



# The West Boylston Water District

**Meeting Date and Time:** Monday May 16, 2022; 5:00pm

**Members Present:** Stanley Szczurko, Jr., James LaMountain, Robert Bryngelson, Jr. Gary Flynn, Michael Mard

**Also Present:** Michael Coveney, Heather Isaacs, Michael Ohl

Mr. Szczurko called the meeting to order at 5:05pm.

## **ITEM 1: SUPERINTENDENT'S REPORT (see attachments) Additional comments/questions:**

- 1.) No further questions or comments.
- 2.) Noted that 12' filter tanks have been installed. Noted that Michel Ohl would be unable to attend the meeting for an update as anticipated.
- 3.) Mr. Szczurko questioned when the new Personnel Policy would be ready for review by Mary Aicardi; it was noted that this wouldn't be ready for another 2-3 months.
- 4.) No further questions or comments.
- 5.) Mr. Szczurko questioned whether the Dispatch Center tried to find part-time or State Police details; they had but no persons available and private flaggers not allowed in the Commonwealth.
- 6.) WS Management has sent certified letters to Walmart; Mass Dept. of Transportation has been notified also. Mr. Flynn questioned where the runoff flowed to; Scarlett Brook and Gates Brook.
- 7.) Mr. Coveney added that the State Department of Health sent another shipment of masks for COVID safety.

## **ITEM 2: APPROVAL OF MEETING MINUTES**

Mr. Flynn made a motion to accept the April 25, 2022 meeting minutes as read; Mr. LaMountain seconded the motion; all voted in favor to approve, motion carried.

## **ITEM 3: TREASURER'S REPORT- (see attachments)**

Treasurer Heather Isaacs reviewed the Water District Balance Sheet, and Profit and Loss Report through April 30, 2022. Mrs. Isaacs reported that income from cell phone towers would now be below anticipated income due to the merger between TMobile and Sprint and the loss of an antennae; Crown Castle is looking to add another carrier, in the interim the FY23 anticipated income for the towers has been decreased. Mrs. Isaacs did not note any significant changes to the P&L with a little wiggle room for some upcoming projects without going out of budget. Mr. Szczurko questioned consulting expenses for remainder of FY22; Mrs. Isaacs does not expect going over budget on expenses through FY22. Per Mr. Szczurko's question Mrs. Isaacs clarified that no contributions were being made to OPEB (Other Post-Employment Benefits), only Worcester County Retirement, and the District currently pays as it goes; Mr. Szczurko questioned whether there was benefit to creating a fund; Mrs. Isaacs noted that only benefit would be financial standing for borrowing monies although she cautions keeping an eye on what future OPEB expenditures what may be. Mrs. Isaacs outlined that free cash certification online process that would be entered in the fall.

## **ITEM 4: FY2023 BUDGET (attachments)**

Mrs. Isaacs presented the proposed budget for fiscal year 2023.

The Commissioners discussed rate increase based on anticipated spending and pending loan payments. Mrs. Isaacs noted that we did not raise targeted income for fiscal year 2022, and advised small rate increases in preference to large increase when additional loan payments due in 2023 and 2024. Mr. Coveney noted the SRF loan payment schedule (attached). Mrs. Isaacs also advised that some of the loan payments may need to come from the District's investment funds (reserve accounts) in the future.

Mrs. Isaacs outlined anticipated operating costs for FY2023. Questions/discussion included purchase of new vehicle, compensation changes, and anticipated cost increases in fuel/utilities, insurances, technology, and laboratory testing costs.

Voting for salary increases after discussion: additional stipend for licensing failed to pass (4-1); longevity pay on anniversary date after 10 years' service passed (5-0); increase on payment for Sundays/holidays passed (5-0).

Final adjustments made to be presented at Annual Meeting that reflect an approximate increase of \$85,000 in expenses over fiscal year 2022.

Mr. Flynn made a motion to present the amended budget at the Annual Meeting for approval, Mr. Bryngelson seconded the motion; all voted in favor. Motion passed.

#### **ITEM 5: ANNUAL WARRANT ARTICLES**

Mr. Coveney & Mrs. Isaacs presented the warrant articles for the Annual Meeting (attached).

Mr. Bryngelson made a motion to approve the warrant as presented; Mr. LaMountain seconded the motion; all voted in favor. Motion passed.

#### **ITEM 5: OLD BUSINESS (attachments)**

No old business discussed.

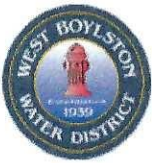
#### **ITEM 6: NEW BUSINESS (attachments)**

No new business presented.

#### **ITEM 7: OTHER BUSINESS**

No other business presented.

Mr. Flynn made a motion to adjourn; Mr. Bryngelson seconded the motion; Mr. Szczurko adjourned the meeting at 7:02 PM. Next meeting scheduled for June 6, 2022 at 5:30pm, followed by the Annual Meeting at 6pm.




# Meeting Minutes of the West Boylston Water District

May 16, 2022

**Members Present:** Stanley Sczurko,, James LaMountain, Robert Bryngelson, Gary Flynn, Michael Mard

Date of Approval: August 15, 2022

RCB

Michael Mard
Gary Flynn





**MEETING POSTING  
IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A §§ 18-25**

**Board of Water Commissioners**

**May 10, 2022**

Board/Committee Name

Date of Notice

**183 Worcester St, West Boylston**

**WBWD OFFICE**

Meeting Place

Conference Rm. No.

**May 16, 2022**

*Robert Bryngelson*

**Monday 5:00 p.m.**

Date/Time of Meeting

Clerk of Board or Bd. Member Signature

Meeting canceled/Postponed to: \_\_\_\_\_

Date of cancellation/Postponement \_\_\_\_\_



**Agenda**

- 5:00 PM CONVENE MEETING**
- 5:05 PM TREASURER'S REPORT – Heather Isaacs FY23 Budget Review**
- 5:20 PM SUPERINTENDENT'S REPORT – Mike Coveney**
- 5:30 P.M. OLD BUSINESS – Update on Oakdale WTF/Lee St Water Main (Mike Ohl – CEI)**
- 5:45 P.M. NEW BUSINESS – Fiscal Year 2023 Budget/Annual Warrant Approval & Vote**
- 5:50 P.M. READING/APPROVAL OF MINUTES**
- 5:55 P.M. ANY OTHER BUSINESS NOT REASONABLY ANTICIPATED**
- 6:00 P.M. CLOSE MEETING**



## West Boylston Water District

To: Board of Water Commissioners

From: Michael Coveney

Date: 5/16/2022

Re: Superintendents Report

- 
- 1.) North Main St: We are still waiting for the final disbursement from MassDEP SRF to close out this project.
  - 2.) Oakdale Treatment Facility: The contractor is currently working on structural steel and masonry block along with underground pipe installation. Mike Ohl from CEI will be able to attend the meeting today. Pay requisition #10 is included on the warrant to be signed today.
  - 3.) Personnel Handbook and Compensation Review: As discussed at the April meeting, we have prepared the updated compensation plan for next fiscal year along with the revisions that were suggested. We can review this under new business. We are still working on the Personnel Policy revisions and will have an update on this ready for a future meeting.
  - 4.) Lee Street Water Main project: I met with CEI on Lee St to go over the scope of the work for the survey and they will plan to get started on this work as soon as possible.
  - 5.) Water Main Break: There was a water main break at 307 Lancaster St at 5:30pm on May 7<sup>th</sup>. Due to the difficult area and trouble with getting a detail officer we had to wait a few hours before we were able to started. We shut off the water to the area around 10pm and finished at around 5am. This was a difficult repair as we had to remove a hydrant tee and replace it.
  - 6.) Rte. 12 Pump Station Flooding: I have contacted the owner of the development and Walmart about this issue. I have also contacted MassDEP to get them involved also. I am waiting to hear back from them to find a resolution to who is responsible to repair the collapsed 48" drain under the entrance to the Scarlett Brook Marketplace.
-

5:15 PM

05/16/22

Accrual Basis

**West Boylston Water District**  
**Balance Sheet**  
**As of April 30, 2022**

	Apr 30, 22
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
1000 · Cash-Checking & Savings	1,178,035.57
1020 · Petty Cash	125.00
1025 · Cash on Hand	125.00
Total Checking/Savings	1,178,285.57
Accounts Receivable	
1201 · User Charges	226,500.84
Total Accounts Receivable	226,500.84
Other Current Assets	
1159 · Investments	1,363,891.16
1499 · Undeposited Funds	6,535.15
Total Other Current Assets	1,370,426.31
Total Current Assets	2,775,212.72
<b>Fixed Assets</b>	
1998 · Capital Assets - Depreciable	5,127,077.97
1999 · Capital Assets - Nondepreciable	321,096.42
Total Fixed Assets	5,448,174.39
Other Assets	
2860 · Deferred Outflows of Resources	96,920.00
Total Other Assets	96,920.00
<b>TOTAL ASSETS</b>	<b>8,320,307.11</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable	
2000 · Accounts Payable	542,226.76
Total Accounts Payable	542,226.76
Other Current Liabilities	
2100 · Payroll Withholdings	17,323.50
2430 · Accrued Vacation Pay	18,738.45
Total Other Current Liabilities	36,061.95
Total Current Liabilities	578,288.71
<b>Long Term Liabilities</b>	
1750 · Deferred Inflows of Resources	69,040.00
2600 · N/P - DEP (SRF Funding)	5,655,807.83
2800 · Other Post Employment Benefits	1,080,197.00
2850 · Net Pension Liability	829,002.00
Total Long Term Liabilities	7,634,046.83
Total Liabilities	8,212,335.54

5:15 PM

05/16/22

Accrual Basis

**West Boylston Water District**  
**Balance Sheet**  
**As of April 30, 2022**

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	<u>Apr 30, 22</u>
Equity	
3300 · Reserved for office renovations	2,444.75
3301 · Reserved for Well Exploration	535,328.84
3775 · Investment in PP&E-District	3,271,253.45
3900 · Retained Earnings	-47,696.99
Net Income	-3,653,358.48
Total Equity	<u>107,971.57</u>
TOTAL LIABILITIES & EQUITY	<u><u>8,320,307.11</u></u>



West Boylston Water District  
Profit & Loss Budget vs. Actual  
July 2021 through April 2022

Ordinary Income/Expense Income	Jul 21 - Apr 22	Budget	\$ Over Budget	% of Budget
4175 · Interest Charges	3,658.45	4,950.00	-1,291.55	73.91%
4250 · Water Charges & Services				
4251 · Worcester Corporate Water Charg	-4,437.50	0.00	-4,437.50	100.0%
4250 · Water Charges & Services - Other	1,363,409.70	1,425,000.00	-61,590.30	95.68%
Total 4250 · Water Charges & Services	1,358,972.20	1,425,000.00	-66,027.80	95.37%
4260 · User Fee	42,000.00	48,000.00	-6,000.00	87.5%
4261 · Back Flow	7,800.00	10,200.00	-2,400.00	76.47%
4262 · Fire Line	17,935.20	21,762.00	-3,826.80	82.42%
4275 · Meters				
4276 · 2nd meter	400.00			
4275 · Meters - Other	2,800.00	3,200.00	-400.00	87.5%
Total 4275 · Meters	3,200.00	3,200.00	0.00	100.0%
4320 · Rental Income	117,851.20	127,681.66	-9,830.46	92.3%
4820 · Investment Income				
4821 · Net Investment Income	7,932.70	0.00	7,932.70	100.0%
4820 · Investment Income - Other	848.01	4,166.66	-3,318.65	20.35%
Total 4820 · Investment Income	8,780.71	4,166.66	4,614.05	210.74%
4840 · Miscellaneous Revenue	7,066.40	7,291.66	-225.26	96.91%
Total Income	1,567,284.16	1,652,251.98	-84,967.82	94.86%
Gross Profit	1,567,284.16	1,652,251.98	-84,967.82	94.86%
Expense				
5000 · Operation & Maintenance				
5130A · Salaries & Employee Benefits				
5130 · Admin & Salaries				
5143 · Overtime Wages	10,760.23	20,267.50	-9,507.27	53.09%
5130 · Admin & Salaries - Other	272,926.69	267,685.38	5,241.31	101.96%
Total 5130 · Admin & Salaries	283,686.92	287,952.88	-4,265.96	98.52%
5131 · Superintendent's Salary	81,648.40	81,370.98	277.42	100.34%
5132 · Commissioners Salaries	2,500.00	2,500.00	0.00	100.0%
5133 · Moderator Salary	0.00	0.00	0.00	0.0%
5134 · Payroll Processing Expense	1,416.46	1,083.34	333.12	130.75%
5135 · Worcester Retirement System	76,511.00	76,511.00	0.00	100.0%
5136A · Health Insurance				
5136 · Employee's	90,490.74	79,380.00	11,110.74	114.0%
5137 · Retiree's	10,879.76	12,320.00	-1,440.24	88.31%
Total 5136A · Health Insurance	101,370.50	91,700.00	9,670.50	110.55%
5136B · OPEB Expense	0.00	0.00	0.00	0.0%
5138 · Life Insurance	567.00	594.18	-27.18	95.43%
5139 · Uniforms	3,469.16	3,566.66	-97.50	97.27%
5140 · Workers' Comp Insurance	9,470.50	9,341.00	129.50	101.39%



West Boylston Water District  
Profit & Loss Budget vs. Actual  
July 2021 through April 2022

	Jul '21 - Apr '22	Budget	\$ Over Budget	% of Budget
5141 · Employee Training	2,606.00	5,000.00	-2,392.00	52.16%
5142 · Payroll Taxes	5,729.77	6,250.00	-520.23	91.68%
5130A · Salaries & Employee Benefits - Other	0.00	0.00	0.00	0.0%
Total 5130A · Salaries & Employee Benefits	568,977.71	565,870.04	3,107.67	100.55%
5200 · Bank Service Charge	0.00	300.00	-300.00	0.0%
5210 · Heating	3,075.48	4,800.00	-1,724.52	64.07%
5215 · Telephone	8,974.86	9,240.00	-265.14	97.13%
5220 · Electricity				
5221 · Beaman Street	87.65	128.00	-40.35	68.48%
5222 · Lawrence Street	138.74	260.00	-121.26	53.36%
5223 · Lee Street	13,803.59	16,750.00	-2,946.41	82.41%
5224 · Prospect Street	83.07	126.00	-42.93	65.93%
5225 · Temple Street	29,123.77	40,000.00	-10,876.23	72.81%
5226 · Thomas Street	3,559.38	3,550.00	9.38	100.28%
5227 · West Boylston Street	12,651.51	13,000.00	-348.49	97.32%
5228 · Western Avenue	2,862.78	3,330.00	-467.22	85.97%
5229 · Worcester Street	1,485.88	2,100.00	-614.12	70.76%
5229A · Laurel Street	1,564.50	1,980.00	-415.50	79.02%
Total 5220 · Electricity	65,360.87	81,224.00	-15,863.13	80.47%
5230 · Legal & Accounting				
5232 · Accounting Expense	3,187.00	5,000.00	-1,813.00	63.74%
5233 · Legal Expense	5,316.00	20,830.00	-15,514.00	25.52%
5234 · Consulting Expense	15,002.50	125,000.00	-109,997.50	12.0%
Total 5230 · Legal & Accounting	23,505.50	150,830.00	-127,324.50	15.58%
5240 · Auto & Truck Expense				
5241 · Gasoline & Oil	10,921.30	10,000.00	921.30	109.21%
5242 · Repairs & Maintenance	4,194.26	8,300.00	-4,105.74	50.53%
Total 5240 · Auto & Truck Expense	15,115.56	18,300.00	-3,184.44	82.6%
5300 · Property and Liability Insurance	24,419.50	17,431.00	6,988.50	140.09%
5420 · Office Expense				
5421 · Office Supplies	2,618.03	2,920.00	-301.97	89.66%
5422 · Postage	5,107.00	5,000.00	107.00	102.14%
Total 5420 · Office Expense	7,725.03	7,920.00	-194.97	97.54%
5423 · Computer/Tech	9,952.27	6,666.66	3,285.61	149.28%
5430 · Pump Station Supplies	3,764.99	5,000.00	-1,235.01	75.3%
5435 · Water Quality Control Expense	9,498.30	7,100.00	2,398.30	133.78%
5440 · Water Treatment Chemicals	35,921.91	47,000.00	-11,078.09	76.43%
5500 · Tools	2,102.05	3,325.00	-1,222.95	63.22%
5600 · Repairs & Maintenance				
5601 · Equipment Repairs	5,144.38	10,400.00	-5,255.62	49.47%
5602 · Facility Repairs	8,866.87	10,400.00	-1,533.13	85.26%
Total 5600 · Repairs & Maintenance	14,011.25	20,800.00	-6,788.75	67.36%

West Boylston Water District  
Profit & Loss Budget vs. Actual  
July 2021 through April 2022

	Jul '21 - Apr '22	Budget	\$ Over Budget	% of Budget
5625 - Property Maintenance	9,206.58	10,400.00	-1,193.42	88.53%
5790 - State & District Expense	5,560.74	5,450.00	110.74	102.03%
5791 - GIS Projects	3,000.00	3,000.00	0.00	100.0%
5795 - DEP Privacy Fees	2,021.12	2,014.00	7.12	100.35%
5840 - Serv & Distr. Improve.				
5840E - Emergency Repair Costs	0.00	0.00	0.00	0.0%
5840 - Serv & Distr. Improve. - Other	93,473.74	125,000.00	-31,526.26	74.78%
Total 5840 - Serv & Distr. Improve.	93,473.74	125,000.00	-31,526.26	74.78%
5950 - District Improvements				
5950C - Well Exploration (\$35K)	65,090.15			
5950D - Tank Cleaning	0.00	0.00	0.00	0.0%
5950H - Hydrants	0.00	0.00	0.00	0.0%
5951 - District Improvements (Capital)				
5951H - Oakdale WTP 2021-22	4,151,103.11			
5951G - N. Main St. Main Replace	28,955.50	0.00	28,955.50	100.0%
5951B - Radio Read Meters	0.00	0.00	0.00	0.0%
5951F - Well Exploration - PV2	0.00	0.00	0.00	0.0%
Total 5951 - District Improvements (Capital)	4,180,058.61	0.00	4,180,058.61	100.0%
5950 - District Improvements - Other	43,458.07	41,500.00	1,958.07	104.72%
Total 5950 - District Improvements	4,288,606.83	41,500.00	4,247,106.83	10,333.99%
Total 5000 - Operation & Maintenance	5,194,274.29	1,133,170.70	4,061,103.59	458.38%
Total Expense	5,194,274.29	1,133,170.70	4,061,103.59	458.38%
Net Ordinary Income	-3,627,010.13	519,081.28	-4,146,091.41	-698.74%
Other Income/Expense				
Other Expense				
8000 - Interest Expense				
8050 - DSRF Earnings	0.00	0.00	0.00	0.0%
8060 - Contract Assistance	0.00	0.00	0.00	0.0%
8000 - Interest Expense - Other	26,348.35	26,349.00	-0.65	100.0%
Total 8000 - Interest Expense	26,348.35	26,349.00	-0.65	100.0%
Total Other Expense	26,348.35	26,349.00	-0.65	100.0%
Net Other Income	-26,348.35	-26,349.00	0.65	100.0%
Net Income	-3,653,358.48	492,732.28	-4,146,090.76	-741.45%
Add Back: Oakdale WTP 2021-22 SRF Fundin	4,151,103.11	0.00	4,151,103.11	
Net Income (after Moving Oakdale WTP)	497,744.63	492,732.28	5,012.35	
Total Expense (less Oakdale WTP)	1,043,171.18	1,133,170.70	-89,999.52	



# WEST BOYLSTON WATER DISTRICT

## Proposed FY '23 BUDGET

Account	Detail	FY '22 Budget	FY '22 Estimate	+/- to Budget	FY '23 Proposed
4175	Interest Charges	6,000	4,658	(1,342)	5,000
4250	Water Charges	1,680,000	1,581,972	(98,028)	1,738,000
4260	User and Connection Fees	60,000	54,000	(6,000)	60,000
4261	Back Flow	10,200	10,960	760	10,200
4262	Fire Line	24,412	24,138	(274)	24,812
4275	Meters	4,000	4,000	-	4,000
4320	Rental Income	153,218	131,000	(22,218)	135,000
4820	Investment Income	5,000	10,711	5,711	10,000
4840	Misc Revenue	8,750	8,066	(684)	7,880
	Total Revenues	1,951,580	1,829,505	(122,075)	1,994,892
5130	Admin & Salaries	331,420	335,427	4,007	354,336
5143	Overtime Wages	24,321	15,760	(8,561)	18,098
5131	Superintendent's Salary	100,745	100,638	(107)	105,682
5132	Commissioners Salaries	5,000	5,000	-	5,000
5133	Moderator Salary	50	50	-	50
5134	Payroll Process Expense	1,300	1,716	416	1,690
5135	Worcester Retirement System	76,511	76,511	-	85,383
5136	Insurance - Employee	95,256	108,131	12,875	106,788
5137	Insurance - Retiree	14,784	13,056	(1,728)	13,317
5138	Life Insurance	713	751	38	713
5139	Uniforms	4,280	3,585	(695)	4,834
5140	Workers' Comp Insurance	9,341	9,471	130	9,002
5141	Employee Training	6,000	2,608	(3,392)	6,000
5142	Payroll Taxes	7,500	6,230	(1,270)	7,500
5200	Bank Service Charges	360	-	(360)	360
5210	Heating	5,000	3,575	(1,425)	5,000
5215	Telephone & Telemetry	11,090	11,136	46	10,802
5220	Electricity:				
5221	Beaman Street	150	117	(33)	150
5222	Lawrence Street	300	185	(115)	300
5223	Lee Street	20,000	16,709	(3,291)	20,000
5224	Prospect Street	150	111	(39)	150
5225	Temple Street	48,000	34,856	(13,144)	40,000
5226	Thomas Street	4,200	4,425	225	5,000
5227	West Boylston Street	15,600	14,732	(868)	15,600
5228	Western Ave	4,000	3,817	(183)	4,200
5229	Worcester Street	2,500	1,804	(696)	2,500
5229A	Laurel Street	3,000	2,087	(913)	3,000
5230	Professional Services:				
5231	Audit & Actuary Expense	13,500	-	(13,500)	13,500
5232	Accounting Expense	6,000	5,187	(813)	6,000
5233	Legal Expense	25,000	6,316	(18,684)	25,000
5234	Consulting Expense	150,000	25,003	(124,997)	100,000
5240	Vehicle Expense:	-	-	-	80,000
5241	Gas & Oil	12,000	15,762	3,762	17,550
5242	Repairs	10,000	5,194	(4,806)	10,000



5300	Property & Liability Insurance	17,431	24,420	6,989	18,565
5420	Office Expense:				
5421	Office Supplies	3,500	3,018	(482)	3,500
5422	Postage	6,000	5,517	(483)	6,000
5423	Computer/Tech	8,000	9,457	1,457	12,000
5430	Pump Station Supplies	6,000	3,765	(2,235)	6,000
5435	Water Quality Control Exp	8,500	15,369	6,869	16,500
5440	Water Treatment Chemicals	56,000	42,122	(13,878)	54,000
5500	Tools	4,000	2,100	(1,900)	4,000
5600	Repairs & Maintenance:		-	-	
5601	Equipment Repairs	12,500	5,144	(7,356)	12,500
5602	Facility Repairs	12,500	8,867	(3,633)	12,500
5625	Property Maintenance	12,500	10,153	(2,347)	12,500
5780	Misc Expense	-	-	-	-
5790	State & District Expense	6,500	5,512	(988)	6,500
5791	GIS Program	3,000	3,000	-	3,500
5795	DEP Primacy Fee	2,014	2,021	7	1,929
5840	Service & Distribution Expense	150,000	141,944	(8,056)	150,000
5950	District Improvements-Other	50,000	108,548	58,548	50,000
8000	SRF Interest Expense	26,349	26,348	(1)	33,343
	SRF Principal Payments	135,692	130,793	(4,899)	132,231
	Total Expenses	1,528,557	1,378,049	(150,508)	1,613,072



West Boylston Water  
Proposed Payroll FY23

2.55% step increase
2.00% COLA
4.55%

2,000 Lori 38hr. Week + 2hours/month for meetings  
2,080 Crew 40hr. Week

	current rates	increase	Proposed	Reg	Estimated OT	Four on Call	Total
Mike Coveney	98,745	5.00%	103,682	103,682			103,682
Rob Lopez	33.99	4.55%	35.54	73,916	5,330	9,770	89,017
Joseph Carlson	31.59	4.55%	33.03	68,697	4,954	9,337	82,988
Lori Renzoni	28.69	4.55%	30.00	59,991			59,991
David Castagnetti	27.91	4.55%	29.18	60,694	4,377	8,674	73,745
Anthony DiPietro	21.91	4.55%	22.91	47,646	3,436	7,591	58,674
Vacation Buyback (Estimated)				8,020			8,020
Totals (excluding Mike)				318,964	18,098	35,372	372,434

Reg + Call 354,336

# Additional Compensation Policy Ideas to consider for Salary Review FY2023

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## APPROVED AT BOARD MEETING ON APRIL 25, 2022

Allow for 5 weeks max vacation time after 20 years.

Name	Date Eligible	Amount
Mike	Jan-21	\$1,900
Rob	Nov-22	\$1,360
Joe	Jun-24	
Dave	Dec-31	
Lori	Oct-34	
Anthony	Apr-38	

## TABLED ON APRIL 25, 2022 FOR REVIEW AT A FUTURE MEETING

Longevity Pay >5yrs=\$100/yr. >10yrs=\$125/yr. >15yrs=\$150/yr. >20yrs=\$175/yr. >25yrs=\$200/yr.  
or Flat Amount of \$100/yr of service annually

Name	Eligible years	Amt.above	Flat \$100yr
Mike	21yrs	\$3,675	\$2,100
Rob	20yrs	\$3,500	\$2,000
Joe	18yrs	\$2,700	\$1,800
Dave	11yrs	\$1,375	\$1,100
Lori	8yrs	\$800	\$800
Anthony	5yrs	\$500	\$500
TOTAL		\$12,550	\$8,300

## DECLINED AT BOARD MEETING ON APRIL 25, 2022

Increase Employer Contribution from 90% to 100% for Active Employee's HMO Health Plan

Name	Eligible	Amount
Mike	Family	\$2,800
Rob	Family	\$2,800
Joe	Single	\$1,090
Dave	Family	\$2,800
Anthony	Single	\$1,090
Total		\$10,580

## TABLED ON APRIL 25, 2022 FOR REVIEW AT A FUTURE MEETING

Propose to accept Juneteenth (June 19th) Federal Holiday into Personnel Policy

# Additional Compensation Policy Ideas to consider for Salary Review FY2023

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## APPROVED AT BOARD MEETING ON APRIL 25, 2022

Increase daily On-Call amount from \$30/day to \$40/day

Current	Total	Approved	Total	Difference	Per person
\$30/day	\$10,920	\$40/day	\$14,560	\$3,640	\$910

## TABLED ON APRIL 25, 2022 FOR REVIEW AT A FUTURE MEETING

Increase On-Call Station Duty pay to Double Time for Sundays & Holidays

Increase any Overtime Pay on Sundays & Holidays to Double Time

Name	Current		Approved		Difference	
	Sundays	Holidays	Sundays	Holidays	Sundays	Holidays
Rob	\$2,651	\$612	\$3,535	\$816	\$884	\$204
Joe	\$2,464	\$569	\$3,285	\$758	\$821	\$190
Dave	\$2,177	\$502	\$2,903	\$670	\$726	\$167
Anthony	\$1,709	\$394	\$2,279	\$526	\$570	\$131
TOTAL	\$9,001	\$2,077	\$12,002	\$2,770	\$3,000	\$692

## APPROVED AT BOARD MEETING ON APRIL 25, 2022

Increase Annual Clothing Allowance from \$500 to \$550 per Operator

Current	Proposed
\$2,000	\$2,200

## APPROVED AT BOARD MEETING ON APRIL 25, 2022

Increase Annual Boot Allowance from \$200 to \$250 per Operator

Current	Proposed
\$1,000	\$1,250

## Proposed Annual Water Operator/Backflow License Stipends

Type	Current	Proposed	Difference
D-1	\$0	\$250	\$250
D-2	\$0	\$500	\$500
T-1	\$0	\$250	\$250
T-2	\$0	\$500	\$500
Tester	\$250	\$500	\$250
Surveyor	\$250	\$500	\$250

## Current Water Operator/Backflow Licenses with Proposed Stipends

Name	D-1	D-2	T-1	T-2	Tester	Surveyor	Total
Mike		\$500		\$500			\$1,000
Rob		\$500	\$250		\$500	\$500	\$1,750
Joe		\$500	\$250				\$750
Dave		\$500	\$250				\$750
Anthony	\$250						\$250
Totals	\$250	\$2,000	\$750	\$500	\$500	\$500	\$4,500



WBWD FY2023 PROPOSED BUDGET CHART  
TOTAL PROPOSED EXPENSES \$1.6M

Salaries	460000
Overtime	18000
Water Treatment	70000
Electricity	90000
Insurance	150000
Consulting	150000
Loan Payments	166000
Vehicle Expense	80000
Other Budget	424000
Proposed Longevity Pay	8300
Proposed Double Time Pay	3700
Proposed License Stipends	4500

