175	7.6%
Supervisory Additional Comp	\$ 8,550	\$ 7,800	\$ 16,600	\$ 16,600	\$ -	0.0%
Operational Staff Additional Comp	\$ 17,381	\$ 12,472	\$ 18,050	\$ 18,450	\$ 400	2.2%
Operational Staff Overtime	\$ 44,344	\$ 53,847	\$ 57,850	\$ 57,850	\$ -	0.0%
Personnel Services	\$ 550,294	\$ 519,005	\$ 747,010	\$ 755,971	\$ 8,961	1.2%
Repairs & Maint. Equipment	\$ 2,401	\$ 2,904	\$ 3,000	\$ 3,000	\$ -	0.0%
Repairs & Maint. Other	\$ 2,895	\$ 2,400	\$ 3,000	\$ 3,000	\$ -	0.0%
Utilities Electric	\$ 89,033	\$ 80,591	\$ 128,600	\$ 100,100	\$ (28,500)	-22.2%
Purchase of Services	\$ 94,329	\$ 85,895	\$ 134,600	\$ 106,100	\$ (28,500)	-21.2%
Licenses - CDL & Special	\$ 793	\$ 562	\$ 2,000	\$ 2,000	\$ -	0.0%
Clothing Allowance Operational Staff	\$ 2,800	\$ 2,100	\$ 3,150	\$ 3,150	\$ -	0.0%
Other Services Inc.	\$ 3,593	\$ 2,662	\$ 5,150	\$ 5,150	\$ -	0.0%
Tech & Prof Svs & MWRA Sulfide Testing	\$ 12,134	\$ 13,275	\$ 15,000	\$ 15,000	\$ -	0.0%
Tech/ Prof. Services	\$ 12,134	\$ 13,275	\$ 15,000	\$ 15,000	\$ -	0.0%
Repairs & Maint. Misc. Constr.	\$ 3,649	\$ 2,967	\$ 4,000	\$ 4,000	\$ -	0.0%
Supplies	\$ 3,649	\$ 2,967	\$ 4,000	\$ 4,000	\$ -	0.0%
Sewer Pump Station/Line Maintenance	\$ 97,236	\$ 71,587	\$ 100,000	\$ 100,000	\$ -	0.0%
MWRA Sewer Assessment	\$ 4,460,551	\$ 4,634,401	\$ 4,866,121	\$ 5,149,488	\$ 283,367	5.8%
Water/Sewer Damage Claims	\$ 11,824	\$ 47,881	\$ 15,000	\$ 15,000	\$ -	0.0%
Other Chgs. / Exp.	\$ 4,569,611	\$ 4,753,870	\$ 4,981,121	\$ 5,264,488	\$ 283,367	5.7%
Total Operating Expenses	\$ 5,233,610	\$ 5,377,674	\$ 5,886,881	\$ 6,150,709	\$ 263,828	4.5%

Water Operations

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
Salaries Supervisory	\$ 227,706	\$ 245,946	\$ 193,378	\$ 196,947	\$ 3,569	1.8%
^Salaries Operational Staff	\$ 580,110	\$ 626,382	\$ 660,670	\$ 742,020	\$ 81,350	12.3%
Salaries Temp Operational	\$ 4,071	\$ 15,793	\$ 25,957	\$ 25,957	\$ -	0.0%
Supervisory Additional Comp	\$ 23,350	\$ 30,400	\$ 18,100	\$ 18,100	\$ -	0.0%
Operational Staff Additional Comp	\$ 32,008	\$ 29,055	\$ 25,310	\$ 25,760	\$ 450	1.8%
Operational Staff Overtime	\$ 75,729	\$ 90,021	\$ 51,100	\$ 72,500	\$ 21,400	41.9%
Personnel Services	\$ 942,974	\$ 1,037,597	\$ 974,515	\$ 1,081,284	\$ 106,769	11.0%
Repairs & Maint. Software	\$ 10,392	\$ 14,961	\$ 15,000	\$ 15,000	\$ -	0.0%
Utilities	\$ 472,395	\$ 450,625	\$ 492,500	\$ 478,400	\$ (14,100)	-2.9%
GIS Software & Training	\$ 32,190	\$ 19,693	\$ 25,500	\$ 25,500	\$ -	0.0%
Copy/Mail Center Fees	\$ 2,220	\$ 9,843	\$ 18,000	\$ 18,000	\$ -	0.0%
Purchased Services: Miscellaneous	\$ 13,031	\$ 12,817	\$ 12,000	\$ 12,000	\$ -	0.0%
Purchase of Services	\$ 530,228	\$ 507,939	\$ 563,000	\$ 548,900	\$ (14,100)	-2.5%
Licenses - CDL & Special	\$ 6,275	\$ 7,527	\$ 8,500	\$ 8,500	\$ -	0.0%
Environmental Management - ISO 14001 Certification	\$ 9,068	\$ 2,610	\$ 10,000	\$ 10,000	\$ -	0.0%
Clothing Allowance Operational Staff	\$ 4,200	\$ 4,200	\$ 4,550	\$ 4,550	\$ -	0.0%
Other Services Inc.	\$ 19,543	\$ 14,338	\$ 23,050	\$ 23,050	\$ -	0.0%
Implement SDWA Amendment	\$ 20,032	\$ 23,321	\$ 30,000	\$ 30,000	\$ -	0.0%
Water Testing	\$ 22,912	\$ 25,055	\$ 25,000	\$ 25,000	\$ -	0.0%
Tech./Prof. Services	\$ 42,944	\$ 48,375	\$ 55,000	\$ 55,000	\$ -	0.0%
Repairs & Maint - Equipment	\$ 2,745	\$ 2,940	\$ 3,000	\$ 3,000	\$ -	0.0%



Town of Natick

Home of Champions

Department: Water & Sewer	Enterprise Fund					
Repairs & Maint - Facilities	\$ 355	\$ 1,924	\$ 2,000	\$ 2,000	\$ -	0.0%
Repairs & Maint - Hydrants	\$ 10,399	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	0.0%
Repairs & Maint - Misc. Repairs	\$ 7,411	\$ 15,388	\$ 18,000	\$ 18,000	\$ -	0.0%
Repairs & Maint - Misc. Constr	\$ 15,905	\$ 17,963	\$ 18,000	\$ 18,000	\$ -	0.0%
Supplies	\$ 36,815	\$ 48,215	\$ 51,000	\$ 51,000	\$ -	0.0%
Chemical Supplies	\$ 143,902	\$ 149,768	\$ 177,500	\$ 177,500	\$ -	0.0%
Obsolete Meters	\$ 11,973	\$ 27,261	\$ 30,000	\$ 30,000	\$ -	0.0%
Service Connections	\$ 14,415	\$ 18,505	\$ 18,000	\$ 18,000	\$ -	0.0%
Other Supplies	\$ 170,290	\$ 195,533	\$ 225,500	\$ 225,500	\$ -	0.0%
Water Well/Water Line Maint.	\$ 175,231	\$ 121,541	\$ 150,000	\$ 150,000	\$ -	0.0%
New Hydrant Installation	\$ 9,800	\$ 9,262	\$ 10,000	\$ 10,000	\$ -	0.0%
Asphalt Crushing	\$ 18,089	\$ 9,689	\$ 15,000	\$ 15,000	\$ -	0.0%
Legal Services - Litigation	\$ 13,705	\$ -	\$ -	\$ -	\$ -	0.0%
DEP Assessment	\$ 9,840	\$ 10,183	\$ 14,000	\$ 14,000	\$ -	0.0%
MWRA Discharge Permit	\$ 2,366	\$ 1,782	\$ 4,000	\$ 4,000	\$ -	0.0%
Other Charges/Expenditures	\$ 229,031	\$ 152,457	\$ 193,000	\$ 193,000	\$ -	0.0%
Total Operating Expenses	\$ 1,971,825	\$ 2,004,454	\$ 2,085,065	\$ 2,177,734	\$ 92,669	4.4%

Utility Billing

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
Salaries Operational Staff	\$ 90,595	\$ 57,103	\$ 98,723	\$ 91,505	\$ (7,218)	-7.3%
Part-Time Operational Staff	\$ 9,605	\$ 721	\$ 4,835	\$ 4,835	\$ -	0.0%
Operational Staff - Additional Comp	\$ 820	\$ 1,191	\$ 1,875	\$ 750	\$ (1,125)	-60.0%
Operational Staff Overtime	\$ 757	\$ 72	\$ 2,000	\$ 2,000	\$ -	0.0%
Personnel Services	\$ 101,777	\$ 59,087	\$ 107,433	\$ 99,090	\$ (8,343)	-7.8%
Repair & Maint Equipment	\$ 4,622	\$ -	\$ 4,000	\$ 4,000	\$ -	0.0%
Utility Billing Software	\$ 6,900	\$ -	\$ 15,000	\$ 15,000	\$ -	0.0%
Utility Billing Printing	\$ 15,000	\$ 10,467	\$ 30,200	\$ 30,200	\$ -	0.0%
In State Travel/Meetings	\$ 17,470	\$ -	\$ 750	\$ 750	\$ -	0.0%
Communication Telephone	\$ 1,105	\$ -	\$ 1,500	\$ 1,500	\$ -	0.0%
Training & Education	\$ 3,750	\$ 438	\$ 2,500	\$ 2,500	\$ -	0.0%
Communication Postage	\$ 23,934	\$ 21,800	\$ 22,000	\$ 22,000	\$ -	0.0%
Copy/Mail Center Fees	\$ 27,683	\$ 23,004	\$ 40,000	\$ 40,000	\$ -	0.0%
Collection Activities	\$ 2,856	\$ -	\$ 10,000	\$ 10,000	\$ -	0.0%
Office Supplies	\$ 3,274	\$ 3,289	\$ 4,000	\$ 4,000	\$ -	0.0%
Supplies	\$ 106,594	\$ 58,997	\$ 129,950	\$ 129,950	\$ -	0.0%
Total Utility Billing	\$ 208,371	\$ 118,084	\$ 237,383	\$ 229,040	\$ (8,343)	-3.5%

Employee Benefits

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
FICA {Medicare}	\$ 763	\$ -	\$ 26,520	\$ 28,077	\$ 1,557	5.9%
^ Insurance Group Health & Life	\$ 376,037	\$ 391,616	\$ 398,839	\$ 365,555	\$ (33,284)	-8.3%
LIUNA Pension	\$ 37,149	\$ 41,228	\$ 41,519	\$ 42,554	\$ 1,035	2.5%
Other Personnel Services	\$ 413,949	\$ 432,844	\$ 466,878	\$ 436,187	\$ (30,692)	-6.6%
Funding Schedule (22 Year) (W&S)	\$ 187,526	\$ 199,959	\$ 215,955	\$ 233,231	\$ 17,276	8.0%
Other Charges & Expenditures	\$ 187,526	\$ 199,959	\$ 215,955	\$ 233,231	\$ 17,276	8.0%
Total Employee Benefits	\$ 601,475	\$ 632,803	\$ 682,833	\$ 669,418	\$ (13,416)	-2.0%



Town of Natick

Home of Champions

Department: Water & Sewer

Enterprise Fund

Water & Sewer Debt Service

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
Water Principal Sub-Totals	\$ 1,479,662	\$ 1,184,911	\$ 1,089,023	\$ 1,200,152	\$ 111,129	10.2%
Sewer Principal Sub-Totals	\$ 347,477	\$ 417,846	\$ 525,846	\$ 713,986	\$ 188,140	35.8%
Principal Totals	\$ 1,827,139	\$ 1,602,757	\$ 1,614,869	\$ 1,914,138	\$ 299,269	18.5%
Interest on Debt Water Sub-Totals	\$ 329,529	\$ 352,363	\$ 337,690	\$ 338,277	\$ 587	0.2%
Interest on Debt Sewer Sub-Totals	\$ 147,275	\$ 116,583	\$ 154,353	\$ 185,972	\$ 31,620	20.5%
Bond Anticipation Notes	\$ 25,000	\$ 25,000	\$ 30,000	\$ 30,000	\$ -	0.0%
Interest Totals	\$ 501,804	\$ 493,946	\$ 522,042	\$ 554,249	\$ 32,207	6.2%
Total Water & Service Debt Service	\$ 2,328,943	\$ 2,096,702	\$ 2,136,912	\$ 2,468,387	\$ 331,476	15.5%

Reserve Fund

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
Reserve Fund	\$ -	\$ -	\$ 200,000	\$ 200,000	\$ -	0.0%
Total Reserve Fund	\$ -	\$ -	\$ 200,000	\$ 200,000	\$ -	0.0%

^Includes Program Improvement Request



Town of Natick

Home of Champions

Department: Water & Sewer Operations Line-Item Detail

Enterprise Fund

Narrative:

Sanitary Sewer Operations

Personnel Services

Salaries Supervisory: To fund the positions of Coordinator of Technical Services and .5 of the Supervisor of Sewer and Water, who oversees this division.

Salaries Operational Staff: To fund eleven employees who maintain and repair the sewer mains in the town.

Salaries Temporary Operational: This fund is for police details for work done in the roadways and part time help.

Supervisory Additional Compensation: This fund is for education incentive stipends and service award.

Operational Staff Additional Compensation: This fund is for longevity and temporary upgrades per union contract.

Operational Staff Overtime: This fund is for emergencies and callbacks after normal operating hours.

Purchase of Services

Equipment Repairs/Maintenance: This fund is for the repairs and maintenance of the town's thirty six sewer pump stations which include check valves, motor starters, mechanical seals, etc.

Repairs/Maintenance Other: This fund is for the repairs and maintenance of the alarms, wiring and fencing.

Electricity: This fund is for the use of electricity at the Sewer Pumping Stations.

Other Services (Misc.)

Licenses CDL and Special: This fund is for the reimbursement to the employees for license renewals, CDL, Hoisting, required training etc.

Clothing Allowance Operational Staff: This fund is for the clothing allowance per union agreement.

Tech & Professional Services

Professional Services-MWRA/Sulfide Testing: This fund is for the testing of the sewer before it enters the Massachusetts Water Resource Authority (MWRA) sewer system and other professional services dealing with this issue as required by the municipal discharge permit.

Supplies

Miscellaneous Construction Repairs and Maintenance: This fund is for the repairs and maintenance of sewer pipe, fittings, sewer camera, manhole covers and sewer rod equipment.

Other Charges

Sewer Line Maintenance: This fund is used for the engineering, repairing, maintenance and rehabilitation of the thirty six sewer pump stations and for the 150 miles of sewer mains such as television sewers, replacement of sewer pipe and manholes.

Massachusetts Water Resource Authority (MWRA) Assessment: This fund is for the costs of the town's sewer discharge into the MWRA sewer collection system.

Water Operations

Personnel Services

Salaries Supervisory: To fund the positions of GIS/Water Treatment Plant Supervisor, GIS Specialist and .5 Supervisor of Water and Sewer, who oversees this division.

Salaries Operational Staff: To fund fourteen employees positions who maintain and repair the water distribution system.

Salaries Temporary Operational: This fund is for police details for work done in the roadways and for part time help.

Supervisory Additional Compensation: This fund is for education incentive stipends and service award.



Town of Natick

Home of Champions

Department: Water & Sewer Operations Line-Item Detail

Narrative:

Water Operations (con't)

Operational Staff Additional Compensation: This fund is for longevity and temporary upgrades per union contract.

Operational Staff Overtime: This fund is for emergencies and callbacks after normal operating hours.

Purchase of Services

Repairs and Maintenance Software: This fund is used for the Scada System at the Water Treatment Plant. It covers the upgrade of intrusion software, hardware replacements and other related computer items.

Electricity: This fund is for the use of electricity at the Water Treatment Plant, Evergreen Wells, Morse's Pond Well, Pine Oaks Well, Elm Bank Well and the Booster Station at Captain Toms Hill.

Copy Mail Center: This fund is for department's share of the copy/mail center cost.

Purchased Services Miscellaneous: This fund is used for supplies and equipment including printers, computers, computer hardware etc.

Other Services Misc.

Licenses CDL and Special: This fund is for the reimbursement to the employees for license renewals, CDL, Hoisting, Water, memberships to NEWWA, required training, etc.

Environmental Management System: This fund is for the audits required to maintain the Environmental Management System and the ISO Certification.

Clothing Allowance Operational Staff: This fund is for the clothing allowance per union agreement.

Safe Drinking Water Act (SDWA) Amendment: This fund is for all Volatile Organic Compounds (VOC) water and other tests mandated by the Department of Environment Protection (DEP), Environmental Protection Agency (EPA) and Safe Drinking Water Act (SDWA).

Supplies

Water Tests: This fund is for all weekly water testing which includes coliform, manganese, fluoride, lead and copper.

Equipment Repairs/Service: This fund is for the repair of metal detectors, hoses and tapping machine.

Facility Repairs and Maintenance: This fund is for the repairs of locks, the purchase of propane gas and belts for air strippers.

Hydrant Repairs and Maintenance: This fund is used to repair and maintain the 1,200 fire hydrants in town.

Miscellaneous Construction Repairs and Maintenance: This fund is for replacing old water gates, ductile iron water pipe, gate boxes, large pipe fittings, tapping sleeves and gates.

Other Supplies

Chemical Supplies: This fund is for the chemicals (chlorine gas, hydroflousilic acid and potassium permanganate) injected into the water.

Replace Obsolete Meters: This fund is for the replacement of large water meters and flow meters for the water wells and for the calibration of large meters, etc.

Service Connections: This fund is to replace old water line services and replacing the water line in the streets that are to be repaved, including one inch plastic water pipe, curb stops, brass fittings, service boxes and cellar valves, etc.

Other Charges & Expenditures

Water Line Maintenance: This fund is for repairs and maintenance at the water treatment plant, water pump stations and water wells, consultant fees and emergencies.

New Hydrant Installation: This fund is for the installation and replacement of old fire hydrants.

Asphalt Crushing: This fund is used to hire a crusher for the gravel pit to recycle extra dirt and asphalt.

Department of Environment Protection Assessment: This fund is used for the DEP annual assessment.

Massachusetts Water Resource Authority Discharge Permit: This fund is used to pay the Massachusetts Water Resource Authority for the water discharge permit at the water treatment plant.



Town of Natick

Home of Champions

Department: Water & Sewer Operations Line-Item Detail

Narrative:

Utility Billing Operations

Personnel Services

Salaries Operational Staff Salaries for two staff positions are funded in this line item. This positions are responsible for preparation of monthly water and sewer charges, special billings (final bills, flat charges, etc.), printing of water / sewer bills, posting payments, customer service inquiries, file maintenance, etc. A full time position has been reduced in the Collector's budget after an employee retirement. This position (Administrative Assistant) will be funded in the amount of 50% via indirect charge to the General Fund. The addition of a part time position is also included in this staffing change.

Part Time Operational This funds 240 hours of part time operational staff. This position will provide administrative / clerical support to the Finance Director/ Collector and will be available during peak receipt periods to supplement the full time Utility Billing staff.

Overtime Operational This funds overtime worked by operational staff during peak receipt periods.

Purchase of Services

Repairs and Maintenance This is for the maintenance and repair of business equipment used in the Collector's office for Utility Billing purposes. The primary equipment is the high speed laser printer used for production of the water / sewer bills and bar code scanning equipment, etc.

In State Travel/Meetings For attendance at Department of Revenue seminars, Treasurer / Collector Association meetings, and administrative / clerical support staff seminars.

Training and Education The costs related to POINT Software training, Neptune meter reading and inventory systems, and PC specialized training seminars, etc.

Communication Telephone This is the proportional costs assigned to the Utility Billing for telephone service.

Communication Postage This is the direct cost associated with the mailings from the Utility Billing Collector's Office. (Water / Sewer bills, water quality survey, water ban, etc.) This item is reduced to reflect the actual amounts expended over the past several years. There has not been a need to mail notices for a mandatory water BAN.

Collection Activities These funds are for additional mailings of notices of unpaid / delinquent charges, and demand bills, and other accounts receivable.

Copy/Mail Center Fees This is the proportional cost assigned to the Utility Billing Collector's Office for mail center labor for mail handling and copy charges.

Technical & Professional Services

Utility Billing Software This is utilized for minor programming modifications for water / sewer billing. These would include modifications not included in the annual maintenance that Point Software provides for the Water and Sewer receivable / collection system. The annual maintenance contracts for all Point Software applications are included in the Information Technology budget.

Utility Billing Printing The cost of services and supplies for the preparation of water / sewer bills including forms, consumables (toner), CASS certification software (Accu-Zip).

Supplies

Office Supplies General office supplies for the Utility Billing Collector's Office for employee benefit and bank reconciliation functions.



Town of Natick

Home of Champions

Department: Water & Sewer Operations Line-Item Detail

Employee Benefits

Pays for benefits for Water & Sewer Benefit eligible employees.

Debt Service

Principal Payments:

The requested budget amount of \$1,914,138 represents repayment of principal for multiple water and sewer capital improvement projects.

Interest Payments:

The requested budget amount of \$554,249 represents the respective interest payments associated with general obligation bonds issued for water and sewer projects. Of that amount, \$30,000 represents the estimated amount for Bond Anticipation Notes & issue costs (bond counsel, financial advisor, rating agency fees, etc.) for authorized borrowings.

Reserve Fund

Covers \$200,000 for emergencies & unforeseen contingencies within the fund.

Water & Sewer Enterprise - Active Employees - Rate Saver HMO's

Active Employees

Active Employees Plans:	Individual			Family			Total Cost
HEALTH PLANS:	Total	Town Share	Total	Town Share	Total	Town Share	Total Cost
	\$	%	\$	\$	%	\$	\$
RATE SAVER EPO PLANS:							
Blue Choice							
Monthly Rates (Regular Members)	690.80	90.00%	621.72	1,853.50	80.00%	1,482.80	
Participants			0			0	
Monthly Rates (Regular Members)	690.80	82.50%	569.91	1,853.50	77.50%	1,436.46	
Participants			0			0	
Monthly Rates (Regular Members)	690.80	80.00%	552.64	1,853.50	75.00%	1,390.13	
Participants			0			1	
Monthly Rates (Regular Members)	690.80	75.00%	518.10				
Participants			1				
Annual Total			\$6,217			\$16,682	\$ 22,899
Fallon Group Direct Care							
Monthly Rates (Regular Members)	555.50	90.00%	499.95	1,492.70	80.00%	1,194.16	
Participants			0			0	
Monthly Rates (Regular Members)	555.50	82.50%	458.29	1,492.70	77.50%	1,156.84	
Participants			0			0	
Monthly Rates (Regular Members)	555.50	80.00%	444.40	1,492.70	75.00%	1,119.53	
Participants			0			1	
Annual Total			\$0			\$13,434	\$ 13,434
Harvard/Pilgrim							
Monthly Rates (Regular Members)	671.00	90.00%	603.90	1,749.00	80.00%	1,399.20	
Participants			0			0	
Monthly Rates (Regular Members)	671.00	82.50%	553.58	1,749.00	77.50%	1,355.48	
Participants			0			0	
Monthly Rates (Regular Members)	671.00	80.00%	536.80	1,749.00	75.00%	1,311.75	
Participants			0			9	
Monthly Rates (Regular Members)	671.00	75.00%	503.25				
Participants			6				
Annual Total			\$36,234			\$141,669	\$ 177,903
Tufts Rate Saver							
Monthly Rates (Regular Members)	709.50	90.00%	638.55	1,856.80	80.00%	1,485.44	
Participants			0			0	
Monthly Rates (Regular Members)	709.50	82.50%	585.34	1,856.80	77.50%	1,439.02	
Participants			0			0	
Monthly Rates (Regular Members)	709.50	80.00%	567.60	1,856.80	75.00%	1,392.60	
Participants			0			4	
Monthly Rates (Regular Members)	709.50	75.00%	532.13				
Participants			2				
Annual Total			\$12,771			\$66,845	\$ 79,616

Premium Cost Summary	Enrollments	Single	8	Family	15	
Active Health Plans						\$ 293,852
Tier #1 Safety Net						\$ 11,200
Tier #2 Safety Net						\$ -
Tier #3 Safety Net						\$ -
Sentinel FSA Costs						\$ 1,242
New Positions (1)						\$ 12,236
Total Appropriation Needed						\$ 318,530

Retiree Health Care

Retirees - Non Medicare Eligible

Active Employees Plans: HEALTH PLANS:	Individual			Family			Total Cost
	Total	Town Share		Total	Town Share		
	\$	%	\$	\$	%	\$	\$
RATE SAVER EPO PLANS:							
Blue Choice							
Monthly Rates (Regular Members)	690.80	75.00%	\$ 518.10	1,853.50	75.00%	\$ 1,390.13	
			0			0	
Annual Total			\$0			\$0	\$ -
Fallon Group Direct Care							
Monthly Rates (Regular Members)	555.50	75.00%	\$ 416.63	1,492.70	75.00%	\$ 1,119.53	
Participants			0			0	
Annual Total			\$0			\$0	\$ -
Harvard/Pilgrim							
Monthly Rates (Regular Members)	671.00	75.00%	\$ 503.25	1,749.00	75.00%	\$ 1,311.75	
Participants			0			0	
Annual Total			\$0			\$0	\$ -
Tufts Navigator							
Monthly Rates (Regular Members)	709.50	75.00%	\$ 532.13	1,856.80	75.00%	\$ 1,392.60	
Participants			0			0	
Annual Total			\$0			\$0	\$ -
Harvard/Pilgrim PPO							
Rates (Regular Members)	2,012.50	50.00%	\$ 1,006.25	4,468.90	50.00%	\$ 2,234.45	
Participants			1			0	
Annual Total			\$12,075			\$0	\$ 12,075
Tufts POS							
Monthly Rates (Regular Members)	2,012.50	50.00%	\$ 1,006.25	4,468.90	50.00%	\$ 2,234.45	
Participants			0			0	
Annual Total			\$0			\$0	\$ -

Premium Cost Summary	Enrollments		
	Single	Family	
Active Health Plans	1	0	\$ 12,075
Total Appropriation Needed			\$ 12,075

Retirees - Medicare Eligible

Senior Plans: HEALTH PLANS:	Individual			HEALTH PLANS:	Individual		
	Total	Town Share			Total	Town Share	
	\$	%	\$	\$	%	\$	
HPHC Medicare Enhancement				BCBS Medex Enhanced			
Monthly Rates (Senior Care)	328.33	65.98%	216.63	Monthly Rates (Senior Care)	311.63	66.83%	208.26
Monthly Rates (Senior Care)	361.16	65.98%	238.30	Monthly Rates (Senior Care)	342.79	66.83%	229.09
Participants			2	Participants			4
Total			\$5,459	Total			\$10,496
Fallon Senior Plan				Tufts Medicare Prime			
Monthly Rates (Senior Care)	278.00	68.87%	191.46	Monthly Rates (Senior Care)	320.00	66.39%	212.45
Monthly Rates (Senior Care)	293.70	68.87%	202.27	Monthly Rates (Senior Care)	352.00	66.39%	233.69
Participants			0	Participants			6
Total			\$0	Total			\$7,648
Tufts Medicare Preferred HMO				BCBS Managed Blue for Seniors			
Monthly Rates (Senior Care)	252.00	70.81%	178.44	Monthly Rates (Senior Care)	267.18	69.63%	186.04
Monthly Rates (Senior Care)	277.20	70.81%	196.29	Monthly Rates (Senior Care)	293.90	69.63%	204.64
Participants			1	Participants			0
			\$2,248	Total			\$0

Medicare Eligible Retirees	Enrollments		
	Single	Family	
	13	0	
Total Medicare Eligible Employees (Senior Plans)			\$25,852

Total Retiree Health Care	\$37,927
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Town of Natick
Home of Champions

Department: Enterprise Fund Debt Service - Principal

Year of Issue	Project	Fiscal Year 2014		Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total
		Amount Issued	Principal	Principal	Principal	Principal	Principal	Principal	Balance	Principal
1998	Water Treatment Plant	\$ 1,175,000	\$ 74,000	\$ 65,000	\$ 64,000	\$ 64,000	\$ 60,000	\$ -	\$ -	\$ 253,000
1998	Sewer (Pleasant, Rockwood, etc.)	\$ 285,000	\$ 14,000	\$ 14,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ -	\$ -	\$ 53,000
1999	Sewer (Pleasant, Eliot, Union, etc.)	\$ 750,000	\$ 38,000	\$ 38,000	\$ 38,000	\$ 35,000	\$ 35,000	\$ 22,000	\$ 20,000	\$ 188,000
1999	Sewer (Union St)	\$ 615,000	\$ 33,000	\$ 33,000	\$ 29,000	\$ 26,000	\$ 25,000	\$ 25,000	\$ -	\$ 138,000
1999	Water (Lakeshore Dr)	\$ 500,000	\$ 28,000	\$ 28,000	\$ 27,000	\$ 27,000	\$ 26,000	\$ 25,000	\$ -	\$ 133,000
2000	Water (Lakeshore Dr)	\$ 540,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 23,000	\$ 23,000	\$ 22,000	\$ 44,000	\$ 160,000
2000	Sewer (Boden Ln & Water, Lincoln, etc.)	\$ 1,335,000	\$ 40,000	\$ 38,000	\$ 38,000	\$ 37,000	\$ 36,000	\$ 36,000	\$ 70,000	\$ 255,000
2002	Sewer (Lakeshore Rd)	\$ 430,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 50,000	\$ 150,000
2002	Sewer (Leach Ln)	\$ 210,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 30,000	\$ 30,000	\$ 100,000
2004	Water Meters	\$ 350,000	\$ 35,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2006	Sewer (Speen St, Park Ave)	\$ 2,100,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 945,000	\$ 1,470,000
2007	Water Treatment (MWPAT) *Refunded	\$ 4,884,838	\$ 243,023	\$ 250,438	\$ 258,294	\$ 268,041	\$ 277,787	\$ 292,408	\$ 1,926,447	\$ 3,273,414
2008	Water Treatment Plant *Refunded	\$ 225,925	\$ 25,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ 50,000
2009	Water Relining	\$ 3,000,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ -	\$ 1,500,000
2009	Equipment W-9 Backhoe	\$ 90,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ 30,000
2010	Water Relining	\$ 600,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 360,000
2010	Springvale Well	\$ 250,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 150,000
2010	Reservoir Refurbishment	\$ 500,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 300,000
2010	Sewer Pump Station 5	\$ 300,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 180,000
2010	Sewer Jet Truck	\$ 250,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 150,000
2010	Sewer I&I (MWRA)	\$ 77,385	\$ 15,477	\$ 15,477	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,477
2011	Final Phase V	\$ 800,000	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000	\$ 310,000	\$ 585,000
2012	Radio Meter Transmitters	\$ 150,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ 90,000
2012	Ground Water Wells	\$ 300,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 90,000	\$ 240,000
2012	Variable Frequency Drives	\$ 260,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 75,000	\$ 200,000
2012	DPW Headquarters Renovations	\$ 504,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 150,000	\$ 400,000
2012	MWRA I&I	\$ 196,845	\$ 39,369	\$ 39,369	\$ 39,369	\$ 39,369	\$ -	\$ -	\$ -	\$ 118,107
2012	DPW Vehicle Garage Roof	\$ 66,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ -	\$ -	\$ 44,000
2013	Force Main Bradford / Pamela - Rt 9	\$ 1,650,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 990,000	\$ 1,540,000
2013	Replace Ground Water Wells	\$ 300,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 120,000	\$ 270,000
2013	Filter Modification @ Springvale WTP	\$ 200,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 80,000	\$ 180,000
Est. 2014	Replace Ground Water Wells	\$ 300,000	\$ -	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 150,000	\$ 300,000
Est. 2014	Town Forest Reservoir Roof	\$ 220,000	\$ -	\$ 22,000	\$ 22,000	\$ 22,000	\$ 22,000	\$ 22,000	\$ 110,000	\$ 220,000
Est. 2014	Prime Park Pump Station Wall	\$ 150,000	\$ -	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 75,000	\$ 150,000
Est. 2014	Energy Efficiency Upgrades - Springvale WTP	\$ 150,000	\$ -	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ 150,000
Est. 2014	Tonka Valves & Filters - Springvale WTP	\$ 100,000	\$ -	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ 100,000
Est. 2014	Chrysler Road Sewer Line Replacement	\$ 48,000	\$ -	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ -	\$ -	\$ 48,000
Est. 2014	MWRA I&I	\$ 755,700	\$ -	\$ 151,140	\$ 151,140	\$ 151,140	\$ 151,140	\$ 151,140	\$ -	\$ 755,700
Est. 2014	W-22 (Dump Truck w/Plow)	\$ 220,000	\$ -	\$ 31,429	\$ 31,429	\$ 31,429	\$ 31,429	\$ 31,429	\$ 62,855	\$ 220,000
Est. 2014	W-14 (Backhoe w/Plow)	\$ 135,000	\$ -	\$ 19,286	\$ 19,286	\$ 19,286	\$ 19,286	\$ 19,286	\$ 38,570	\$ 135,000
Est. 2014	Speen Street Sewer Work	\$ 220,000	\$ -	\$ 22,000	\$ 22,000	\$ 22,000	\$ 22,000	\$ 22,000	\$ 110,000	\$ 220,000
										\$ -
Water and Sewer Enterprise Principal			\$ 1,614,869	\$ 1,914,138	\$ 1,894,518	\$ 1,896,265	\$ 1,804,642	\$ 1,728,263	\$ 5,636,872	\$ 14,874,697
Total Amount Remaining				\$ 14,874,697	\$ 12,960,560	\$ 11,066,042	\$ 9,169,777	\$ 7,365,135	\$ 5,636,872	\$ -



Town of Natick
Home of Champions

Department: Enterprise Fund Debt Service - Interest

Year of Issue	Project	Fiscal Year 2014		Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total
		Amount Issued	Interest	Interest	Interest	Interest	Interest	Interest	Balance	Interest
1998	Water Treatment Plant	\$ 1,175,000	\$ 9,560	\$ 8,170	\$ 6,240	\$ 3,680	\$ 1,200	\$ -	\$ -	\$ 19,290
1998	Sewer (Pleasant, Rockwood, etc.)	\$ 285,000	\$ 1,980	\$ 1,700	\$ 1,300	\$ 780	\$ 260	\$ -	\$ -	\$ 4,040
1999	Sewer (Pleasant, Elliot, Union, etc.)	\$ 750,000	\$ 7,140	\$ 6,380	\$ 5,240	\$ 3,680	\$ 2,380	\$ 1,240	\$ 400	\$ 19,320
1999	Sewer (Union St)	\$ 615,000	\$ 5,190	\$ 4,530	\$ 3,620	\$ 780	\$ 1,500	\$ 980	\$ -	\$ 11,410
1999	Water (Lakeshore Dr)	\$ 500,000	\$ 5,040	\$ 4,480	\$ 3,660	\$ 3,780	\$ 1,520	\$ 980	\$ -	\$ 14,420
2000	Water (Lakeshore Dr)	\$ 540,000	\$ 6,160	\$ 5,680	\$ 4,960	\$ 2,520	\$ 3,100	\$ 2,200	\$ 1,760	\$ 20,220
2000	Sewer (Boden Ln & Water, Lincoln, etc.)	\$ 1,335,000	\$ 9,800	\$ 9,020	\$ 7,900	\$ 6,420	\$ 6,960	\$ 3,520	\$ 2,800	\$ 36,620
2002	Sewer (Lakeshore Rd)	\$ 430,000	\$ 4,994	\$ 5,400	\$ 5,000	\$ 4,400	\$ 3,600	\$ 2,800	\$ 3,800	\$ 25,000
2002	Sewer (Leach Ln)	\$ 210,000	\$ 2,756	\$ 2,900	\$ 2,700	\$ 2,400	\$ 2,000	\$ 1,600	\$ 2,400	\$ 14,000
2003	Water Elm Bank *Refunded	\$ 1,375,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2004	Water Meters	\$ 350,000	\$ 1,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2006	Sewer (Speen St, Park Ave	\$ 2,100,000	\$ 58,144	\$ 54,206	\$ 50,138	\$ 45,938	\$ 41,213	\$ 36,488	\$ 138,731	\$ 366,713
2007	Water Treatment (MW PAT) *Refunded	\$ 4,884,838	\$ 163,584	\$ 152,947	\$ 141,809	\$ 123,775	\$ 102,445	\$ 80,875	\$ 127,947	\$ 729,798
2008	Water Treatment Plant *Refunded	\$ 225,925	\$ 2,600	\$ 1,788	\$ 1,088	\$ 563	\$ -	\$ -	\$ -	\$ 3,438
2009	Water Relining	\$ 3,000,000	\$ 56,250	\$ 45,750	\$ 34,875	\$ 23,625	\$ 12,000	\$ -	\$ -	\$ 116,250
2009	Equipment W-9 Backhoe	\$ 90,000	\$ 1,475	\$ 1,125	\$ 763	\$ 388	\$ -	\$ -	\$ -	\$ 2,275
2010	Water Relining	\$ 600,000	\$ 12,150	\$ 10,650	\$ 9,150	\$ 7,500	\$ 5,700	\$ 3,900	\$ 1,950	\$ 38,850
2010	Springvale Well	\$ 250,000	\$ 5,063	\$ 4,438	\$ 3,813	\$ 3,125	\$ 4,750	\$ 3,250	\$ 1,625	\$ 21,000
2010	Reservoir Refurbishment	\$ 500,000	\$ 10,125	\$ 8,875	\$ 7,625	\$ 6,250	\$ 2,850	\$ 1,950	\$ 975	\$ 28,525
2010	Sewer Pump Station 5	\$ 300,000	\$ 6,075	\$ 5,325	\$ 4,575	\$ 3,750	\$ 2,375	\$ 1,625	\$ 813	\$ 18,463
2010	Sewer Jet Truck	\$ 250,000	\$ 5,063	\$ 4,438	\$ 3,813	\$ 3,125	\$ 2,375	\$ 1,625	\$ 813	\$ 16,188
2011	Phase V	\$ 800,000	\$ 22,975	\$ 21,325	\$ 19,675	\$ 16,925	\$ 15,275	\$ 13,625	\$ 46,325	\$ 133,150
2012	Radio Meter Transmitters	\$ 150,000	\$ 3,900	\$ 3,000	\$ 2,100	\$ 1,200	\$ -	\$ -	\$ -	\$ 6,300
2012	Ground Water Wells	\$ 300,000	\$ 8,700	\$ 7,800	\$ 6,900	\$ 6,000	\$ 4,800	\$ 3,600	\$ 4,200	\$ 33,300
2012	Variable Frequency Drives	\$ 260,000	\$ 7,400	\$ 6,500	\$ 5,750	\$ 5,000	\$ 4,000	\$ 3,000	\$ 3,500	\$ 27,750
2012	DPW Headquarters Renovations	\$ 504,000	\$ 14,500	\$ 13,000	\$ 11,500	\$ 10,000	\$ 8,000	\$ 6,000	\$ 7,000	\$ 55,500
2012	MWRA I&I	\$ 196,845	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2012	DPW Vehicle Garage Roof	\$ 66,000	\$ 1,766	\$ 1,412	\$ 1,059	\$ 706	\$ 353	\$ -	\$ -	\$ 3,531
2013	Force Main Bradford / Pamela - Rt 9	\$ 1,650,000	\$ 44,046	\$ 48,950	\$ 46,750	\$ 43,450	\$ 39,050	\$ 34,650	\$ 141,763	\$ 354,613
2013	Replace Ground Water Wells	\$ 300,000	\$ 8,525	\$ 9,300	\$ 8,700	\$ 7,800	\$ 6,600	\$ 5,400	\$ 9,600	\$ 47,400
2013	Filter Modification @ Springvale WTP	\$ 200,000	\$ 5,683	\$ 6,200	\$ 5,800	\$ 5,200	\$ 4,400	\$ 3,600	\$ 6,400	\$ 31,600
Est. 2014	Replace Ground Water Wells	\$ 300,000	\$ -	\$ 9,000	\$ 8,100	\$ 7,200	\$ 6,300	\$ 5,400	\$ 13,500	\$ 49,500
Est. 2014	Town Forest Reservoir Roof	\$ 220,000	\$ -	\$ 6,600	\$ 5,940	\$ 5,280	\$ 4,620	\$ 3,960	\$ 9,900	\$ 36,300
Est. 2014	Prime Park Pump Station Wall	\$ 150,000	\$ -	\$ 4,500	\$ 4,050	\$ 3,600	\$ 3,150	\$ 2,700	\$ 6,750	\$ 24,750
Est. 2014	Energy Efficiency Upgrades - Springvale WTP	\$ 150,000	\$ -	\$ 4,500	\$ 3,600	\$ 2,700	\$ 1,800	\$ 900	\$ -	\$ 13,500
Est. 2014	Tonka Valves & Filters - Springvale WTP	\$ 100,000	\$ -	\$ 3,000	\$ 2,400	\$ 1,800	\$ 1,200	\$ 600	\$ -	\$ 9,000
Est. 2014	Chrysler Road Sewer Line Replacement	\$ 48,000	\$ -	\$ 1,440	\$ 1,080	\$ 720	\$ 360	\$ -	\$ -	\$ 3,600
Est. 2014	MWRA I&I	\$ 755,700	\$ -	\$ 22,671	\$ 18,137	\$ 13,603	\$ 9,068	\$ 4,534	\$ -	\$ 68,013
Est. 2014	W-22 (Dump Truck w/Plow)	\$ 220,000	\$ -	\$ 6,600	\$ 5,657	\$ 4,714	\$ 3,771	\$ 2,829	\$ 2,829	\$ 26,400
Est. 2014	W-14 (Backhoe w/Plow)	\$ 135,000	\$ -	\$ 4,050	\$ 3,471	\$ 2,893	\$ 2,314	\$ 1,736	\$ 1,737	\$ 16,201
Est. 2014	Speen Street Sewer Work	\$ 220,000	\$ -	\$ 6,600	\$ 5,940	\$ 5,280	\$ 4,620	\$ 3,960	\$ 9,900	\$ 36,300
	BANs and Issue Costs	\$ -	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ 150,000
Water and Sewer Enterprise Interest			\$ 522,042	\$ 554,249	\$ 494,876	\$ 420,548	\$ 345,910	\$ 269,526	\$ 547,416	\$ 2,632,526

Total Amount Remaining \$ 2,632,526 \$ 2,078,277 \$ 1,583,401 \$ 1,162,852 \$ 816,943 \$ 816,943 \$ 269,526

Summary of Debt - Water & Sewer Enterprise Fund									
	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total	
Water & Sewer Enterprise Fund Principal	\$ 1,614,869	\$ 1,914,138	\$ 1,894,518	\$ 1,896,265	\$ 1,804,642	\$ 1,728,263	\$ 5,636,872	\$ 14,874,697	
Water & Sewer Enterprise Fund Interest	\$ 522,042	\$ 554,249	\$ 494,876	\$ 420,548	\$ 345,910	\$ 269,526	\$ 547,416	\$ 2,632,526	
Total Annual Debt Service	\$ 2,136,912	\$ 2,468,387	\$ 2,389,394	\$ 2,316,813	\$ 2,150,552	\$ 1,997,789	\$ 6,184,288	\$ 17,507,223	
Total Amount Remaining		\$ 17,507,223	\$ 15,038,836	\$ 12,649,442	\$ 10,332,629	\$ 8,182,078	\$ 6,453,815	\$ 269,526	



Town of Natick

Home of Champions

Department: Water & Sewer Operations Indirect Cost Allocations

PERCENTAGE ALLOCATIONS	PERSONNEL	FRINGE	EXPENSES	TOTAL
DPW ADMINISTRATION	\$ 88,655	\$ 34,228	\$ 13,164	\$ 136,047
BUILDING MAINTENANCE	\$ -	\$ -	\$ 44,800	\$ 44,800
ENGINEERING SERVICES	\$ 212,256	\$ 81,947	\$ 50,275	\$ 344,478
GIS SERVICES	\$ (48,292)	\$ (18,644)	\$ -	\$ (66,936)
EQUIPMENT MAINTENANCE	\$ 179,839	\$ 69,432	\$ 101,034	\$ 350,305
HIGHWAY MAINTENANCE	\$ 154,214	\$ 59,538	\$ 135,622	\$ 349,374
PUBLIC SAFETY	85,090	32,851	7,051	124,992
ASSESSING	3,384	1,306	1,110	\$ 5,800
TOWN ADMINISTRATOR	70,838	27,305	29,642	\$ 127,785
COMMUNITY DEVELOPMENT	86,273	33,308	2,381	\$ 121,962
INFORMATION SYSTEMS	30,071	11,610	70,478	\$ 112,159
TREASURER	8,280	3,197	23,156	\$ 34,633
TREASURER	42,524	16,417	-	\$ 58,941
COLLECTOR	(28,325)	(10,936)	-	\$ (39,261)
COLLECTOR	19,279	7,443	-	\$ 26,722
COMPTROLLER	54,886	21,190	3,531	\$ 79,607
ANNUAL REPORT	-	-	275	\$ 275
LEGAL SERVICES	-	-	35,000	\$ 35,000
FINANCIAL / ADMINISTRATIVE	287,208	110,840	165,573	\$ 563,621
PROPERTY INSURANCE	-	-	235,270	\$ 235,270
ELECTRIC / NATURAL GAS	-	-	12,300	\$ 12,300
GASOLINE / DIESEL	-	-	113,149	\$ 113,149
ENERGY	-	-	125,449	\$ 125,449
SUBTOTAL - GENERAL FUND	958,971	370,192	878,238	\$ 2,207,400

Notes:

Indirect Costs are based upon the Previous Fiscal Year's (FY 2014) Final Appropriated Budget. Please remember that Town Meeting does not appropriate these - the action taken is to approve these. Appropriation occurs within the respective budgets listed above.

FY 2015 Indirects - Detail

PERCENTAGE ALLOCATIONS	PERSONNEL	FRINGE	EXPENSES	TOTAL	Salary	Expense	Percent	Total 2014 Appr.	Description
DPW ADMINISTRATION	\$ 88,655	\$ 34,228	\$ 13,164	\$ 136,047	258,168	39,485	33.3%	297,653	DPW ADMIN. (Total Cost)
BUILDING MAINTENANCE	-	-	44,800	44,800	-	358,400	12.5%	358,400	BLDG MAINT (Total Cost)
ENGINEERING SERVICES	212,256	81,947	50,275	344,478	412,147	100,550	50.0%	512,697	ENGINEERING (Total Cost)
GIS SERVICES	(48,292)	(18,644)	-	(66,936)	(187,540)	-	25.0%	-	GIS ACTIVITIES SUPPORTING THE GENERAL FUND
EQUIPMENT MAINTENANCE	179,839	69,432	101,034	350,305	523,699	303,042	33.3%	826,741	EQUIPMENT MAINT. (Total Cost)
HIGHWAY MAINTENANCE	154,214	59,538	135,622	349,374	1,497,216	1,356,219	10.0%	2,853,435	HIGHWAY (Total Cost)
POLICE	47,600	18,377	1,788	67,765	6,161,876	238,338	0.75%	6,400,214	POLICE (Total Cost)
FIRE	37,490	14,474	1,123	53,087	7,279,508	224,650	0.50%	7,504,158	FIRE (Total Cost)
STREET LIGHTING	-	-	4,140	4,140	-	207,000	2.0%	207,000	STREETLIGHTS (Total Cost)
ASSESSING	3,384	1,306	1,110	5,800	328,522	111,000	1.0%	439,522	ASSESSING (Total Cost)
TOWN ADMINISTRATOR	70,838	27,305	29,642	127,785	616,264	265,607	11.2%	881,871	TOWN ADMINISTRATOR (Total Cost)
COMMUNITY DEVELOPMENT	86,273	33,308	2,381	121,962	837,604	23,811	10.0%	861,415	COMMUNITY DEVELOPMENT (Total Cost)
INFORMATION TECHNOLOGY	30,071	11,610	70,478	112,159	291,950	704,775	10.0%	996,725	INFORMATION TECHNOLOGY (Total Cost)
TREASURER	8,280	3,197	23,156	34,633	64,312	185,250	12.5%	249,562	TREASURER (General Office Personnel)
TREASURER	42,524	16,417	-	58,941	117,957	-	35.0%	117,957	TREASURER (Salaries of Treasurer & Asst. Treasurer)
COLLECTOR	(28,325)	(10,936)	-	(39,261)	(55,000)	-	50.0%	(55,000)	COLLECTOR
COLLECTOR	19,279	7,443	-	26,722	53,478	-	35.0%	53,478	COLLECTOR (Salaries of Collector & Asst. Collector)
COMPTRROLLER	54,886	21,190	3,531	79,607	426,292	28,250	12.5%	454,542	COMPTRROLLER (Total Cost)
ANNUAL REPORT	-	-	275	275	-	5,500	5.0%	5,500	ANNUAL REPORT (Total Cost)
LEGAL SERVICES	-	-	35,000	35,000	-	280,000	12.5%	280,000	LEGAL SERVICES (Total Cost)
PROPERTY INSURANCE	-	-	235,270	235,270	-	588,175	40.0%	588,175	PROPERTY INSURANCE (Total Cost)
ELECTRIC / NATURAL GAS	-	-	12,300	12,300	-	735,201	1.7%	735,201	ENERGY ELECTRIC / NATURAL GAS (DPW Admin. Use)
GASOLINE / DIESEL	-	-	113,149	113,149	-	565,747	20.0%	565,747	ENERGY GASOLINE / DIESEL (All W/S Vehicle Fuels charged here)
SUBTOTAL	958,971	370,192	878,238	2,207,400					

Water/Sewer Enterprise Fund Projection & Initial Proposed Single-Family Home Rate for FY 2015

Water/Sewer Enterprise Fund Projection - FY 2015 - FY 2017

Summary: The projection shown below is for planning purposes **ONLY**. It is not intended to serve as a budget or plan for expenditures. Accounting for level indirect costs and funding of requested capital projects through a mixture of debt and retained cash financing, FY 2015 should see an increase of 3.28% in most rates (See below). Later years, however, rates will likely be between 5-7% increases annually, driven mainly by anticipated 12.5% increases in the MWRA assessment annually and full funding of capital requests.

	2012 Actual	2013 Actual	2014 Appropriated	2015 Estimate	2016 Estimate	2017 Estimate
Revenues						
User Charges	\$ 11,127,657	\$ 12,023,829	\$ 12,502,396	\$ 12,912,688	\$ 13,819,906	\$ 14,593,168
Connection Fees	\$ 71,064	\$ 269,944	\$ 70,000	\$ 70,000	\$ 70,000	\$ 70,000
Other Departmental Income	\$ 1,100,812	\$ 1,630,171	\$ 1,100,000	\$ 1,100,000	\$ 1,100,000	\$ 1,100,000
Investment Income	\$ 19,980	\$ 12,776	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000
Capital Article Closeouts/Trans.	\$ -	\$ 39,369	\$ -	\$ -	\$ -	\$ -
Retained Earnings	\$ 410,000	\$ 1,291,746	\$ 147,000	\$ 159,000	\$ 78,000	\$ 77,000
Total Revenues	\$ 12,729,513	\$ 15,267,835	\$ 13,839,396	\$ 14,261,688	\$ 15,087,906	\$ 15,860,168
Expenses						
Sewer	\$ 5,233,610	\$ 5,886,881	\$ 5,886,881	\$ 6,150,709	\$ 6,796,533	\$ 7,510,169
Water	\$ 1,971,825	\$ 2,085,065	\$ 2,085,065	\$ 2,177,734	\$ 2,243,066	\$ 2,310,358
Utility Billing	\$ 208,371	\$ 237,383	\$ 237,383	\$ 229,040	\$ 235,911	\$ 242,989
Fringe Benefits	\$ 601,475	\$ 682,833	\$ 682,833	\$ 669,418	\$ 722,971	\$ 780,809
Debt Service	\$ 2,328,943	\$ 2,136,912	\$ 2,136,912	\$ 2,468,387	\$ 2,714,394	\$ 2,641,813
Reserve Fund	\$ -	\$ -	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000
Indirects (included in G/F)	\$ 2,535,883	\$ 2,581,514	\$ 2,323,579	\$ 2,207,400	\$ 2,097,030	\$ 2,097,030
Capital	\$ 410,000	\$ 796,000	\$ 147,000	\$ 159,000	\$ 78,000	\$ 77,000
Total Expenses	13,290,106	14,406,586	13,699,652	14,261,688	15,087,906	15,860,168

Preliminary Proposed Single-Family Water & Sewer Rates for FY 2015

Summary: Just as the projection above, the projected rates below are purely for illustrative purposes only. Actual rates will be determined through recalibration of the rate model in preparation of meeting with the Water & Sewer Commissioners for FY 2015 rate setting, which will begin in April 2014. Should the budget be approved as it is recommended, including funding of the revised capital requests, the impact upon this years rates is shown below. Average W/S bills for a single family home would increase around 3.28%, or \$17.49 annually.

Rate Options for the average Single-Family House (17.35 HCF/quarter)

2014	Tier	Combined Rate	Consumption	Qtr. Cost	Annual Cost	3.28%
Bills	0-10	\$ 5.90	10	\$ 59.00	\$ 236.00	
	11-20	\$ 10.10	7.35	\$ 74.24	\$ 296.94	
			17.35	\$ 133.24	\$ 532.94	
2015 (draft)						
Bills	0-10	\$ 6.09	10	\$ 60.94	\$ 243.74	
	11-20	\$ 10.43	7.35	\$ 76.67	\$ 306.68	
			17.35		\$ 550.43	
Cost increase/year over FY 2014						\$ 17.49
Cost increase/quarter over FY 2014						\$ 4.37



Town of Natick

Personnel Staffing Sheets

Department Public Works - Water Enterprise

Table with columns A through T. Row 1: Department Public Works - Water Enterprise, Munis Dept. # 46, @ 52 weeks, @ 52.1 weeks. Row 2: Salaries Supervisory Staff, MUNIS Code 5112.

Table with columns A through T. Row 1: Salaries Supervisory Staff, MUNIS Code 5112. Row 2: 41119 COMEAU ANTHONY 4/6/98 1.0 DIV SUPVSR SUPER/ADM C2-5 99,572 C2-5 99,572 0 2% 101,564 7,300 1,500 110,559. Row 3: 42662 AMES RICHARD 3/28/05 1.0 GIS/TECH SUPER/ADM C6-5 93,143 C6-5 93,143 0 2% 95,005 7,800 1,500 104,488. Row 4: Total Salaries - Supervisory Staff 2.0 15,100 3,000 215,047. Row 5: 196,569 18,100 196,947.

Table with columns A through T. Row 1: Salaries Operational Staff, MUNIS Code 5113. Row 2: ^Vacant 1.0 ISO Coordinator 59,000. Row 3: 3820 JONES JUDITH 9/15/03 1.0 ADMIN ASST CL 1116 B5-4 47,607 B5-4 47,607 0 2% 48,559 750 500 49,903. Row 4: VACANT 1.0 WKG FOREMN LL 1116 MC-7 54,641 MC-7 54,641 0 2% 55,734 1,100 150 450 1,100 58,641. Row 5: 43706 LIENHARD THOMAS 3/30/11 1.0 PS OPER LL 1116 M10-3 58,372 M10-4 59,832 243 2% 59,788 0 300 300 1,100 61,603. Row 6: 42383 BROWN ROBERT 5/5/04 1.0 PS NIGHT OPER LL 1116 MB-7 53,969 MB-7 53,969 0 2% 55,048 300 150 300 1,100 1,560 58,564. Row 7: 3436 SPURLING SCOTT 9/16/92 1.0 HVY EQ OPR LL 1116 M8-7 51,615 M8-7 51,615 0 2% 52,648 700 450 300 1,100 55,299. Row 8: 40052 DOLLAWAY JEFFREY 3/19/97 1.0 HVY EQ OPR LL 1116 M8-7 51,615 M8-7 51,615 0 2% 52,648 500 150 300 1,100 54,799. Row 9: 41254 DREW ALEX 3/31/99 1.0 CRFST/HVY LL 1116 M8-7 51,615 M8-7 51,615 0 2% 52,648 500 300 300 1,100 54,949. Row 10: 41296 SULLIVAN WAYNE 6/2/99 1.0 CRFST/HVY LL 1116 M8-7 51,615 M8-7 51,615 0 2% 52,648 500 150 300 1,100 54,799. Row 11: 44063 MILLER AARON 11/3/10 1.0 SOLTECH LL 1116 M9-6 48,824 M9-7 52,421 2,098 2% 51,940 0 300 200 1,100 53,640. Row 12: 41239 MAGAZZU PETER 12/30/98 1.0 SK LABORER LL 1116 M4-7 50,405 M4-7 50,405 0 2% 51,413 500 150 300 1,100 53,562. Row 13: 43706 BURKE KENNETH 5/11/11 1.0 PS OPER LL 1116 M9-3 43,443 M9-4 44,991 258 2% 44,575 0 150 150 1,100 46,061. Row 14: VACANT 1.0 CRFST/HVY LL 1116 M8-7 51,615 M8-7 51,615 0 2% 52,648 0 150 250 900 54,049. Row 15: 41648 CRISAFULLI SAMUEL 7/1/09 1.0 SK LABORER LL 1116 M4-7 50,405 M4-7 50,405 0 2% 51,413 0 150 150 1,100 52,912. Row 16: Total Salaries - Operational Staff 14.0 4,850 3,050 3,300 13,000 1,560 767,780. Row 17: 25,760 742,020.

Table with columns A through T. Row 1: Salaries Operational Staff - (Part Time), MUNIS Code 5123. Row 2: Temporary Staff 0.25 LABORER H3 Pers. Bd. H3-3 6,557 H3-3 6,557 0 0% 6,557 6,557. Row 3: POLICE DETAIL HOURS 400 RATE \$48.50 19,400 0 0% 19,400 19,400. Row 4: Total Salaries - Operational Staff 0.25 25,957.

Table with columns A through T. Row 1: Overtime 72,500. Row 2: Total Salaries - Public Works - Water Enter 16.25 1,081,284.

^Includes Program Improvement Request

Key: Per. Bd. - Personnel Board; LL1116 - Labor Union - Local 1116; CL1116 - Clerical Union - Local 1116; COLA - Cost of Living Adjustment

Notes:



Department Public Works - Sewer Enterprise

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	I		
Emp. #	Last Name	First Name	Date of Hire	FTE	Job title	Union	Begin Step	Begin Step Amt.	End Step	End Step Amt.	Pro-Rata Step	COLA	End Step	LGY	EDU	DIFF	ON CALL	Other Comp.	Total FY 2014		
Department		Public Works - Sewer Enterprise				Munis Dept. #		45		(@ 52 weeks)										(@ 52.1 weeks)	
Salaries Supervisory Staff						MUNIS Code				5112											
2300	BURKE	EDWARD	5/22/85	1.0	ASST SUPVSR	SUPER/ADM	C3-2	72,890	C3-3	76,405	3,515	2%	77,933		6,800			1,500	86,383		
2896	PERODEAU	RICHARD	8/17/88	1.0	CF PLNT OP	SUPER/ADM	C5-5	91,124	C5-5	91,124	0	2%	92,946		6,800			1,500	101,425		
Total Salaries - Supervisory Staff				2.0											0	13,600	0	0	3,000	187,808	
																		16,600	171,208		
Salaries Operational Staff						MUNIS Code				5113											
41797	RUDD	SHAWN	1/16/02	1.0	SK LABORER	LL 1116	M4-7	50,405	M4-7	50,405	0	2%	51,413	300	150	70	1,000		53,032		
41819	HEFFLER	STEVEN	2/21/02	1.0	PS FOREMAN	LL 1116	M11-7	68,827	M11-7	68,827	0	2%	70,204	300	300	80	2,000		73,019		
42109	HENDRY	JAMIE	7/14/11	1.0	PS OPER	LL 1116	M9-4	44,991	M9-5	46,603	1,478	2%	47,398	0	300	240	2,000		50,029		
2812	MCDANIEL	MICHAEL	3/2/88	1.0	GEN FOREMN	LL 1116	MD-7	60,531	MD-7	60,531	0	2%	61,742	900	300	240	2,000		65,300		
3017	HALFREY	ALAN	5/10/89	1.0	WKG FOREMN	LL 1116	MC-7	54,641	MC-7	54,641	0	2%	55,734	900	150	240	2,000		59,131		
41283	MCGEEVER	MICHAEL	4/21/99	1.0	HVY EQ OPR	LL 1116	M8-7	51,615	M8-7	51,615	0	2%	52,648	500	150	110	1,000		54,509		
44081	DINNOCENZO	DANIEL	9/5/12	1.0	HVY EQ OPR	LL 1116	M8-2	40,955	M8-3	42,434	1,232	2%	43,031	0	150	70	1,000		44,334		
44680	HARTLEY	JEFFERY	1/3/12	1.0	SK LABORER	LL 1116	M4-1	37,996	M4-2	39,879	942	2%	39,716	0			1,000		40,793		
	VACANT		1/15/14	1.0	SK LABORER	LL 1116	M4-0	37,055	M4-1	37,996	470	2%	38,276	0			1,000		39,350		
Total Salaries - Operational Staff				9.0											2,900	1,500	1,050	13,000	0	479,497	
																		18,450	461,047		
Part Time Admin			2/1/13	0.5	ADMIN. ASST.	CL 1116	B4-1	21,657	B4-2	22,090	144	2%	22,237	0	0	0	0		22,280		
POLICE DETAIL																			8,536		
																			30,816		
Overtime																			57,850		
Total Salaries -				Public Works - Sewer Enterj															11.50	755,971	

Key: