



January 18, 2016

**VIA E-FILING**

Carlotta S. Stauffer, Commission Clerk  
Office of Commission Clerk  
Florida Public Service Commission  
2540 Shumard Oak Boulevard  
Tallahassee, FL 32399

Re: Docket No. 150071-SU – Application for increase in Wastewater rates in Monroe County by K W  
Resort Utilities Corp.  
Our File No. 34000.01

Dear Ms. Stauffer:

The following are K.W. Resort Utilities Corp.'s ("Utility" or "KWRU") additional responses to the Staff's Third Data Request dated December 28, 2015:

7. The utility stated that all pro forma salaries were compared and found to be in the range of salaries for other Florida Keys Utilities. Please provide this analysis along with the sources utilized.

Response: Salary levels fluctuate with market conditions. Specifically, the demand for utility licensed operators and collection system maintenance personnel based on the supply of these employees for the area. Due to the high cost of living and limited housing, utility personnel are in high demand. Attachment "3-7" is salary comps from entities competing for the same labor pool as KWRU.

Presently WWTP Operators are getting top dollar as almost every Keys wastewater entity is currently running ads to hire operators to meet State mandated staffing requirements. To hire an operator from outside of the Keys is very difficult as the cost of living in the Keys is very high compared to most of Florida. A very austere single wide trailer (720 sq feet) on Stock Island currently rents for \$1,500 to \$1,800 per month. This is making hiring an operator very difficult in the current market.

To illustrate, from Florida Water and Pollution Control Operator's Association – at present the following are running ads seeking WWTP Operators: Florida Keys Aqueduct Authority (FKAA), US Water, Key Largo Wastewater Treatment District, and KW Resort Utilities. And The City of Marathon is hiring WWTP Operators on their own (City of Marathon) website. See Attachment "3-7".

In the Utility's standard Paychex Application for employment, candidates fill in their positions and Wage Rates. When applicants work for a competitor, the Utility can easily use this to gauge market conditions. See Attachment "3-7". In the test year, KW Resort Utilities Operations Department lost Eddie Roberts and Blaine Grassi to the FKAA, and Bobby Bellino was hired by the City of Marathon Wastewater Utility. In 2015 the operations group lost John Welsh and Sexton Curry to the FKAA. It is difficult to compete with State Agencies as they have very large labor pools which enables them to give their employees superior benefits (sick days, paid holidays, and vacation).

For example the FKAA who hired (4) of the Utility' operations employees in 2014 and 2015 gives the following benefits. See Attachment "3-7".

FKAA	Vacation 12 days, Sick=12 days, Paid Holidays=12 days	Total = 36 days
KW Resort Utilities	Vacation 10 days, Sick=6 days, Paid Holidays=6 days	Total = 22 days

#### On Call pay

KWRU schedules employees to be 7 consecutive days on call; employees are paid if they are called out for time spent traveling to and from the job and for time on the job. If the employee gets in a truck and responds the employee is guaranteed a minimum of 2 hours paid at 1.5 times regular rate.

FKAA for an employee on call for 7 consecutive days, employee is paid 16 hours automatically just for being on call. Then if the employee is called out, the employee receives 1.5 times the regular rate for the time spent traveling to, the time doing the work, and the time spent traveling home. Additional pay if this occurs on a holiday.

KWRU was operating on a Contract Operator model when the Final Order was issued in 2009 and then switched its operations from an outside contract operator (Keys Environmental Inc.) to an in-house operations group. The operation staffing for the rate case referred to above was based on contract operations and thus the revenue thereafter was only able to support contract operations staffing. To give the sick, vacation, and holidays equal to that of the FKAA would require additional staffing without a revenue sources which is difficult to do. If KWRU were to match FKAA, the Utility would lose 112 hours of labor per employee on an annual basis, equal to approximately 672 hours total for the current six employees. With the pro forma adjustments to staffing, it would equal 1,120 total hours to equal FKAA, which is less than an additional full time employee. In order to not hire an additional full time employee, it would be more costly than increasing compensation for all employees to offset the additional hours worked. Salaried employees, including Chris Johnson, President, Greg Wright, Vice President, and Mark Burkemper, lead operator, are also on call, and may require pay adjustments upward for consideration of the additional hours they work over competing utilities.

The Utility can't afford to have employees missing the additional time without a drastic sacrifice to the services the Utility provides. To compensate for this, KWRU must be able to pay more salary

than the FKAA to compensate employees for working more hours due to reduced benefits (i.e. holiday/sick/vacation). If employees are asked to work more than they would be elsewhere the company must be willing to compensate them for this, otherwise they will apply elsewhere and employee retention then becomes a problem. This is evidenced by the high turnover in the KWRU operations group. In order to be competitive the Utility needs to be able to offer strong salaries to compete for the employees who have the skills and experience to be successful in wastewater operations.

8. In its response to staff's second data request, Item 3a, the utility referenced a pro forma salary increase of four additional employees totaling \$194,000 which is \$38,004 greater than the pro forma increase of \$155,996 on line 32 of MFR Schedule B-3, as well as all documentation previously provided to staff. The following items relate to the utility's response.
  - a. Has the utility's requested pro forma increases to pensions and benefits of \$42,762 and workman's comp insurance of \$25,555 on lines 33 and 42, respectively, of MFR Schedule B-3 also changed? Please provide the basis for both estimated increases that includes the components and sources of the utility's calculation.

Response: The proforma increase to workmen's comp insurance was inadvertently misstated and should be a pro forma increase of \$8,627, not \$25,555. Total workman's compensation including pro forma increase is \$25,830. The proforma increase to pensions and benefits is \$47,135 and the total pensions and benefits is \$136,813.

- b. Is the Admin Assistant position proposed in the 2016 pro forma budget a replacement of the Accounting and Administrative Specialist position left vacant in the test year? If not, please explain why this incremental new position is necessary.

Response: No, the Admin Assistant position proposed in the 2016 pro forma budget is not a replacement of the Accounting and Administrative Specialist left vacant in the test year. The position left vacant in the test year, was vacated by Lisa Giblo on November 24, 2014 was filled by Kaitlin Bianchi in January 2015. The Admin Assistant position proposed in the 2016 pro forma budget is a new incremental position. This position was to make up for a current staffing deficiency. The current situation requires the utility to hire outside contractors as a result of limited internal administrative resources. The hiring of Ms. Debbie Nickel is one such example. Ms. Nickel was hired to reconcile accounts with Monroe County relating to the 2002 South Stock Island Vacuum Sewer Expansion Project (\$4.6M). Additionally a part time Admin employee, Pat Coats, would like to work no more than 16 hours per week (4 hours/day Monday-Thursday was the original arrangement) and she averaged well over 20 hours per week in the Test Year and came in on some Fridays to "help out" during crunches or when other admin employees were sick or on vacation. This new incremental admin position would be taking the additional workload off of the part-time admin employee. Please see the response to Staff's Second Data Request 2b narrative, Ms. Nickel's invoices are in 2d, and further description of the new incremental admin assistant position in 3a admin assistant. See payroll documentation already submitted.

9. In the utility's response to staff's second data request, Item 3c, the utility provided basic reasons to support the pro forma increase to contractual services-engineering, contractual services-other, and miscellaneous expenses. However, the utility did not provide work papers to support how the adjustments were estimated. With the exception of the amortized legal fees, please provide a basis for each estimated increase that includes the components and sources of the utility's calculation for each of these three accounts.

Response: See Attachment "3-9".

12. The utility's response to staff's second data request, Item 6b, states that Mr. Johnson is not involved in the daily operations of Keys Environmental, Inc. (KEI). The utility also stated in Item 11a that 100 percent of KEI's labor is provided by the utility. Please explain how KEI processes a request for its services and, in turn, coordinates its need for labor with the utility. Specifically, please explain and demonstrate how Mr. Johnson is not being compensated by the utility for services provided to both the utility and KEI.

Response: KEI services private systems on a daily, weekly, or quarterly manner for properties in Key West and Stock Island that have on-site lift stations or collection systems which are not the responsibility of KWRU. The overwhelming majority of KEI services are requested on an ongoing annual basis with most of the customers being long term customers on a flat fee annual contract for visitation. The KEI field technician carries out the daily/weekly/quarterly work and has been servicing the majority of these systems for the past 10 years and knows from routine where to go each day and does so not as part of his KWRU required hourly work and is compensated for his time doing so independently.

In this manner, KEI does not utilize KWRU employees during KWRU's work schedule for employees and does not utilize KWRU employees when KWRU employees when they are being compensated by KWRU. Daily visits are done each day and weekly visits are typically done on Fridays. If there is an opportunity for subcontracting work the KEI Field Technician will tell the KWRU Operations Manager that he has observed a problem that is open for subcontracting or brings other subcontracting opportunities not related to a problem he found.

The KWRU Operations Manager has the option to subcontract and work for KEI or reject any request for additional work offered by KEI after KWRU hours. Due to the high cost of living, most workers look for additional compensation outside their normal work hours. If the KWRU Operations Manager wishes to accept the work, the work and scheduling is coordinated between the Operations Manager and the KEI field technician. The Operations Manager and the KWRU employees involved in subcontracting fill out a Job Invoice Worksheet at the conclusion of the work where all pertinent information is recorded (i.e. job location, work description, labor, etc.). In certain instances, if KWRU's facilities are operating as required, KWRU's operations manager may inspect KEI customers on-site facilities during work hours. However, KWRU's employees universally spend over 37.5 hours per week working for KWRU.

The Utility Accountant uses the Job Invoice Worksheet to bill the subcontracting work to KEI.

The Utility Board of Directors has periodically reviewed the subcontracting work and has found that it solves utility problems generated by privately owned systems, in a manner that is beneficial to the Utility, including reducing I&I and ensuring that on-site problems do not affect the system. There are a limited number of qualified companies that maintain private collection systems and lift stations in the lower Keys. At this juncture, other than KEI, there is Conch Wastewater and US Water, of which US Water has begun to withdraw its operations from the lower keys due to the completion of the central sewer systems in the lower Keys which has eliminated the need for independent package plant operators and technicians.

To explain further, the Utility can't work for private parties directly, and sometimes private systems have issues that impact the KWRU central sewer system, and by KWRU employees participating in subcontracting work the problem can often be resolved quickly as to minimize the negative impacts on the KWRU system and its customers. For example, when there is a vacuum low level alarm at the Utility's Vacuum Station located at the wastewater treatment plant site, a call box calls the cell phone of the KWRU on call employee. The on call employee then reports to the Utility Vacuum Station and calls in a second Utility employee. Upon arrival at the vacuum station the employee begins the trouble shooting process. The Utility has 4 vacuum mains that branch out into the service area. The troubleshooting process first narrows down the problem to a single vacuum main, then the troubleshooting process continues to pinpoint the exact location of the problem on the specific main that is found to have a low vacuum. Sometimes the problem is pinpointed to a Utility owned vacuum pit in which case the employees fix the problem. Other times the problem is pinpointed to a privately owned vacuum system. If the Utility can subcontract with KEI the problem can then be fixed by the Utility employees subcontracting for KEI. This results in quick problem resolution which reduces the likelihood of other problems on the same vacuum main or even on other vacuum mains. Sustained low vacuum conditions can trigger other failures on the system so restoring proper vacuum as quick as possible reduces the possibility of other failures. It also saves wear and tear on the vacuum pumps as low level vacuum causes the vacuum pumps to run continuously until the problem is resolved. It should be noted that the vacuum pumps are not designed to be continuously run pumps (they are duty cycle pumps – designed work and rest in cycles) and the 4 vacuum pumps are 25 HP pumps which require a large amount of power that is supplied by the Utility and paid for by the Utility. Further if the vacuum pumps run for sustained periods the oil can get so hot that the vacuum pumps catch on fire (this happened at Marathon Little Venice Facility).

KEI's operations are always considered to be subordinate to, and to not interfere with KWRU's operations and time of KWRU's employees. KWRU's employees all average over 37.5 hours per week working for KWRU, with the exception of the part time admin position.

19. With respect to O&M expenses associated with AWT, please provide the amount of O&M expenses associated with the existing facilities and the incremental amount of O&M expenses related to the 350k gallon tank expansion and new wells.

Response: See Attachment "3-19". KWRU utilized 2015 data to be more accurate on expenditures for operating in 2016 at AWT and have then provided the cost of operating at AWT for 2016.

20. With respect to total O&M expenses, please provide the amount of O&M expenses associated with the existing facilities and the incremental amount of O&M expenses related to the 350k gallon tank expansion and new wells.

Response: KWRU assumes this question is attempting to derive the expenditures between current operation expenditures at AWT and operation expenditures at AWT with the addition of the new plant. The O&M expenditure not related to currently operating at AWT with the .499 MGD plant, and that is related to the 350k gallon tank expansion and new wells is the additional operator identified in previous responses, additional power and chemicals associated with the additional plant. See Attachment "3-20".

Should you have any questions regarding this filing, please do not hesitate to give me a call.

Very truly yours,



MARTIN S. FRIEDMAN  
For the Firm

MSF/  
Enclosures

cc: Chris Johnson (via email)  
Bart Smith, Esquire (via email)  
Debbie Swain (via email)  
Frank Seidman (via email)  
Martha Barrera, Esquire (via email)  
Amber Norris (via email)  
Erik Sayler, Esquire (via email)

#7

Search

# City of Marathon

## Wastewater Plant Operator

**Job Title:** Wastewater Plant Operator

**Category:**  
Full-Time

**Salary:**  
Dependent on Qualifications

**Description:**  
This position is responsible for wastewater treatment plant operation and process control data collection and reporting, ensuring that the plant operates within the required State of Florida Department of Environmental permit standards. The position requires the performance of skilled and semi-skilled technical and maintenance work in the operation, maintenance and repair of the wastewater treatment facilities and systems.

Performs predictive, preventative maintenance, troubleshooting and other related tasks which require the ability to make inspections of equipment, building and collection system facilities, identify repairs required, determine maintenance actions and materials needed and report all such activities in writing.

This position also includes operation and maintenance of electrical, plumbing, carpentry, masonry, painting, landscaping and other components of the City's facilities; and other duties as assigned.

**Closing Date:**  
Open until Filled

**Special Requirements:**  
High school diploma or GED. Minimum of three years experience in wastewater treatment plant operation and process control reporting. Class C or above Wastewater Treatment Plant Operator's License required. Knowledge of standard practices, methods and materials used in the mechanical and plumbing trades is also required. Florida Drivers license required. Successful applicants must undergo a drug test, driver's license and criminal history check. E.O.E, Drug Free Workplace. Veterans preference given.

**Miscellaneous:**  
Email application to HR@ci.marathon.fl.us or fax to 305-289-4143.

[Click here for employment application.](#)

In a call to the City of Marathon HR Department, they do not have salary ranges and base pay on experience. A recent Applicant to KWRU from the City of Marathon filled in that their payrange from the City was \$27/hr - \$30/hr. The Operator held a Class "C" license.

### Events Calendar

January 2016

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

### Upcoming Events

- 12 Jan, Tue**  
05:30 pm City Council Meeting
- 13 Jan, Wed**  
05:30 pm Code Compliance Meeting
- 14 Jan, Thu**  
06:00 pm Parks & Rec Meeting
- 18 Jan, Mon**  
All Day City Hall Closed
- 19 Jan, Tue**  
02:00 pm Workforce Housing Com...  
05:30 pm Planning Commission
- 23 Jan, Sat**  
06:00 pm - 10:00 pm Mojito Salsa Band

### Job Postings

- Planner-One Year Contract Position
- Maintenance Worker-Utilities
- Grants Coordinator
- Finance Director
- Right of Way Technician
- Wastewater Plant Operator
- Multi-Certified Building Inspector or One & Two Family Inspector - Part time or Full time



## Job Board

For assistance, please contact the FW&PCOA Webmaster at [webmaster@fwpcoa.org](mailto:webmaster@fwpcoa.org).

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## Keyword Search

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## Wastewater Treatment Plant Operator or Trainee

Posted: 3/19/2015

Region: 7

### Company:

Florida Keys Aqueduct Authority  
Key West, Florida 33041

### Contact Person:

Pamela Albury  
305-295-2213  
[palbury@fkaa.com](mailto:palbury@fkaa.com)

Salary Range: \$43,161. - \$84,579.

The Florida Keys Aqueduct Authority's is looking for a WWTP Operator with a Wastewater Treatment Plant Operator or Trainee Florida "C" license or higher, or a Trainee who is willing to put in the time and training to obtain a Florida WWTPO license within 18 months. You will perform skilled/technical work involving the operation and maintenance of a wastewater treatment plant (the majority of our plants are brand new, state of the art plants). Must have or be able to develop the technical knowledge and independent judgment to make treatment process adjustments and perform maintenance to plant equipment, machinery and related control apparatus in accordance with established standards and procedures. Benefit package is extremely competitive! Must complete on-line application at [www.fkaa.com](http://www.fkaa.com) EEO, VPE, ADA

Attachment: NONE

## Corporate Partners

- Data Flow Systems Inc
- Florida Water Resources Conference
- Florida Water Resources Journal

In a phone call to Pam Albury (FKAA HR), I got the following

Salary ranges: Operator "C" License - \$45,379 - \$68,390

Operator "B" License - \$49,816 - \$77,666

Operator "A" License - up to \$84,579

Wastewater Mechanic - \$45,379 - \$68,390

Greg Wright  
Vice President KWRU



Please Print Clearly

## APPLICATION FOR EMPLOYMENT

Company Name \_\_\_\_\_ Date \_\_\_\_\_

Please Answer All Questions. Résumés Are Not A Substitute For A Completed Application.

We are an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed servicemember status, race, color, religion, sex, national origin, age, physical or mental disability, genetic information or any other category protected by applicable federal, state, or local laws.

For Rhode Island Employers Only: This Company is subject to the Workers' Compensation laws of the State of Rhode Island.\*

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE.

Position Applied For \_\_\_\_\_ (list only one) Name \_\_\_\_\_

Telephone Number ( ) \_\_\_\_\_ - \_\_\_\_\_ Alternate/Cellular Telephone Number ( ) \_\_\_\_\_ - \_\_\_\_\_

Present Address \_\_\_\_\_

Street, Apartment, or Unit Number

\_\_\_\_\_ How long have you lived there \_\_\_\_ / \_\_\_\_ Years/Months

City State Zip

Email Address (optional) \_\_\_\_\_ Desired Salary/Hourly Rate \_\_\_\_\_

If under the age of 18, can you produce the necessary work certificate at the time of employment? Yes  No

Type of employment desired? Full-time  Part-time  (Specify Hours) \_\_\_\_\_

Are you willing to work overtime? Yes  No  Date on which you can start work if hired \_\_\_\_\_

Have you previously applied for employment with this Company? Yes  No

If Yes, when and where did you apply? \_\_\_\_\_

Have you ever been employed by this Company? Yes  No

If Yes, provide dates of employment, location and reason for separation from employment. \_\_\_\_\_

If applicable, below list any other names by which you have been known which may be necessary to allow us to confirm your work and educational record. For example, change of name, use of an assumed name, nickname, etc.

Education	School Name and Location (Address, City, State)	Course of Study or Major	Graduate? Y or N	# of Years Completed	Honors Received
High School					
College					
Graduate/ Professional					
Trade or Correspondence					

### WORK EXPERIENCE

Please list the names of your present and/or previous employers in chronological order with present or most recent employer listed first. Provide information for at least the most recent ten (10) year period. Attach additional sheets if needed. If self-employed, supply firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for consideration from employment. Do not answer "see résumé."

Employer

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**Name** \_\_\_\_\_ **Address** \_\_\_\_\_ **Type of Business** \_\_\_\_\_

Telephone ( \_\_\_\_ ) \_\_\_\_\_ Dates Employed From \_\_\_\_ / \_\_\_\_ / \_\_\_\_ To \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Job Title \_\_\_\_\_ Duties \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ May we contact?  Yes  No If No, why not? \_\_\_\_\_

Wages Start \_\_\_\_\_ Final \_\_\_\_\_ Reason for Leaving? \_\_\_\_\_

What will this employer say was the reason your employment terminated? \_\_\_\_\_

Were you ever disciplined? If so, for what? \_\_\_\_\_

How much notice did you give when resigning? If none, explain. \_\_\_\_\_

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Employer

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**Name** \_\_\_\_\_ **Address** \_\_\_\_\_ **Type of Business** \_\_\_\_\_

Telephone ( \_\_\_\_ ) \_\_\_\_\_ Dates Employed From \_\_\_\_ / \_\_\_\_ / \_\_\_\_ To \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Job Title \_\_\_\_\_ Duties \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ May we contact?  Yes  No If No, why not? \_\_\_\_\_

Wages Start \_\_\_\_\_ Final \_\_\_\_\_ Reason for Leaving? \_\_\_\_\_

What will this employer say was the reason your employment terminated? \_\_\_\_\_

Were you ever disciplined? If so, for what? \_\_\_\_\_

How much notice did you give when resigning? If none, explain. \_\_\_\_\_

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- Have you ever been terminated or asked to resign from any job?  Yes  No If Yes how many times? \_\_\_\_\_
- Has your employment ever been terminated by mutual agreement?  Yes  No If Yes how many times? \_\_\_\_\_
- Have you ever been given the choice to resign rather than be terminated?  Yes  No If Yes how many times? \_\_\_\_\_
- If you answered Yes to any of the above three questions, please explain the circumstances of each occasion.
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**REFERENCES [Optional]**

Please list the names of additional work-related references we may contact. Individuals with no prior work experience may list school or volunteer-related references.

NAME	POSITION	COMPANY	WORK RELATIONSHIP (i.e. supervisor, co-worker)	TELEPHONE

Please list the names of personal references (not previous employers or relatives) who you know that we may contact.

NAME	OCCUPATION	ADDRESS	TELEPHONE	NUMBER OF YEARS KNOWN

**DRIVING INFORMATION [Optional]** (Complete only if driving is an essential function of the job for which you are applying).

Do you have a current valid driver's license?  Yes  No If yes, License No.: \_\_\_\_\_ State: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

If you do not have a driver's license for the state in which you currently reside, why not?

\_\_\_\_\_

Has your license ever been suspended or revoked?  Yes  No

If yes, explain:

\_\_\_\_\_

Do you have personal automobile insurance?  Yes  No

If no, explain:

\_\_\_\_\_

Have you ever been denied personal automobile insurance or has it ever been terminated or suspended?  Yes  No If yes, explain:

\_\_\_\_\_

Please list all moving traffic violations in the last five (5) years:

OFFENSE	DATE	LOCATION	COMMENTS

## APPLICANT CERTIFICATION

I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver's license for the state in which I reside and automobile liability insurance in an amount equal to the minimum required by the state where I reside.

I understand that the Company may now have, or may establish, a drug-free workplace or drug and/or alcohol testing program consistent with applicable federal, state, and local law. If the Company has such a program and I am offered a conditional offer of employment, I understand that if a pre-employment (post-offer) drug and/or alcohol test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug-free workplace, consistent with applicable federal, state, and local law. I also understand that all employees of the location, pursuant to the Company's policy and federal, state, and local law, may be subject to urinalysis and/or blood screening or other medically recognized tests designed to detect the presence of alcohol or illegal or controlled drugs. If employed, I understand that the taking of alcohol and/or drug tests is a condition of continual employment and I agree to undergo alcohol and drug testing consistent with the Company's policies and applicable federal, state, and local law.

If employed by the Company, I understand and agree that the Company, to the extent permitted by federal, state, and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including, but not limited to, files, lockers, desks, vehicles, and computers) and, in certain circumstances, my personal property.

I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I may be required to sign a confidentiality, restrictive covenant, and/or conflict of interest statement.

I certify that all the information on this application, my résumé, or any supporting documents I may present during any interview is and will be complete and accurate to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of any information may result in disqualification from consideration for employment or, if employed, disciplinary action, up to and including immediate dismissal.

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE. NOTHING IN THIS APPLICATION OR IN ANY DOCUMENT OR STATEMENT, WRITTEN OR ORAL, SHALL LIMIT THE RIGHT TO TERMINATE EMPLOYMENT AT-WILL. NO OFFICER, EMPLOYEE OR REPRESENTATIVE OF THE COMPANY IS AUTHORIZED TO ENTER INTO AN AGREEMENT—EXPRESS OR IMPLIED—WITH ME OR ANY APPLICANT FOR EMPLOYMENT FOR A SPECIFIED PERIOD OF TIME UNLESS SUCH AN AGREEMENT IS IN A WRITTEN CONTRACT SIGNED BY THE PRESIDENT OF THE COMPANY. IF HIRED, I AGREE TO CONFORM TO THE RULES AND REGULATIONS OF THE COMPANY, AND I UNDERSTAND THAT THE COMPANY HAS COMPLETE DISCRETION TO MODIFY SUCH RULES AND REGULATIONS AT ANY TIME, EXCEPT THAT IT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT-WILL.

I authorize the Company or its agents to confirm all statements contained in this application and/or résumé as it relates to the position I am seeking to the extent permitted by federal, state, or local law. I agree to complete any requisite authorization forms for the background investigation which may be permitted by federal, state and/or local law. If applicable and allowed by law, I will receive separate written notification regarding the Company's intent to obtain "consumer reports."

I authorize and consent to, without reservation, any party or agency contacted by this employer to furnish the above-mentioned information. I hereby release, discharge, and hold harmless, to the extent permitted by federal, state, and local law, any party delivering information to the Company or its duly authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have as a result of the delivery or disclosure of the above requested information. I hereby release from liability the Company and its representative for seeking such information and all other persons, corporations, or organizations furnishing such information. Further, if hired, I authorize the company to provide truthful information concerning my employment to future employers and hold the company harmless for providing such information.

If hired by this Company, I understand that I will be required to provide genuine documentation establishing my identity and eligibility to be legally employed in the United States by this Company. I also understand this Company employs only individuals who are legally eligible to work in the United States.

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF SIXTY (60) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

I CERTIFY THAT ALL OF THE INFORMATION THAT I HAVE PROVIDED ON THIS APPLICATION IS TRUE, ACCURATE, AND COMPLETE.

DO NOT SIGN UNTIL YOU HAVE READ ALL OF THE INFORMATION CONTAINED IN THE APPLICATION.

**Applicant Signature** \_\_\_\_\_ **Date** \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

If the applicant is a minor, the foregoing release and consent must be signed by the applicant's parent or legal guardian. Signature by the applicant's parent or legal guardian constitutes acknowledgement by the applicant and the parent or legal guardian that the Company, to the extent permitted by federal, state, and local law, can test the applicant for illegal or controlled substances, conduct inspections of property without notice, and communicate test results to Company personnel who need to know, the applicant, and the applicant's legal guardian.

\_\_\_\_\_  
**Parent/Legal Guardian**

\_\_\_\_\_  
**Witness**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Date**

**UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR, POLYGRAPH, OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100. I have read and understand the above statement.**

**Applicant Signature** \_\_\_\_\_ **Date** \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY.

**FOR CALIFORNIA APPLICANTS ONLY:** BY CHECKING THIS BOX, I WAIVE MY RIGHT TO RECEIVE A COPY OF ANY PUBLIC RECORD OBTAINED BY THE COMPANY FOR EMPLOYMENT PURPOSES THROUGH AN INTERNAL INVESTIGATION.

FEDERAL AND/OR STATE LAW MAY PROHIBIT THE USE OF LIE DETECTOR, POLYGRAPH OR SIMILAR TEST AS WELL.

THIS APPLICATION MAY NOT BE SUFFICIENT FOR ALL INDUSTRIES OR APPROPRIATE FOR USE IN ALL LOCALITIES.

\*This employment application not appropriate for use by Rhode Island employers exempt from the state's Workers' Compensation laws.

# FLORIDA KEYS AQUEDUCT AUTHORITY



*EXECUTIVE DIRECTOR*  
1100 KENNEDY DRIVE, KEY WEST, FL 33040  
Telephone: 305-295-2204 • FAX: 305-295-2220

December 3, 2015

## MEMORANDUM

TO: All F.K.A.A. Employees  
FROM: Kirk Zuelch, Executive Director  
SUBJECT: 2016 Holiday Schedule

Holidays during 2016 will be observed as follows:

New Year's Day 2016	Friday, January 1
Martin Luther King Day	Monday, January 18
President's Day (Washington's Birthday)	Monday, February 15
Executive Director's Floating Holiday	Friday, March 25
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Columbus Day	Monday, October 10
Veteran's Day	Friday, November 11
Thanksgiving Day	Thursday, November 24
Day after Thanksgiving	Friday, November 25
Christmas	Monday, December 26

cc: File

**Kaitlin Bianchi**

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**From:** Pam Albury <palbury@fkaa.com>  
**Sent:** Friday, January 15, 2016 3:12 PM  
**To:** Kaitlin Bianchi  
**Subject:** RE: Info

**Section 14.8 HEALTH AND LIFE INSURANCE - BARGAINING UNIT EMPLOYEES**

You are covered by FKAA's Medical and Life Insurance Coverage beginning on the first of the month following your hire date, unless your hire date is the first day of the month in which case coverage is effective immediately. Dental coverage will be available under the same criteria as the Medical and Life Insurance Coverage, unless the insurance company providing the coverage changes their enrollment period. These benefits are provided at no cost to you. You may also elect to cover your dependents by paying for the additional cost through payroll deduction.

Details of Medical, Dental, and Life Insurance benefits are provided in a separate booklet available in the Human Resources Office.

Established 01/01/01

Effective 01/01/05

Revised: 10/01/06

**Section 14.9 HEALTH AND LIFE INSURANCE - NON-BARGAINING EMPLOYEES**

Non-Bargaining employees are covered by FKAA's Health and Life Insurance Coverage beginning on the first day of the month following their hire date, unless the hire date is the first day of the month in which case coverage is effective immediately. Dental coverage will be available under the same criteria as the Medical and Life Insurance Coverage, unless the insurance company providing the coverage has more strict guidelines. These benefits are provided at no cost to the employee. The employee may also elect to cover their dependents by paying for the additional cost through payroll deduction.

Life Insurance will be provided, for Non-Bargaining Employees, at the following amounts:

Tier I \$100,000.00, which continues after retirement.

Tier II \$ 75,000.00, which continues after retirement.

Tier III \$ 50,000.00, which does not continue after retirement.

Details of Health, Dental, and Life Insurance benefits are provided in a separate booklet available in the Human Resources Office.

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**From:** Kaitlin Bianchi [mailto:kaitlin@kwru.com]

**Sent:** Friday, January 15, 2016 3:07 PM

**To:** Pam Albury

**Subject:** RE: Info

One last question and I can finally stop being a pain!

Are the employees required to contribute to their health benefits? Can it involve their spouse or family?

Thank you so much Pam!

---

**From:** Pam Albury [mailto:palbury@fkaa.com]

**Sent:** Friday, January 15, 2016 2:49 PM

**To:** Kaitlin Bianchi

**Subject:** RE: Info

Section 8. Standby.

Because of the nature of the Employer's operations, standby time is mandatory. Employees on standby are required to carry communication equipment provided for by the FKAA with them at all times and shall have adequate and appropriate clothing and be otherwise fit for duty (i.e., an employee cannot drink any alcoholic beverages while on standby) to immediately leave their location and go directly to the job area. It is the responsibility of the employee to ensure that the communication equipment is turned on and in working order. Employees assigned to standby are required to have a telephone. Standby pay will be paid at the rate of two (2)

hours straight time per day for standby from 5:00 p.m. or normal quitting time until 8:00 a.m. or normal starting time the next morning from Monday at 5:00 p.m. until Saturday at 8:00 a.m. Three (3) hours straight time will be paid for standby from 8:00 a.m. or normal starting time on Saturday through 8:00 a.m. Sunday; three (3) hours straight time will be paid for standby from 8:00 a.m. Sunday until 8:00 a.m. or normal starting time Monday. Holiday standby shall be paid as follows: (1) if the holiday occurs on a mid-week day (Tuesday, Wednesday or Thursday), the employee on standby will be paid five (5) hours pay for the period beginning at 5:00 p.m. the day before the holiday and ending at 8:00 a.m. on the morning after the holiday; (2) if the holiday falls on a Friday, the employee on standby will be paid three (3) hours pay for the period beginning 5:00 p.m. Thursday through 5:00 p.m. Friday, after which weekend standby will be paid; (3) if the holiday falls on Monday, weekend standby will be paid until 8:00 a.m. Monday and three (3) hours standby will be paid for the period beginning 8:00 a.m. Monday through 8:00 a.m. Tuesday; (4) if the holiday is a combination Thursday, Friday holiday, three (3) hours of standby pay will be paid for Thursday, two (2) hours of standby pay will be paid for Friday and three (3) hours standby pay will be paid for Saturday and three (3) hour standby pay will be paid for Sunday. For any additional holidays not provided for above that are contiguous with standby time, an additional three (3) hours of standby time will be paid per holiday. Employees on standby who are called out will be paid for the actual time spent on the call out at time-and-one-half the regular straight time rate. Persons assigned standby will begin their standby time at the time they punch out or write their time on their time card at the end of their workday. Paid time on call outs will begin at the time the employee leaves his home and subsequently completes his work and returns or has time to return to his home.

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**From:** Kaitlin Bianchi [mailto:kaitlin@kwru.com]  
**Sent:** Friday, January 15, 2016 2:45 PM  
**To:** Pam Albury  
**Subject:** RE: Info

Thank you so much for the info Pam, this helps a lot!

Can you provide what employees receive for being "on-call" if anything? For instance, do they receive pay for being on-call plus any overtime hours that are worked?

---

**From:** Pam Albury [mailto:palbury@fkaa.com]  
**Sent:** Friday, January 15, 2016 1:23 PM  
**To:** Kaitlin Bianchi  
**Subject:** RE: Info

Hi! No problem, I hope this helps 😊

I have attached the 2016 Schedule.

We accrue one 8 Hour Optional Holiday per year on 1-1 ( new hires receive upon their hire date) if you do not use this day you will lose it on 12-31 although you will get a new one on 1-1. It has to be used in the entire 8 hour increment.

All fulltime employees accrue 8 hours of sick leave a month (it remains 8 does not increase with years)

All fulltime employees accrue annual leave (vacation) as follows:

Continuous Service Earned Time

1 month through 5 years 8 hours per month;  
12 workdays per year

61 months through 10 years 10 hours per month;  
15 workdays per year

121 months through 15 years 12 hours per month;  
18 workdays per year

181 months and over 16 hours per month;  
24 workdays per year

Thanks  
Pam

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**From:** Kaitlin Bianchi [<mailto:kaitlin@kwru.com>]  
**Sent:** Friday, January 15, 2016 12:28 PM  
**To:** Pam Albury  
**Subject:** Info

Hello Pam,

Thank you so much for taking the time to get this information to me I really appreciate it.

If we may have the number of paid holidays FCAA employees receive, along with the number of personal days and vacation days they are given, that would be wonderful.

Thank you again,

Kaitlin Bianchi  
KW Resort Utilities Corp.  
6630 Front St.  
Key West, FL 33040  
305.295.3301 phone  
305.295.0143 fax



## Greg Wright

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**From:** John.Bartelmo@ch2m.com  
**Sent:** Wednesday, January 13, 2016 4:43 PM  
**To:** greg@kwru.com  
**Subject:** Operator salary ranges

Greg here are the approximate salary ranges (rounded to nearest dime) for our operators. We usually start people down here at the middle of the range.

Operator Certification	Min \$ per hour	Max \$ per hour
Class C (operator)	17	25
Class B (operator I)	18.50	28
Class A (operator II)	20.50	31

We also have scales for lead operators and operator trainees if you need that information. Also FYI we pay all of our people a 500 per month area allowance so that basically adds almost another 3/hr to everyone's pay.

I hope this helps.

**ch2m**  
*John Bartelmo*

Project Manager OMI  
Direct: 305-292-5102  
P.O. Box 4998  
Key West, FL 33040

## Greg Wright

---

**From:** John.Bartelmo@ch2m.com  
**Sent:** Wednesday, January 13, 2016 4:43 PM  
**To:** greg@kwru.com  
**Subject:** Operator salary ranges

Greg here are the approximate salary ranges (rounded to nearest dime) for our operators. We usually start people down here at the middle of the range.

Operator Certification	Min \$ per hour	Max \$ per hour
Class C (operator)	$17 + 3 = 20 + OT$	$25 + 3 = 28 + OT$
Class B (operator I)	$18.50 + 3 = 21.50 + OT$	$28 + 3 = 31 + OT$
Class A (operator II)	$20.50 + 3 = 23.50 + OT$	$31 + 3 = 34 + OT$

We also have scales for lead operators and operator trainees if you need that information. Also FYI we pay all of our people a 500 per month area allowance so that basically adds almost another 3/hr to everyone's pay.

I hope this helps.

**ch2m**  
*John Bartelmo*

Project Manager OMI  
Direct: 305-292-5102  
P.O. Box 4998  
Key West, FL 33040

K W Resort Utilities Corp

Pro Forma Adjustments to Operations & Maintenance Expenses

Increase due to changes in operations due to upgrade to AWT standards.		Adjustments	Description		
731 Contractual Services - Engineer		4,730.00	AWT will require Contract Engineering Services due to new process, new chemicals, new equipment operational problems rating to same, etc.		
additional AWT Eng	Professional Engineer 15Hrs @ Principle Engineer	2,850.00			
Additional AWT Eng	Engineer Intern 17 hrs @ Registered E.I.	1,880.00			
736 Contractual Services Other		28,557.00	2013	2014	2015
	7360200 Vacuum Stn Repairs & Maint	6,065.00	7840	735	8945
	7360330 Vacuum Collection Sys	8,859.00	7733	2541	9296
	7360410 Lift Stations Cleaning	919.00	1200	880	400
	7360420 Lift Stations Repair & Maintenance	504.00	4452	546	4080
	7360430 Pumps & Panels	6,323.00	19916	5676	5208
	7360520 Equipment Repair & Maintenance	360.00	5747	2339	16100
	7360540 Generator Maintenance	21.00	5027	2199	5929
	7360600 Grounds and Office Maintenance	(29.00)	6644	5525	5342
	7360610 Plant Repair or Maintenance	5,535.00	12050	3464	8659
775 Miscellaneous Expense		113,555.00			
	7750510 Utilities	156.00	Increase use in Water to new plant 475                      540                      580 75gal/day x 30 days = \$2250 g/mo. Addl water AWT = (\$0.00578 per gal) x (2250 gal)x (12 mos)		
	7750820 Postage	634.00	new customers and postage increase per stamp/postcard		
	7750821 Courier	3,595.00	seven day a week DEP required sampling vs four days per week.		
Daily Pick up	6 mos at 7 days/week @ \$27.50/pickup				\$5,005.00
	6 mos at 4 days/week @ \$27.50/pickup				\$2,860.00

Fuel Surcharge

Estimated from current vendor fuel surcharge

\$1,734.00

2015=\$6264

		4 additional employees increases payroll admin fees (historic payroll to admin exp ratio) = .011758 x \$194,000
7750822 Payroll Admin Costs	2,281.00	
		3 new operations employees (with phone) \$51.61 per month per phone, cost of phone itself is additional to this
7750830 Telephone & Fax	1,858.00	
		plant operator assn dues new employee FWPCOA
7750850 Dues & Subscriptions	109.00	
		additional Admin employee software upgrade
7750880 Computer	59.00	
		Monroe County Finance compensated KWRU \$11,917.58 for the customer El Mar. The direct expense of the job consisted of two payment to Haskins Plumbing for a total of \$10,834.16. The balance of \$1,083.42 was applied to indirect administrative cost incurred by KWRU and thus account 7750900 was reduced by the reimbursed amount. This is a test year correction not a pro forma adjustment
7750900 Reimbursed Admin Expenses	1,083.00	
7750500 Sanitation	(137.00)	
		To amortize legal fees of \$519,585 over 5 years. Cost incurred to defend permitting changes v. Last Stand.
775 Deferred Expense	103,917.00	

Total Proforma Adjustments to O & M

\$ 146,842.00

KW Resort Utilities Corp.

	.350 MGD Expansion		AWT		Actual	Actual	Notes
	Total .350MGD	.350MGD Incremental	total AWT	AWT incremental	2014	2015	
7018000 Salaries&Wages	\$840,383	\$62,000	\$778,383	\$187,483	\$590,900	\$646,383	3 new employees (Admin 50K, Sys tech 42K, Maint Helper 40K) Sys Tech AWT responsibilities, new chem pumps, mixers, static screens, collection system. Admin Assat has been needed and is not necessarily 100% to AWT but is needed to relieve the part time position of extra hours, will take on maintenance tracking for new AWT equipment and the admin duties that are required with new employees. col system growth = more admin activity. Currently this work is being outsourced. Helper AWT sludge removal increases by 74% per Weiler Engineering (previously provided to PSC). Helper will be taking care of on plant duties as the WWTP Operator will be involved in process control for AWT on a daily basis. Helper will maintain cleanliness of plant on a daily basis, remove screenings, spray down plant (odor control and good maint practice), monitor the following chemical feeds, monitor mixers, surge pumps, effluent pumps, main blowers, digester blowers, Sludge gear, RAS/WAS return rates, chlorine East and West, Turbidity, vacuum station (vacuum and sewerage pumps, and alarms and performance). AWT Total = 2015 Actual Wages + Proforma Less the WWTP Operator Position \$646,383 = \$194,000 - \$62,000 = \$778,383
7018100 Payroll Taxes	\$70,191	\$5,165	\$65,026	\$15,615	\$49,411	\$53,826	0833 x \$187,483 = \$15,615
7048100 Employee Relations				\$0	\$996	\$3,734	historical 2013-2015 \$1442 \$995 \$3734
7048200 Employee Benefit/Health	\$136,813	\$10,093	\$126,720	\$37,042	\$89,678	\$105,231	Use 2015 ratio 1628 x \$778,383
7048300 Employee Training					\$50	\$3,937	historical 2013-2015 \$8513 \$50 \$3937
7048400 401K					\$2,101		
720820 Office Supplies					\$12,760	\$13,757	
7310810 Contract Services- Other					\$0		
7310820 Contract Services- Engineer		\$0	\$12,000	\$4,730	\$7,270	\$2,896	AWT will require Contract Engineering Services due to new process, new chemicals, new problems, new equipment, etc. Calculations are in the response to PSC Data Request 3 number 9
7320810 Contract Services- Acctg		\$0	\$23,900	\$12,350	\$11,550	\$31,650	2015 actual expense = \$31,650 Justification for increased accounting expense in PSC Data Request#1 #2 and #3
7330810 Contract Services- Legal				\$0	\$2,328	\$7,461	historical 2013-2015 \$18789 \$2328 \$7460
7350810 Contract Services-Mgmt WLS				\$0	\$60,000	\$60,000	
7410810 Rent - Property				\$0	\$1,100	\$100	
7500810 Auto & Travel				\$0	\$6,929	\$11,864	
7500820 Fuel				\$0	\$17,180	\$12,608	plant operator should not affect this category in any significant way
7570090 Insurance - General Liab	\$38,194	\$1,123	\$37,071	\$1,123	\$35,948	\$37,072	Scales to gross income 2014 (\$1,830,050 gross to GL expense \$35,948) 2015 Gross Income \$1,891,108 to GL Expense \$37,071) Year over Year difference (\$35,948 - \$37,071 = \$1123) 2016 growth = Year over Year
7588000 Work Comp Insurance	\$25,830	\$2,144	\$23,686	\$6,483	\$20,729	\$22,355	scales to payroll 0.03458 x \$187,482.77 = \$6,483
7600810 Advertising/Promo/Website				\$0	\$2,764	\$631	
7750510 Utilities	\$736	\$156	\$580	\$40	\$540	\$580	2015-2016 even though the Utility will doing more sampling and will most likely use more water
7750810 Security & Fire Protection				\$0	\$381	\$3,032	
7750820 Postage		\$0	\$6,000	\$634	\$5,366	\$5,681	
7750821 Courier	\$11,598	\$5,334	\$6,264	\$260	\$6,004	\$6,264	AWT = 2015 no change incremental Courier .350MGD Expansion = 7days per week less TY Actual (\$11,338 - \$6,004 = \$5,334)
7750822 Payroll Admin Costs	\$9,881	\$729	\$9,152	\$3,033	\$6,119	\$7,982	historic ratio (.011758 x \$778,383)= \$9152
7750830 Telephone & Fax	\$14,007	\$619	\$13,388	\$2,046	\$11,342	\$12,150	2 new operations employees (with phone) \$51.61 per month, cost of phone is additional 2015 plus work phones for 2 new employees \$1238 (calculation on PSC Data Request #3 Answer 9)
7750840 Answering Service				\$0	\$1,058	\$941	
7750850 Dues & Subscriptions	\$2,401	\$109	\$0	\$0	\$2,292	\$2,267	
7750860 Bank Fee				\$0	\$5,497	\$4,807	
7750870 Miscellaneous		itemized		itemized	itemized		Itemized see PSC Data Request #3 Answer 9
7750880 Computer		\$0	\$3,000	\$59	\$2,941	\$15,853	for new employee software license
7750900 Reimbursed Admin Expense				\$1,083	-\$1,083		This is an adjustment to the books unrelated to the plant expansion
Total Administrative Expense							
Collection System Expense							
7150300 Purchased Power/Lift Stations				\$0	\$17,559	\$15,697	
7200510 Equipment &Supplies				\$0	\$8,820	\$14,444	
7360110 Emergency Repairs				\$0	\$621	\$7,479	
7360220 Sewer Lines- Repair & Maintenance				\$0	\$3,882	\$3,610	
7360330 Vacuum Collection System		\$0	\$11,400	\$8,859	\$2,541	\$9,296	expense not related to Expansion please see PSC DR#3 Responded to Question 9
7360410 Lift Stations-Cleaning		\$0	\$1,800	\$919	\$881	\$1,200	lift station and sewer line clearing combined
7360420 Lift Station Repair & Maintenance		\$0	\$1,050	\$504	\$546	\$4,080	expense not related to Expansion please see PSC DR#3 Responded to Question 9



Mixer

Aqua-Lator 7.5HP 480VAC 3Phase L1,L2,L3 Amp = 11.5Amp PF=75

$$\text{kVA} = 0.00173 \times 465\text{V} \times 11.5\text{Amp}$$

$$\text{kW} = \text{kVA} \times \text{PF} \times 0.01 = 9.25 \times 75 \times 0.01$$

$$\text{KWh} = 6.94 \times 732 \text{ hours/month (mixers are continuous run)}$$

$$\text{kWh/month} \times 12 \text{ months} = \text{Annual KWh}$$

System has 2 mixers Annual kWh x 2 mixers

$$\text{kWh (annum)} \times \text{KES rate } \$0.1027/\text{kWh}$$

\$

9.25 kVA  
6.94 kW  
5078 kWh/month  
60939 kWh/annum/mixer  
121878 kWh/annum (two mixers)  
12,516.87

Chemical Feed Pumps

Stenner Pump Co. SVP4 120VAC 1.5A

$$\text{kVA} = 0.00173 \times 120\text{V} \times 1.3 \text{ Amp}$$

$$\text{kW} = \text{kVA} \times \text{PF} \times 0.01 = 0.27 \times 65 \times 0.01$$

$$\text{KWh} = 0.1755 \times 732 \text{ hours/month}$$

$$\text{kWh/month} \times 12 \text{ months} = \text{Annual KWh}$$

System has 4 feed pumps that run continuous (CL2 and Alum) kWh annual x  
4 pumps

System has 6 pumps that run 6 hours per day (Caustic and Mirco C)

$$1541.6 \text{ kWh/yr} \times 0.25 \text{ (only runs 25\%)} \times 6 \text{ pumps}$$

Total kWh/yr for all pumps

\$

0.27 kVA  
0.1755 kW  
128.5 kWh/month  
1541.6 kWh/annum/pump  
6166 kWh/annum (four pumps)  
2312.4 kWh/annum (6 pumps)  
8478 kWh/annu/all pumps  
870.00

$$\text{kWh (annum)} \times \text{KES rate } \$0.1027/\text{kWh}$$

FDEP Sampling Parameters after Expansion

Parameter	Frequency	Cost	Annual Cost
<b>Effluent</b>			
<b>Well Monitoring Requirements</b>			
Biological Oxygen Demand (CBOD)	Weekly	\$ 25.00	\$1,300.00
Suspended Solids (TSS)	Weekly	\$ 25.00	\$1,300.00
Fecal Coliform	Weekly	\$ 25.00	\$1,300.00
Chlorine Test (TRC)	5 days/week	\$330 / year	\$330.00
Total Nitrogen	Weekly	\$ 35.00	\$1,820.00
Total Phosphorus	Weekly	\$ 20.00	\$1,040.00
<b>Reuse Monitoring Requirements</b>			
Suspended Solids (TSS)	Daily	\$ 25.00	\$9,125.00
Fecal Coliform	Daily	\$ 25.00	\$9,125.00
Chlorine Residual (TRC)	Continuous	\$70/month	\$840.00
Giardia	Every 5 yrs	\$ 1,050.00	\$1,050.00
Cryptosporidium	Every 5 yrs	\$ 2,310.00	\$2,310.00
<b>Influent</b>			
Biological Oxygen Demand (CBOD)	Weekly	\$ 25.00	\$1,300.00
Suspended Solids (TSS)	Weekly	\$ 25.00	\$1,300.00
<b>Total</b>			<b>\$32,140.00</b>

**Courier**

Daily Pick up	7 days/week	\$ 27.50	\$10,037.50
Fuel Surcharge	Estimated	\$1300 /year	\$1,300.00
<b>Total</b>			<b>\$11,337.50</b>

**Process Control**

4 tests per day per plant (3 Plants, 4 testing basins)

Ortho P	\$ 2,095.00	
Nitrogen	\$1,860.00	
Ammonia	\$5,306.00	
Alkalinity	\$2,375.00	
<b>Total</b>		<b>\$11,636.00</b>