

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, January 14, 2020, at 7:00 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Jimmy Mudd, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Everett Thomas made a motion to approve the minutes of the December 10, 2019, meeting. Earl Sandusky, Jr. seconded the motion. Motion carried.

Old Business

None

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Jeff Preston welcomed new commissioner, Cody Rakes, to the Board of Commissioners. He also thanked Donnie Browning for his 17 years of service on the board. Cody Rakes said that he is looking forward to working with everyone.

The board discussed election of officers for 2020. Earl Sandusky, Jr. made a motion for Everett Thomas to remain Secretary. Cody Rakes seconded the motion. Motion carried. Cody Rakes made a motion for Jeff Preston to remain Chairman. Everett Thomas seconded the motion. Motion carried. Cody Rakes made a motion for Earl Sandusky, Jr. to be Treasurer. Everett Thomas seconded the motion. Motion carried.

Jimmy discussed the Meter Reading Contract. Currently, Tim Spalding of Spalding Meter Reading Service reads the meters. As required by PSC, one time each year the meters are read manually. Due to several factors, Tim Spalding will no longer be doing the manual reading. The board discussed whether there is enough manpower with the current staff to help with the manual reading. Jimmy said that some months this would work out fine and some months it would not. If a person works with Spalding, this would allow our employee to learn where all the meters are located. Our employees know where a lot of the meters are, but there are some that would be difficult for them to find. Jimmy will ask Tim Spalding to give a proposal of what he would charge if we provide a person to ride with Tim and do the reading. Tim would do the driving and furnish the vehicle and fuel. The board discussed offering \$0.50 per meter.

Jimmy presented an extended warranty for the backhoe. It is called the Premium Plan and would cover a lengthy list of parts and systems. The cost of the warranty is \$3,137.00 and would last four more years. Everett Thomas made a motion to approve the extended warranty. Cody Rakes seconded the motion. Motion carried.

Jimmy gave a preliminary cost estimate for a new water line for Maker's Mark warehouses on Brown Foreman Road. Part A is for a 6" line from Highway 84 to the warehouses at a cost of \$148,500.00. Part B is for a 4" line from the warehouses to Whitehouse Lane with a connection to an existing 3" line at a cost of \$240,900.00. The line to Whitehouse Lane would allow two main lines to be connected and this would benefit the water district significantly. The portion of the cost for the water district would be approximately \$60,000.00. After discussion, the board members were in agreement to consider contributing the \$60,000.00 toward Part B of the preliminary cost estimate if

Maker's Mark proceeds with the project.

Jimmy gave a report on the write-offs. Earl Sandusky, Jr. made a motion to write off a total of \$504.30 of uncollectible bad debts for this month. Cody Rakes seconded. Motion carried.

Everett Thomas made a motion to approve the payment of bills as presented. Cody Rakes seconded the motion. Motion carried.

### New Business

Earl Sandusky, Jr. made a suggestion that something should be done to show appreciation to Donnie Browning for his service as a Marion County Water District Commissioner for 17 years. The board discussed an appreciation dinner and a plaque. Jimmy will contact Donnie's daughter and coordinate with her.

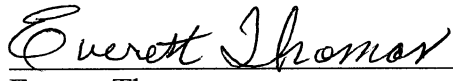
Jimmy informed the board of a break in the water line that crosses Jones Creek near Gravel Switch. The break happened a couple of weeks ago during heavy rain. There was a temporary line installed and attached to a bridge in order to maintain water service until a directional bore under the creek could be done. Stotts Construction Company has completed the bore and repair. The cost was \$12,000.00.

Jimmy updated the board on the 2018 Water System Improvements Project. The contractor has 1,000 – 1,500 feet of main line left to install on Highway 289. When this is finished, they will begin the work on McElroy Pike.


Jimmy reported that the new SCADA (Telemetry) system is installed and working. The old system is shut down. The transition was a smooth one, with only a few minor issues to be worked out.

Everett Thomas made a motion to adjourn the meeting. Cody Rakes seconded the motion. Motion carried.

ATTEST:

  
\_\_\_\_\_  
Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY:   
\_\_\_\_\_  
Jeff Preston  
Chairman

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, February 11, 2020, at 7:00 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Everett Thomas, Barbara May and Earl Sandusky, Jr. Also present was Jimmy Mudd, Manager.

The meeting was called to order by Chairman Jeff Preston.

Barbara May made a motion to approve the minutes of the January 14, 2020, meeting. Earl Sandusky, Jr. seconded the motion. Motion carried.

Old Business

The board discussed the contract for manually reading water meters. Tim Spalding with Spalding Meter Reading Service is asking for \$0.75 per meter to take an employee with him to read the meters manually. He would furnish the vehicle and fuel. Everett Thomas made a motion to approve this amount. Barbara May seconded the motion. Motion carried.

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Jimmy presented a Service Agreement with Monarch Engineering, Inc. for the Maker's Mark Phase 2 Water Line Extension. This phase includes an 8-inch main extending from the Hwy 49/Hwy 52 intersection along Hwy 52 to the Maker's Mark property. Everett Thomas made a motion to approve this agreement. Earl Sandusky, Jr. seconded the motion. Motion carried.

Jimmy informed the board that he has received a termination request from Bluegrass Cellular for the contract for the facilities on the Loretto tank. The request to have the

contract terminated is due to not allowing Bluegrass Cellular to install additional microwave dishes on the tank. The additional equipment would be beyond the scope of the original contract. Barbara May made a motion to accept the termination request. Everett Thomas seconded. Motion carried.

Jimmy informed the board that Mitchell Leake attained his CDL license and requested a pay increase accordingly. Jimmy told the board that Mitchell's current pay rate is \$14.45 per hour. After discussion, Earl Sandusky, Jr. made a motion to increase Mitchell Leake's pay rate by \$0.65 per hour bringing his new pay rate to \$15.10 per hour. Everett Thomas seconded the motion. Motion carried.

Jimmy presented a request for donation from Marion County High School Project Graduation. After discussion, the board agreed to make the same donation of \$50.00 as was donated last year. Barbara May made a motion to donate \$50.00. Everett Thomas seconded the motion. Motion carried.

Jimmy gave a report on the write-offs. Everett Thomas made a motion to write off a total of \$609.24 of uncollectible bad debts for this month. Barbara May seconded the motion. Motion carried.


Barbara May made a motion to approve the payment of bills as presented. Earl Sandusky, Jr. seconded the motion. Motion carried.

### New Business

An appreciation dinner was discussed for Donnie Browning for his service as a Marion County Water District Commissioner for 17 years. Jimmy will check with Hennings and Rosewood and get a date scheduled.

Barbara May made a motion to adjourn the meeting. Everett Thomas seconded the motion. Motion carried.

ATTEST:



Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY: 

Jeff Preston  
Chairman

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, March 10, 2020, at 7:00 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Barbara May, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Jimmy Mudd, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Barbara May made a motion to approve the minutes of the February 11, 2020, meeting. Earl Sandusky, Jr. seconded the motion. Motion carried.

Old Business

Barbara May showed the watch for Donnie Browning's retirement to the Board Members. A dinner for Donnie will be on March 14, 2020, at Henning's Restaurant.

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Jimmy gave a report on the 2018 Water System Improvements Project. All of Hwy 289 is finished except the clean-up portion. The contractor has started on McElroy Pike. The work has been slow due to the weather.

Jimmy informed the board that there have been a lot of issues with line repairs inside Raywick. Multiple repairs have been made in the same areas due to lines breaking a short distance from a previous repair. These lines have been in place since approximately 1974. There are 50-65 meters that would be involved. There is a 6" line that runs through



Raywick. A 4" line is the one that customers in Raywick are connected to. The engineers are working on an estimate to replace the main lines and service lines in Raywick. Jimmy also mentioned that a storage tank in the bypass area in Lebanon is a project that may need to be looked at.

The 2019 Gross Revenue Report for the Public Service Commission was signed by Chairman Jeff Preston.

Chairman Jeff Preston signed the Resolution of Accounts and Issuance of Drafts and Checks that listed Earl Sandusky, Jr. as the Treasurer for the water district.

Jimmy gave a report on the write-offs. Barbara May made a motion to write off a total of \$1,251.58 of uncollectible bad debts for this month. Cody Rakes seconded the motion. Motion carried.

Everett Thomas made a motion to approve the payment of bills as presented. Earl Sandusky, Jr. seconded the motion. Motion carried.

### New Business

Jimmy presented a quote for a mini trackhoe. Everett Thomas made a motion to approve spending \$48,940.00 for a mini trackhoe. Earl Sandusky, Jr. seconded the motion. Motion carried.

There was discussion that a trailer would be needed to haul the trackhoe. It is anticipated that this would cost \$3,000.00 to \$4,000.00. Jimmy will obtain pricing on a trailer.

Cody Rakes made a motion to adjourn the meeting. Everett Thomas seconded the motion. Motion carried.

ATTEST:

*Everett Thomas*

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Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY: *Jeff Preston*  
\_\_\_\_\_  
Jeff Preston  
Chairman

**MARION COUNTY WATER DISTRICT  
1835 CAMPBELLSVILLE ROAD  
P O BOX 528  
LEBANON, KY 40033**

**Telephone: 270-692-2004  
Fax: 270-692-1010  
TTY 1-800-648-6956 or 711**

**MEMORANDUM**

**TO:** Barbara May  
Cody Rakes  
Earl Sandusky, Jr.  
Everett Thomas

**FROM:** Jeff Preston  
Chairman

**DATE:** April 8, 2020

**RE:** Board of Commissioners Meeting

Please be advised that the regular board meeting of the Marion County Water District commissioners for the month of April 2020 has been canceled due to the COVID-19 state of emergency.

If conditions were to allow, a special-called meeting may occur at the end of April.

JP:cas

cc: The Lebanon Enterprise  
WLBN/WLSK Radio Station  
Channel 6 TV

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, May 12, 2020, at 7:00 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Barbara May, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Jimmy Mudd, Manager, Toby Spalding, Manager and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Barbara May made a motion to approve the minutes of the March 10, 2020, meeting. Cody Rakes seconded the motion. Motion carried.

Old Business

Everett Thomas asked about the 2018 Water System Improvements Project and the work being done on McElroy Pike. Jimmy reported that the contractors were working on a directional bore and had gotten to a depth of 28 feet and they're in rock. Heavy rains came and floodwaters got up onto some of the boring equipment. It will likely take another month for them to get the line run to St Joe Rd. The pump station has been off-loaded. It will take 1 – 1 ½ months to get it finalized.

Cody Rakes asked if a trailer has been purchased for the mini-excavator. Jimmy reported that a trailer had been purchased for \$5,170.00. The mini-excavator that was purchased was a John Deere because the cost was approximately \$3500.00 less than the Case. The Case and the John Deere have the same engine.

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Jimmy reported that Danny Livers has expressed interest in reading the St. Matthews Cemetery Road Master Meter. Christine Smothers had been reading the meter each weekday, but she is no longer doing that. We were paying Christine \$80.00 per month and that is the amount we would pay Danny Livers. Cody Rakes made a motion to pay Danny Livers \$80.00 per month for reading the St. Matthews Cemetery Road Master Meter. Everett Thomas seconded the motion. Motion carried.

Jimmy reported that there has been a substantial reduction in payments for water bills coming into the office. The Kentucky Public Service Commission (PSC) gave an order on March 16, 2020, that there could be no disconnection of service or penalties imposed for late payments due to the COVID-19 Coronavirus. This order is in place until cancelled by PSC. It was discussed that many customers seem to be under the impression that they are not required to pay the water bill. Board members suggested that a friendly reminder on the bills may be helpful in letting customers know that they are responsible for paying the water bill even though there are no disconnections occurring.

Jimmy reported that it is time to replace computers, software, and backups in the office. He has been in discussions with United Systems and Software. They proposed a Technology Process Management (TPM) program and a lease situation on the equipment instead of a purchase. TPM covers other devices besides the computers and it continually monitors for hacking. The lease for four workstations and the TPM would cost \$1507.00 per month. Earl Sandusky, Jr. made a motion to proceed with the TPM and the lease on four workstations at a cost of \$1507.00 per month. Barbara May seconded the motion. Motion carried.

Jimmy informed the Board of two upcoming water line extensions. Gerald and Michael Hutchins will be doing a 1300 ft. line extension on Gandertown Road. Cost is \$9,000.00. Terry Mays, Jr. and Jeff Caldwell will be doing a 500 ft. line extension on Gene Campbell Road. Cost is \$6,044.00. Both have been sent to the Division of Water.

Jimmy reported on the office procedures during the COVID-19 emergency. The lobby is closed to the public. Payments have been taken on the website, drop-box, and drive-through window. We have also been taking payments by phone on a temporary basis. The drive-through window has been working well to take care of paperwork for renters, meter taps, etc. Jimmy indicated that the lobby may remain closed for an extended time. Board Members expressed their support for this. Jimmy asked Board Members how an employee should be paid if they were to be diagnosed with the virus and have to be quarantined for 14 days. It was discussed that sick leave is provided for illnesses, but these are unusual circumstances. Also, some employees do not have a large sick leave balance. It was agreed that Board Members need to think about this. Jimmy will contact Inter-County Energy to find out how they might handle this situation.

Jimmy gave a report on the write-offs. Barbara May made a motion to write off \$1,737.16 of uncollectible bad debts for the month of April. Earl Sandusky, Jr. seconded the motion. Motion carried. Barbara May made a motion to write off \$466.40 of uncollectible bad debts for the month of May. Everett Thomas seconded the motion. Motion carried.

Cody Rakes made a motion to approve the payment of bills as presented. Earl Sandusky, Jr. seconded the motion. Motion carried.

New Business

None

Cody Rakes made a motion to adjourn the meeting. Everett Thomas seconded the motion. Motion carried.

ATTEST:



\_\_\_\_\_  
Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY:



\_\_\_\_\_  
Jeff Preston  
Chairman

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, June 9, 2020, at 7:30 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Barbara May, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Jimmy Mudd, Manager, Toby Spalding, Manager, Cheryl Sullivan, Bookkeeper/Accountant, Charles M. White and Stephanie Abell.

The meeting was called to order by Chairman Jeff Preston.

Barbara May made a motion to approve the minutes of the May 12, 2020, meeting. Cody Rakes seconded the motion. Motion carried.

Old Business

Barbara May asked about the 2018 Water System Improvements Project. Jimmy reported that the contractors are down to the last stretch of line to be installed and they are working in rock. Barbara May asked if water bill payment has improved and if the new computers are here. Jimmy reported that more customers have paid the bills during the month of May and that situation has improved. The computers have been ordered but have not come in yet.

Barbara May inquired about the status of the two water line extensions discussed at the May board meeting. Jimmy said that one has been approved by the Division of Water and one is not approved yet. Barbara May asked when the lobby of the office might open to customers. Jimmy reported that it may open in the next couple months and that there needs



to be a barrier built at the front counter before opening the lobby.

Board members inquired if Jimmy was able to find out how Inter-County employees are paid if they have to be off work due to COVID-19 virus. Jimmy reported that those employees are required to use their own accumulated sick or vacation time.

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Stephanie Abell and Charles White, White & Company, presented the 2019 audit report to the board for their review. Stephanie Abell noted that the audit is an Unmodified Opinion, a clean opinion, which is what you want to have. She explained that there was a Net Loss of \$61,203.00, but you need to add back \$106,000.00 in expenses related to OPEB (KY Retirement Health Insurance) & Pensions in order to get a true picture of the bottom line. Stephanie explained that these are expenses that are required to be on the books but are not actually paid out.

Jimmy presented a Resolution authorizing Toby Spalding to sign checks for the District. Cody Rakes made a motion to approve the resolution. Everett Thomas seconded the motion. Motion carried.

Jimmy gave a report on the write-offs. Everett Thomas made a motion to write off \$293.55 of uncollectible bad debts for the month of June. Earl Sandusky, Jr. seconded the motion. Motion carried.

Earl Sandusky, Jr. made a motion to approve the payment of bills as presented. Everett Thomas seconded the motion. Motion carried.

New Business

Jimmy Mudd said he would like to keep his phone after his retirement. Everett Thomas made a motion that Jimmy Mudd be allowed to keep his cell phone after his retirement. Barbara May seconded the motion. Motion carried.

Cody Rakes made a motion to adjourn the meeting. Everett Thomas seconded the motion. Motion carried.

ATTEST:



\_\_\_\_\_  
Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY: \_\_\_\_\_  
Jeff Preston  
Chairman

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, July 14, 2020, at 7:30 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Barbara May, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Jimmy Mudd, Manager, Toby Spalding, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Cody Rakes made a motion to approve the minutes of the June 9, 2020, meeting. Barbara May seconded the motion. Motion carried.

Old Business

Barbara May asked about meter readers for the St. Matthews Cemetery Rd. and North Calvary Rd. Everything is going well with that. There was a discussion about the number of times per month that the meters are read and whether the compensation should be increased. Board members felt that there should be no change at this time.

Jimmy reported on the 2018 Water System Improvements Project. All the main water line has been installed and the meters have been switched to the new line. The pump station building has been set and bricked. Crews are working on the clean-up now and that should be finished in a couple of weeks. Jimmy reported that the loan from Kentucky Infrastructure Authority is for \$950,000.00. The District has committed \$192,000.00 toward the project. At the end, the District's portion should only be approximately \$123,500.00.

The board members conducted a 90-day evaluation of Toby Spalding. The board

members and Jimmy discussed that Toby has done well in learning the requirements of the manager position. Toby was asked what his goals or plans are for the District in the future. Toby mentioned several items including a new work truck, a mapping system, and possible need for a rate increase in the future. Toby said that he enjoys his job and this is a good group of employees. Board members agreed that under the terms of the employment agreement, Toby is entitled to a one-time annual salary increase of \$3,500.00.

A discussion was held on an estimate that was received for a protective glass barrier at the front counter. The board agreed that they would like to see additional estimates from other contractors before they make a decision.

Toby Spalding made a presentation of a computerized mapping system that shows PVA office data. He would like to subscribe to the system so the District's water lines, meters, valves, etc. can be added to the mapping. The mapping is going to be updated this year in December. This is accomplished by an airplane flying over the area with an extensive camera system. The expense of this will be divided by the five entities that would be sharing the mapping. The cost for the District would be \$5,400.00 per year for the next three years. There would be three to four iPads needed at a cost of approximately \$400.00 each. An additional \$1,500.00 - \$2,000.00 per year would allow one to two people to edit the information. Jeff Preston suggested that members take time and think over the mapping system and it should be discussed again at next month's meeting.

The Kentucky Rural Water Association Business Meeting voting credentials was discussed. It was decided that Barbara May would be the delegate and Everett Thomas would be the alternate.

Toby gave a report on the write-offs. Barbara May made a motion to write off \$1,407.82 of uncollectible bad debts for the month of July. Earl Sandusky, Jr. seconded the motion. Motion carried.

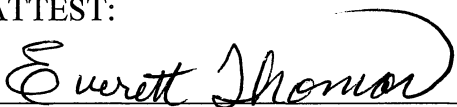
Earl Sandusky, Jr. made a motion to approve the payment of bills as presented. Everett Thomas seconded the motion. Motion carried.

New Business

Cody Rakes said that he would like to be informed at some point about the installation of fire hydrants in the District. Jimmy discussed how line size is so important when considering fire hydrants. If you have a line that is large enough to support a fire hydrant, but there is not enough water used from that line to keep the water fresh, the quality of customers' drinking water can suffer significantly. There are 200-300 big fire hydrants in the system.

Barbara May made a motion to adjourn the meeting. Everett Thomas seconded the motion. Motion carried.

ATTEST:

  
\_\_\_\_\_  
Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY:   
\_\_\_\_\_  
Jeff Preston  
Chairman

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, August 11, 2020, at 7:30 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Toby Spalding, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Cody Rakes made a motion to approve the minutes of the July 14, 2020, meeting. Everett Thomas seconded the motion. Motion carried.

Old Business

Board members mentioned that the previously discussed protective barrier at the front counter and the mapping system are on the agenda for tonight. Cody Rakes asked if there was any news on the water commissioner training scheduled for September. There has not been any communication on that.

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Toby presented the income statement for the period ending June 30, 2020, for the board's review. The loss of revenue due to COVID-19 was discussed. Also, revenue has decreased due to the removal of Bluegrass Cellular equipment from our water tank.

Toby discussed two new estimates for a protective barrier at the front counter. Each estimate is less expensive than the previous estimate. Spalding Custom Cabinets gave an

estimate of \$3,100.00 for a raised-panel facial cabinet front, granite countertop and glass barrier. With laminate countertop, the estimate is \$2,600.00. Central Kentucky Cabinet gave an estimate of \$3,085.00 for laminate countertop and glass barrier. It does not include the cabinet front. The estimate from Mr. Peak was \$3800.00 and did not include a countertop. It only included the glass barrier. The board discussed that granite would last forever. Cody Rakes made a motion to approve the estimate from Spalding Custom Cabinets for the granite countertop, cabinet front and glass barrier in the amount of \$3,100.00. Everett Thomas seconded the motion. Motion carried.

Toby Spalding discussed the computerized mapping system that was presented last month. Board members expressed that they would like to wait until all members are present before a decision is made on investing in the system. The cost will be \$7,000.00 to \$8,000.00 each year.

#### Manager Discussion

Toby discussed that he has been in contact with Daren Thompson and the second phase of the Lebanon Water Works rate increase will go into effect in September.

The Caring Place, a shelter for abused women and children, is asking for a donation. Earl Sandusky, Jr. made a motion to donate \$50.00 to The Caring Place. Everett Thomas seconded the motion. Motion carried.

An estimate had been done previously for a water line extension on Gene Campbell Road. Toby presented a plan to bring the water line from the opposite direction. This would require the upgrading of our service line at a cost to the district of approximately \$1,166.00. The board agrees with this plan.

Toby and board members discussed providing muck boots and work boots for the guys. Cody Rakes made a motion to buy one pair of muck boots and pay up to \$130.00 toward work boots every year for the people working in operations. Everett Thomas seconded the motion. Motion carried.

Toby said that in the next couple of months he will put together something on the pay scale.

The Kentucky Rural Water Association's annual business meeting will be held virtually on August 25 at 10:00 a.m. CDT.

Toby discussed that Lebanon Water Works is using automatic meter readers now for their master meters. The cost is around \$400.00, and this may be something we could use instead of having the contracted meter readers who read our master meters that are connected to Campbellsville Water.

We are required to test 10% of our meters each year. A lot of the meters are not passing the test. He is planning to conduct a test by replacing the 40 meters on route 9, Fairgrounds Road, and determining how much water loss is occurring with meters served by that master meter.

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Toby gave a report on the write-offs. Earl Sandusky, Jr. made a motion to write off \$80.13 of uncollectible bad debts for the month of August. Everett Thomas seconded the motion. Motion carried.

Everett Thomas made a motion to approve the payment of bills as presented. Cody Rakes seconded the motion. Motion carried.



New Business

Cody Rakes asked about the 2018 Water System Improvements Project. The new pump station at Holy Cross was turned on last week and the piping was changed over today. It is all up and running. There is a punch list of items that will be addressed along with restoration.

Everett Thomas made a motion to adjourn the meeting. Cody Rakes seconded the motion. Motion carried.

ATTEST:



Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY: \_\_\_\_\_



Jeff Preston  
Chairman

MINUTES OF MEETING  
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MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, September 8, 2020, at 7:30 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Barbara May, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Toby Spalding, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Cody Rakes made a motion to approve the minutes of the August 11, 2020, meeting. Earl Sandusky, Jr. seconded the motion. Motion carried.

Old Business

Barbara May discussed the KRWA virtual training that she attended. During the training, Jerry Wuetcher talked about surcharges for utilities. The need for water loss to be at or below 14% was also discussed.

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The glass barrier at the front counter was discussed. Barbara May said she does not think we should spend a lot of money. The board discussed the need to have a permanent fixture to help protect the office staff from the flu and other contaminants as well as COVID-19. The board agreed to proceed with the barrier as voted upon last month.

Toby discussed the mapping system and a water outage due to a pump not starting. He was able to open the mapping system and see contours and elevations of the houses that

were out of water. This helped to be able to determine the problem. The mapping system is a recurring cost of approximately \$7,000.00 each year. It is a good resource tool, and we will build on it each year. It will save manhours and free people up to do other things that need to be done. We will need to spend about \$400.00 for two iPads and about \$500.00 for software. The total to get started would be approximately \$8,000.00. Cody Rakes made a motion to move forward with the distribution mapping system. Everett Thomas seconded the motion. Motion carried.

Commissioner reimbursement for attending training events was discussed. Barbara May said that commissioners usually get \$150.00 per day, the same as for a board meeting. PSC is becoming more diligent in enforcing the requirement for training hours, so she was wondering if changes need to be made to the reimbursement for commissioners. It was decided that they should check with other boards before making a change.

#### Manager Discussion

Toby showed a video of a water leak on the customer side of the meter. The Sensus meter that was installed was not registering the water that was going through the meter. They replaced the Sensus meter with a Neptune meter and it began registering the water usage. This is indicating a possible issue with some meters and a contributing factor to water loss.

Toby presented a Resolution of Authorization for Purchased Water Adjustment due to the increase in the cost of water purchased from the Lebanon Water Works Company. The proposed new rates would become effective for service rendered on or after September 15, 2020. Everett Thomas made a motion to approve the resolution. Cody Rakes seconded the motion. Motion carried.

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Toby gave a report on the write-offs. Earl Sandusky, Jr. made a motion to write off \$80.31 of uncollectible bad debts for the month of September. Everett Thomas seconded the motion. Motion carried.

Cody Rakes made a motion to approve the payment of bills as presented. Barbara May seconded the motion. Motion carried.

New Business

Toby discussed that we would be working on the budget in October.

Barbara May made a motion to adjourn the meeting. Earl Sandusky, Jr. seconded the motion. Motion carried.

ATTEST:

*Everett Thomas*  
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Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY: *Jeff Preston*  
\_\_\_\_\_  
Jeff Preston  
Chairman

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A special meeting of the Marion County Water District was held on Thursday, October 22, 2020, at 7:00 p.m. in the offices of the Marion County Water District. The regular meeting for the month of October was postponed.

Present at the meeting were: Commissioners Jeff Preston, Barbara May, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Toby Spalding, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Barbara May made a motion to approve the minutes of the September 8, 2020, meeting. Earl Sandusky, Jr. seconded the motion. Motion carried.

Old Business

Barbara May discussed that tariffs were a big focus during the KRWA virtual training that she attended. She said that attendees were advised to be very careful with tariffs, to update board policies and to keep water loss low. Other topics discussed were better communication with customers and that grant funds are very unlikely.

Toby reported that the Public Service Commission issued an order lifting the moratorium on disconnection of water service effective October 20, 2020. He said that 171 customers were sent a letter advising them of the need to sign a payment arrangement if they could not pay their past due balance in full by October 20, 2020. All these customers except 45 of them either paid their past due balance or signed a payment arrangement. Today, we

began delivering a copy of the letter to these 45 customers or leaving a door hanger if they were not at home. This should reduce the number of customers who are subject to disconnection.

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Toby asked for approval to continue membership in and pay dues for Kentucky Rural Water Association. Everett Thomas made a motion to approve \$1800.00 in dues to Kentucky Rural Water Association. Cody Rakes seconded the motion. Motion carried.

The Income Statement through the month of September was discussed. Actual revenue is below the amount budgeted. Expenses are above the budgeted amount.

Toby discussed COVID-19 quarantines and asked how employees would get paid if they are ordered to quarantine. Unemployment eligibility and the time that might elapse before that would get money to employees was discussed. The possibility of requiring employees to use some number of their sick days was considered. A motion was made by Cody Rakes that if an employee is in a health department mandated quarantine, they will be paid at their regular rate of pay during their regularly scheduled workdays, not including on-call hours, up to a maximum of 80 hours; documentation from the health department would be required. Everett Thomas seconded the motion. Motion carried.

Toby informed the board that Channel 6 has had their programming canceled by Spectrum so they no longer need to store equipment in the water district's building behind the office. A motion was made by Barbara May to terminate the lease with Gary White for Channel 6 effective September 30, 2020. Cody Rakes seconded the motion. Motion carried.

### Manager Discussion

Toby distributed a proposed joint resolution with Lebanon Water Works regarding territorial boundaries. This is for review and discussion at the next meeting.

Toby presented a draft of the budget for 2021. It includes \$3,300,000.00 in revenue and \$3,250,000.00 in expenses with \$50,000.00 less in expenses than in revenue. A different plan for uniforms is being explored in order to save money. The water rate increase from Lebanon Water Works is included in this budget. Toby is looking into refinancing two loans that are currently at 3.25% and 3.5%. The new interest rate should be around 2.2%.

We need to look at credit card fees and whether we continue to absorb those costs or change our tariff to charge those to customers. We may need to do a rate study and address other issues as well as credit card fees.

Most of our meters are at least 40 years old. We may need to replace 5,000 – 6,000 of them. This may be a large contributor to high water loss. We also need to look at the possibilities of a new water tank and chlorinators on some of the tanks.

The tool truck that we have is on its last legs. A RAM 5500 is being looked at for next year. A lawnmower is something we need for next year also. The Kubota tractor is good for many things, but a low-profile mower would be better for cutting the grass around pump stations, tanks, etc. A used Scag mower for \$5500.00 was shown. Jeff Preston would like for us to look into the cost of a new mower.

Toby presented a new salary proposal for field personnel. We may go down to only one person on call during the weekends instead of two people. We may eliminate Cintas and purchase uniforms instead with the guys responsible for laundering the uniforms. A new

employee may be required in the upcoming year. A new salary proposal for office personnel will need to be done also.

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Toby gave a report on the write-offs. Barbara May made a motion to write off \$261.90 of uncollectible bad debts for the month of September. Cody Rakes seconded the motion. Motion carried.


Earl Sandusky, Jr. made a motion to approve the payment of bills as presented. Everett Thomas seconded the motion. Motion carried.

New Business


Earl Sandusky, Jr. discussed that Bud Griffin with Inter-County Energy had inquired about emergency locates. Bud Griffin said that it is sometimes a day or two after the locate is submitted before it gets marked. Toby will look into this and will give his cell phone number to Bud Griffin. Also, it was discussed that Rueben Smith Road needs to have the water line flushed.

Barbara May made a motion to adjourn the meeting. Cody Rakes seconded the motion. Motion carried.

ATTEST:

  
\_\_\_\_\_  
Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY:   
\_\_\_\_\_  
Jeff Preston  
Chairman



MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A meeting of the Marion County Water District was held on Tuesday, November 10, 2020, at 7:00 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Barbara May, Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Toby Spalding, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Barbara May made a motion to approve the minutes of the October 22, 2020, meeting. Cody Rakes seconded the motion. Motion carried.

Old Business

Cody Rakes asked about the progress of emergency locate notifications. Toby reported that Bud Griffin with Inter-County Energy will call directly to one of the cell phones for either Toby, Glenn Thompson or John Paul Spalding.

Barbara May asked about the meter issue with Janie Drye in Bradfordsville. Toby said that he talked to her and explained that the leak she experienced had affected two billing cycles. He told her to monitor the meter readings and check the usage.

Earl Sandusky, Jr. asked about the bill from Monarch Engineering for the re-submittal of the Gene Campbell Road water line extension. Toby explained that after the change to the project of bringing the line from a different direction, it had to be redesigned and re-submitted to Kentucky Division of Water.

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It is the time of year to pay the \$75.00 for the dues to the Marion County Chamber of Commerce. Barbara May made a motion to approve payment of the dues. Everett Thomas seconded the motion. Motion carried.

Toby presented a proposed Employee Wage Equalization Plan that includes field personnel and office staff. He distributed a wage survey that was conducted by Kentucky Rural Water Association. It lists annual salary ranges by minimum, average, and maximum salaries for many positions. This plan has our employees near the average range of the survey. Discussions about the plan included starting wages for incoming employees and the need to not begin new employees close to the payrate of people who have been here for many years. Toby will prepare a resolution or policy for the next meeting. Members voiced agreement with the wage plan.

Toby presented the Budget for 2021. He said that he wanted to change the uniform situation, but the contract with Cintas goes through August 2021. Cody Rakes asked whether we are going to begin charging customers for using credit cards in order to recover some of the amount we are charged on those transactions. Toby said that we may do that along with analyzing meter tap fee costs or as part of a larger rate study. Kentucky Rural Water Association has much success with getting rate increases approved by PSC when they perform a rate study. The cost of a study with them is \$5,000.00 to \$9,000.00. Monarch Engineering would likely do a study for a few thousand dollars. Cody Rakes made a motion approving the budget. Everett Thomas seconded the motion. Motion carried.

### Manager Discussion

Toby asked Cody Rakes about his conversation with John G. Mattingly regarding prepaid meters. Cody said that John G. Mattingly indicated that he and D. H. Mattingly had paid for some meters many years ago for the subdivision on Patriot's Way off Horan Lane. John G. Mattingly would like to have one of those meters installed at a different location. The understanding is that those meters were purchased for those tracts and cannot be used anywhere else. Toby will research this situation and be in touch with Cody.

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Toby gave a report on the write-offs. Cody Rakes made a motion to write off \$1,477.08 of uncollectible bad debts for this month. Everett Thomas seconded the motion. Motion carried.

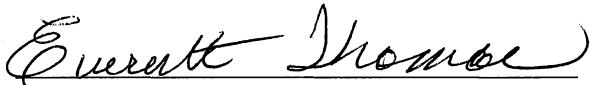
Earl Sandusky, Jr. made a motion to approve the payment of bills as presented. Barbara May seconded the motion. Motion carried.

### New Business

A discussion was had on whether to have a Christmas dinner this year since the number of COVID-19 cases is increasing rapidly. It was decided that it would be best to not have the gathering this year. There was a discussion of what could be done for employees instead of the dinner. A motion was made by Cody Rakes to give each of the nine employees \$150.00 in additional compensation, provided that Mr. Charlie White, C.P.A. says it is alright to do so. Everett Thomas seconded the motion. Motion carried.

Cody Rakes made a motion to adjourn the meeting. Earl Sandusky, Jr. seconded the motion. Motion carried.

ATTEST:

  
Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY:   
Jeff Preston  
Chairman

MINUTES OF MEETING  
OF THE  
MARION COUNTY WATER DISTRICT

A special meeting of the Marion County Water District was held on Tuesday, December 10, 2020, at 7:00 p.m. in the offices of the Marion County Water District.

Present at the meeting were: Commissioners Jeff Preston, Barbara May (virtually), Everett Thomas, Earl Sandusky, Jr., and Cody Rakes. Also present were Toby Spalding, Manager, and Cheryl Sullivan, Bookkeeper/Accountant.

The meeting was called to order by Chairman Jeff Preston.

Barbara May made a motion to approve the minutes of the November 10, 2020, meeting. Cody Rakes seconded the motion. Motion carried.

Old Business

Cody Rakes asked about the issue of meters for John G. Mattingly. Toby reported that the matter was researched thoroughly and there are no meters owed to Mr. Mattingly.

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Toby presented water line extensions for Willis Trail and Ridgeview Subdivision, Section 3 and 4. Cody Rakes made a motion to approve the Willis Trail Water Line Extension. Everett Thomas seconded the motion. Motion carried. Everett Thomas made a motion to approve the Ridgeview Subdivision Section 3 and 4 Water Line Extension. Cody Rakes seconded the motion. Motion carried.

Toby requested that the old, obsolete telemetry equipment, be declared surplus

property so that it can be discarded. It is not compatible with any of our newer equipment and no other entities have been found that use equipment this old. Cody Rakes made a motion to declare the old telemetry equipment surplus property. Everett Thomas seconded the motion. Motion carried.

Toby presented a Resolution for the Employee Wage Equalization Plan. He discussed how COVID-19 has prevented Mitchell Leake and Keaton Vaughn from testing for their Distribution Licenses and has prevented Keaton from testing for his CDL license. Toby asked if we want to give them a \$1.00 increase on January 1 and then they would not receive a raise when they get their first license. Cody Rakes made a motion to approve the Resolution and the Employee Wage Equalization Plan with the wording that Mitchell Leake and Keaton Vaughn will receive a \$1.00 increase in their pay rates on January 1, 2021, and they will not receive an increase for their first license. They will be allowed an additional license and pay rate increase in 2021. Everett Thomas seconded the motion. Motion carried.

Toby reported on the bid process for the U. S. 68 (2 + 1) to Campbellsville project. For this road work being done by the KY Transportation Department, we will need to make changes to casings under the highway and changes to some water lines. Stotts Construction was the low bidder with a bid of \$218,400.00. Earl Sandusky, Jr. made a motion to accept the bid of \$218,400.00 from Stotts Construction. Cody Rakes seconded the motion. Motion carried.

#### Manager Discussion

Toby reported that we have received many vouchers from Community Action for people who are behind on their water bills.

Charles White, CPA, told us that the \$150.00 bonus for employees is legal as long as

we make all appropriate deductions. This does take the place of the \$50.00 gift card that has been done in previous years.

Toby asked about a cost-of-living increase for our part-time person. Cody Rakes made a motion to give a \$0.40 pay rate increase to our part-time person. Everett Thomas seconded the motion. Motion carried.

Toby reported that his discussions with Don Franklin-Campbellsville regarding a new mower revealed that the prices are very likely to increase after December 31, 2020. Right now, a new 61" cut, 35 hp Scag mower is approximately \$10,000.00. After discussion, Cody Rakes made a motion to approve the purchase of the new mower at a cost of up to \$11,000.00. Everett Thomas seconded the motion. Motion carried.

The disconnect list was discussed by Toby. There were a couple people on the list last time that he wanted to call and give an opportunity to pay. Toby is wondering if this is an issue. The board is in favor of calling people who have likely just overlooked the bill. An automated calling situation was discussed. We will obtain more information and report that at the next meeting.

Toby asked to place an advertisement for a new employee, a Distribution Operator. The board is in favor of this and gave their approval for Toby to proceed with advertising.

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Toby gave a report on the write-offs. Earl Sandusky, Jr. made a motion to write off \$168.09 of uncollectible bad debts for this month. Everett Thomas seconded the motion. Motion carried.

Cody Rakes made a motion to approve the payment of bills as presented. Earl Sandusky, Jr. seconded the motion. Motion carried.

New Business

Cody Rakes reported on the PSC training that he attended virtually on December 8<sup>th</sup> and 9<sup>th</sup>. Emergency notifications and Water Loss were major topics. Some suggestions regarding water loss were having zones in the system or secondary meters. Also, there were ideas on ensuring we know the amount of water used by each of the fire departments. Toby discussed the need for secondary meters and his plan to read individual meters and master meters to analyze the data and try to determine the accuracy of individual meters. Cody Rakes discussed the need to look at write-offs on an annual basis and desire to have write-offs at ½% to 1% of revenue. Rather than write-off an account of someone who owns property, Toby would like to look at putting a lien on the customer's property.

Earl Sandusky asked when we started allowing employees to have girlfriends riding in company trucks. Toby asked who do we have doing that and he said that will have to stop.

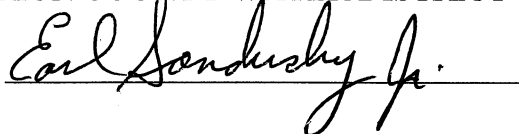
Cody Rakes made a motion to adjourn the meeting. Everett Thomas seconded the motion. Motion carried.

ATTEST:



\_\_\_\_\_  
Everett Thomas  
Secretary

MARION COUNTY WATER DISTRICT

BY: \_\_\_\_\_

Chairman



**A RESOLUTION CONCERNING PAY PLAN ADJUSTMENTS FOR CURRENT  
EMPLOYEES AND PAY PLAN POLICY FOR NEW HIRES**

**WHEREAS**, the Marion County Water District is a growing and expanding water system supplying water for the Marion and Nelson County areas; and

**WHEREAS**, an equitable pay structure with competitive salaries is essential in attracting and retaining a skilled, motivated work force, thereby increasing the level of service to our customers and effectively promoting the District's mission; and

**WHEREAS**, a comprehensive look at salary ranges and their comparison to industry standards and local labor markets has never been performed; and

**WHEREAS**, adjustment of salaries in order to retain skilled labor is required to compete not only with other water distribution systems but also local businesses and factories; and

**WHEREAS**, rewarding staff employees with an appropriate combination of merit increases based on obtaining licenses or learning specific and specified requirements and also yearly adjustments corresponding to the cost of living adjustment (COLA) as determined by the Consumer Price Index, would have the greatest overall effect in retaining and attracting a skilled, experienced, quality-driven, and productive work force

**THEREFORE BE IT RESOLVED THAT** the Board recommends that funds be appropriated each year to fund salaries as specified in the attached pay adjustment policy.

  
BOARD CHAIRMAN

## 2020 PAY PLAN POLICY FOR EXISTING AND NEW EMPLOYEES

The following pay scale plan will take effect on January 1, 2021.

**General Manager** - Starting salary shall be negotiated at the time of hire based on experience and industry salary ranges and should be reviewed annually by the board for merit and/or COLA increases. This should be performed on or before his/her hire date.

**Accountant/Clerk** - Existing Accountant/Clerk pay shall be adjusted to reflect an industry average for the position of someone with 25 years of service and experience. This corresponds to \$27.00 per hour for the current employee and shall be reviewed by November annually for any possible merit and/or COLA increases. New hires salary shall be based on years of experience and be within industry averages.

**Office Manager** - Existing Office Manager's pay shall be adjusted to reflect an industry average for the position of someone with 26 years of service and experience. This corresponds to \$21.75 per hour for the current employee and shall be reviewed by November annually for any possible merit and/or COLA increases. New hires salary shall be based on years of experience and be within industry averages.

**Customer Service/Bookkeeper** - Existing Customer Service/Bookkeeper pay shall be adjusted to reflect an industry average for the position of someone with 5 years of service and experience and 14 years of equivalent experience at other employers. This corresponds to \$17.25 per hour for the current employee and shall be reviewed by November annually for any possible merit and/or COLA increases. New hires salary shall be based on years of experience and be within industry averages.

**Distribution Supervisor** - Existing Distribution Supervisor pay shall be adjusted to reflect an industry average for the position of someone with 16 years of service and experience. This corresponds to \$21.20 per hour for the current employee. This hourly wage was based on \$14 per hour starting wage, \$1 merit for CDL license, \$1 merit for Class 1 license, \$1 merit for Class 2 license, \$1 merit for Class 3 license and \$0.20 per year of service. This salary shall be reviewed annually by November for any possible merit and/or COLA increases. New hires salary shall be based on years of experience and be within industry averages and a minimum of the calculation above.

**Water Distribution Operator** - Existing Water Distribution Operators pay shall be adjusted to reflect an industry average for the position based on the following formula. Existing operators pay shall be adjusted to equate to a \$13.50 per hour probationary starting wage, \$0.50 per hour probationary completion increase, \$1 merit for CDL license, \$1 merit for Class 1 license, \$1 merit for Class 2 license, \$1 merit for Class 3 license and \$0.20 per year of service. Due to COVID restrictions preventing existing employees (Mitchell Leake and Keaton Vaughn) from acquiring any licensing in calendar year 2020, their pay will increase one license beginning January 1<sup>st</sup>, 2021. Therefore, when they pass their first license in 2021, their pay will not be increased. Both Mitchell and Keaton will be allowed to acquire one additional license increase in 2021 and one per year in 2022 and subsequent years till the maximum is reached. Future employees who qualify for multiple merits per year, shall be limited to one merit per year until all merits are received. This salary shall be reviewed annually by November for any possible merit and/or COLA increases. New hires salary shall be based on the formula above with years of service being years of equivalent experience and be within industry averages and a minimum of the calculation above.

**CURRENT**

Glenn	John Paul	Mitchell	Keaton		Hours	OT	Mary F	Ann M	Cheryl S	Toby S	Board
\$18.40	\$15.75	\$15.10	\$14.30	\$63.55	2,080	208	\$14.70	\$18.35	\$25.04	\$43.27	\$150.00
					\$132,184.00	\$19,827.60	\$30,576.00	\$38,168.00	\$52,984.64	\$90,001.60	\$9,000.00
						\$152,011.60					\$220,730.24
											<b>\$372,741.84</b>

\$14 start, \$1 CDL, \$1 C1, \$1 C2, \$1 C3, \$0.20 per year of service

**IMMEDIATE**

Glenn	John Paul	Mitchell	Keaton		Hours	OT	Mary F	Ann M	Cheryl S	Toby S	Board
\$21.20	\$19.80	\$15.40	\$14.30	\$70.70	2080	104	\$17.25	\$21.75	\$27.00	\$43.27	\$150.00
all	all	CDL	none		\$147,056.00	\$11,029.20	\$35,880.00	\$45,240.00	\$57,132.00	\$90,001.60	\$9,000.00
		+1.00	+1.00			\$158,085.20					\$237,253.60
		16.40	15.30								<b>\$395,338.80</b>

\$14 start, \$1 CDL, \$1 C1, \$1 C2, \$1 C3, \$0.20 per year of service (2% COLA for Toby)

**BUDGET 2021**

Glenn	John Paul	Mitchell	Keaton		Hours	OT	Mary F	Ann M	Cheryl S	Toby S	Board
\$21.20	\$19.80	\$16.40	\$15.20	\$72.60	2,080	104	\$17.25	\$21.75	\$27.00	\$44.13	\$150.00
all	all	C1	CDL		\$151,008.00	\$11,325.60	\$35,880.00	\$45,240.00	\$57,132.00	\$91,790.40	\$9,000.00
						\$162,333.60					\$239,042.40
											<b>\$401,376.00</b>

\$14 start, \$1 CDL, \$1 C1, \$1 C2, \$1 C3, \$0.20 per year of service, 2% COLA

**BUDGET 2022**

Glenn	John Paul	Mitchell	Keaton		Hours	OT	Mary F	Ann M	Cheryl S	Toby S	Board
\$21.62	\$20.20	\$17.73	\$16.50	\$76.05	2,080	104	\$17.60	\$22.19	\$27.54	\$45.01	\$150.00
all	all	C2	C1		\$158,188.16	\$11,864.11	\$36,597.60	\$46,144.80	\$58,274.64	\$93,626.21	\$9,000.00
						\$170,052.27					\$243,643.25
											<b>\$413,695.52</b>

\$14 start, \$1 CDL, \$1 C1, \$1 C2, \$1 C3, \$0.20 per year of service, 2% COLA

**BUDGET 2023**

Glenn	John Paul	Mitchell	Keaton		Hours	OT	Mary F	Ann M	Cheryl S	Toby S	Board
\$22.06	\$20.60	\$19.08	\$17.83	\$79.57	2,080	104	\$17.95	\$22.63	\$28.09	\$45.91	\$150.00
all	all	C3	C2		\$165,511.92	\$12,413.39	\$37,329.55	\$47,067.70	\$59,440.13	\$95,498.73	\$9,000.00
						\$177,925.32					\$248,336.11
											<b>\$426,261.43</b>

\$14 start, \$1 CDL, \$1 C1, \$1 C2, \$1 C3, \$0.20 per year of service, 2% COLA

**BUDGET 2024**

Glenn	John Paul	Mitchell	Keaton		Hours	OT	Mary F	Ann M	Cheryl S	Toby S	Board
\$22.50	\$21.01	\$19.46	\$19.19	\$82.16	2,080	104	\$18.31	\$23.08	\$28.65	\$46.83	\$150.00
all	all	all	C3		\$170,902.16	\$12,817.66	\$38,076.14	\$48,009.05	\$60,628.94	\$97,408.71	\$9,000.00
						\$183,719.82					\$253,122.84
											<b>\$436,842.66</b>

\$14 start, \$1 CDL, \$1 C1, \$1 C2, \$1 C3, \$0.20 per year of service, 2% COLA

**BUDGET 2025**

Glenn	John Paul	Mitchell	Keaton		Hours	OT	Mary F	Ann M	Cheryl S	Toby S	Board
\$22.95	\$21.43	\$19.85	\$19.57	\$83.81	2,080	104	\$18.67	\$23.54	\$29.23	\$47.77	\$150.00
all	all	all	all		\$174,320.20	\$13,074.02	\$38,837.67	\$48,969.23	\$61,841.51	\$99,356.88	\$9,000.00
						\$187,394.22					\$258,005.29
											<b>\$445,399.51</b>