



METRO WATER RECOVERY

2026 Annual Budget Volume I



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2026 Annual Budget

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MEMORANDUM

TO: Board of Directors
Member Municipalities
Special Connectors

DATE: April 15, 2025

FROM: Mickey Conway, Chief Executive Officer

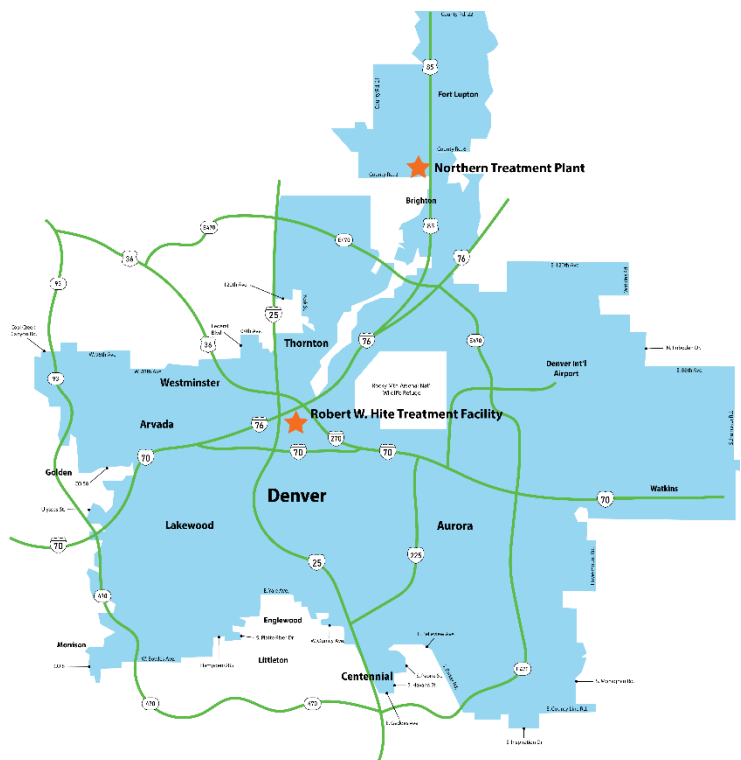
RE: 2026 Operating Budget Message

I am pleased to present the adopted 2026 Operating Budget for Metro Water Recovery (Metro), as required by the *Sewage Treatment and Disposal Agreement (Service Contract)*. The 2026 Operating Budget is a balanced budget with an eight percent increase in Annual Charges for Services. The total operating budget appropriation, including debt service, for 2026 is \$212,123,600, which is \$413,000 less than the total operating budget appropriation for 2025. The total operating budget appropriation does not include capital project expenditures, which are appropriated separately on a project-by-project basis; however, the capital project expenses are projected and included in the statements for each fund.

ABOUT METRO WATER RECOVERY

Metro, a political entity authorized by the State of Colorado, was organized on May 15, 1961, for the purpose of constructing and operating a wastewater transmission and disposal system in the greater Denver metropolitan area. Metro's 23 municipal and special district members (Member Municipalities) collect wastewater and deliver it to Metro's interceptor lines. An additional 42 municipalities and sanitation districts (Special Connectors and Indirect Connectors), and one corporate connector which collect and deliver wastewater to Metro's interceptor system have been added since Metro's inception. Metro treats an average of 137 million gallons per day (mgd) of wastewater for the Member Municipalities and Special Connectors at the Robert W. Hite Treatment Facility (RWHTF), located in Denver and the Northern Treatment Plant (NTP), located in Brighton. Most of Metro's biosolids are land applied as a soil amendment on more than 300 permitted sites, including Metro's own 52,000-acre METROGRO Farm.

Metro's service area totals approximately 817 square miles, located in all or part of six counties: Adams, Arapahoe, Denver,



Douglas, Jefferson, and Weld. The six-county area has an estimated total population of 3.2 million of which Metro estimates it serves an approximate population of 2.2 million.

METHOD OF ACCOUNTING

Metro uses an accrual basis of accounting for proprietary funds and pension trust funds (revenues are recognized when they are earned, and expenses are recognized when they are incurred). The budgeting and accounting policies of Metro conform to generally accepted accounting principles applicable to governments. The basis of budgeting is on a cash basis (transactions are recognized only when cash is received or disbursed, and noncash expenses, such as depreciation, are not budgeted).

DEVELOPMENT OF THE 2026 OPERATING BUDGET

Strategic Planning

The recent comprehensive update of Metro's Strategic Plan (plan) was aimed at fortifying sustainability and amplifying its significance within the organization, while also charting a strategic course for the future. This updated version places emphasis on organizational values and strategic pillars that will steer Metro's endeavors in the upcoming years.

The ongoing strategic planning process has been methodically crafted to cultivate a unified vision of Metro's objectives and foster a shared comprehension of the resource requirements, commitments, working tenets, and guiding principles supporting the strategies. Moreover, this process facilitates the widespread adoption of the plan as the vehicle for attaining Metro's objectives and ensures the seamless integration of strategic planning, direction, and execution into the organization's day-to-day operations.



The strategic framework of the updated plan is anchored by Metro's vision: to be a leader, an innovative clean water partner, and a great place to work.

In alignment with Metro's mission, to protect the region's health and environment by cleaning water and recovering resources, Metro has established three pillars providing the foundation on which decisions are made.



Our People:

Employee Engagement and Growth

1. Upholding our position as a leader in nurturing and harnessing top talent, Metro has established *Employee Engagement and Growth* as a key initiative aimed at bolstering employees throughout their journeys with Metro. This endeavor will facilitate continuous learning and professional advancement, alongside strategic endeavors in recruitment and retention.

Our Work:

Optimize Resources

Sustainability

1. Ensuring top-notch service delivery, *Resource Optimization* stands as a crucial endeavor, leveraging Metro's human, financial, technological, and other assets effectively. By prioritizing projects strategically and perpetually refining processes, Metro maximizes the value derived from finite resources.
2. Metro is steadfast in its commitment to identify and mitigate waste and inefficiencies, thereby bolstering its environmental efforts and minimizing its ecological footprint. Sustainability takes center stage at Metro, with a proactive pursuit of improvements in energy and waste management practices, both current and future.

Our Communities:

Engagement and Outreach

Water Partnerships

1. Serving over 2.2 million residents of Colorado, Metro recognizes the paramount importance of fostering robust relationships, facilitating clear communication, and

balancing environmental agendas with local communities through continuous community *Engagement and Outreach* efforts.

2. Playing a pivotal role in *Water Partnerships*, Metro is responsible for returning clean water to the South Platte River. Metro remains steadfast in its commitment to invest in initiatives aimed at enhancing both the quantity and quality of water resources.

STRATEGIC ORGANIZATION METRICS

Metro is in the process of establishing primary metrics to evaluate the strategic efforts Metro has identified to successfully achieve its mission. The metrics are intended to be at an organizational level with the purpose of being used to guide decision making. These metrics are being developed and will be available for review later in 2025.

ECONOMIC CONDITION AND OUTLOOK

Metro is located in the largest metropolitan area in the State of Colorado. Metropolitan Denver (Metro Denver) is comprised of Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, and Jefferson counties. Over the past decade, the region has seen significant population and economic growth. Economic indicators suggest that this growth will continue into 2025. Although long-term growth in Colorado may slow down slightly, it is expected to remain above the national average in the years ahead.

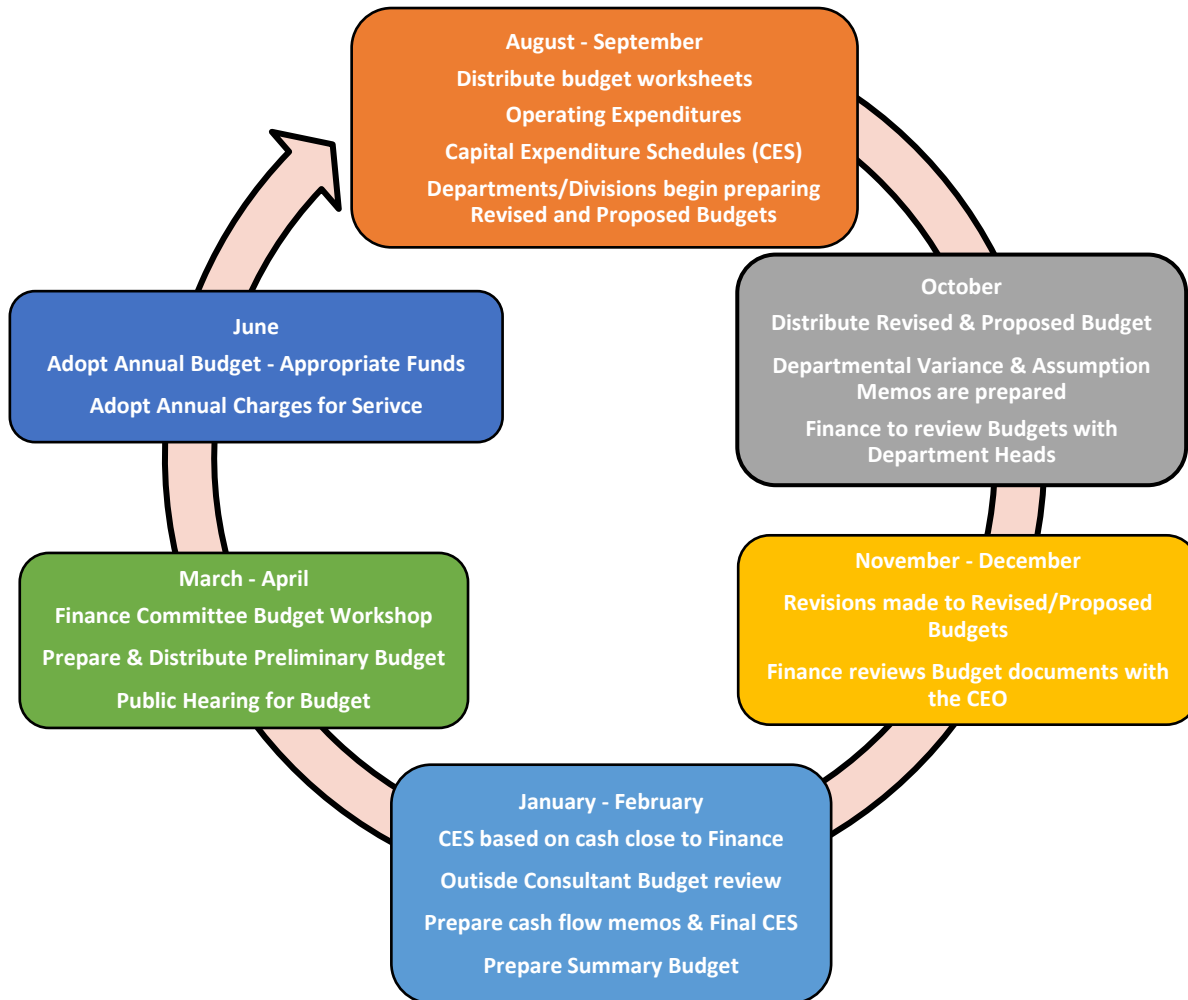
The inflationary pressures of 2022 and 2023 presented challenges for Metro's budget projections; however, price stabilization in the latter half of 2024 provided more predictability. The Colorado Consumer Price Index (CPI) is expected to remain stable in the near term, though regulatory and policy changes may introduce some uncertainty.

While Colorado's economy is expected to remain consistent throughout 2025, Metro continues to track a variety of economic conditions which may affect future operations and budget projections. Employee turnover remains slightly above average, and wages and benefits continue to rise at an accelerated pace. In response to the competitive labor market, Metro has implemented a salary structure and benefit plans designed to attract and retain talent. Additionally, Metro is closely monitoring costs related to chemicals, utilities, and maintenance contracts as supply chain and inflationary pressures continue throughout the region.

By maintaining an agile financial approach, Metro is well positioned to adapt to an evolving economic landscape while continuing to meet operational and community needs.

BUDGET PROCESS AND MANAGEMENT IMPROVEMENTS

The annual operating budget process, which takes almost a full year to complete, involves gathering input and data from departments, engaging in thoughtful discussions on identified needs, and reviewing various budget versions with executive leadership and senior management. The capital budget process lines up with the annual operating budget process to ensure both are ready to be used together in the Cash Flow Schedule as the Consulting Engineer reviews the proposed operating budget mid-January. The Cash Flow Schedule is used to develop the Annual Charges for Services. The operating budget, capital budget, and Annual Charges for Services are presented in various meetings to Board members during the spring leading to the adoption of the operating budget in June.



Over the years, Metro staff has improved the annual budget process, presenting budgets more accurately, reflecting projected expenditures, and providing relatively stable Annual Charges for Service. These improvements include the following:

- **Amended Budget Preparation and Adoption:** As needed, Metro will amend the current year's budget to more accurately reflect expected spending, with the ability to make adjustments multiple times throughout the year.
- **Vacancy Rate Adjustment:** Incorporation of an adjustment in projected operating expenditures to account for savings resulting from unanticipated staff turnover and the time it takes to fill vacant positions.
- **Phase Gates Process & Enterprise Programs:** By using the Phase Gates process and Enterprise Programs, Metro prioritizes both capital and non-capital projects. This approach helps optimize cash flow requirements, allocate resources efficiently, and maintain organizational flexibility while keeping Annual Charges for Service rate increases relatively low.
- **Capital Project Probability Factors:** Metro uses project probability factors to estimate capital expenditures, providing a more accurate cash flow forecast over the indicated planning period.

- **Asset Management Program:** Metro is implementing a comprehensive Asset Management Program to further improve budget projections and operational efficiency.

These ongoing improvements ensure our budgeting process remains responsive and effective in meeting both operational needs and financial stability.

2026 OPERATING BUDGET DETAILS

Revenues

Metro has two main revenue sources. The primary operating revenue is the Annual Charges for Services. The primary non-operating revenue source is the Sewer Connection Charge.

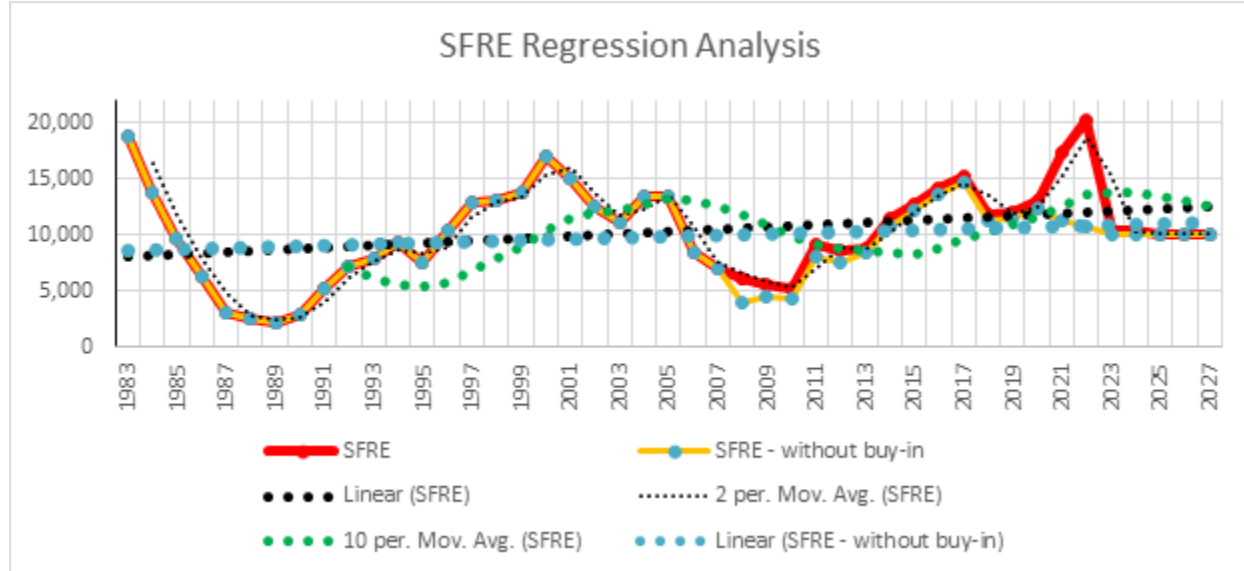
Annual Charges for Services (Annual Charges) is a fee Connectors pay to fund the annual operating budget, debt service costs, capital needs, and other financial requirements. Annual Charges are calculated and charged to Connectors based on each Connector's flow (amount contributed to the system) and load (the concentration of the flow). The Annual Charges rate is set by the Metro Board of Directors in June of each year, and the allocation to each Connector is set in August of each year for the following calendar year. The Annual Charges for 2026 are budgeted at \$184,390,813, which is eight (8) percent higher than the 2025 Annual Charges. This is based on the 2026 Budget Cash Flow Schedule for 2025 – 2035. Annual Charges are projected into the future each year; however, they are only applied for the next calendar year. A comparison of projected Annual Charges percentage increases this year, versus the projection done last year during the 2025 Budget process is included Table 1.

Table 1

Annual Charges for Service Revenue Increases		
Year	Adopted 2026 Budget	Adopted 2025 Budget
2026	8.0%	10.0%
2027	8.0%	9.0%
2028-2029	7.0%	9.0%
2030	7.0%	8.0%
2031	7.0%	7.0%
2032	7.0%	6.0%
2033	6.0%	5.0%
2034	6.0%	4.0%
2035	6.0%	3.0%

The Sewer Connection Charges (SCC) are collected from Connectors for the purpose of defraying the capital and debt service costs for each new connection to the treatment system. The SCC for 2025 is \$5,910 per single-family resident equivalent (SFRE).

For 2026, Metro staff updated the analysis and reviewed all the SFRE history over the last 40 years. Based on the linear regression line and an analysis of the data staff recommends SCC revenues are based on the average of 10,000 SFREs per year, which is shown in Table 2. This approach continues to be the more conservative approach and helps to mitigate the risk of over-projecting revenues in the Cash Flow Schedule. A summary of projected SCC revenues and assumptions can be found in Table 3.

Table 2

A summary of SCC revenue projections and assumptions is provided below.

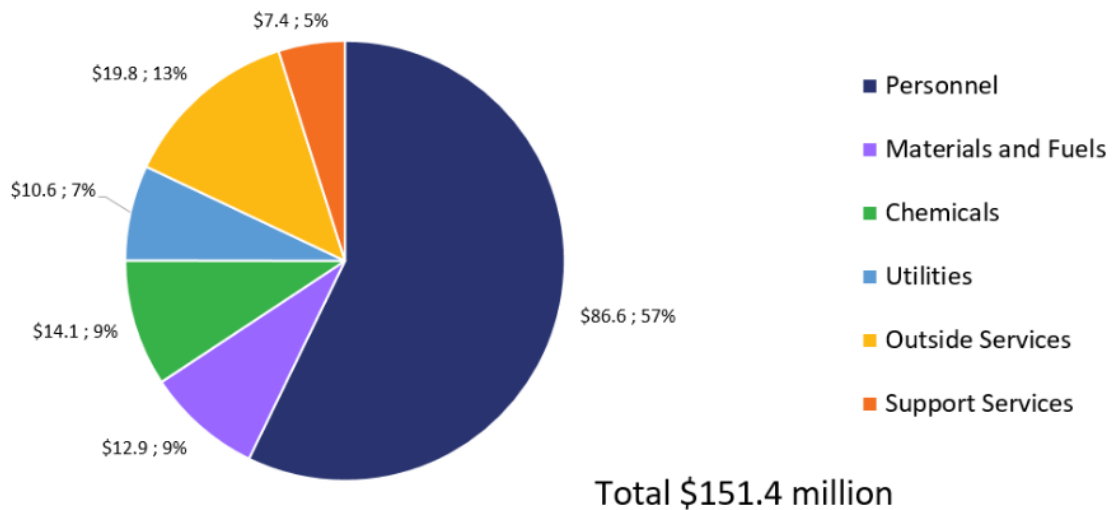
Table 3
Sewer Connection Charge Revenue Projection Summary

Budget Year	Average used for Revenue Projection	SCC Revenue Projection	SCC Revenue Actual	Total SFREs actual and projected	SFREs Variance from prior year	% Variance from prior year	AC Rate change actual and projected
2014	5-year	27,391,508	34,639,804	8,747	n/a	n/a	4.5%
2015	5-year	30,836,520	45,098,049	11,388	2,641	30.2%	4.5%
2016	4-year	40,185,873	54,064,758	12,812	1,424	12.5%	3.8%
2017	4-year	42,951,570	59,490,896	14,097	1,285	10.0%	2.0%
2018	5-year	48,432,601	64,159,892	15,204	1,107	7.9%	2.0%
2019	5-year	49,890,267	50,654,566	11,893	(3,311)	-21.8%	2.0%
2020	37-year reduced 50%	23,005,850	52,282,954	12,047	154	1.3%	2.5%
2021	38-year reduced 50%	30,259,250	59,170,492	13,005	958	8.0%	0.0%
2022	39-year	50,377,050	81,668,331	17,339	4,334	33.3%	2.0%
2023	40-year	55,750,600	103,406,071	21,196	3,857	22.2%	5.0%
2024	41-year no buy-in	57,711,600	57,669,794	10,447	(10,749)	-50.7%	7.0%
2025*	42-year no buy-in	60,547,950	n/a	10,245	(202)	-1.9%	10.0%
2026*	42-year no buy-in	59,691,000	n/a	9,998	(247)	-2.4%	8.0%
2027*	42-year no buy-in	60,287,910	n/a	9,998	(0)	0.0%	8.0%
2028*	42-year no buy-in	60,890,789	n/a	9,998	0	0.0%	7.0%
2029*	42-year no buy-in	61,499,697	n/a	10,098	100	1.0%	7.0%

Expenses

The adopted 2026 Budget (2026 Budget) of \$151,424,800 is \$8,497,600, or 5.9 percent, higher than the adopted 2025 Operating Budget (2025 Budget). Of the increase, \$5,475,800, or 57.2 percent, of the total increase results primarily from additional budgeted positions, wage increases, and increases in employee benefit costs, including Metro's required contribution to the Defined Benefit Retirement Plan. The remaining increase of \$3,021,800, or 42.8 percent, is driven by several key factors. These include higher costs for treatment chemicals, maintenance materials and supplies, as well as an increase in Outside Services – Maintenance and Outside Services –

Information Technology (IT) agreements. Additionally, there has been an increase in property and workers compensation insurance.



Personnel

Regular wages and benefits budgeted for 2026 are \$86,582,700, which is \$5,475,800, or 6.8 percent, higher than the adopted 2025 Budget. This increase in wages and benefits is primarily attributable to an increase of 14 positions between the 2025 Budget and the 2026 Budget, budgeted wage increase of five percent, an anticipated increase in Metro's contribution to the Defined Benefit Retirement Plan, and an increase in the cost of the medical insurance and other benefits. The total budgeted positions in 2026 are 531, an increase of 14 positions from the adopted 2025 Budget of 517. Detailed descriptions of the changes in positions for 2026 are included in the staffing section below.

Materials and Fuels

The adopted 2026 Budget for materials and fuels is \$12,896,700, which is \$583,400, or 4.7 percent, higher than the adopted 2025 Budget. This is primarily due to increases in materials and supplies.

Materials and Supplies

The adopted 2026 Budget for materials and supplies is \$10,413,900, which is \$355,600, or 3.5 percent, higher than the adopted 2025 Budget. This increase anticipates increases in and supplies needed to maintain the increased number of new and aging assets under management. Additionally, inflationary pressures will continue to be monitored.

Chemicals

The adopted 2026 Budget for all chemicals is \$14,164,500, which is \$488,500, or 3.6 percent, higher than the adopted 2025 Budget. This is primarily due to increases in usage and unit prices.

Ferric Chloride

The adopted 2026 Budget for ferric chloride is \$857,000, which is \$307,000, or 55.8 percent, higher than the adopted 2025 Budget. The increase reflects the anticipated utilization of ferric chloride based off mid-year analyzer readings in addition to anticipated cost increases.

Peracetic Acid

The adopted 2026 Budget for peracetic acid (PAA) is \$5,565,000, which is \$265,000, or 5.0 percent, higher than the adopted 2025 Budget. The increase reflects actual anticipated utilization of the disinfectant in addition to anticipated higher unit costs for PAA.

Polymer

The adopted 2026 Budget for polymer is \$4,115,000, which is \$200,000, or 5.0 percent, lower than the adopted 2025 Budget. The budget decrease is due to a slight decrease in the utilization of polymer products and overall price stabilization.

METROGRO Farm Chemicals

The adopted 2026 Budget for METROGRO Farm (Farm) chemicals is \$1,890,000, which is \$90,000, or 5.0 percent, higher than the adopted 2025 Budget. The increase reflects the anticipated increase in the cost of chemicals at the Farm.

Utilities

The adopted 2026 Budget for all utilities is \$10,603,200, which is \$173,800, or 1.6 percent, lower than the adopted 2025 Budget. This change is primarily due to anticipated increases in usage as well as the unit price for potable water and reuse water rights while also seeing a decrease in electrical power.

Potable Water

The adopted 2026 Budget for potable water is \$759,700, which is \$127,700, or 20.2 percent, higher than the adopted 2025 Budget. This change is primarily due to anticipated increases in the unit price and usage of potable water.

Reuse Water Rights

The adopted 2026 Budget for reuse water rights is \$125,000, which is \$125,000, or 100.0 percent, higher than the adopted 2025 Budget. This change is due to the addition of reuse water rights fees associated with the irrigation at the NTP.

Electrical Power

The adopted 2026 Budget for electrical power is \$8,118,000, which is \$502,000, or 5.8 percent, lower than the adopted 2025 Budget. This change is primarily due to an anticipated decrease in electrical power based on actual usage.

Outside Services

The adopted 2026 Budget for all 2026 outside services is \$19,778,900, which is \$1,223,800, or 6.6 percent, higher than the adopted 2025 Budget. This increase is a result of additional costs in Outside Services – Maintenance, Outside Services – IT Agreements, and Outside Services – IT Contractors.

Outside Services – Maintenance

The adopted 2026 Budget for Outside Services – Maintenance is \$4,237,400, which is \$441,300, or 11.6 percent, higher than the adopted 2025 Budget. The adopted 2026 Budget for Outside Services-Maintenance reflects increases due to the repairs, equipment, and resources needed to maintain the increased number of assets under management.

Outside Services – IT Agreements

The adopted 2026 Budget for Outside Services – IT Agreements is \$3,945,300, which is \$750,000, or 23.5 percent, higher than the adopted 2025 Budget. The adopted 2026 Budget for Outside Services – IT Agreements reflects an increase in licensing fees and utilization of cloud-based software services.

Outside Services – It Contractors

The adopted 2026 Budget for Outside Services – IT Contractors is \$250,000, which is \$125,000 higher than the adopted 2025 Budget. The adopted 2026 Budget for Outside Services – IT Contractor reflects an increase due to services needed for cybersecurity assessments.

Support Expenses

The adopted 2026 Budget for all support expenses is \$7,398,800, which is \$899,900, or 13.8 percent, higher than the adopted 2025 Budget. This is primarily due to increases in property and workers compensation insurances, employee organization-wide training programs, meetings and conferences, and training and development.

Staffing

The following position changes are needed due to changes in Metro's operations. The adopted 2026 Budget includes 14 additional positions as compared to the adopted 2025 Budget, as listed below.

Comprehensive Planning Department

In the adopted 2026 Budget, one wastewater infrastructure planner engineer position has been added to support the asset management program.

Engineering Department

In the adopted 2026 Budget, one construction administrator position has been added to support the implementation and management of construction management software and one engineer position has been added to support the increase and complexity of capital projects.

Environmental Services Department

In the adopted 2026 Budget, three additional positions were added. This includes one additional environmental sampling field technician position to ensure adequate staffing for sampling in Metro's new service areas, one QA/QC specialist position to better support the sampling activities and the industrial pretreatment program, and one staff engineering for the industrial pretreatment program.

Legal Department

In the adopted 2026 Budget, one additional associate general counsel position has been added to support upcoming regulatory and legal needs.

Northern Treatment Plant Department

In the adopted 2026 Budget, one NTP maintenance manager position has been added to split maintenance management from operations management.

Operations Department

In the adopted 2026 Budget, one security specialist position has been added to assist with security duties at Metro.

Resource Recovery and Reuse Department

In the adopted 2026 Budget, two Resource Recovery and Reuse operator positions have been added to support the hauling and application of biosolids for beneficial reuse. Additionally, one equipment and transportation technician has been added to support the maintenance and repair of vehicles and equipment.

Strategy and Communication Department

In the adopted 2026 Budget, one communication specialist has been added to implement and maintain accessibility compliance across Metro. Additionally, one additional project manager has been added to support continuous improvement and non-infrastructure projects.

CONCLUSION

Thank you for your time, attention, and guidance in preparing Metro's 2026 Operating Budget as this is a critical annual operating guidance document for Metro. The preparation of the 2026 Operating Budget was made possible through the dedication and efforts of the Board of Directors and many staff members throughout the organization. Metro is looking forward to working together to implement this budget and provide an important essential service to the Connectors of Metro.

If you have any comments or questions, please contact Laura Cook, Senior Budget Manager, at 303.286.3226 or by email at lcCook@metrowaterrecovery.com.

2026 Budget Appropriation Summary

This budget sets forth the anticipated 2026 operations and maintenance expenses; the anticipated 2026 capital equipment and vehicle expenses greater than \$10,000 and less than or equal to \$500,000; the anticipated 2026 small project expenditures; and the 2026 debt service requirements on the 2019B Sewer Refunding, 2020A Sewer Improvement Bonds, 2025A Sewer Refunding Bonds, and 2026A Sewer Improvement Bonds.

Adoption of the 2026 Budget will require an appropriation resolution to be approved by the Board of Directors as follows:

OPERATIONS AND MAINTENANCE REVENUE FUND

Operations and Maintenance (O&M) Expenses	\$151,424,800
O&M Capital Outlay	<u>1,090,000</u>
Total O&M Expense Requirements	152,514,800

FIXED ASSET REPLACEMENT FUND

Fixed Asset Replacement Fund (FARF) Capital Outlay	<u>2,871,800</u>
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Total O&M and FARF Expense Requirements	155,386,600
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DEBT SERVICE FUND

2019B Sewer Refunding Bonds – Interest	8,000,000
2019B Sewer Refunding Bonds – Principal	13,790,000
2020A Sewer Improvement Bonds – Interest	4,647,000
2025A Sewer Improvement Bonds – Interest	3,300,000
2025A Sewer Improvement Bonds – Principal	17,100,000
2026A Sewer Improvement Bonds – Interest	<u>2,900,000</u>

Total Debt Service Expenditure Requirements	49,737,000
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SMALL PROJECT EXPENDITURES

General Fund	4,000,000
Fixed Asset Replacement Fund	<u>3,000,000</u>

Total Small Project Expenditures	<u>7,000,000</u>
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TOTAL 2026 APPROPRIATION	<u><u>\$212,123,600</u></u>
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**CHANGES IN TRUST FUND BALANCE
2025 and 2026**

Operations and Maintenance Revenue Fund

	<u>2025</u>		<u>2026</u>
	<u>Budget</u>	<u>Revised</u>	<u>Adopted</u>
BALANCE, January 1	\$ 36,911,800	36,911,800	39,128,700
Required Reserve	(1,000,000)	(1,000,000)	(1,000,000)
RECEIPTS:			
Annual Charges	170,732,234	170,732,234	184,390,813
Interest and Other Income	6,345,497	8,357,096	4,198,664
Land Application Income	152,000	145,000	145,000
TOTAL RECEIPTS	<u>177,229,731</u>	<u>179,234,330</u>	<u>188,734,477</u>
 TOTAL AVAILABLE FOR DISBURSEMENT	 <u>213,141,531</u>	 <u>215,146,130</u>	 <u>226,863,177</u>
DISBURSEMENTS:			
Operating Expenses	141,789,580	141,791,099	150,235,827
Operating Capital	720,000	1,325,000	1,090,000
TOTAL DISBURSEMENTS	<u>142,509,580</u>	<u>143,116,099</u>	<u>151,325,827</u>
TRANSFERS (TO)/FROM OTHER FUNDS:			
Debt Service Fund, Principal & Interest	(28,236,394)	(23,746,158)	(29,854,604)
General Fund	(7,141,494)	(15,192,340)	(7,251,958)
Debt Service Fund, Investment Income	550,142	663,167	664,655
General Fund, Investment Income	3,787,985	4,374,000	2,748,105
NET FUND TRANSFERS	<u>(31,039,761)</u>	<u>(33,901,331)</u>	<u>(33,693,802)</u>
 REQUIRED RESERVE	 <u>1,000,000</u>	 <u>1,000,000</u>	 <u>1,000,000</u>
BALANCE, December 31	\$ <u>40,592,190</u>	<u>39,128,700</u>	<u>42,843,548</u>

Operations and Maintenance Revenue Fund

Revenues and Expenses 2024 Through 2026

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
OPERATING REVENUES				
Connector Annual Charges	\$ 155,211,121	170,732,234	170,732,234	184,390,813
Land Application Income	124,956	152,000	145,000	145,000
Farming Income	1,234,245	1,906,250	1,550,000	1,550,000
Other Income *	1,940,634	3,850,000	6,100,000	1,900,000
TOTAL OPERATING REVENUES	<u>158,510,956</u>	<u>176,640,484</u>	<u>178,527,234</u>	<u>187,985,813</u>
OPERATING EXPENSES **				
Maintenance Department	18,088,189	19,116,800	18,674,800	19,683,400
Northern Treatment Plant	8,654,019	10,899,300	11,034,300	11,857,500
Operations Department	26,615,007	30,300,100	29,762,200	30,546,300
Resource Recovery & Reuse	16,235,521	18,919,500	18,640,200	19,953,900
Administrative Services	7,294,017	7,892,300	7,653,600	8,227,200
Comprehensive Planning	1,155,744	1,260,300	1,261,700	1,488,800
Engineering	9,363,279	10,082,400	9,950,500	10,684,800
Environmental Services	13,677,029	15,749,300	16,161,500	17,334,100
Human Resources	3,178,753	3,500,800	3,593,000	3,713,800
Information Technology	10,192,379	9,980,000	10,683,900	11,225,100
Legal	3,325,575	2,969,800	2,942,200	3,225,400
Office of the Chief Executive Officer	3,248,976	3,432,700	3,536,800	3,682,800
Strategy and Communication	2,760,620	3,389,900	3,561,500	3,998,100
Technology and Innovation	4,373,488	5,434,000	5,533,600	5,803,600
TOTAL OPERATING EXPENSES***	<u>128,162,596</u>	<u>142,927,200</u>	<u>142,989,800</u>	<u>151,424,800</u>
OPERATING REVENUES OVER EXPENSES ****	<u>30,348,360</u>	<u>33,713,284</u>	<u>35,537,434</u>	<u>36,561,013</u>
NON-OPERATING REVENUES				
Interest	<u>10,516,799</u>	<u>4,927,374</u>	<u>5,744,263</u>	<u>4,161,423</u>
NON-OPERATING EXPENSES				
Capital*****	<u>293,474</u>	<u>720,000</u>	<u>1,325,000</u>	<u>1,090,000</u>
REVENUES OVER EXPENSES	<u>\$ 40,571,685</u>	<u>37,920,658</u>	<u>39,956,697</u>	<u>39,632,436</u>

* Includes income from septic haulers.

** The vacancy rate adjustment is included in budgeted operating expenses

**** Excludes any depreciation and/or amortization

***** Replacement equipment and vehicles ≥ \$10,000 ≤ \$250,000 are funded from the Fixed Asset Replacement Fund

**Calculation of Annual Charges
2024 Through 2026**

	2024 Adopted	2025 Adopted	2026 Adopted	2025-2026 Variance	
				Dollars	Percent
OPERATING EXPENSES *					
Maintenance	\$ 16,165,100	19,116,800	19,683,400	566,600	3.0%
Operations	25,800,900	30,300,100	30,546,300	246,200	0.8%
Northern Treatment Plant	7,605,450	10,899,300	11,857,500	958,200	8.8%
Resource Recovery & Reuse	16,318,700	18,919,500	19,953,900	1,034,400	5.5%
Administrative Services	6,687,140	7,892,300	8,227,200	334,900	4.2%
Comprehensive Planning	1,167,800	1,260,300	1,488,800	228,500	18.1%
Engineering	9,305,100	10,082,400	10,684,800	602,400	6.0%
Environmental Services	13,196,329	15,749,300	17,334,100	1,584,800	10.1%
Human Resources	2,983,760	3,500,800	3,713,800	213,000	6.1%
Information Technology	9,395,980	9,980,000	11,225,100	1,245,100	12.5%
Office of the General Counsel	1,895,000	2,969,800	3,225,400	255,600	8.6%
Office of the Chief Executive Officer	2,477,600	3,432,700	3,682,800	250,100	7.3%
Strategy and Communication	2,560,450	3,389,900	3,998,100	608,200	17.9%
Technology and Innovation	4,426,789	5,434,000	5,803,600	369,600	6.8%
Subtotal	119,986,098	142,927,200	151,424,800	8,497,600	5.9%
Less Net Revenues over Expenses Adjustment	1,243,511	1,137,620	1,188,973	51,353	4.5%
Total Operating Expenses **	118,742,587	141,789,580	150,235,827	8,446,247	6.0%
DEBT SERVICE					
Principal and Interest					
2009B Sewer Improvement Bonds	3,644,369	20,781,318	20,752,449	(28,869)	-0.1%
2019B Sewer Refunding Bonds	38,390,425	21,882,772	21,761,442	(121,330)	-0.6%
2020A Sewer Improvement Bonds	4,646,706	4,646,706	4,646,706	-	0.0%
2024A Sewer Improvement Bonds	3,750,000	8,780,250	-	(8,780,250)	0.0%
2026A Sewer Improvement Bonds	-	-	2,863,241	2,863,241	0.0%
	50,431,500	56,091,046	50,023,838	(6,067,208)	-10.8%
Less Sewer Connection Charge Transfer	25,215,750	28,045,523	25,011,919	(3,033,604)	-10.8%
Total Debt Service	25,215,750	28,045,523	25,011,919	(3,033,604)	-10.8%
CAPITAL EXPENDITURES					
Appropriated O&M Fund	280,000	720,000	1,090,000	370,000	51.4%
Cash Flow Fund Requirements	17,478,111	11,012,755	15,809,491	4,796,736	43.6%
Total Capital Expenditures	17,758,111	11,732,755	16,899,491	5,166,736	44.0%
OTHER REQUIREMENTS AND REVENUES					
General Fund Requirement	11,251,397	7,141,494	7,251,958	110,464	1.5%
Investment and Other Income	(6,505,326)	(10,835,624)	(7,756,423)	3,079,201	-28.4%
General Fund Transfer	(11,251,397)	(7,141,494)	(7,251,958)	(110,464)	1.5%
Total Other Requirements & Revenues	(6,505,326)	(10,835,624)	(7,756,423)	3,079,201	-28.4%
TOTAL ANNUAL CHARGES	\$ 155,211,122	170,732,234	184,390,814	13,658,580	8.00%
Percent Increase/(Decrease) in Annual Charges from prior years	2.00%	10.00%	8.00%		

* The vacancy rate is included in operating expenses

** Excludes depreciation and amortization

Metro Water Recovery

Description of Operations

Metro Water Recovery's mission is to protect the region's health and environment by cleaning water and recovering resources. The primary responsibility is to provide wastewater transmission and treatment services to Member Municipalities and Special Connectors in compliance with federal, state, and county laws in the most efficient and cost-effective means possible. Recovering resources such as heat and energy which are used for the treatment facilities and nutrients in the form of an organic soil conditioner and fertilizer for agricultural use have proven to be cost-effective, sustainable strategies.

Metro Water Recovery's 2025 Revised Budget increased slightly compared to the 2025 Budget. The 2026 Budget is increasing by 5.9% compared to the 2025 Budget. This is due to a budgeted increase in personnel, materials & supplies, chemicals, outside services and support services.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 81,106,900	\$ 80,687,000	\$ (419,900)	\$ 86,582,700	\$ 5,475,800
Materials & Fuels	12,313,300	12,203,500	(109,800)	12,896,700	583,400
Chemicals	13,676,000	13,796,000	120,000	14,164,500	488,500
Utilities	10,777,000	10,352,000	(425,000)	10,603,200	(173,800)
Outside Services	18,555,100	19,050,300	495,200	19,778,900	1,223,800
Support Expenses	6,498,900	6,901,000	402,100	7,398,800	899,900
Total Administrative Services	\$ 142,927,200	\$ 142,989,800	\$ 62,600	\$ 151,424,800	\$ 8,497,600

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Metro Staff	517	517	-	531	14

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted	Adopted to Budget *** Variance ***	
						Dollars	Percent
5101	REGULAR WAGES	43,252,193	51,350,900	52,395,100	56,421,500	5,070,600	9.9%
5103	TEMPORARY WAGES	58,925	96,000	146,000	151,000	55,000	57.3%
5104	ON-CALL WAGES	550,260	568,500	707,000	743,500	175,000	30.8%
5105	OVERTIME WAGES	2,157,895	2,050,800	2,105,600	2,227,100	176,300	8.6%
5106	INTERN WAGES	111,296	220,000	232,500	265,600	45,600	20.7%
5108	EMPLOYEE INCENTIVE PAY	409,950	280,000	385,000	451,100	171,100	61.1%
5109	BENEFITS	25,910,165	26,454,300	24,628,200	26,235,300	(219,000)	-0.8%
5110	CAR ALLOWANCE	87,600	86,400	87,600	87,600	1,200	1.4%
Total PERSONNEL		72,538,284	81,106,900	80,687,000	86,582,700	5,475,800	6.8%
5213	MATERIALS & SUPPLIES	9,503,901	10,058,300	9,863,500	10,413,900	355,600	3.5%
5215	TIRES & TUBES	199,399	260,000	260,000	272,600	12,600	4.8%
5220	UNIFORMS	157,116	160,000	175,000	225,000	65,000	40.6%
5225	GASOLINE	124,149	205,000	205,000	215,200	10,200	5.0%
5230	DIESEL FUEL	978,759	1,400,000	1,400,000	1,470,000	70,000	5.0%
5245	IT DEVICES	437,403	230,000	300,000	300,000	70,000	30.4%
Total MATERIALS & FUELS		11,400,727	12,313,300	12,203,500	12,896,700	583,400	4.7%
5320	FERRIC CHLORIDE	705,722	550,000	820,000	857,000	307,000	55.8%
5329	POLYMER - WAS	60,914	200,000	200,000	210,000	10,000	5.0%
5330	POLYMER - DAF	595,249	830,000	830,000	830,000	-	0.0%
5332	POLYMER - DEWATERING	205,106	285,000	285,000	300,000	15,000	5.3%
5335	POLYMER - CENTRIFUGE	1,958,470	3,000,000	2,850,000	2,775,000	(225,000)	-7.5%
5338	ACETIC ACID	-	114,000	114,000	120,000	6,000	5.3%
5339	PERACETIC ACID	5,719,591	5,300,000	5,300,000	5,565,000	265,000	5.0%
5341	SODIUM BISULFITE	120,376	130,000	130,000	130,000	-	0.0%
5342	SODIUM HYPOCHLORITE	55,412	150,000	150,000	157,500	7,500	5.0%
5347	MAGNESIUM CHLORIDE	875,026	1,070,000	1,070,000	1,070,000	-	0.0%
5348	FARM CHEMICALS	1,457,064	1,800,000	1,800,000	1,890,000	90,000	5.0%
5351	CALCIUM HYDROXIDE	25,317	140,000	140,000	147,000	7,000	5.0%
5355	MINERAL OIL	-	14,000	14,000	15,000	1,000	7.1%
5358	ALUM	17,457	36,000	36,000	38,000	2,000	5.6%
5361	DEFOAMENT	72,336	57,000	57,000	60,000	3,000	5.3%
Total CHEMICALS		11,868,040	13,676,000	13,796,000	14,164,500	488,500	3.6%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted	Adopted to Budget *** Variance ***	
						Dollars	Percent
5410	NATURAL GAS/PROPANE	929,823	1,445,000	1,445,000	1,516,500	71,500	4.9%
5411	NATURAL GAS - COGEN	29,757	80,000	80,000	84,000	4,000	5.0%
5415	POTABLE WATER	756,609	632,000	682,000	759,700	127,700	20.2%
5416	REUSE WATER RIGHTS	-	-	100,000	125,000	125,000	0.0%
5420	ELECTRICAL POWER	7,292,348	8,620,000	8,045,000	8,118,000	(502,000)	-5.8%
Total UTILITIES		9,008,537	10,777,000	10,352,000	10,603,200	(173,800)	-1.6%
5515	OS - AUDIT	106,065	81,100	81,100	85,000	3,900	4.8%
5520	OS - TRUSTEE	216,367	321,000	261,000	314,000	(7,000)	-2.2%
5525	OS - LEGAL	282,565	550,000	550,000	550,000	-	0.0%
5526	OS - LITIGATION	1,970,139	750,000	750,000	750,000	-	0.0%
5530	OS - ENGINEERING	204,841	166,000	166,000	171,000	5,000	3.0%
5535	OS - IT AGREEMENTS	3,110,529	3,195,300	3,750,000	3,945,300	750,000	23.5%
5536	OS - IT CONTRACTORS	230,660	125,000	205,000	250,000	125,000	100.0%
5540	OS - RENTAL	44,575	117,600	97,600	103,600	(14,000)	-11.9%
5549	OS - OTHER	4,797,615	7,240,500	6,978,200	7,000,100	(240,400)	-3.3%
5550	OS - ENGIE	1,480,848	1,630,000	1,630,000	1,711,500	81,500	5.0%
5556	OS - MAINTENANCE	4,951,918	3,796,100	3,967,400	4,237,400	441,300	11.6%
5560	APPLICATION FEES	221,311	330,000	337,000	359,000	29,000	8.8%
5565	REGULATORY FEES	135,561	152,500	182,000	207,000	54,500	35.7%
5570	DIRECTORS ALLOWANCE	78,450	100,000	95,000	95,000	(5,000)	-5.0%
Total OUTSIDE SERVICES		17,831,444	18,555,100	19,050,300	19,778,900	1,223,800	6.6%
5610	MEMBERSHIPS	300,957	326,500	357,700	372,100	45,600	14.0%
5611	SPONSORSHIPS	-	-	15,000	25,000	25,000	0.0%
5615	TELECOMMUNICATIONS	516,478	515,200	515,200	565,200	50,000	9.7%
5620	POSTAGE & FREIGHT	6,574	16,500	10,000	10,000	(6,500)	-39.4%
5625	PRINTING & ADVERTISING	95,477	97,400	145,000	145,000	47,600	48.9%
5635	COPYING EXPENSE	120,056	148,000	148,000	148,000	-	0.0%
5645	INSURANCE	2,803,868	2,933,200	2,941,600	3,205,200	272,000	9.3%
5655	EMPLOYEE TUITION REIMBURSEMENT	38,526	45,000	60,000	60,000	15,000	33.3%
5656	EMPLOYEE EVENTS	112,488	121,700	144,800	142,500	20,800	17.1%
5657	HEALTH & FITNESS	80,842	80,000	80,000	90,000	10,000	12.5%
5658	RECOGNITION	118,978	184,000	170,400	176,800	(7,200)	-3.9%
5659	DISTRICT-WIDE TRAINING	187,222	445,000	540,000	560,000	115,000	25.8%
5660	CATERING SERVICES	40,078	40,000	54,000	58,000	18,000	45.0%
5685	MEETINGS & CONFERENCES	556,703	866,400	978,700	1,043,600	177,200	20.5%
5686	TRAINING & DEVELOPMENT	447,439	577,200	637,200	694,600	117,400	20.3%
5687	SUBSCRIPTIONS/PUBLICATIONS	89,878	102,800	103,400	102,800	-	0.0%
Total SUPPORT SERVICES		5,515,564	6,498,900	6,901,000	7,398,800	899,900	13.8%
Total METRO		\$ 128,162,596	\$ 142,927,200	\$ 142,989,800	\$ 151,424,800	\$ 8,497,600	5.9%

METRO WATER RECOVERY

OBJECT SUMMARY BY DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted	Adopted to Budget	
					*** Variance ***	
					Dollars	Percent
RWHTF MAINTENANCE						
PERSONNEL	10,373,060	12,344,800	11,902,800	12,452,400	107,600	0.9%
MATERIALS & FUELS	4,290,866	4,500,000	4,300,000	4,500,000	-	0.0%
OUTSIDE SERVICES	3,255,267	2,090,000	2,290,000	2,496,000	406,000	19.4%
SUPPORT EXPENSES	168,996	182,000	182,000	235,000	53,000	29.1%
TOTAL RWHTF MAINTENANCE	18,088,189	19,116,800	18,674,800	19,683,400	566,600	3.0%
RWHTF OPERATIONS						
PERSONNEL	6,938,429	7,404,600	7,446,700	7,925,200	520,600	7.0%
MATERIALS & FUELS	161,793	107,000	107,000	150,000	43,000	40.2%
CHEMICALS	9,893,973	10,781,000	10,901,000	11,122,500	341,500	3.2%
UTILITIES	6,815,359	8,142,000	7,642,000	7,689,300	(452,700)	-5.6%
OUTSIDE SERVICES	2,729,325	3,775,000	3,575,000	3,564,500	(210,500)	-5.6%
SUPPORT EXPENSES	76,128	90,500	90,500	94,800	4,300	4.8%
TOTAL RWHTF OPERATIONS	26,615,007	30,300,100	29,762,200	30,546,300	246,200	0.8%
NTP OPERATIONS & MAINTENANCE						
PERSONNEL	4,220,199	5,213,900	5,293,900	5,746,000	532,100	10.2%
MATERIALS & FUELS	1,029,104	930,000	930,000	1,003,000	73,000	7.8%
CHEMICALS	517,003	1,095,000	1,095,000	1,152,000	57,000	5.2%
UTILITIES	2,007,566	2,355,000	2,430,000	2,620,000	265,000	11.3%
OUTSIDE SERVICES	827,234	1,227,400	1,207,400	1,255,500	28,100	2.3%
SUPPORT EXPENSES	52,913	78,000	78,000	81,000	3,000	3.8%
TOTAL NTP OPERATIONS & MAINTENANCE	8,654,019	10,899,300	11,034,300	11,857,500	958,200	8.8%
RESOURCE RECOVERY AND REUSE						
PERSONNEL	9,584,354	10,164,000	10,266,700	11,142,200	978,200	9.6%
MATERIALS & FUELS	3,617,470	4,645,000	4,571,000	4,807,500	162,500	3.5%
CHEMICALS	1,457,065	1,800,000	1,800,000	1,890,000	90,000	5.0%
UTILITIES	185,612	280,000	280,000	293,900	13,900	5.0%
OUTSIDE SERVICES	1,273,090	1,862,000	1,489,000	1,574,000	(288,000)	-15.5%
SUPPORT EXPENSES	117,930	168,500	233,500	246,300	77,800	46.2%
TOTAL RESOURCE RECOVERY AND REUSE	16,235,521	18,919,500	18,640,200	19,953,900	1,034,400	5.5%
ADMINISTRATIVE SERVICES						
PERSONNEL	3,655,085	4,019,200	3,824,400	4,000,500	(18,700)	-0.5%
MATERIALS & FUELS	262,092	263,000	285,500	336,000	73,000	27.8%
OUTSIDE SERVICES	544,706	594,900	524,900	607,000	12,100	2.0%
SUPPORT EXPENSES	2,832,134	3,015,200	3,018,800	3,283,700	268,500	8.9%
TOTAL ADMINISTRATIVE SERVICES	7,294,017	7,892,300	7,653,600	8,227,200	334,900	4.2%

METRO WATER RECOVERY

OBJECT SUMMARY BY DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted	Adopted to Budget	
					*** Variance ***	
					Dollars	Percent
COMPREHENSIVE PLANNING						
PERSONNEL	1,099,401	1,132,800	1,128,700	1,355,800	223,000	19.7%
MATERIALS & FUELS	1,474	5,000	5,000	5,000	-	0.0%
OUTSIDE SERVICES	43,325	100,000	100,000	100,000	-	0.0%
SUPPORT EXPENSES	11,544	22,500	28,000	28,000	5,500	24.4%
TOTAL COMPREHENSIVE PLANNING	1,155,744	1,260,300	1,261,700	1,488,800	228,500	18.1%
ENGINEERING						
PERSONNEL	9,014,234	9,598,900	9,467,000	10,193,000	594,100	6.2%
MATERIALS & FUELS	15,813	20,800	20,800	21,500	700	3.4%
OUTSIDE SERVICES	227,974	297,600	297,600	303,200	5,600	1.9%
SUPPORT EXPENSES	105,258	165,100	165,100	167,100	2,000	1.2%
TOTAL ENGINEERING	9,363,279	10,082,400	9,950,500	10,684,800	602,400	6.0%
ENVIRONMENTAL SERVICES						
PERSONNEL	10,857,636	12,311,700	12,447,500	13,450,000	1,138,300	9.2%
MATERIALS & FUELS	989,909	957,000	981,700	1,035,700	78,700	8.2%
OUTSIDE SERVICES	1,712,176	2,177,900	2,443,800	2,539,200	361,300	16.6%
SUPPORT EXPENSES	117,308	302,700	288,500	309,200	6,500	2.1%
TOTAL ENVIRONMENTAL SERVICES	13,677,029	15,749,300	16,161,500	17,334,100	1,584,800	10.1%
HUMAN RESOURCES						
PERSONNEL	2,239,218	2,470,700	2,488,500	2,605,200	134,500	5.4%
MATERIALS & FUELS	62,117	65,000	65,000	65,000	-	0.0%
OUTSIDE SERVICES	201,348	203,000	208,000	198,000	(5,000)	-2.5%
SUPPORT EXPENSES	676,070	762,100	831,500	845,600	83,500	11.0%
TOTAL HUMAN RESOURCES	3,178,753	3,500,800	3,593,000	3,713,800	213,000	6.1%
INFORMATION TECHNOLOGY						
PERSONNEL	5,150,313	5,612,000	5,587,200	5,840,100	228,100	4.1%
MATERIALS & FUELS	522,068	330,000	410,000	410,000	80,000	24.2%
OUTSIDE SERVICES	3,850,604	3,320,300	3,955,000	4,195,300	875,000	26.4%
SUPPORT EXPENSES	669,394	717,700	731,700	779,700	62,000	8.6%
TOTAL INFORMATION TECHNOLOGY	10,192,379	9,980,000	10,683,900	11,225,100	1,245,100	12.5%
LEGAL						
PERSONNEL	945,819	1,225,300	1,194,200	1,468,900	243,600	19.9%
MATERIALS & FUELS	4,886	1,000	2,000	2,500	1,500	150.0%
OUTSIDE SERVICES	2,335,787	1,700,000	1,700,000	1,700,000	-	0.0%
SUPPORT EXPENSES	39,083	43,500	46,000	54,000	10,500	24.1%
TOTAL LEGAL	3,325,575	2,969,800	2,942,200	3,225,400	255,600	8.6%

METRO WATER RECOVERY

OBJECT SUMMARY BY DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted	Adopted to Budget	
					*** Variance ***	
					Dollars	Percent
OFFICE OF THE CEO						
PERSONNEL	2,418,561	2,435,200	2,503,300	2,619,300	184,100	7.6%
MATERIALS & FUELS	6,248	20,500	20,500	25,500	5,000	24.4%
OUTSIDE SERVICES	411,990	550,000	495,000	495,000	(55,000)	-10.0%
SUPPORT EXPENSES	412,177	427,000	518,000	543,000	116,000	27.2%
TOTAL OFFICE OF THE CEO	3,248,976	3,432,700	3,536,800	3,682,800	250,100	7.3%
STRATEGY & COMMUNICATION						
PERSONNEL	2,433,504	2,658,900	2,651,600	3,076,500	417,600	15.7%
MATERIALS & FUELS	17,594	19,000	25,000	25,000	6,000	31.6%
OUTSIDE SERVICES	163,071	282,000	289,600	271,200	(10,800)	-3.8%
SUPPORT EXPENSES	146,451	430,000	595,300	625,400	195,400	45.4%
TOTAL STRATEGY & COMMUNICATION	2,760,620	3,389,900	3,561,500	3,998,100	608,200	17.9%
TECHNOLOGY & INNOVATION						
PERSONNEL	3,608,470	4,514,900	4,484,500	4,707,600	192,700	4.3%
MATERIALS & FUELS	419,294	450,000	480,000	510,000	60,000	13.3%
OUTSIDE SERVICES	255,547	375,000	475,000	480,000	105,000	28.0%
SUPPORT EXPENSES	90,177	94,100	94,100	106,000	11,900	12.6%
TOTAL TECHNOLOGY & INNOVATION	4,373,488	5,434,000	5,533,600	5,803,600	369,600	6.8%
TOTAL METRO	\$ 128,162,596	\$ 142,927,200	\$ 142,989,800	\$ 151,424,800	8,497,600	5.9%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
TRANSMISSION OF WASTEWATER						
<i>TRANSMISSION - LIFT STATIONS</i>						
PERSONNEL	49,558	100,200	441,200	462,700	362,500	361.78%
MATERIALS & FUELS	7,547	18,000	11,000	15,000	(3,000)	-16.67%
UTILITIES	120,779	138,000	138,000	145,000	7,000	5.07%
Subtotal	177,884	256,200	590,200	622,700	366,500	143.05%
<i>TRANSMISSION - ANNUAL CHARGES METERING/SAMPLING</i>						
PERSONNEL	22,222	19,000	141,600	148,500	129,500	681.58%
MATERIALS & FUELS	1,749	94,000	50,000	60,000	(34,000)	-36.17%
UTILITIES	35,604	59,000	59,000	62,300	3,300	5.59%
OUTSIDE SERVICES	-	28,000	28,000	30,000	2,000	7.14%
Subtotal	59,575	200,000	278,600	300,800	100,800	50.40%
<i>TRANSMISSION - PLANT METERING/SAMPLING</i>						
PERSONNEL	1,253	12,400	-	-	(12,400)	-100.00%
MATERIALS & FUELS	-	8,000	-	-	(8,000)	-100.00%
Subtotal	1,253	20,400	-	-	(20,400)	-100.00%
<i>TRANSMISSION - INDUSTRIAL WASTE METERING/SAMPLING</i>						
PERSONNEL	-	25,000	-	-	(25,000)	-100.00%
Subtotal	-	25,000	-	-	(25,000)	-100.00%
<i>TRANSMISSION - OTHER METERING/SAMPLING</i>						
PERSONNEL	-	8,000	-	-	(8,000)	-100.00%
Subtotal	-	8,000	-	-	(8,000)	-100.00%
<i>TRANSMISSION - INTERCEPTORS</i>						
PERSONNEL	1,907,531	2,282,900	508,500	538,200	(1,744,700)	-76.42%
MATERIALS & FUELS	99,150	238,000	223,000	232,000	(6,000)	-2.52%
UTILITIES	11,413	27,000	27,000	28,000	1,000	3.70%
OUTSIDE SERVICES	41,277	19,000	19,000	25,000	6,000	31.58%
SUPPORT SERVICES	13,754	25,000	-	-	(25,000)	-100.00%
Subtotal	2,073,125	2,591,900	777,500	823,200	(1,768,700)	-68.24%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted	Adopted to Budget *** Variance ***	
						Dollars	Percent
TRANSMISSION - TREATMENT SUPPORT							
PERSONNEL		368	-	-	-	-	0.00%
	Subtotal	368	-	-	-	-	0.00%
TRANSMISSION - LINE LOCATE							
PERSONNEL		61,850	-	298,700	313,000	313,000	0.00%
MATERIALS & FUELS		1,972	30,000	30,000	31,500	1,500	5.00%
OUTSIDE SERVICES		18,952	30,000	30,000	31,000	1,000	3.33%
	Subtotal	82,774	60,000	358,700	375,500	315,500	525.83%
TOTAL TRANSMISSION OF WASTEWATER		2,394,979	3,161,500	2,005,000	2,122,200	(1,039,300)	-32.87%
RWHTF TREATMENT OF WASTEWATER							
NORTH PRIMARY							
PERSONNEL		466,473	904,600	880,400	921,900	17,300	1.91%
MATERIALS & FUELS		274,353	335,000	315,000	334,000	(1,000)	-0.30%
UTILITIES		65,830	60,000	57,300	60,000	-	0.00%
OUTSIDE SERVICES		-	21,000	10,000	10,000	(11,000)	-52.38%
	Subtotal	806,656	1,320,600	1,262,700	1,325,900	5,300	0.40%
SOUTH PRIMARY							
PERSONNEL		378,181	767,200	880,400	921,900	154,700	20.16%
MATERIALS & FUELS		205,949	210,000	235,000	244,000	34,000	16.19%
UTILITIES		65,830	60,000	57,300	60,000	-	0.00%
	Subtotal	649,960	1,037,200	1,172,700	1,225,900	188,700	18.19%
NORTH SECONDARY							
PERSONNEL		730,312	1,251,100	880,400	921,900	(329,200)	-26.31%
MATERIALS & FUELS		647,801	629,400	475,000	478,000	(151,400)	-24.05%
UTILITIES		2,139,470	2,350,000	2,144,800	2,087,500	(262,500)	-11.17%
OUTSIDE SERVICES		65,505	80,000	70,000	75,000	(5,000)	-6.25%
	Subtotal	3,583,088	4,310,500	3,570,200	3,562,400	(748,100)	-17.36%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
<i>SOUTH SECONDARY</i>						
PERSONNEL	620,754	1,117,300	880,400	921,900	(195,400)	-17.49%
MATERIALS & FUELS	419,930	169,700	375,000	394,000	224,300	132.17%
UTILITIES	1,733,519	2,350,000	2,144,800	2,087,500	(262,500)	-11.17%
OUTSIDE SERVICES	86,887	7,000	139,000	144,000	137,000	1957.14%
Subtotal	2,861,090	3,644,000	3,539,200	3,547,400	(96,600)	-2.65%
<i>DISINFECTION</i>						
PERSONNEL	306,581	531,600	746,200	781,900	250,300	47.08%
MATERIALS & FUELS	222,720	204,400	325,000	339,000	134,600	65.85%
CHEMICALS	5,895,380	5,580,000	5,580,000	5,852,500	272,500	4.88%
UTILITIES	241,376	315,000	300,900	315,000	-	0.00%
Subtotal	6,666,057	6,708,000	6,952,100	7,288,400	580,400	8.65%
<i>GREASE PROCESSING</i>						
PERSONNEL	215,147	392,500	735,100	770,500	378,000	96.31%
MATERIALS & FUELS	49,320	119,500	110,000	119,000	(500)	-0.42%
OUTSIDE SERVICES	3,062	-	-	-	-	0.00%
Subtotal	267,529	689,000	1,022,100	1,075,300	386,300	56.07%
<i>SUPPORT</i>						
PERSONNEL	9,564,113	6,512,100	5,762,000	6,075,500	(436,600)	-6.70%
MATERIALS & FUELS	545,134	620,000	405,000	431,000	(189,000)	-30.48%
UTILITIES	1,516,056	1,465,000	1,448,100	1,519,700	54,700	3.73%
OUTSIDE SERVICES	190,521	861,000	858,000	805,000	(56,000)	-6.50%
SUPPORT SERVICES	199,217	201,000	201,000	255,900	54,900	27.31%
Subtotal	12,015,041	9,659,100	8,674,100	9,087,100	(572,000)	-5.92%
<i>PROCESS CONTROL OPS</i>						
PERSONNEL	378,069	812,200	668,800	660,700	(151,500)	-18.65%
Subtotal	378,069	812,200	668,800	660,700	(151,500)	-18.65%
TOTAL RWHTF TREATMENT OF WASTEWATER	27,227,490	28,180,600	26,861,900	27,773,100	(407,500)	-1.45%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
RWHTF PROCESSING OF SOLIDS						
<i>DISSOLVED AIR FLOTATION</i>						
PERSONNEL	322,115	591,400	855,300	896,000	304,600	51.50%
MATERIALS & FUELS	153,161	269,400	200,000	209,000	(60,400)	-22.42%
CHEMICALS	595,249	830,000	830,000	830,000	-	0.00%
UTILITIES	373,036	440,000	420,300	440,000	-	0.00%
OUTSIDE SERVICES	29,407	57,000	20,000	21,000	(36,000)	-63.16%
Subtotal	1,472,968	2,187,800	2,325,600	2,396,000	208,200	9.52%
<i>ANAEROBIC DIGESTION</i>						
PERSONNEL	642,122	1,214,700	864,300	905,700	(309,000)	-25.44%
MATERIALS & FUELS	429,412	607,900	475,000	499,000	(108,900)	-17.91%
CHEMICALS	875,026	1,185,000	1,320,000	1,330,000	145,000	12.24%
UTILITIES	164,575	357,000	348,900	365,800	8,800	2.46%
OUTSIDE SERVICES	981,589	9,000	68,000	73,000	64,000	711.11%
Subtotal	3,092,724	3,373,600	3,076,200	3,173,500	(200,100)	-5.93%
<i>COGENERATION</i>						
PERSONNEL	123,396	182,900	864,300	905,700	722,800	395.19%
MATERIALS & FUELS	39,748	117,500	125,000	134,000	16,500	14.04%
OUTSIDE SERVICES	1,547,230	1,633,000	1,639,000	1,720,500	87,500	5.36%
Subtotal	1,710,374	1,933,400	2,628,300	2,760,200	826,800	42.76%
<i>CENTRIFUGATION</i>						
PERSONNEL	691,804	1,550,900	865,900	907,600	(643,300)	-41.48%
MATERIALS & FUELS	295,413	323,500	275,000	289,000	(34,500)	-10.66%
CHEMICALS	2,528,318	3,186,000	3,171,000	3,110,000	(76,000)	-2.39%
UTILITIES	515,667	568,000	542,600	568,000	-	0.00%
OUTSIDE SERVICES	41,775	-	-	-	-	0.00%
Subtotal	4,072,977	5,628,400	4,854,500	4,874,600	(753,800)	-13.39%
TOTAL RWHTF PROCESSING OF SOLIDS	10,349,043	13,123,200	12,884,600	13,204,300	81,100	0.62%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
RWHTF RECYCLING OF SOLIDS						
<i>METROGRO AG TRANSPORT</i>						
PERSONNEL	3,294,486	1,848,500	1,481,000	1,683,300	(165,200)	-8.94%
MATERIALS & FUELS	1,143,443	603,000	643,000	674,400	71,400	11.84%
OUTSIDE SERVICES	22,231	35,000	39,000	40,000	5,000	14.29%
SUPPORT SERVICES	389	-	-	-	-	0.00%
Subtotal	4,460,549	2,486,500	2,163,000	2,397,700	(88,800)	-3.57%
<i>METROGRO FARM AG TRANSPORT</i>						
PERSONNEL	291,819	833,800	1,255,200	1,427,100	593,300	71.16%
MATERIALS & FUELS	679,013	1,155,000	1,135,000	1,189,200	34,200	2.96%
OUTSIDE SERVICES	24	17,000	-	-	(17,000)	-100.00%
Subtotal	970,856	2,005,800	2,390,200	2,616,300	610,500	30.44%
<i>METROGRO AG DISTRIBUTION</i>						
PERSONNEL	913,145	1,289,400	666,900	718,700	(570,700)	-44.26%
MATERIALS & FUELS	515,928	420,000	420,000	442,500	22,500	5.36%
OUTSIDE SERVICES	93,009	128,000	124,000	132,000	4,000	3.13%
Subtotal	1,522,082	1,837,400	1,210,900	1,293,200	(544,200)	-29.62%
<i>METROGRO AG DISTRIBUTION</i>						
PERSONNEL	12,710	-	-	-	-	0.00%
Subtotal	12,710	-	-	-	-	0.00%
<i>METROGRO FARM AG DISTRIBUTION</i>						
PERSONNEL	309,539	837,400	666,900	718,700	(118,700)	-14.17%
MATERIALS & FUELS	63,903	229,000	209,000	220,900	(8,100)	-3.54%
OUTSIDE SERVICES	15,901	87,000	83,000	87,000	-	0.00%
Subtotal	389,343	1,153,400	958,900	1,026,600	(126,800)	-10.99%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
<i>RECYCLE SUPPORT</i>						
PERSONNEL	9,165	24,300	-	-	(24,300)	-100.00%
MATERIALS & FUELS	1,382	80,000	75,000	53,000	(27,000)	-33.75%
Subtotal	10,547	104,300	75,000	53,000	(51,300)	-49.19%
<i>METROGRO FARM ACTIVITIES</i>						
PERSONNEL	503,099	1,147,500	878,400	938,300	(209,200)	-18.23%
MATERIALS & FUELS	397,975	1,094,000	1,094,000	1,148,600	54,600	4.99%
CHEMICALS	1,457,065	1,800,000	1,800,000	1,890,000	90,000	5.00%
UTILITIES	13,465	48,000	48,000	50,200	2,200	4.58%
OUTSIDE SERVICES	961,900	1,261,000	881,000	928,000	(333,000)	-26.41%
SUPPORT SERVICES	4,244	-	-	-	-	0.00%
Subtotal	3,337,748	5,350,500	4,701,400	4,955,100	(395,400)	-7.39%
<i>STROMO COMPOSTING TRANSPORT</i>						
PERSONNEL	-	-	86,700	91,000	91,000	0.00%
OUTSIDE SERVICES	51,363	6,000	6,000	6,000	-	0.00%
Subtotal	51,363	6,000	92,700	97,000	91,000	1516.67%
<i>BUILDING SUPPORT</i>						
PERSONNEL	32,134	81,800	227,100	254,100	172,300	210.64%
MATERIALS & FUELS	41,215	33,000	33,000	34,600	1,600	4.85%
UTILITIES	4,352	8,000	8,000	8,400	400	5.00%
OUTSIDE SERVICES	9,586	44,000	35,000	38,000	(6,000)	-13.64%
Subtotal	87,287	166,800	303,100	335,100	168,300	100.90%
TOTAL RWHTF RECYCLING OF SOLIDS	10,842,485	13,110,700	11,895,200	12,774,000	(336,700)	-2.57%
<i>NTP TREATMENT OF WASTEWATER</i>						
<i>HEADWORKS</i>						
PERSONNEL	125,757	261,900	213,400	223,100	(38,800)	-14.81%
MATERIALS & FUELS	29,481	-	-	-	-	0.00%
UTILITIES	142,589	136,500	136,500	141,000	4,500	3.30%
OUTSIDE SERVICES	1,930	2,300	2,300	2,400	100	4.35%
Subtotal	299,757	400,700	352,200	366,500	(34,200)	-8.54%

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METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget	
					*** Variance ***	
					Dollars	Percent
<i>SUPPORT</i>						
PERSONNEL	668,683	987,500	-	-	(987,500)	-100.00%
MATERIALS & FUELS	122,408	850,000	-	-	(850,000)	-100.00%
OUTSIDE SERVICES	460,895	554,000	-	-	(554,000)	-100.00%
SUPPORT SERVICES	18,420	24,500	-	-	(24,500)	-100.00%
Subtotal	1,270,406	2,416,000	-	-	(2,416,000)	-100.00%
TOTAL NTP TREATMENT OF WASTEWATER	3,240,835	5,006,000	2,851,300	3,038,500	(1,967,500)	-39.30%
NTP PROCESSING OF SOLIDS						
<i>GRAVITY THICKENING</i>						
PERSONNEL	115,046	237,200	224,000	234,200	(3,000)	-1.26%
MATERIALS & FUELS	32,216	-	-	-	-	0.00%
UTILITIES	37,000	41,500	41,500	43,000	1,500	3.61%
OUTSIDE SERVICES	9,888	8,100	8,100	8,000	(100)	-1.23%
Subtotal	194,150	286,800	273,600	285,200	(1,600)	-0.56%
<i>WAS THICKENING</i>						
PERSONNEL	104,297	237,200	224,000	234,200	(3,000)	-1.26%
MATERIALS & FUELS	25,606	-	-	-	-	0.00%
CHEMICALS	60,914	200,000	200,000	210,000	10,000	5.00%
UTILITIES	21,915	35,000	35,000	36,000	1,000	2.86%
Subtotal	212,732	472,200	459,000	480,200	8,000	1.69%
<i>ANAEROBIC DIGESTION</i>						
PERSONNEL	123,209	258,800	224,000	234,200	(24,600)	-9.51%
MATERIALS & FUELS	61,547	-	-	-	-	0.00%
CHEMICALS	25,317	180,000	180,000	189,000	9,000	5.00%
UTILITIES	190,118	261,500	186,500	201,000	(60,500)	-23.14%
OUTSIDE SERVICES	8,666	-	-	-	-	0.00%
Subtotal	408,857	700,300	590,500	624,200	(76,100)	-10.87%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
<i>DIGESTED SOLIDS DEWATERING</i>						
PERSONNEL	137,432	261,300	224,000	234,200	(27,100)	-10.37%
MATERIALS & FUELS	143,263	-	-	-	-	0.00%
CHEMICALS	413,316	565,000	565,000	595,000	30,000	5.31%
UTILITIES	21,915	31,500	31,500	33,000	1,500	4.76%
OUTSIDE SERVICES	-	69,500	69,500	72,000	2,500	3.60%
Subtotal	715,926	927,300	890,000	934,200	6,900	0.74%
<i>DIGESTED SOLIDS DEWATERING</i>						
PERSONNEL	97,343	184,700	224,000	234,200	49,500	26.80%
MATERIALS & FUELS	44,739	-	-	-	-	0.00%
UTILITIES	146,868	170,000	170,000	200,000	30,000	17.65%
OUTSIDE SERVICES	34,321	85,500	85,500	90,000	4,500	5.26%
Subtotal	323,271	440,200	479,500	524,200	84,000	19.08%
TOTAL NTP PROCESSING OF SOLIDS	1,854,936	2,826,800	2,692,600	2,848,000	21,200	0.75%
NTP RECYCLING OF SOLIDS						
<i>METROGRO FARM AG TRANSPORT</i>						
PERSONNEL	67,579	101,000	104,600	109,200	8,200	8.12%
MATERIALS & FUELS	-	3,000	3,000	3,100	100	3.33%
Subtotal	67,579	104,000	107,600	112,300	8,300	7.98%
<i>METROGRO FARM AG DISTRIBUTION</i>						
PERSONNEL	30,605	97,900	104,600	109,200	11,300	11.54%
MATERIALS & FUELS	20,896	3,000	3,000	3,100	100	3.33%
Subtotal	51,501	100,900	107,600	112,300	11,400	11.30%
<i>PRIVATE COMPOSTER</i>						
PERSONNEL	-	-	88,900	92,600	92,600	0.00%
OUTSIDE SERVICES	-	-	20,000	25,000	25,000	0.00%
Subtotal	-	-	108,900	117,600	117,600	0.00%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget		
					*** Variance		
					Dollars	***	Percent
<i>NTP SUPPORT</i>							
PERSONNEL	39,702	123,000	228,800	259,300	136,300		110.81%
MATERIALS & FUELS	167	56,000	56,000	58,800	2,800		5.00%
OUTSIDE SERVICES	-	20,000	15,000	15,000	(5,000)		-25.00%
Subtotal	39,869	199,000	299,800	333,100	134,100		67.39%
<i>DISTRICT VEHICLES (NTP)</i>							
PERSONNEL	56,970	143,900	120,900	241,600	97,700		67.89%
MATERIALS & FUELS	24,380	36,000	36,000	37,700	1,700		4.72%
OUTSIDE SERVICES	17,003	-	35,000	35,000	35,000		0.00%
Subtotal	98,353	179,900	191,900	314,300	134,400		74.71%
TOTAL NTP RECYCLING OF SOLIDS	257,302	583,800	815,800	989,600	405,800		69.51%
TECHNICAL MANAGEMENT SUPPORT							
<i>RWHTF MANAGEMENT</i>							
PERSONNEL	1,638,592	1,610,200	2,167,200	2,278,800	668,600		41.52%
MATERIALS & FUELS	48,023	27,000	27,000	37,000	10,000		37.04%
OUTSIDE SERVICES	89,843	77,000	77,000	82,000	5,000		6.49%
SUPPORT SERVICES	45,116	51,500	51,500	53,100	1,600		3.11%
Subtotal	1,821,574	1,765,700	2,322,700	2,450,900	685,200		38.81%
<i>NTP MANAGEMENT</i>							
PERSONNEL	514,566	518,000	702,400	936,100	418,100		80.71%
MATERIALS & FUELS	61,349	23,000	23,000	24,000	1,000		4.35%
OUTSIDE SERVICES	4,077	30,000	30,000	31,500	1,500		5.00%
SUPPORT SERVICES	9,735	26,000	26,000	28,000	2,000		7.69%
Subtotal	589,727	597,000	781,400	1,019,600	422,600		70.79%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
<i>GROUNDS</i>						
PERSONNEL	751,345	524,800	642,900	672,900	148,100	28.22%
MATERIALS & FUELS	100,776	185,000	218,000	229,000	44,000	23.78%
OUTSIDE SERVICES	249,570	460,000	460,000	475,000	15,000	3.26%
SUPPORT SERVICES	598	-	-	-	-	0.00%
Subtotal	1,102,289	1,169,800	1,320,900	1,376,900	207,100	17.70%
<i>EQUIPMENT</i>						
PERSONNEL	114,758	257,500	894,000	934,700	677,200	262.99%
MATERIALS & FUELS	496,412	266,700	225,000	236,000	(30,700)	-11.51%
OUTSIDE SERVICES	113,744	143,800	120,800	126,000	(17,800)	-12.38%
Subtotal	724,914	668,000	1,239,800	1,296,700	628,700	94.12%
<i>SUPPORT TO FACILITIES</i>						
PERSONNEL	362,740	739,600	580,900	609,300	(130,300)	-17.62%
MATERIALS & FUELS	412,760	324,000	495,000	580,000	256,000	79.01%
OUTSIDE SERVICES	1,603,649	1,173,000	1,342,000	1,497,000	324,000	27.62%
Subtotal	2,379,149	2,236,600	2,417,900	2,686,300	449,700	20.11%
<i>SUPPORT TO TRANSMISSION</i>						
PERSONNEL	247,806	592,700	-	-	(592,700)	-100.00%
MATERIALS & FUELS	309,140	91,000	25,000	-	(91,000)	-100.00%
OUTSIDE SERVICES	-	5,000	-	-	(5,000)	-100.00%
Subtotal	556,946	688,700	25,000	-	(688,700)	-100.00%
<i>RR&R MANAGEMENT</i>						
PERSONNEL	1,525,928	792,200	1,299,500	1,407,000	614,800	77.61%
MATERIALS & FUELS	54,405	25,000	25,000	26,200	1,200	4.80%
OUTSIDE SERVICES	10,496	30,000	30,000	30,000	-	0.00%
SUPPORT SERVICES	89,093	143,500	143,500	150,800	7,300	5.09%
Subtotal	1,679,922	990,700	1,498,000	1,614,000	623,300	62.92%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget	
					*** Variance ***	
					Dollars	Percent
<i>SUPPORT</i>						
PERSONNEL	1,168,165	968,900	2,407,400	2,525,200	1,556,300	160.63%
MATERIALS & FUELS	124,084	107,000	957,000	1,031,500	924,500	864.02%
UTILITIES	695,795	828,000	978,000	1,020,000	192,000	23.19%
OUTSIDE SERVICES	3,336	172,000	706,000	737,600	565,600	328.84%
SUPPORT SERVICES	35,207	27,500	142,000	148,500	121,000	440.00%
Subtotal	2,026,587	2,103,400	5,190,400	5,462,800	3,359,400	159.71%
<i>SUPPORT TO PROCESS CONTROL</i>						
PERSONNEL	30,745	91,800	-	-	(91,800)	-100.00%
Subtotal	30,745	91,800	-	-	(91,800)	-100.00%
<i>DISTRICT VEHICLES</i>						
PERSONNEL	457,001	405,100	881,900	808,000	402,900	99.46%
MATERIALS & FUELS	475,040	550,000	550,000	577,400	27,400	4.98%
OUTSIDE SERVICES	29,652	37,000	24,000	26,000	(11,000)	-29.73%
Subtotal	961,693	992,100	1,455,900	1,411,400	419,300	42.26%
<i>ANALYTICAL SERVICES MANAGEMENT</i>						
PERSONNEL	4,008,949	4,089,700	4,129,700	4,313,300	223,600	5.47%
MATERIALS & FUELS	672,887	800,000	750,000	788,000	(12,000)	-1.50%
OUTSIDE SERVICES	235,286	332,900	323,600	327,000	(5,900)	-1.77%
SUPPORT SERVICES	54,362	92,400	69,900	76,000	(16,400)	-17.75%
Subtotal	4,971,484	5,315,000	5,273,200	5,504,300	189,300	3.56%
<i>ENGINEERING MANAGEMENT</i>						
PERSONNEL	7,456,231	7,892,700	7,788,000	8,435,800	543,100	6.88%
MATERIALS & FUELS	15,813	20,800	20,800	21,500	700	3.37%
OUTSIDE SERVICES	217,697	297,600	297,600	303,200	5,600	1.88%
SUPPORT SERVICES	105,258	165,100	165,100	167,100	2,000	1.21%
Subtotal	7,794,999	8,376,200	8,271,500	8,927,600	551,400	6.58%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
<i>TECHNOLOGY AND INNOVATION</i>						
PERSONNEL	3,608,470	4,400,100	4,369,700	4,572,800	172,700	3.92%
MATERIALS & FUELS	408,233	450,000	480,000	510,000	60,000	13.33%
OUTSIDE SERVICES	27,870	25,000	25,000	30,000	5,000	20.00%
SUPPORT SERVICES	127,212	-	-	-	-	0.00%
Subtotal	4,057,295	4,875,100	4,874,700	5,112,800	237,700	4.88%
<i>CAPITAL PLANNING</i>						
PERSONNEL	1,099,401	1,132,800	1,128,700	1,355,800	223,000	19.69%
MATERIALS & FUELS	1,473	5,000	5,000	5,000	-	0.00%
OUTSIDE SERVICES	43,325	100,000	100,000	100,000	-	0.00%
SUPPORT SERVICES	11,545	22,500	28,000	28,000	5,500	24.44%
Subtotal	1,155,744	1,260,300	1,261,700	1,488,800	228,500	18.13%
TOTAL TECHNICAL MANAGEMENT	29,853,068	31,130,400	35,933,100	38,352,100	7,221,700	23.20%
 <i>ADMINISTRATIVE SUPPORT</i>						
<i>ENVIRONMENTAL SVCS MGMT</i>						
PERSONNEL	319,910	459,800	465,800	485,500	25,700	5.59%
MATERIALS & FUELS	7,469	16,000	20,000	22,000	6,000	37.50%
OUTSIDE SERVICES	1,955	65,000	75,000	75,000	10,000	15.38%
SUPPORT SERVICES	14,558	42,800	42,800	42,800	-	0.00%
Subtotal	343,892	583,600	603,600	625,300	41,700	7.15%
<i>PRTRTMNT/INDSTRL WASTE</i>						
PERSONNEL	2,384,124	2,633,300	2,750,100	2,870,600	237,300	9.01%
MATERIALS & FUELS	7,899	12,800	16,700	16,700	3,900	30.47%
OUTSIDE SERVICES	1,910	3,800	4,000	4,000	200	5.26%
SUPPORT SERVICES	14,905	39,100	41,800	43,500	4,400	11.25%
Subtotal	2,408,838	2,689,000	2,812,600	2,934,800	245,800	9.14%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
<i>INDUSTRIAL PRTRTMNT PROCESS ENGINEERING</i>						
PERSONNEL	667,519	989,000	984,300	1,217,100	228,100	23.06%
MATERIALS & FUELS	-	11,300	6,000	12,000	700	6.19%
OUTSIDE SERVICES	-	15,000	25,000	25,000	10,000	66.67%
SUPPORT SERVICES	72	41,400	24,800	28,100	(13,300)	-32.13%
Subtotal	667,591	1,056,700	1,040,100	1,282,200	225,500	21.34%
<i>QUALITY ASSURANCE AND SAMPLING</i>						
PERSONNEL	-	-	1,948,200	2,293,300	2,293,300	0.00%
MATERIALS & FUELS	-	-	140,000	147,000	147,000	0.00%
OUTSIDE SERVICES	-	-	1,328,000	1,395,000	1,395,000	0.00%
SUPPORT SERVICES	-	-	32,500	34,700	34,700	0.00%
Subtotal	-	-	3,448,700	3,870,000	3,870,000	0.00%
<i>REGULATORY COMPLIANCE</i>						
PERSONNEL	2,588,922	3,193,800	1,224,900	1,281,800	(1,912,000)	-59.87%
MATERIALS & FUELS	271,500	77,000	10,000	10,000	(67,000)	-87.01%
OUTSIDE SERVICES	1,391,235	1,355,000	282,000	307,000	(1,048,000)	-77.34%
SUPPORT SERVICES	23,458	48,600	29,100	32,000	(16,600)	-34.16%
Subtotal	4,275,115	4,674,400	1,546,000	1,630,800	(3,043,600)	-65.11%
<i>SAFETY</i>						
PERSONNEL	463,648	474,800	481,400	503,800	29,000	6.11%
MATERIALS & FUELS	51,908	60,000	60,000	60,000	-	0.00%
OUTSIDE SERVICES	30,553	44,000	44,000	44,000	-	0.00%
SUPPORT SERVICES	32,338	28,600	30,500	30,500	1,900	6.64%
Subtotal	578,447	607,400	615,900	638,300	30,900	5.09%
<i>GOVTL AFFAIRS/WATER QUALITY</i>						
PERSONNEL	888,212	946,100	944,500	988,400	42,300	4.47%
MATERIALS & FUELS	30,154	39,900	39,000	40,000	100	0.25%
OUTSIDE SERVICES	81,789	406,200	406,200	406,200	-	0.00%
SUPPORT SERVICES	9,954	38,400	47,600	52,100	13,700	35.68%
Subtotal	1,010,109	1,430,600	1,437,300	1,486,700	56,100	3.92%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget *** Variance ***	
					Dollars	Percent
<i>STRATEGY AND COMMUNICATION</i>						
PERSONNEL	2,433,504	2,658,900	2,651,600	3,076,500	417,600	15.71%
MATERIALS & FUELS	17,594	19,000	25,000	25,000	6,000	31.58%
OUTSIDE SERVICES	163,071	282,000	289,600	271,200	(10,800)	-3.83%
SUPPORT SERVICES	146,452	430,000	595,300	625,400	195,400	45.44%
Subtotal	2,760,621	3,389,900	3,561,500	3,998,100	608,200	17.94%
<i>OFFICE OF THE MANAGER</i>						
PERSONNEL	2,418,561	2,435,200	2,503,300	2,619,300	184,100	7.56%
MATERIALS & FUELS	6,248	20,500	20,500	25,500	5,000	24.39%
OUTSIDE SERVICES	333,540	450,000	400,000	400,000	(50,000)	-11.11%
SUPPORT SERVICES	361,123	372,000	461,000	484,000	112,000	30.11%
Subtotal	3,119,472	3,277,700	3,384,800	3,528,800	251,100	7.66%
<i>TECHNOLOGY AND INNOVATION</i>						
PERSONNEL	-	114,800	114,800	134,800	20,000	17.42%
MATERIALS & FUELS	11,061	-	-	-	-	0.00%
OUTSIDE SERVICES	227,677	350,000	450,000	450,000	100,000	28.57%
SUPPORT SERVICES	77,455	94,100	94,100	106,000	11,900	12.65%
Subtotal	316,193	558,900	658,900	690,800	131,900	23.60%
<i>BOARD OF DIRECTORS</i>						
OUTSIDE SERVICES	78,450	100,000	95,000	95,000	(5,000)	-5.00%
SUPPORT SERVICES	51,054	55,000	57,000	59,000	4,000	7.27%
Subtotal	129,504	155,000	152,000	154,000	(1,000)	-0.65%
<i>HUMAN RESOURCES</i>						
PERSONNEL	1,775,570	1,995,900	2,007,100	2,101,400	105,500	5.29%
MATERIALS & FUELS	10,209	5,000	5,000	5,000	-	0.00%
OUTSIDE SERVICES	170,795	159,000	164,000	154,000	(5,000)	-3.14%
SUPPORT SERVICES	643,732	733,500	801,000	815,100	81,600	11.12%
Subtotal	2,600,306	2,893,400	2,977,100	3,075,500	182,100	6.29%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

					Adopted to Budget	
					*** Variance ***	
					Dollars	Percent
<i>LEGAL SERVICES</i>						
PERSONNEL	945,819	1,225,300	1,194,200	1,468,900	243,600	19.88%
MATERIALS & FUELS	4,886	1,000	2,000	2,500	1,500	150.00%
OUTSIDE SERVICES	2,335,787	1,700,000	1,700,000	1,700,000	-	0.00%
SUPPORT SERVICES	39,083	43,500	46,000	54,000	10,500	24.14%
Subtotal	3,325,575	2,969,800	2,942,200	3,225,400	255,600	8.61%
<i>INFORMATION SERVICES</i>						
PERSONNEL	5,150,313	5,612,000	5,587,200	5,840,100	228,100	4.06%
MATERIALS & FUELS	522,068	330,000	410,000	410,000	80,000	24.24%
OUTSIDE SERVICES	3,850,604	3,320,300	3,955,000	4,195,300	875,000	26.35%
SUPPORT SERVICES	669,394	717,700	731,700	779,700	62,000	8.64%
Subtotal	10,192,379	9,980,000	10,683,900	11,225,100	1,245,100	12.48%
<i>FINANCE</i>						
PERSONNEL	1,722,071	1,881,100	1,601,000	1,672,600	(208,500)	-11.08%
MATERIALS & FUELS	6,828	11,000	10,500	11,000	-	0.00%
OUTSIDE SERVICES	485,726	538,700	468,700	548,100	9,400	1.74%
SUPPORT SERVICES	18,020	33,900	29,100	30,100	(3,800)	-11.21%
Subtotal	2,232,645	2,464,700	2,109,300	2,261,800	(202,900)	-8.23%
<i>PROCUREMENT</i>						
PERSONNEL	906,334	1,033,200	1,193,200	1,248,700	215,500	20.86%
MATERIALS & FUELS	248,689	242,000	265,000	315,000	73,000	30.17%
OUTSIDE SERVICES	6,301	-	-	-	-	0.00%
SUPPORT SERVICES	10,031	44,600	44,600	44,900	300	0.67%
Subtotal	1,171,355	1,319,800	1,502,800	1,608,600	288,800	21.88%
<i>WAREHOUSE</i>						
PERSONNEL	1,026,680	1,104,900	1,030,200	1,079,200	(25,700)	-2.33%
MATERIALS & FUELS	6,575	10,000	10,000	10,000	-	0.00%
OUTSIDE SERVICES	179	1,000	1,000	1,000	-	0.00%
SUPPORT SERVICES	215	3,500	3,500	3,500	-	0.00%
Subtotal	1,033,649	1,119,400	1,044,700	1,093,700	(25,700)	-2.30%

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

				Adopted to Budget *** Variance ***	
				Dollars	Percent
<i>INSURANCE</i>					
OUTSIDE SERVICES	52,500	55,200	55,200	57,900	2,700 4.89%
SUPPORT SERVICES	2,803,868	2,933,200	2,941,600	3,205,200	272,000 9.27%
Subtotal	2,856,368	2,988,400	2,996,800	3,263,100	274,700 9.19%
<i>SECURITY</i>					
PERSONNEL	313,424	318,300	432,100	554,000	235,700 74.05%
MATERIALS & FUELS	9,743	27,000	27,000	45,000	18,000 66.67%
OUTSIDE SERVICES	1,228,759	1,574,000	1,374,000	1,353,000	(221,000) -14.04%
SUPPORT SERVICES	193	20,000	20,000	20,800	800 4.00%
Subtotal	1,552,119	1,939,300	1,853,100	1,972,800	33,500 1.73%
<i>CONTROL SYSTEMS</i>					
PERSONNEL	1,558,003	1,706,200	1,679,000	1,757,200	51,000 2.99%
OUTSIDE SERVICES	10,277	-	-	-	- 0.00%
Subtotal	1,568,280	1,706,200	1,679,000	1,757,200	51,000 2.99%
TOTAL ADMINISTRATIVE SUPPORT	42,142,458	45,804,200	47,050,300	50,323,000	4,518,800 9.87%
TOTAL METRO	128,162,596	142,927,200	142,989,800	151,424,800	8,497,600 5.95%

CAPITAL EQUIPMENT EXPENDITURES
For individual items ≥ \$10,000 & ≤ \$500,000

2026 Budget

	(O&M) New	(FAR) Replacement	Total
<u>SPECIALIZED SUPPORT EQUIPMENT</u>			
MAINTENANCE DEPARTMENT			
Mobile Pump (26947)	-	60,000	60,000
Pallet Shredder	75,000	-	75,000
Predictive Maintenance Tools	100,000	-	100,000
Total Maintenance	175,000	60,000	235,000
ENVIRONMENTAL SERVICES DEPARTMENT			
Nutrient Analyzer (2)	140,000	-	140,000
Tecta E. Coli Reader (2)	65,000	-	65,000
QPCR System	30,000	-	30,000
ICP-MS Metals Analyzer	-	200,000	200,000
DI Ultra-Pure System	-	15,000	15,000
Furnace	-	20,000	20,000
Total Environmental Services	235,000	235,000	470,000
INFORMATION TECHNOLOGY			
Switches (49)	-	499,800	499,800
Servers	-	250,000	250,000
Total Information Technology	-	749,800	749,800
TECHNOLOGY & INNOVATION			
Instrumentation - Insitu Analyzer (3)	-	72,000	72,000
Instrumentation - Extractive Analyzer (2)	-	180,000	180,000
Total Technology & Innovation	-	252,000	252,000
TOTAL SPECIALIZED SUPPORT EQUIPMENT	410,000	1,296,800	1,706,800

VEHICLES

MAINTENANCE			
Electric Cart (26074)	-	35,000	35,000
Electric Cart (26073)	-	35,000	35,000
Electric Cart (26072)	-	35,000	35,000
Electric Cart (26071)	-	35,000	35,000
Electric Cart (26070)	-	35,000	35,000
Gas Cart (26063)	-	35,000	35,000
Pickup (26143)	-	75,000	75,000
Pickup w/ Lift Gate (26157)	-	75,000	75,000
Pickup (26350)	-	75,000	75,000
Electric Cart	35,000	-	35,000
Gas Cart	35,000	-	35,000
Van	75,000	-	75,000
Total Maintenance	145,000	435,000	580,000
RR&R DEPARTMENT			
OPERATIONS DIVISION			
Pickup (26104)	-	75,000	75,000
Pickup (26136)	-	75,000	75,000

CAPITAL EQUIPMENT EXPENDITURES
For individual items ≥ \$10,000 & ≤ \$500,000

2026 Budget

	(O&M) New	(FAR) Replacement	Total
Loader (26768)	-	100,000	100,000
Subtotal	-	250,000	250,000
TRANSMISSIONS DIVISION			
Pickup (26109)	-	75,000	75,000
Van (26346)	-	350,000	350,000
Subtotal	-	425,000	425,000
MAINTENANCE DIVISION			
Class VII Service Truck	350,000	-	350,000
Subtotal	350,000	-	350,000
Total RR&R	350,000	675,000	1,025,000
NORTHERN TREATMENT PLANT			
Gas Cart (26291)	-	35,000	35,000
Gas Cart (26292)	-	35,000	35,000
Gas Cart (26686)	-	35,000	35,000
Gas Cart (26687)	-	35,000	35,000
Electric Cart	35,000	-	35,000
Pickup	75,000	-	75,000
Pickup	75,000	-	75,000
Total Northern Treatment Plant	185,000	140,000	325,000
ENGINEERING DEPARTMENT			
SUV (26172)	-	75,000	75,000
Total Engineering	-	75,000	75,000
ENVIRONMENTAL SERVICES DEPARTMENT			
Gas Cart (26003)	-	35,000	35,000
Electric Cart (36092)	-	35,000	35,000
Pickup (26168)	-	75,000	75,000
Total Environmental Services	-	145,000	145,000
TECHNOLOGY & INNOVATION			
Gas Cart (26036)	-	35,000	35,000
Gas Cart (26035)	-	35,000	35,000
Gas Cart (26000)	-	35,000	35,000
Total Technology & Innovation	-	105,000	105,000
TOTAL VEHICLES	680,000	1,575,000	2,255,000
TOTAL CAPITAL EQUIPMENT EXPENDITURES	1,090,000	2,871,800	3,961,800

CAPITAL EQUIPMENT EXPENDITURES
For individual items ≥ \$10,000 & ≤ \$500,000
2025 Revised Budget

	Appropriation			Revised			New Total		
	(O&M)	(FAR)		(O&M)	(FAR)	Revised	(O&M)	(FAR)	New
	New	Replacement	Total	New	Replacement	Total	New	Replacement	Total
<u>SPECIALIZED SUPPORT EQUIPMENT</u>									
RR&R DEPARTMENT									
OPERATIONS DIVISION									
Live Bottom Trailer (26432, 26444, 26453)	-	450,000	450,000	-	-	-	-	450,000	450,000
Live Bottom Trailer (2)	-	-	-	300,000	-	300,000	300,000	-	300,000
Total Resource Recovery & Reuse	-	450,000	450,000	300,000	-	300,000	300,000	450,000	750,000
ENVIRONMENTAL SERVICES DEPARTMENT									
Nutrient Analyzer	-	65,000	65,000	-	-	-	-	65,000	65,000
ICP-MS	-	175,000	175,000	-	15,000	15,000	-	190,000	190,000
Autoclave	-	100,000	100,000	-	-	-	-	100,000	100,000
Autotitrator	-	35,000	35,000	-	-	-	-	35,000	35,000
Ultra-pure water purifier	-	12,500	12,500	-	-	-	-	12,500	12,500
Bnovate Instrument	-	-	-	60,000	-	60,000	60,000	-	60,000
TOC Instrument	-	-	-	75,000	-	75,000	75,000	-	75,000
Microwave Digester	-	-	-	60,000	-	60,000	60,000	-	60,000
EEMS Software	-	-	-	30,000	-	30,000	30,000	-	30,000
Total Environmental Services	-	387,500	387,500	225,000	15,000	240,000	225,000	402,500	627,500
INFORMATION TECHNOLOGY									
Network Switches (25)	-	250,000	250,000	-	249,999	249,999	-	499,999	499,999
Fabric Interconnect Server (2)	-	120,000	120,000	-	(120,000)	(120,000)	-	-	-
Storage Arrays (3)	-	500,100	500,100	-	(500,100)	(500,100)	-	-	-
Servers	-	-	-	-	250,000	250,000	-	250,000	250,000
Total Information Technology	-	870,100	870,100	-	(120,101)	(120,101)	-	749,999	749,999
TECHNOLOGY & INNOVATION									
Instrumentation-In-Situ Analyzer (3)	-	60,000	60,000	-	-	-	-	60,000	60,000
Extractive Analyzer (3)	-	225,000	225,000	-	-	-	-	225,000	225,000
Microwave Density	-	50,000	50,000	-	-	-	-	50,000	50,000
Effluent Analyzers (4)	-	-	-	80,000	-	80,000	80,000	-	80,000
Total Technology & Innovation	-	335,000	335,000	80,000	-	80,000	80,000	335,000	415,000
TOTAL SPECIALIZED SUPPORT EQUIPMENT	-	2,042,600	2,042,600	605,000	(105,101)	499,899	605,000	1,937,499	2,542,499

CAPITAL EQUIPMENT EXPENDITURES
For individual items ≥ \$10,000 & ≤ \$500,000
2025 Revised Budget

	Appropriation			Revised			New Total		
	(O&M)	(FAR)		(O&M)	(FAR)	Revised	(O&M)	(FAR)	New
	New	Replacement	Total	New	Replacement	Total	New	Replacement	Total
<u>VEHICLES</u>									
MAINTENANCE DEPARTMENT									
Gas Cart w/blade (26250)	-	30,000	30,000	-	-	-	-	30,000	30,000
Gas Cart w/blade (26057)	-	30,000	30,000	-	-	-	-	30,000	30,000
Gas Cart (26078)		30,000	30,000	-	-	-	-	30,000	30,000
Electric Cart (4) (26079-26081, 26083)		120,000	120,000	-	-	-	-	120,000	120,000
Total Maintenance	-	210,000	210,000	-	-	-	-	210,000	210,000
OPERATIONS DEPARTMENT									
Pickup (26125)	-	60,000	60,000	-	-	-	-	60,000	60,000
Total Operations	-	60,000	60,000	-	-	-	-	60,000	60,000
RR&R DEPARTMENT									
OPERATIONS DIVISION									
Road Tractor (2)	450,000	-	450,000	-	-	-	450,000	-	450,000
Road Tractor (3) (26508, 26511, 26514)		675,000	675,000	-	-	-	-	675,000	675,000
MAINTENANCE DIVISION									
Service Truck (26449)	-	-	-	-	300,000	300,000	-	300,000	300,000
Total Resource Recovery & Reuse	450,000	675,000	1,125,000	-	300,000	300,000	450,000	975,000	1,425,000
NORTHERN TREATMENT PLANT									
MAINTENANCE DIVISION									
Electrical Cart (26082)	-	30,000	30,000	-	-	-	-	30,000	30,000
Gas Cart (3) (26293-26295)	-	90,000	90,000	-	-	-	-	90,000	90,000
Electric Cart (6)	180,000	-	180,000	-	-	-	180,000	-	180,000
Total Northern Treatment Plant	180,000	120,000	300,000	-	-	-	180,000	120,000	300,000
ENGINEERING DEPARTMENT									
SUV/Pickup (16115)	-	60,000	60,000	-	-	-	-	60,000	60,000
Total Engineering	-	60,000	60,000	-	-	-	-	60,000	60,000

CAPITAL EQUIPMENT EXPENDITURES
For individual items ≥ \$10,000 & ≤ \$500,000
2025 Revised Budget

	Appropriation			Revised			New Total		
	(O&M)	(FAR)		(O&M)	(FAR)	Revised	(O&M)	(FAR)	New
	New	Replacement	Total	New	Replacement	Total	New	Replacement	Total
ENVIRONMENTAL SERVICES DEPARTMENT									
Pickup	60,000	-	60,000	-	-	-	60,000	-	60,000
Gas Cart	30,000		30,000			-	30,000	-	30,000
Total Enviromental Services	90,000	-	90,000	-	-	-	90,000	-	90,000
TOTAL VEHICLES	720,000	1,125,000	1,845,000	-	300,000	300,000	720,000	1,425,000	2,145,000
TOTAL CAPITAL EQUIPMENT EXPENDITURES	720,000	3,167,600	3,887,600	605,000	194,899	799,899	1,325,000	3,362,499	4,687,499

¹ Revised 2025 Totals reflect requested changes. However, the total appropriation will remain unchanged at this time. Formal updates to the appropriation will be made later in the year.

PERSONNEL SUMMARY

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
Administrative Services	33.00	33.00	29.00	31.00	31.00	31.00
Comprehensive Planning	5.00	5.00	5.00	5.00	5.00	6.00
Engineering	48.00	49.00	48.00	50.00	50.00	52.00
Environmental Services	75.00	80.00	76.00	85.00	85.00	88.00
Human Resources	13.00	14.00	14.00	15.00	15.00	15.00
Information Technology	31.00	31.00	29.00	31.00	31.00	31.00
Legal	4.00	4.00	3.00	5.00	5.00	6.00
Maintenance	81.00	85.00	74.00	87.00	87.00	87.00
Northern Treatment Plant	28.00	32.00	30.00	38.00	38.00	39.00
Office of the CEO	8.00	9.00	9.00	9.00	9.00	9.00
Operations	45.00	45.00	42.00	46.00	46.00	47.00
Resource Recovery and Reuse	71.00	71.00	68.00	74.00	74.00	77.00
Strategy and Communication	15.00	16.00	16.00	16.00	16.00	18.00
Technology and Innovation	22.00	24.00	20.00	25.00	25.00	25.00
Total Metro Personnel	479.00	498.00	463.00	517.00	517.00	531.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
ADMINISTRATIVE SERVICES						
Finance						
5100 - Accounting Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Accounts Payable Technician	2.00	2.00	2.00	2.00	2.00	2.00
5100 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Administrative Assistant Senior	1.00	1.00	0.00	0.00	0.00	0.00
5100 - Financial Accountant I	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Financial Accountant II	1.00	0.00	0.00	0.00	0.00	0.00
5100 - Internal Auditor	1.00	1.00	0.00	0.00	0.00	0.00
5100 - Payroll Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Senior Accountant	0.00	1.00	1.00	1.00	1.00	1.00
5100 - Senior Accounting Manager	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Utility Charge Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Finance	11.00	11.00	9.00	9.00	9.00	9.00
Purchasing						
5300 - Inventory Control Specialist	0.00	0.00	0.00	0.00	0.00	0.00
5300 - MRO Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5300 - Purchasing Operations Manager	1.00	0.00	1.00	1.00	1.00	1.00
5300 - Senior MRO Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5300 - Senior Purchasing Manager	0.00	1.00	1.00	1.00	1.00	1.00
5300 - Senior Strategic Sourcing Specialist	1.00	1.00	0.00	0.00	0.00	0.00
5300 - Sourcing Technician	1.00	1.00	1.00	1.00	1.00	1.00
5300 - Strategic Sourcing Lead	1.00	0.00	0.00	0.00	0.00	0.00
5300 - Strategic Sourcing Purchasing Manager	0.00	0.00	0.00	1.00	1.00	1.00
5300 - Strategic Sourcing Specialist	3.00	3.00	2.00	3.00	3.00	3.00
5300 - Warehouse Operation Supervisor	0.00	0.00	0.00	0.00	0.00	0.00
5300 - Warehouse Operations Lead	0.00	0.00	0.00	0.00	0.00	0.00
5300 - Warehouse Operations Technician	0.00	0.00	0.00	0.00	0.00	0.00
Total Purchasing	9.00	8.00	7.00	9.00	9.00	9.00
Warehouse						
5310 - Inventory Control Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5310 - Inventory Control Supervisor	0.00	0.00	1.00	1.00	1.00	1.00
5310 - Senior Warehouse Operations Manager	0.00	1.00	1.00	1.00	1.00	1.00
5310 - Warehouse Operation Supervisor	1.00	1.00	0.00	0.00	0.00	0.00
5310 - Warehouse Operations Lead	1.00	1.00	1.00	1.00	1.00	1.00
5310 - Warehouse Operations Technician	6.00	6.00	6.00	6.00	6.00	6.00
Total Warehouse	9.00	10.00	10.00	10.00	10.00	10.00
Budget						
5600 - Administrative Assistant Senior	2.00	2.00	1.00	1.00	1.00	1.00
5600 - Budget Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5600 - Senior Budget Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Budget	4.00	4.00	3.00	3.00	3.00	3.00
Total Administrative Services Department	33.00	33.00	29.00	31.00	31.00	31.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
COMPREHENSIVE PLANNING						
0090 - Director of Comprehensive Planning	1.00	1.00	1.00	1.00	1.00	1.00
0090 - Senior Wastewater Infrastructure Planner	4.00	4.00	4.00	4.00	4.00	4.00
0090 - Wastewater Infrastructure Planner	0.00	0.00	0.00	0.00	0.00	1.00
Total Comprehensive Planning Department	5.00	5.00	5.00	5.00	5.00	6.00
ENGINEERING						
0001 - Administrative Analyst	0.00	0.00	1.00	1.00	1.00	1.00
0001 - Administrative Assistant	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Administrative Assistant Senior	1.00	1.00	0.00	0.00	0.00	0.00
0001 - Associate Civil Engineer	0.00	0.00	3.00	3.00	3.00	3.00
0001 - Associate Electrical Engineer	0.00	0.00	1.00	2.00	2.00	2.00
0001 - Associate Modeler	1.00	1.00	1.00	1.00	1.00	1.00
0001 - BIM Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
0001 - Construction Administrator	0.00	0.00	0.00	0.00	0.00	1.00
0001 - Director of Engineering	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Engineer Associate	4.00	3.00	0.00	0.00	0.00	0.00
0001 - Engineer Electrical I&C Associate	2.00	2.00	0.00	0.00	0.00	0.00
0001 - Geospatial Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - GIS Specialist	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Principal Civil Engineer	6.00	6.00	6.00	6.00	6.00	6.00
0001 - Principal Electrical Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Principal Instrumentation & Control Engineer	0.00	0.00	1.00	1.00	1.00	1.00
0001 - Principal Permitting Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Real Property Manager	0.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Civil Engineer	0.00	0.00	4.00	4.00	4.00	4.00
0001 - Senior Electrical Engineer	0.00	0.00	1.00	1.00	1.00	1.00
0001 - Senior Electrical/I&C Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Mechanical Engineer	4.00	4.00	1.00	1.00	1.00	1.00
0001 - Senior Engineer Elec I&C	1.00	2.00	0.00	0.00	0.00	0.00
0001 - Senior Quality Control Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Transmission Systems Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Treatment Plant Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Staff Civil Engineer	4.00	5.00	4.00	4.00	4.00	5.00
0001 - Staff Instrumentation & Control Engineer	4.00	3.00	3.00	3.00	3.00	3.00
0001 - Staff Modeler	2.00	2.00	2.00	2.00	2.00	2.00
5550 - Control Systems Manager	1.00	1.00	1.00	1.00	1.00	1.00
5550 - Principal Control Systems Engineer	1.00	1.00	2.00	2.00	2.00	2.00
5550 - Senior Control Systems Engineer	3.00	3.00	2.00	3.00	3.00	3.00
5550 - Staff Control Systems Engineer	2.00	2.00	2.00	2.00	2.00	2.00
Total Engineering	48.00	49.00	48.00	50.00	50.00	52.00
ENVIRONMENTAL SERVICES						
0001 - Administrative Analyst	0.00	0.00	0.00	1.00	1.00	1.00
0001 - Director of Environmental Services	1.00	1.00	1.00	1.00	1.00	1.00
0049 - Engineer Associate	1.00	1.00	1.00	1.00	1.00	1.00
0049 - Regulatory Compliance Associate	1.00	1.00	2.00	2.00	2.00	2.00
0049 - Regulatory Compliance Manager	1.00	1.00	0.00	1.00	1.00	1.00
0049 - Regulatory Compliance Specialist Senior	3.00	3.00	2.00	2.00	2.00	2.00
0049 - Regulatory Compliance Technician	1.00	1.00	0.00	0.00	0.00	0.00
0049 - Senior Regulatory Affairs Manager	1.00	1.00	1.00	1.00	1.00	1.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
0050 - Engineer Associate	3.00	3.00	3.00	3.00	3.00	3.00
0050 - Industrial Pretreatment Manager	2.00	2.00	2.00	2.00	2.00	2.00
0050 - Industrial Pretreatment Program Specialist I	2.00	2.00	2.00	3.00	3.00	3.00
0050 - Industrial Pretreatment Program Specialist II	4.00	5.00	6.00	6.00	6.00	6.00
0050 - Industrial Pretreatment Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
0050 - Industrial Pretreatment Sector Investigator I	2.00	2.00	1.00	1.00	1.00	1.00
0050 - Industrial Pretreatment Sector Investigator II	2.00	2.00	2.00	2.00	2.00	2.00
0050 - IPP Document Control Coordinator	1.00	1.00	1.00	1.00	1.00	1.00
0051 - Senior Water Quality Manager	1.00	1.00	1.00	1.00	1.00	1.00
0051 - Water Quality Scientist	2.00	3.00	2.00	2.00	2.00	2.00
0051 - Water Quality Scientist Associate	0.00	0.00	1.00	1.00	1.00	1.00
0051 - Water Quality Scientist Senior	2.00	2.00	2.00	2.00	2.00	2.00
0060 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
0060 - Laboratory Analyst I	13.00	12.00	0.00	0.00	0.00	0.00
0060 - Laboratory Analyst II	7.00	8.00	0.00	0.00	0.00	0.00
0060 - Laboratory Analyst III	3.00	2.00	0.00	0.00	0.00	0.00
0060 - Laboratory Research Manager	1.00	1.00	1.00	1.00	1.00	1.00
0060 - Laboratory Research Scientist I	2.00	2.00	2.00	2.00	2.00	2.00
0060 - Laboratory Supervisor	4.00	4.00	3.00	3.00	3.00	3.00
0060 - Laboratory Work Planner	0.00	0.00	1.00	1.00	1.00	1.00
0060 - Senior Laboratory Manager	1.00	1.00	1.00	1.00	1.00	1.00
0060 - Water Quality Chemist I	0.00	0.00	5.00	5.00	5.00	5.00
0060 - Water Quality Chemist II	0.00	0.00	13.00	13.00	13.00	13.00
0060 - Water Quality Chemist III	0.00	0.00	4.00	4.00	4.00	4.00
0062 - Engineer Associate	1.00	1.00	1.00	1.00	1.00	1.00
0062 - Principal Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0062 - Senior Industrial Pretreatment Process Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0062 - Staff Engineer	0.00	1.00	0.00	2.00	2.00	3.00
0063 - Environmental Sampling Field Specialist	1.00	3.00	3.00	4.00	4.00	4.00
0063 - Environmental Sampling Field Technician	5.00	5.00	3.00	6.00	6.00	7.00
0063 - Environmental Sampling Lead	1.00	1.00	0.00	0.00	0.00	0.00
0063 - Environmental Sampling Supervisor	1.00	1.00	2.00	2.00	2.00	2.00
0063 - QA/QC Specialist I	0.00	1.00	2.00	2.00	2.00	3.00
0063 - Quality Assurance Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Environmental Services	75.00	80.00	76.00	85.00	85.00	88.00

HUMAN RESOURCES

5200 - Chief Human Resources Officer	1.00	1.00	1.00	1.00	1.00	1.00
5200 - DEI Specialist	0.00	0.00	0.00	1.00	1.00	1.00
5200 - Human Resources Technician	1.00	1.00	1.00	1.00	1.00	1.00
5200 - Learning and Development Specialist	0.00	0.00	1.00	1.00	1.00	1.00
5200 - LMS Administrator and Training Coordinator	0.00	0.00	1.00	1.00	1.00	1.00
5200 - Organizational Development & Learning Manager	1.00	1.00	0.00	0.00	0.00	0.00
5200 - Organizational Training Specialist	1.00	1.00	0.00	0.00	0.00	0.00
5200 - Safety Training Specialist	0.00	0.00	1.00	1.00	1.00	1.00
5200 - Senior Human Resources Manager	1.00	1.00	1.00	1.00	1.00	1.00
5200 - Talent Acquisition Specialist	2.00	2.00	2.00	2.00	2.00	2.00
5200 - Technical Training Specialist	0.00	1.00	0.00	0.00	0.00	0.00
5250 - Senior Benefits Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5250 - Senior Compensation Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5250 - Senior Compensation & Benefits Manager	1.00	1.00	1.00	1.00	1.00	1.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
5900 - Environmental Health & Safety Specialist Senior	1.00	1.00	1.00	1.00	1.00	1.00
5900 - Environmental Health And Safety Technician	1.00	1.00	1.00	1.00	1.00	1.00
5900 - Senior Environmental Health and Safety Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Human Resources	13.00	14.00	14.00	15.00	15.00	15.00

INFORMATION TECHNOLOGY

5501 - Database Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Director of IT	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Infrastructure Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Applications Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Customer Experience Manager	1.00	1.00	0.00	0.00	0.00	0.00
5501 - IT Infrastructure Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Project Manager	1.00	1.00	0.00	0.00	0.00	0.00
5501 - IT Service Delivery Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Service Desk Analyst I	1.00	1.00	0.00	0.00	0.00	0.00
5501 - IT Service Desk Analyst II	4.00	4.00	5.00	5.00	5.00	5.00
5501 - Programmer/Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Records Mgmt Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Records Mgmt Specialist I	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Records Mgmt Specialist II	1.00	1.00	1.00	1.00	2.00	2.00
5501 - Senior Business Intell Solution Architect	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior IT Network Engineer	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior IT Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior IT Systems Engineer	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior Programmer/Analyst	2.00	2.00	1.00	2.00	1.00	1.00
5501 - Systems Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Systems Administrator Senior	1.00	1.00	0.00	0.00	0.00	0.00
5502 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5502 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
5502 - Cloud Solutions Architect Manager	0.00	0.00	1.00	1.00	1.00	1.00
5502 - IT Business Analyst Associate	0.00	0.00	0.00	1.00	1.00	1.00
5502 - IT Business Analyst	1.00	1.00	0.00	0.00	0.00	0.00
5502 - IT Business Solutions Manager	0.00	0.00	1.00	1.00	1.00	1.00
5502 - IT Customer Experience Manager	0.00	0.00	1.00	1.00	1.00	1.00
5502 - Senior IT Enterprise Architect Manager	1.00	1.00	1.00	1.00	1.00	1.00
5503 - Cybersecurity Analyst Associate	0.00	0.00	1.00	1.00	1.00	1.00
5503 - IT Cybersecurity Analyst	1.00	1.00	0.00	0.00	0.00	0.00
5503 - Senior Cybersecurity Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Information Technology	31.00	31.00	29.00	31.00	31.00	31.00

LEGAL

0900 - Administrative Analyst	1.00	0.00	0.00	0.00	0.00	0.00
0900 - Associate General Counsel	2.00	2.00	1.00	3.00	3.00	4.00
0900 - Chief Legal Officer	1.00	1.00	1.00	1.00	1.00	1.00
0900 - Legal Administrator	0.00	1.00	1.00	1.00	1.00	1.00
Total Legal	4.00	4.00	3.00	5.00	5.00	6.00

MAINTENANCE

0001 - Administrative Analyst	1.00	2.00	1.00	1.00	1.00	1.00
0001 - Administrative Assistant Senior	1.00	0.00	1.00	1.00	1.00	1.00
0001 - Capital Project Coordinator	1.00	0.00	0.00	0.00	0.00	0.00
0001 - Director Of Maintenance	1.00	1.00	1.00	1.00	1.00	1.00
0001 - EAM Administrator	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Maintenance Program Manager	0.00	0.00	1.00	1.00	1.00	1.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
0001 - Maintenance Project Coordinator	0.00	1.00	0.00	1.00	1.00	1.00
0001 - Maintenance Scheduler	1.00	0.00	0.00	0.00	0.00	0.00
0609 - Facilities Maintenance Lead	4.00	4.00	1.00	2.00	2.00	2.00
0609 - Facilities Maintenance Manager	1.00	1.00	0.00	1.00	1.00	1.00
0609 - Facilities Maintenance Supervisor	4.00	1.00	1.00	1.00	1.00	1.00
0609 - Facilities Maintenance Worker I	0.00	2.00	5.00	5.00	5.00	5.00
0609 - Facilities Maintenance Worker II	0.00	6.00	2.00	3.00	3.00	3.00
0609 - Facilities Maintenance Worker III	0.00	0.00	1.00	1.00	1.00	1.00
0609 - FM Equipment Operator Senior	3.00	2.00	0.00	0.00	0.00	0.00
0609 - HVAC Supervisor	0.00	1.00	1.00	1.00	1.00	1.00
0609 - HVAC Technician	0.00	5.00	1.00	2.00	2.00	2.00
0609 - Industrial Maintenance Equipment Operator I	0.00	3.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Equipment Operator II	0.00	0.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Supervisor	0.00	2.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Technician I	0.00	4.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Technician II	0.00	2.00	7.00	7.00	7.00	7.00
0610 - Industrial Maintenance Technician III	0.00	1.00	2.00	2.00	2.00	2.00
0609 - Lead HVAC Technician	0.00	0.00	1.00	1.00	1.00	1.00
0609 - Maintenance Planner	1.00	1.00	1.00	1.00	1.00	1.00
0609 - Maintenance Worker FM	5.00	0.00	0.00	0.00	0.00	0.00
0609 - Maintenance Worker II	3.00	0.00	0.00	0.00	0.00	0.00
0609 - Senior HVAC Technician	0.00	0.00	2.00	3.00	3.00	3.00
0609 - Senior Maint Worker-Maint	10.00	1.00	0.00	0.00	0.00	0.00
0609 - Utility Repairman	2.00	2.00	0.00	0.00	0.00	0.00
0609 - Utility Repairman Senior	0.00	1.00	0.00	0.00	0.00	0.00
0709 - EIT Journeyman Trainee	4.00	0.00	0.00	0.00	0.00	0.00
0709 - Electrical and Instrumentation Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
0709 - Electrical Maintenance Manager	1.00	1.00	1.00	1.00	1.00	1.00
0709 - Electrician Instrument Tech	7.00	6.00	6.00	7.00	7.00	7.00
0709 - Electrician Instrument Tech Senior	4.00	3.00	0.00	2.00	2.00	2.00
0709 - Electrician Instrumentation Technician Apprentice	0.00	3.00	2.00	2.00	2.00	2.00
0709 - Facility Electrician	0.00	0.00	0.00	1.00	1.00	1.00
0709 - Maintenance Planner	1.00	1.00	1.00	1.00	1.00	1.00
0709 - Principal Electrician Instrumentation Technician	0.00	2.00	1.00	1.00	1.00	1.00
0809 - Maintenance Planner	1.00	1.00	0.00	1.00	1.00	1.00
0809 - Mechanical Industrial Tech Senior	6.00	1.00	2.00	2.00	2.00	2.00
0809 - Mechanical Industrial Technician	8.00	9.00	10.00	10.00	10.00	10.00
0809 - Mechanical Industrial Technician Apprentice	0.00	5.00	1.00	3.00	3.00	3.00
0809 - Mechanical Maintenance Manager	1.00	1.00	1.00	1.00	1.00	1.00
0809 - Mechanical Maintenance Supv	2.00	2.00	2.00	2.00	2.00	2.00
0809 - MIT Journeyman Trainee	5.00	0.00	0.00	0.00	0.00	0.00
0809 - Principal Mechanical Industrial Technician	0.00	4.00	4.00	4.00	4.00	4.00
0809 - Utility Repairman	0.00	0.00	2.00	2.00	2.00	2.00
0809 - Utility Repairman Senior	0.00	0.00	1.00	1.00	1.00	1.00
Total Maintenance	81.00	85.00	74.00	87.00	87.00	87.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
NORTHERN TREATMENT PLANT						
0200 - NTP Director of Operations and Maintenance	1.00	1.00	1.00	1.00	1.00	1.00
0200 - NTP Maintenance Planner	0.00	1.00	1.00	1.00	1.00	1.00
0200 - NTP Maintenance Manager	0.00	0.00	0.00	0.00	0.00	1.00
0200 - Senior NTP O&M Manager	0.00	1.00	1.00	1.00	1.00	1.00
0309 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
0309 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
0309 - Operations Supervisor	2.00	2.00	1.00	2.00	2.00	2.00
0309 - Operations Work Planner	0.00	0.00	1.00	1.00	1.00	1.00
0309 - Operations Work Planner Senior	1.00	1.00	0.00	0.00	0.00	0.00
0309 - Operator Technician	1.00	1.00	0.00	0.00	0.00	0.00
0309 - Plant Operator I	7.00	7.00	4.00	7.00	7.00	7.00
0309 - Plant Operator II	1.00	1.00	4.00	4.00	4.00	4.00
0309 - Plant Operator Lead	1.00	2.00	2.00	2.00	2.00	2.00
1308 - Facilities Maintenance Lead	1.00	1.00	1.00	1.00	1.00	1.00
1308 - Maintenance Worker FM	0.00	1.00	1.00	3.00	3.00	3.00
1308 - NTP Facilities Maintenance Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
1308 - Senior Maint Worker-Maint	2.00	2.00	2.00	2.00	2.00	2.00
1408 - Electrician Instrument Tech	2.00	1.00	1.00	2.00	2.00	2.00
1408 - Electrician Instrumentation Tech Apprentice	0.00	1.00	1.00	1.00	1.00	1.00
1408 - NTP Electrical & Instrumentation Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
1508 - Mechanical Industrial Tech Senior	1.00	1.00	0.00	0.00	0.00	0.00
1508 - Mechanical Industrial Technician	1.00	1.00	3.00	4.00	4.00	4.00
1508 - Mechanical Industrial Technician Apprentice	1.00	1.00	0.00	0.00	0.00	0.00
1508 - NTP Mechanical Maintenance Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
1508 - Utility Repairman	1.00	1.00	1.00	1.00	1.00	1.00
Total Northern Treatment Plant	28.00	32.00	30.00	38.00	38.00	39.00
OFFICE OF THE CEO						
0055 - Administrative Assistant Senior	1.00	0.00	0.00	0.00	0.00	0.00
0055 - Assistant to the CEO	1.00	1.00	1.00	1.00	1.00	1.00
0055 - Chief Executive Officer	1.00	1.00	1.00	1.00	1.00	1.00
0055 - Executive Assistant	1.00	1.00	1.00	1.00	1.00	1.00
0055 - Senior Administrative Manager	0.00	1.00	1.00	1.00	1.00	1.00
0061 - Chief Financial Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Chief Innovation Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Chief Technical Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Deputy CEO/Chief Operating Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Executive Assistant	0.00	1.00	1.00	1.00	1.00	1.00
Total Office of the CEO	8.00	9.00	9.00	9.00	9.00	9.00
OPERATIONS						
0001 - Coordinated Opoperations Business Analyst	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Director of Operations	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Coordinated Operations Administrative Manager	1.00	1.00	1.00	1.00	1.00	1.00
1009 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
1009 - Operations Manager - RWHTF	1.00	1.00	1.00	1.00	1.00	1.00
1009 - Operations Supervisor	5.00	5.00	4.00	5.00	5.00	5.00
1009 - Operations Work Planner	1.00	1.00	0.00	0.00	0.00	0.00
1009 - Operations Work Planner Senior	2.00	2.00	3.00	3.00	3.00	3.00
1009 - Operator Technician	1.00	1.00	0.00	1.00	1.00	1.00
1009 - Plant Operator I	17.00	15.00	12.00	13.00	13.00	13.00
1009 - Plant Operator II	6.00	8.00	10.00	10.00	10.00	10.00
1009 - Plant Operator Lead	5.00	5.00	4.00	5.00	5.00	5.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
1009 - Senior RWHTF Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
5800 - Administrative Assistant Senior	0.00	0.00	1.00	1.00	1.00	1.00
5800 - Security Manager	1.00	1.00	1.00	1.00	1.00	1.00
5800 - Security Specialist	0.00	0.00	0.00	0.00	0.00	1.00
5800 - Security Specialist Senior	1.00	1.00	1.00	1.00	1.00	1.00
Total Operations Department	45.00	45.00	42.00	46.00	46.00	47.00

RESOURCE RECOVERY & REUSE

0001 - Director of RR&R	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Fleet Maintenance Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Metrogro Farm Administrator	1.00	1.00	1.00	1.00	1.00	1.00
0001 - RR&R Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - RR&R Work Planner	1.00	1.00	1.00	1.00	1.00	1.00
0001 - RR&R Work Planner Senior	3.00	3.00	2.00	3.00	3.00	3.00
0001 - Transmission Work Planner	1.00	1.00	0.00	0.00	0.00	0.00
0001 - Transmission Work Planner Senior	0.00	0.00	1.00	1.00	1.00	1.00
0407 - Collections System Operator I	1.00	1.00	0.00	0.00	0.00	0.00
0407 - Collections System Operator II	4.00	4.00	0.00	0.00	0.00	0.00
0407 - Collections System Operator Lead	2.00	2.00	0.00	0.00	0.00	0.00
0407 - Collections System Technician	7.00	7.00	0.00	0.00	0.00	0.00
0407 - Senior Maint Worker-RR&R	0.00	0.00	1.00	1.00	1.00	1.00
0407 - Transmission Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
0407 - Transmission Operations Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
0407 - Utility Equipment Operator I	0.00	0.00	0.00	0.00	0.00	0.00
0407 - Utility Equipment Operator II	0.00	0.00	2.00	2.00	2.00	2.00
0407 - Utility Equipment Operator III	0.00	0.00	2.00	2.00	2.00	2.00
0407 - Utility Equipment Operator IV	0.00	0.00	1.00	2.00	2.00	2.00
0407 - Utility Equipment Operator V	0.00	0.00	4.00	4.00	4.00	4.00
0407 - Utility Worker I	0.00	0.00	3.00	3.00	3.00	3.00
0412 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
2230 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
2230 - Maintenance Worker - RR&R	1.00	1.00	0.00	1.00	1.00	1.00
2230 - RR&R Heavy Equipment/AG Operator	4.00	4.00	4.00	4.00	4.00	4.00
2230 - RR&R Operations Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
2230 - RR&R Operator I	15.00	15.00	14.00	15.00	15.00	17.00
2230 - RR&R Operator II	4.00	4.00	5.00	6.00	6.00	6.00
2232 - Land Application Coordinator	1.00	1.00	1.00	1.00	1.00	1.00
2430 - Equipment & Transp Tech I	1.00	0.00	1.00	1.00	1.00	2.00
2430 - Equipment & Transp Tech II	8.00	9.00	8.00	9.00	9.00	9.00
2430 - Equipment & Transportation Tech Associate	2.00	2.00	1.00	1.00	1.00	1.00
2430 - Fleet Maint Supv	2.00	2.00	2.00	2.00	2.00	2.00
2610 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
2610 - Fleet Maintenance Technician	0.00	0.00	1.00	1.00	1.00	1.00
2610 - Maintenance Worker RR&R	1.00	0.00	0.00	0.00	0.00	0.00
2610 - Maintenance Worker II	0.00	1.00	0.00	0.00	0.00	0.00
2610 - Senior Maintenance Worker-RR&R	1.00	1.00	2.00	2.00	2.00	2.00
Total Resource Recovery & Reuse Department	71.00	71.00	68.00	74.00	74.00	77.00

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
STRATEGY & COMMUNICATION						
0080 - Communication Specialist	1.00	1.00	0.00	0.00	0.00	1.00
0080 - Communications Specialist Senior	1.00	1.00	2.00	2.00	2.00	2.00
0080 - Digital Communications Specialist	1.00	1.00	1.00	1.00	1.00	1.00
0080 - Senior Communications Manager	1.00	1.00	1.00	1.00	1.00	1.00
0081 - Public Information Specialist	2.00	2.00	2.00	2.00	2.00	2.00
0081 - Senior Public Information Manager	1.00	1.00	1.00	1.00	1.00	1.00
0082 - Governmental Affairs Liaison	1.00	1.00	1.00	1.00	1.00	1.00
0083 - Business Intelligence Analyst	1.00	1.00	1.00	1.00	1.00	1.00
0083 - Continuous Improvement Specialist	2.00	2.00	1.00	1.00	1.00	1.00
0083 - Project Manager	0.00	0.00	1.00	1.00	1.00	2.00
0083 - Senior Continuous Improvement Manager	1.00	1.00	1.00	1.00	1.00	1.00
0084 - Community Engagement Liaison	1.00	2.00	1.00	1.00	1.00	1.00
0084 - Community Engagement Specialist	0.00	0.00	1.00	1.00	1.00	1.00
0200 - Administrative Assistant	1.00	1.00	0.00	0.00	0.00	0.00
0200 - Chief Strategy Officer	1.00	1.00	1.00	1.00	1.00	1.00
0200 - Executive Assistant	0.00	0.00	1.00	1.00	1.00	1.00
Total Strategy & Communication Department	15.00	16.00	16.00	16.00	16.00	18.00
TECHNOLOGY & INNOVATION						
0070 - Administrative Analyst	1.00	1.00	0.00	1.00	1.00	1.00
0070 - Associate Data Analytics Engineer	0.00	1.00	1.00	1.00	1.00	1.00
0070 - Communications Specialist Senior	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Data Analytics Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Director of Technology and Innovation	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Energy Manger	0.00	0.00	0.00	1.00	1.00	1.00
0070 - Senior Data Analytics Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Senior Energy Manager	0.00	1.00	0.00	0.00	0.00	0.00
0070 - Senior Wastewater Process Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Technology & Innovation Project Coordinator	0.00	0.00	1.00	1.00	1.00	1.00
0070 - Wastewater Process Associate Engineer	0.00	0.00	1.00	1.00	1.00	1.00
0070 - Wastewater Process Principal Engineer	1.00	1.00	0.00	1.00	1.00	1.00
0070 - Wastewater Process Senior Engineer	3.00	3.00	2.00	3.00	3.00	3.00
0070 - Wastewater Process Staff Engineer	2.00	2.00	2.00	2.00	2.00	2.00
0071 - Associate Instrument Specialist	2.00	2.00	3.00	4.00	4.00	4.00
0071 - Instrument Specialist Manager	1.00	1.00	1.00	1.00	1.00	1.00
0071 - Laboratory Support Specialist	1.00	1.00	0.00	0.00	0.00	0.00
0071 - Senior Instrument Solutions Manager	1.00	1.00	1.00	1.00	1.00	1.00
0071 - Senior Instrument Specialist	2.00	2.00	2.00	2.00	2.00	2.00
0071 - Staff Instrument Specialist	2.00	2.00	1.00	1.00	1.00	1.00
0071 - Wastewater Process Analytical Support Supervisor	1.00	1.00	0.00	0.00	0.00	0.00
Total Technology & Innovation Department	22.00	24.00	20.00	25.00	25.00	25.00
TOTAL METRO PERSONNEL	479.00	498.00	463.00	517.00	517.00	531.00

Maintenance Department

Description of Operations

The Maintenance Department is responsible for providing preventive, corrective, and predictive maintenance at the Robert W. Hite Treatment Facility (RWHTF) to meet reliability requirements and operational demands for liquid treatment, solids processing, and energy cogeneration. This includes maintaining Metro Water Recovery offices, support facility buildings, and facility support utilities such as water, electrical, and natural gas systems. The Maintenance Department coordinates capital and operational project activities at facilities in collaboration with other departments.

The Maintenance Department 2025 Revised Budget decreased by 2.3% compared to the 2025 Budget. The 2026 Budget is increasing by 3.0% compared to the 2025 Budget. This is due to an increase in personnel costs, and outside services.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 12,344,800	\$ 11,902,800	\$ (442,000)	\$ 12,452,400	\$ 107,600
Materials & Fuels	4,500,000	4,300,000	(200,000)	4,500,000	-
Outside Services	2,090,000	2,290,000	200,000	2,496,000	406,000
Support Expenses	182,000	182,000	-	235,000	53,000
Total Maintenance	\$ 19,116,800	\$ 18,674,800	\$ (442,000)	\$ 19,683,400	\$ 566,600

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Maintenance Staff	87	87	-	87	-

2024 Highlights

- ~6,000 major pieces of processing equipment
- ~10,000 pieces of active equipment at RWHTF
- 610.48 Called-in hours
- 16,128 work orders closed
- 70 buildings on 160 acres
- 800,000 square feet of parking lots
- 8 miles of facility streets

METRO WATER RECOVERY

DEPARTMENT SUMMARY

MAINTENANCE DEPARTMENT				
	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
MANAGEMENT	1,047,001	995,700	904,000	946,200
FACILITIES MAINTENANCE - GROUNDS	6,802,555	6,528,000	6,615,800	7,025,400
ELECTRICAL MAINTENANCE - GROUNDS	3,649,834	4,769,800	4,170,400	4,369,600
MECHANICAL MAINTENANCE - GROUNDS	6,588,799	6,823,300	6,984,600	7,342,200
Total MAINTENANCE	18,088,189	19,116,800	18,674,800	19,683,400

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

MAINTENANCE DEPARTMENT		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	6,038,922	7,637,200	7,582,600	7,960,600
5105	OVERTIME WAGES	229,874	420,000	420,000	439,000
5104	ON-CALL WAGES	197,386	250,000	250,000	262,000
5103	TEMPORARY WAGES	24,975	55,000	55,000	58,000
5109	BENEFITS	3,840,003	3,952,800	3,565,400	3,701,000
5108	EMPLOYEE INCENTIVE PAY	37,100	25,000	25,000	27,000
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
Total PERSONNEL		10,373,060	12,344,800	11,902,800	12,452,400
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	4,290,866	4,500,000	4,300,000	4,500,000
Total MATERIALS & FUELS		4,290,866	4,500,000	4,300,000	4,500,000
OUTSIDE SERVICES					
5540	OS - RENTAL	-	27,000	27,000	30,000
5549	OS - OTHER	80,370	63,000	63,000	66,000
5556	OS - MAINTENANCE	3,174,897	2,000,000	2,200,000	2,400,000
Total OUTSIDE SERVICES		3,255,267	2,090,000	2,290,000	2,496,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	3,110	3,000	3,000	3,000
5685	MEETINGS & CONFERENCES	46,347	64,000	64,000	67,000
5686	TRAINING & DEVELOPMENT	119,539	115,000	115,000	165,000
Total SUPPORT EXPENSES		168,996	182,000	182,000	235,000
TOTAL MAINTENANCE		18,088,189	19,116,800	18,674,800	19,683,400

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

MAINTENANCE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>MANAGEMENT</i>				
5101 Regular Wages	555,212	584,100	540,300	567,500
5105 Overtime Wages	32,505	-	-	-
5109 Benefits	298,591	301,800	253,900	263,900
5108 Employee Incentive Pay	37,100	25,000	25,000	27,000
5110 Car Allowance	4,800	4,800	4,800	4,800
Total PERSONNEL	928,208	915,700	824,000	863,200
5213 Materials & Supplies	29,989	12,000	12,000	12,000
Total MATERIALS & FUELS	29,989	12,000	12,000	12,000
5549 Os - Other	70,305	47,000	47,000	50,000
Total OUTSIDE SERVICES	70,305	47,000	47,000	50,000
5610 Memberships	3,110	3,000	3,000	3,000
5685 Meetings & Conferences	12,664	13,000	13,000	13,000
5686 Training & Development	2,725	5,000	5,000	5,000
Total SUPPORT EXPENSES	18,499	21,000	21,000	21,000
Total MANAGEMENT	1,047,001	995,700	904,000	946,200
<i>HITE GROUNDS</i>				
5101 Regular Wages	69,978	273,500	247,900	259,500
5103 Temporary Wages	-	55,000	55,000	58,000
5105 Overtime Wages	1,218	-	-	-
5109 Benefits	138,444	141,400	116,500	121,200
Total PERSONNEL	209,640	469,900	419,400	438,700
5213 Materials & Supplies	64,232	185,000	218,000	229,000
Total MATERIALS & FUELS	64,232	185,000	218,000	229,000
5556 Os - Maintenance	71,022	229,000	229,000	240,000
Total OUTSIDE SERVICES	71,022	229,000	229,000	240,000
5685 Meetings & Conferences	576	-	-	-
5686 Training & Development	22	-	-	-
Total SUPPORT EXPENSES	598	-	-	-
Total HITE GROUNDS	345,492	883,900	866,400	907,700
<i>HITE EQUIPMENT</i>				
5101 Regular Wages	36,573	109,200	589,400	618,200
5109 Benefits	54,482	56,700	277,000	287,400
Total PERSONNEL	91,055	165,900	866,400	905,600

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

MAINTENANCE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5213 Materials & Supplies	324,438	266,700	225,000	236,000
Total MATERIALS & FUELS	324,438	266,700	225,000	236,000
5556 Os - Maintenance	45,343	62,000	39,000	40,000
Total OUTSIDE SERVICES	45,343	62,000	39,000	40,000
Total HITE EQUIPMENT	460,836	494,600	1,130,400	1,181,600

HITE SUPPORT TO FACILITIES

5101 Regular Wages	122,616	487,000	395,400	415,500
5109 Benefits	240,124	252,600	185,500	193,800
Total PERSONNEL	362,740	739,600	580,900	609,300
5213 Materials & Supplies	412,760	324,000	495,000	580,000
Total MATERIALS & FUELS	412,760	324,000	495,000	580,000
5540 Os - Rental	-	27,000	27,000	30,000
5556 Os - Maintenance	1,603,649	1,146,000	1,315,000	1,467,000
Total OUTSIDE SERVICES	1,603,649	1,173,000	1,342,000	1,497,000
Total HITE SUPPORT TO FACILITIES	2,379,149	2,236,600	2,417,900	2,686,300

HITE SUPPORT TO TRANSMISSIONS

5101 Regular Wages	55,741	390,200	-	-
5109 Benefits	192,065	202,500	-	-
Total PERSONNEL	247,806	592,700	-	-
5213 Materials & Supplies	309,140	91,000	25,000	-
Total MATERIALS & FUELS	309,140	91,000	25,000	-
5556 Os - Maintenance	-	5,000	-	-
Total OUTSIDE SERVICES	-	5,000	-	-
Total HITE SUPPORT TO TRANSMISSIONS	556,946	688,700	25,000	-

HITE NORTH PRIMARY

5101 Regular Wages	110,514	387,800	371,200	389,700
5105 Overtime Wages	165	-	-	-
5109 Benefits	192,440	200,300	174,900	181,100
Total PERSONNEL	303,119	588,100	546,100	570,800

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

MAINTENANCE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5213 Materials & Supplies	274,353	335,000	315,000	334,000
Total MATERIALS & FUELS	274,353	335,000	315,000	334,000
5556 Os - Maintenance	-	21,000	10,000	10,000
Total OUTSIDE SERVICES	-	21,000	10,000	10,000
Total HITE NORTH PRIMARY	577,472	944,100	871,100	914,800
<i>HITE SOUTH PRIMARY</i>				
5101 Regular Wages	65,512	297,300	371,200	389,700
5105 Overtime Wages	683	-	-	-
5109 Benefits	148,631	153,400	174,900	181,100
Total PERSONNEL	214,826	450,700	546,100	570,800
5213 Materials & Supplies	202,482	210,000	235,000	244,000
Total MATERIALS & FUELS	202,482	210,000	235,000	244,000
Total HITE SOUTH PRIMARY	417,308	660,700	781,100	814,800
<i>HITE NORTH SECONDARY</i>				
5101 Regular Wages	256,715	565,600	371,200	389,700
5105 Overtime Wages	1,987	-	-	-
5109 Benefits	282,661	292,500	174,900	181,100
Total PERSONNEL	541,363	858,100	546,100	570,800
5213 Materials & Supplies	647,801	629,400	475,000	478,000
Total MATERIALS & FUELS	647,801	629,400	475,000	478,000
5556 Os - Maintenance	65,505	80,000	70,000	75,000
Total OUTSIDE SERVICES	65,505	80,000	70,000	75,000
Total HITE NORTH SECONDARY	1,254,669	1,567,500	1,091,100	1,123,800
<i>HITE SOUTH SECONDARY</i>				
5101 Regular Wages	180,518	477,400	371,200	389,700
5105 Overtime Wages	13,176	-	-	-
5109 Benefits	238,111	246,900	174,900	181,100
Total PERSONNEL	431,805	724,300	546,100	570,800

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

MAINTENANCE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5213 Materials & Supplies	419,906	169,700	375,000	394,000
Total MATERIALS & FUELS	419,906	169,700	375,000	394,000
5556 Os - Maintenance	86,886	7,000	139,000	144,000
Total OUTSIDE SERVICES	86,886	7,000	139,000	144,000
Total HITE SOUTH SECONDARY	938,597	901,000	1,060,100	1,108,800

HITE DISINFECTION

5101 Regular Wages	75,100	239,700	280,300	294,200
5105 Overtime Wages	156	-	-	-
5109 Benefits	118,734	124,300	131,600	136,600
Total PERSONNEL	193,990	364,000	411,900	430,800
5213 Materials & Supplies	222,720	204,400	325,000	339,000
Total MATERIALS & FUELS	222,720	204,400	325,000	339,000
5556 Os - Maintenance	-	77,000	-	-
Total OUTSIDE SERVICES	-	77,000	-	-
Total HITE DISINFECTION	416,710	645,400	736,900	769,800

HITE GREASE PROCESSING

5101 Regular Wages	28,990	147,100	279,100	293,000
5105 Overtime Wages	73	-	-	-
5109 Benefits	73,494	77,800	130,700	136,100
Total PERSONNEL	102,557	224,900	409,800	429,100
5213 Materials & Supplies	49,320	119,500	110,000	119,000
Total MATERIALS & FUELS	49,320	119,500	110,000	119,000
5556 Os - Maintenance	3,062	-	-	-
Total OUTSIDE SERVICES	3,062	-	-	-
Total HITE GREASE PROCESSING	154,939	344,400	519,800	548,100

HITE SUPPORT

5101 Regular Wages	4,084,173	2,153,600	2,284,200	2,398,700
5103 Temporary Wages	24,975	-	-	-
5105 Overtime Wages	174,010	420,000	420,000	439,000
5104 On-Call Wages	197,387	250,000	250,000	262,000
5109 Benefits	1,122,259	1,113,600	1,074,200	1,114,500
Total PERSONNEL	5,602,804	3,937,200	4,028,400	4,214,200

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

MAINTENANCE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5213 Materials & Supplies	423,276	555,000	340,000	351,000
Total MATERIALS & FUELS	423,276	555,000	340,000	351,000
5549 Os - Other	10,065	16,000	16,000	16,000
5556 Os - Maintenance	180,276	304,000	301,000	321,000
Total OUTSIDE SERVICES	190,341	320,000	317,000	337,000
5685 Meetings & Conferences	33,106	51,000	51,000	54,000
5686 Training & Development	116,793	110,000	110,000	160,000
Total SUPPORT EXPENSES	149,899	161,000	161,000	214,000
Total HITE SUPPORT	6,366,320	4,973,200	4,846,400	5,116,200

HITE DISSOLVED AIR FLOTATION

5101 Regular Wages	67,834	126,700	370,000	388,500
5105 Overtime Wages	336	-	-	-
5109 Benefits	63,350	66,600	174,000	180,600
Total PERSONNEL	131,520	193,300	544,000	569,100
5213 Materials & Supplies	153,161	269,400	200,000	209,000
Total MATERIALS & FUELS	153,161	269,400	200,000	209,000
5556 Os - Maintenance	29,407	57,000	20,000	21,000
Total OUTSIDE SERVICES	29,407	57,000	20,000	21,000
Total HITE DISSOLVED AIR FLOTATION	314,088	519,700	764,000	799,100

HITE ANAEROBIC DIGESTION

5101 Regular Wages	190,808	627,600	370,000	388,500
5105 Overtime Wages	4,080	-	-	-
5109 Benefits	303,102	323,200	174,000	180,600
Total PERSONNEL	497,990	950,800	544,000	569,100
5213 Materials & Supplies	429,413	607,900	475,000	499,000
Total MATERIALS & FUELS	429,413	607,900	475,000	499,000
5556 Os - Maintenance	981,589	9,000	68,000	73,000
Total OUTSIDE SERVICES	981,589	9,000	68,000	73,000
Total HITE ANAEROBIC DIGESTION	1,908,992	1,567,700	1,087,000	1,141,100

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

MAINTENANCE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>HITE COGENERATION</i>				
5101 Regular Wages	9,955	84,300	370,000	388,500
5109 Benefits	40,410	44,100	174,000	180,600
Total PERSONNEL	50,365	128,400	544,000	569,100
5213 Materials & Supplies	39,748	117,500	125,000	134,000
Total MATERIALS & FUELS	39,748	117,500	125,000	134,000
5556 Os - Maintenance	66,382	3,000	9,000	9,000
Total OUTSIDE SERVICES	66,382	3,000	9,000	9,000
Total HITE COGENERATION	156,495	248,900	678,000	712,100
<i>HITE CENTRIFUGATION</i>				
5101 Regular Wages	127,004	670,000	371,200	389,700
5105 Overtime Wages	1,486	-	-	-
5109 Benefits	325,618	346,900	174,400	181,300
Total PERSONNEL	454,108	1,016,900	545,600	571,000
5213 Materials & Supplies	286,745	323,500	275,000	289,000
Total MATERIALS & FUELS	286,745	323,500	275,000	289,000
5556 Os - Maintenance	41,775	-	-	-
Total OUTSIDE SERVICES	41,775	-	-	-
Total HITE CENTRIFUGATION	782,628	1,340,400	820,600	860,000
<i>HITE COMPOSTING</i>				
5101 Regular Wages	1,678	16,100	-	-
5109 Benefits	7,487	8,200	-	-
Total PERSONNEL	9,165	24,300	-	-
5213 Materials & Supplies	1,382	80,000	75,000	53,000
Total MATERIALS & FUELS	1,382	80,000	75,000	53,000
Total HITE COMPOSTING	10,547	104,300	75,000	53,000
Total MAINTENANCE	18,088,189	19,116,800	18,674,800	19,683,400

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
MAINTENANCE						
0001 - Administrative Analyst	1.00	2.00	1.00	1.00	1.00	1.00
0001 - Administrative Assistant Senior	1.00	0.00	1.00	1.00	1.00	1.00
0001 - Capital Project Coordinator	1.00	0.00	0.00	0.00	0.00	0.00
0001 - Director Of Maintenance	1.00	1.00	1.00	1.00	1.00	1.00
0001 - EAM Administrator	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Maintenance Program Manager	0.00	0.00	1.00	1.00	1.00	1.00
0001 - Maintenance Project Coordinator	0.00	1.00	0.00	1.00	1.00	1.00
0001 - Maintenance Scheduler	1.00	0.00	0.00	0.00	0.00	0.00
0609 - Facilities Maintenance Lead	4.00	4.00	1.00	2.00	2.00	2.00
0609 - Facilities Maintenance Manager	1.00	1.00	0.00	1.00	1.00	1.00
0609 - Facilities Maintenance Supervisor	4.00	1.00	1.00	1.00	1.00	1.00
0609 - Facilities Maintenance Worker I	0.00	2.00	5.00	5.00	5.00	5.00
0609 - Facilities Maintenance Worker II	0.00	6.00	2.00	3.00	3.00	3.00
0609 - Facilities Maintenance Worker III	0.00	0.00	1.00	1.00	1.00	1.00
0609 - FM Equipment Operator Senior	3.00	2.00	0.00	0.00	0.00	0.00
0609 - HVAC Supervisor	0.00	1.00	1.00	1.00	1.00	1.00
0609 - HVAC Technician	0.00	5.00	1.00	2.00	2.00	2.00
0609 - Industrial Maintenance Equipment Operator I	0.00	3.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Equipment Operator II	0.00	0.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Supervisor	0.00	2.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Technician I	0.00	4.00	2.00	2.00	2.00	2.00
0609 - Industrial Maintenance Technician II	0.00	2.00	7.00	7.00	7.00	7.00
0610 - Industrial Maintenance Technician III	0.00	1.00	2.00	2.00	2.00	2.00
0609 - Lead HVAC Technician	0.00	0.00	1.00	1.00	1.00	1.00
0609 - Maintenance Planner	1.00	1.00	1.00	1.00	1.00	1.00
0609 - Maintenance Worker FM	5.00	0.00	0.00	0.00	0.00	0.00
0609 - Maintenance Worker II	3.00	0.00	0.00	0.00	0.00	0.00
0609 - Senior HVAC Technician	0.00	0.00	2.00	3.00	3.00	3.00
0609 - Senior Maint Worker-Maint	10.00	1.00	0.00	0.00	0.00	0.00
0609 - Utility Repairman	2.00	2.00	0.00	0.00	0.00	0.00
0609 - Utility Repairman Senior	0.00	1.00	0.00	0.00	0.00	0.00
0709 - EIT Journeyman Trainee	4.00	0.00	0.00	0.00	0.00	0.00
0709 - Electrical and Instrumentation Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
0709 - Electrical Maintenance Manager	1.00	1.00	1.00	1.00	1.00	1.00
0709 - Electrician Instrument Tech	7.00	6.00	6.00	7.00	7.00	7.00
0709 - Electrician Instrument Tech Senior	4.00	3.00	0.00	2.00	2.00	2.00
0709 - Electrician Instrumentation Technician Apprentice	0.00	3.00	2.00	2.00	2.00	2.00
0709 - Facility Electrician	0.00	0.00	0.00	1.00	1.00	1.00
0709 - Maintenance Planner	1.00	1.00	1.00	1.00	1.00	1.00
0709 - Principal Electrician Instrumentation Technician	0.00	2.00	1.00	1.00	1.00	1.00
0809 - Maintenance Planner	1.00	1.00	0.00	1.00	1.00	1.00
0809 - Mechanical Industrial Tech Senior	6.00	1.00	2.00	2.00	2.00	2.00
0809 - Mechanical Industrial Techician	8.00	9.00	10.00	10.00	10.00	10.00
0809 - Mechanical Industrial Techician Apprentice	0.00	5.00	1.00	3.00	3.00	3.00
0809 - Mechanical Maintenance Manager	1.00	1.00	1.00	1.00	1.00	1.00
0809 - Mechanical Maintenance Supv	2.00	2.00	2.00	2.00	2.00	2.00
0809 - MIT Journeyman Trainee	5.00	0.00	0.00	0.00	0.00	0.00
0809 - Principal Mechanical Industrial Technician	0.00	4.00	4.00	4.00	4.00	4.00
0809 - Utility Repairman	0.00	0.00	2.00	2.00	2.00	2.00
0809 - Utility Repairman Senior	0.00	0.00	1.00	1.00	1.00	1.00
Total Maintenance	81.00	85.00	74.00	87.00	87.00	87.00

RWHTF Operations Department

Description of Operations

The RWHTF Operations Department is responsible for operating the liquid treatment, solids processing, and cogeneration facilities at the plant while maintaining compliance with all federal and state regulations. The RWHTF Operations Department strives to operate the facility in a cost-effective and efficient manner.

The RWHTF Operations Department 2025 Revised Budget decreased by 1.8% compared to the 2025 Budget. The 2026 Budget is increasing by 0.8% compared to the 2025 Budget. These changes are due to an increase in personnel costs.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 7,404,600	\$ 7,446,700	\$ 42,100	\$ 7,925,200	\$ 520,600
Materials & Fuels	107,000	107,000	-	150,000	43,000
Chemicals	10,781,000	10,901,000	120,000	11,122,500	341,500
Utilities	8,142,000	7,642,000	(500,000)	7,689,300	(452,700)
Outside Services	3,775,000	3,575,000	(200,000)	3,564,500	(210,500)
Support Expenses	90,500	90,500	-	94,800	4,300
Total RWHTF Operations	\$ 30,300,100	\$ 29,762,200	\$ (537,900)	\$ 30,546,300	\$ 246,200

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total RWHTF Operations Staff	46	46	-	47	1

2024 Highlights

- 130 MGD timewighted average total effluent at Hite
- 86 tons per day dewatered biosolids
- 45,417 MMBTU* heat recovered
- 4.6 megawatts generated
- 24/7/365 staffed operations

*British thermal units

METRO WATER RECOVERY

DEPARTMENT SUMMARY

RWHTF OPERATIONS DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
MANAGEMENT	774,573	770,000	1,418,700	1,504,700
RWHTF OPERATIONS	24,288,315	27,590,800	26,490,400	27,068,800
SECURITY	1,552,119	1,939,300	1,853,100	1,972,800
Total OPERATIONS	26,615,007	30,300,100	29,762,200	30,546,300

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

RWHTF OPERATIONS DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	3,781,607	4,359,700	4,462,700	4,749,000
5105	OVERTIME WAGES	790,023	790,000	790,000	850,000
5104	ON-CALL WAGES	2,720	4,000	4,000	4,500
5108	EMPLOYEE INCENTIVE PAY	111,150	96,000	96,000	110,000
5109	BENEFITS	2,248,129	2,150,100	2,089,200	2,206,900
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	6,938,429	7,404,600	7,446,700	7,925,200
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	161,793	107,000	107,000	150,000
	Total MATERIALS & FUELS	161,793	107,000	107,000	150,000
CHEMICALS					
5320	FERRIC CHLORIDE	497,512	230,000	500,000	520,000
5330	POLYMER - DAF	595,249	830,000	830,000	830,000
5335	POLYMER - CENTRIFUGE	1,958,471	3,000,000	2,850,000	2,775,000
5339	PERACETIC ACID	5,719,590	5,300,000	5,300,000	5,565,000
5341	SODIUM BISULFITE	120,377	130,000	130,000	130,000
5342	SODIUM HYPOCHLORITE	55,412	150,000	150,000	157,500
5347	MAGNESIUM CHLORIDE	875,026	1,070,000	1,070,000	1,070,000
5355	MINERAL OIL	-	14,000	14,000	15,000
5361	DEFOAMENT	72,336	57,000	57,000	60,000
	Total CHEMICALS	9,893,973	10,781,000	10,901,000	11,122,500
UTILITIES					
5410	NATURAL GAS/PROPANE	582,367	827,000	827,000	868,600
5411	NATURAL GAS - COGEN	29,758	80,000	80,000	84,000
5415	POTABLE WATER	585,063	535,000	535,000	561,700
5420	ELECTRICAL POWER	5,618,171	6,700,000	6,200,000	6,175,000
	Total UTILITIES	6,815,359	8,142,000	7,642,000	7,689,300
OUTSIDE SERVICES					
5549	OS - OTHER	1,085,028	2,000,000	1,800,000	1,700,000
5550	OS - ENGIE	1,480,848	1,630,000	1,630,000	1,711,500
5556	OS - MAINTENANCE	163,449	145,000	145,000	153,000
	Total OUTSIDE SERVICES	2,729,325	3,775,000	3,575,000	3,564,500
SUPPORT SERVICES					
5610	MEMBERSHIPS	418	3,500	3,500	3,700
5685	MEETINGS & CONFERENCES	24,514	64,000	64,000	67,200
5686	TRAINING & DEVELOPMENT	51,196	23,000	23,000	23,900
	Total SUPPORT EXPENSES	76,128	90,500	90,500	94,800
	Total OPERATIONS	26,615,007	30,300,100	29,762,200	30,546,300

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

OPERATIONS DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>MANAGEMENT</i>				
5101 Regular Wages	379,568	391,200	845,200	887,800
5108 Employee Incentive Pay	111,150	96,000	96,000	110,000
5109 Benefits	214,867	202,500	397,200	413,000
5110 Car Allowance	4,800	4,800	4,800	4,800
Total PERSONNEL	710,385	694,500	1,343,200	1,415,600
5213 Materials & Supplies	18,034	15,000	15,000	25,000
Total MATERIALS & FUELS	18,034	15,000	15,000	25,000
5549 Os - Other	19,538	30,000	30,000	32,000
Total OUTSIDE SERVICES	19,538	30,000	30,000	32,000
5610 Memberships	418	3,500	3,500	3,700
5685 Meetings & Conferences	13,404	23,000	23,000	24,200
5686 Training & Development	12,794	4,000	4,000	4,200
Total SUPPORT EXPENSES	26,616	30,500	30,500	32,100
Total MANAGEMENT	774,573	770,000	1,418,700	1,504,700
<i>HITE TREATMENT - SUPPORT</i>				
5101 Regular Wages	2,549,097	1,502,300	972,900	1,021,900
5105 Overtime Wages	628,329	304,000	304,000	364,000
5109 Benefits	783,883	768,600	456,700	475,400
Total PERSONNEL	3,961,309	2,574,900	1,733,600	1,861,300
5213 Materials & Supplies	121,858	65,000	65,000	80,000
Total MATERIALS & FUELS	121,858	65,000	65,000	80,000
5410 Natural Gas/Propane	582,367	473,000	473,000	497,000
5411 Natural Gas - Cogen	29,757	80,000	80,000	84,000
5415 Potable Water	585,064	535,000	535,000	561,700
5420 Electrical Power	318,868	377,000	360,100	377,000
Total UTILITIES	1,516,056	1,465,000	1,448,100	1,519,700
5549 Os - Other	180	541,000	541,000	468,000
Total OUTSIDE SERVICES	180	541,000	541,000	468,000
5685 Meetings & Conferences	10,917	25,000	25,000	26,200
5686 Training & Development	38,401	15,000	15,000	15,700
Total SUPPORT EXPENSES	49,318	40,000	40,000	41,900
Total HITE TREATMENT SUPPORT	5,648,721	4,685,900	3,827,700	3,970,900

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

OPERATIONS DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>HITE TREATMENT - PRIMARY NORTH</i>				
5101 Regular Wages	55,268	189,000	201,000	210,400
5105 Overtime Wages	12,718	39,500	39,500	43,000
5109 Benefits	95,369	88,000	93,800	97,700
Total PERSONNEL	163,355	316,500	334,300	351,100
5420 Electrical Power	65,830	60,000	57,300	60,000
Total UTILITIES	65,830	60,000	57,300	60,000
Total HITE TREATMENT - PRIMARY NORTH	229,185	376,500	391,600	411,100
<i>HITE TREATMENT - PRIMARY SOUTH</i>				
5101 Regular Wages	55,268	189,000	201,000	210,400
5105 Overtime Wages	12,718	39,500	39,500	43,000
5109 Benefits	95,369	88,000	93,800	97,700
Total PERSONNEL	163,355	316,500	334,300	351,100
5213 Materials & Supplies	3,467	-	-	-
Total MATERIALS & FUELS	3,467	-	-	-
5420 Electrical Power	65,830	60,000	57,300	60,000
Total UTILITIES	65,830	60,000	57,300	60,000
Total HITE TREATMENT - PRIMARY SOUTH	232,652	376,500	391,600	411,100
<i>HITE TREATMENT - SECONDARY NORTH</i>				
5101 Regular Wages	55,268	239,500	201,000	210,400
5105 Overtime Wages	12,718	39,500	39,500	43,000
5109 Benefits	120,964	114,000	93,800	97,700
Total PERSONNEL	188,950	393,000	334,300	351,100
5420 Electrical Power	2,139,470	2,350,000	2,144,800	2,087,500
Total UTILITIES	2,139,470	2,350,000	2,144,800	2,087,500
Total HITE TREATMENT - SECONDARY NORTH	2,328,420	2,743,000	2,479,100	2,438,600
<i>HITE TREATMENT - SECONDARY SOUTH</i>				
5101 Regular Wages	55,268	239,500	201,000	210,400
5105 Overtime Wages	12,718	39,500	39,500	43,000
5109 Benefits	120,964	114,000	93,800	97,700
Total PERSONNEL	188,950	393,000	334,300	351,100

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

OPERATIONS DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5213 Materials & Supplies	24	-	-	-
Total MATERIALS & FUELS	24	-	-	-
5420 Electrical Power	1,733,519	2,350,000	2,144,800	2,087,500
Total UTILITIES	1,733,519	2,350,000	2,144,800	2,087,500
Total HITE TREATMENT - SECONDARY SOUTH	1,922,493	2,743,000	2,479,100	2,438,600

HITE TREATMENT - CHLORINATION/DECHLORINATION

5101 Regular Wages	55,268	87,900	201,000	210,400
5105 Overtime Wages	12,717	39,500	39,500	43,000
5109 Benefits	44,605	40,200	93,800	97,700
Total PERSONNEL	112,590	167,600	334,300	351,100
5339 Peracetic Acid	5,719,592	5,300,000	5,300,000	5,565,000
5341 Sodium Bisulfite	120,376	130,000	130,000	130,000
5342 Sodium Hypochlorite	55,412	150,000	150,000	157,500
Total CHEMICALS	5,895,380	5,580,000	5,580,000	5,852,500
5420 Electrical Power	241,376	315,000	300,900	315,000
Total UTILITIES	241,376	315,000	300,900	315,000
Total HITE TREATMENT - CHLORINATION/DECHLORINAT	6,249,346	6,062,600	6,215,200	6,518,600

HITE TREATMENT - GREASE PROCESSING

5101 Regular Wages	55,268	87,900	194,700	203,800
5105 Overtime Wages	12,717	39,500	39,500	43,000
5109 Benefits	44,605	40,200	91,100	94,600
Total PERSONNEL	112,590	167,600	325,300	341,400
5410 Natural Gas/Propane	-	177,000	177,000	185,800
Total UTILITIES	-	177,000	177,000	185,800
Total HITE TREATMENT - GREASE PROCESSING	112,590	344,600	502,300	527,200

HITE TREATMENT - DISSOLVED AIR FLOTATION

5101 Regular Wages	55,268	242,400	185,300	193,900
5105 Overtime Wages	12,718	39,500	39,500	43,000
5109 Benefits	122,610	116,200	86,500	90,000
Total PERSONNEL	190,596	398,100	311,300	326,900
5330 Polymer - Daf	595,248	830,000	830,000	830,000
Total CHEMICALS	595,248	830,000	830,000	830,000

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

OPERATIONS DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5420 Electrical Power	373,036	440,000	420,300	440,000
Total UTILITIES	373,036	440,000	420,300	440,000
Total HITE TREATMENT - DISSOLVED AIR FLOTATION	1,158,880	1,668,100	1,561,600	1,596,900

HITE TREATMENT - ANAEROBIC DIGESTION

5101 Regular Wages	55,268	150,600	191,600	200,500
5105 Overtime Wages	12,717	39,500	39,500	43,000
5109 Benefits	76,147	73,800	89,200	93,100
Total PERSONNEL	144,132	263,900	320,300	336,600
5320 Ferric Chloride	-	115,000	250,000	260,000
5347 Magnesium Chloride	875,026	1,070,000	1,070,000	1,070,000
Total CHEMICALS	875,026	1,185,000	1,320,000	1,330,000
5410 Natural Gas/Propane	-	177,000	177,000	185,800
5420 Electrical Power	164,575	180,000	171,900	180,000
Total UTILITIES	164,575	357,000	348,900	365,800
Total HITE TREATMENT - ANAEROBIC DIGESTION	1,183,733	1,805,900	1,989,200	2,032,400

HITE TREATMENT - COGENERATION

5101 Regular Wages	55,268	9,900	191,600	200,500
5105 Overtime Wages	12,717	39,500	39,500	43,000
5109 Benefits	5,045	5,100	89,200	93,100
Total PERSONNEL	73,030	54,500	320,300	336,600
5550 Os - Engie	1,480,847	1,630,000	1,630,000	1,711,500
Total OUTSIDE SERVICES	1,480,847	1,630,000	1,630,000	1,711,500
Total HITE TREATMENT - COGENERATION	1,553,877	1,684,500	1,950,300	2,048,100

TREATMENT - CENTRIFUGATION

5101 Regular Wages	55,268	335,200	191,600	200,500
5105 Overtime Wages	12,718	39,500	39,500	43,000
5109 Benefits	169,710	159,300	89,200	93,100
Total PERSONNEL	237,696	534,000	320,300	336,600
5213 Materials & Supplies	8,668	-	-	-
Total MATERIALS & FUELS	8,668	-	-	-

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

OPERATIONS DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5320 Ferric Chloride	497,512	115,000	250,000	260,000
5335 Polymer - Centrifuge	1,958,470	3,000,000	2,850,000	2,775,000
5355 Mineral Oil	-	14,000	14,000	15,000
5361 Defoament	72,336	57,000	57,000	60,000
Total CHEMICALS	2,528,318	3,186,000	3,171,000	3,110,000
5420 Electrical Power	515,667	568,000	542,600	568,000
Total UTILITIES	515,667	568,000	542,600	568,000
Total TREATMENT - CENTRIFUGATION	3,290,349	4,288,000	4,033,900	4,014,600

HITE TREATMENT - PROCESS CONTROL OPS

5101 Regular Wages	103,777	495,800	402,000	421,800
5105 Overtime Wages	23,868	79,000	79,000	43,000
5109 Benefits	250,424	237,400	187,800	195,900
Total PERSONNEL	378,069	812,200	668,800	660,700
Total HITE TREATMENT - PROCESS CONTROL OPS	378,069	812,200	668,800	660,700

SECURITY

5101 Regular Wages	196,483	199,500	282,800	366,300
5104 On-Call Wages	2,720	3,000	3,000	3,500
5105 Overtime Wages	10,652	12,000	12,000	13,000
5109 Benefits	103,569	102,800	133,300	170,200
Total PERSONNEL	313,424	317,300	431,100	553,000
5213 Materials & Supplies	9,742	21,000	21,000	35,000
Total MATERIALS & FUELS	9,742	21,000	21,000	35,000
5549 Os - Other	800,026	1,152,000	952,000	900,000
5556 Os - Maintenance	120,018	100,000	100,000	105,000
Total OUTSIDE SERVICES	920,044	1,252,000	1,052,000	1,005,000
5685 Meetings & Conferences	194	16,000	16,000	16,800
5686 Training & Development	-	3,000	3,000	3,000
Total SUPPORT EXPENSES	194	19,000	19,000	19,800
Total SECURITY	1,243,404	1,609,300	1,523,100	1,612,800

NTP SECURITY

5104 On-Call Wages	-	1,000	1,000	1,000
Total PERSONNEL	-	1,000	1,000	1,000

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

OPERATIONS DEPARTMENT				
	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5213 Materials & Supplies	-	6,000	6,000	10,000
Total MATERIALS & FUELS	-	6,000	6,000	10,000
5549 Os - Other	265,284	277,000	277,000	300,000
5556 Os - Maintenance	43,431	45,000	45,000	48,000
Total OUTSIDE SERVICES	308,715	322,000	322,000	348,000
5686 Training & Development	-	1,000	1,000	1,000
Total SUPPORT EXPENSES	-	1,000	1,000	1,000
Total NTP SECURITY	308,715	330,000	330,000	360,000
Total OPERATIONS	26,615,007	30,300,100	29,762,200	30,546,300

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
OPERATIONS						
0001 - Coordinated Opoperations Business Analyst	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Director of Operations	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Coordinated Operations Administrative Manage	1.00	1.00	1.00	1.00	1.00	1.00
1009 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
1009 - Operations Manager - RWHTF	1.00	1.00	1.00	1.00	1.00	1.00
1009 - Operations Supervisor	5.00	5.00	4.00	5.00	5.00	5.00
1009 - Operations Work Planner	1.00	1.00	0.00	0.00	0.00	0.00
1009 - Operations Work Planner Senior	2.00	2.00	3.00	3.00	3.00	3.00
1009 - Operator Technician	1.00	1.00	0.00	1.00	1.00	1.00
1009 - Plant Operator I	17.00	15.00	12.00	13.00	13.00	13.00
1009 - Plant Operator II	6.00	8.00	10.00	10.00	10.00	10.00
1009 - Plant Operator Lead	5.00	5.00	4.00	5.00	5.00	5.00
1009 - Senior RWHTF Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
5800 - Administrative Assistant Senior	0.00	0.00	1.00	1.00	1.00	1.00
5800 - Security Manager	1.00	1.00	1.00	1.00	1.00	1.00
5800 - Security Specialist	0.00	0.00	0.00	0.00	0.00	1.00
5800 - Security Specialist Senior	1.00	1.00	1.00	1.00	1.00	1.00
Total Operations Department	45.00	45.00	42.00	46.00	46.00	47.00

Northern Treatment Plant

Description of Operations

The Northern Treatment Plant (NTP) Operations team is responsible for operating the liquid treatment, solids processing, and cogeneration facilities at the NTP in compliance with all federal and state regulations. The Operations team strives to operate these facilities in a cost-effective and efficient manner. The NTP Maintenance team is responsible for providing preventive and corrective maintenance at NTP to meet reliability requirements and operational demands for liquid treatment, solids processing, and energy cogeneration. This includes maintaining Metro Water Recovery offices, public area and facilities, and maintaining facility support utilities such as water, electrical, and natural gas systems.

The NTP 2025 Revised Budget increased by 1.2% compared to the 2025 Budget. The 2026 Budget is increasing by 8.8% compared to the 2025 Budget. These changes are due to an increase in personnel, chemicals, utilities, and outside service

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 5,213,900	\$ 5,293,900	\$ 80,000	\$ 5,746,000	\$ 532,100
Materials & Fuels	930,000	930,000	-	1,003,000	73,000
Chemicals	1,095,000	1,095,000	-	1,152,000	57,000
Utilities	2,355,000	2,430,000	75,000	2,620,000	265,000
Outside Services	1,227,400	1,207,400	(20,000)	1,255,500	28,100
Support Expenses	78,000	78,000	-	81,000	3,000
Total Northern Treatment Plant	\$ 10,899,300	\$ 11,034,300	\$ 135,000	\$ 11,857,500	\$ 958,200

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Northern Treatment Plant Staff	38	38	-	39	1

2024 Highlights

NTP Operations

- Annual average of 7.934 million gallons/day reclaimed water
- Average 4.17 dry tons per day dewatered biosolids
- 24/7/365 staffed operations

NTP Maintenance

- 30 Buildings on 90 acres
- ~4,200 major pieces of processing equipment
- 4,600 pieces of active equipment
- 6,819 work orders completed

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METRO WATER RECOVERY
SUMMARY OF EXPENSES BY OBJECT

NORTHERN TREATMENT PLANT	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
MANAGEMENT	589,727	597,000	781,400	1,019,600
NTP MAINTENANCE	3,451,606	4,274,700	-	-
NTP OPERATIONS	4,612,686	6,027,600	6,024,900	6,391,000
FACILITIES MAINTENANCE NTP	-	-	1,137,700	1,189,900
ELECTRICAL MAINTENANCE NTP	-	-	985,200	1,032,700
MECHANICAL MAINTENANCE NTP	-	-	2,105,100	2,224,300
Total NORTHERN TREATMENT PLANT	8,654,019	10,899,300	11,034,300	11,857,500

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

NORTHERN TREATMENT PLANT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	2,396,360	3,255,300	3,327,700	3,633,500
5105	OVERTIME WAGES	205,190	200,000	220,000	231,500
5104	ON-CALL WAGES	99,689	35,000	110,000	116,000
5109	BENEFITS	1,446,922	1,665,800	1,570,400	1,693,200
5108	EMPLOYEE INCENTIVE PAY	54,100	32,000	40,000	45,000
5103	TEMPORARY WAGES	13,138	21,000	21,000	22,000
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	4,220,199	5,213,900	5,293,900	5,746,000
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	1,029,104	930,000	930,000	1,003,000
	Total MATERIALS & FUELS	1,029,104	930,000	930,000	1,003,000
CHEMICALS					
5320	FERRIC CHLORIDE	208,210	320,000	320,000	337,000
5329	POLYMER - WAS	60,914	200,000	200,000	210,000
5332	POLYMER - DEWATERING	205,106	285,000	285,000	300,000
5338	ACETIC ACID	-	114,000	114,000	120,000
5351	CALCIUM HYDROXIDE	25,317	140,000	140,000	147,000
5358	ALUM	17,456	36,000	36,000	38,000
	Total CHEMICALS	517,003	1,095,000	1,095,000	1,152,000
UTILITIES					
5410	NATURAL GAS/PROPANE	338,145	580,000	580,000	608,000
5415	POTABLE WATER	160,866	75,000	125,000	175,000
5416	REUSE WATER RIGHTS	-	-	100,000	125,000
5420	ELECTRICAL POWER	1,508,555	1,700,000	1,625,000	1,712,000
	Total UTILITIES	2,007,566	2,355,000	2,430,000	2,620,000
OUTSIDE SERVICES					
5540	OS - RENTAL	39,376	45,000	25,000	27,000
5549	OS - OTHER	6,568	82,000	82,000	86,100
5556	OS - MAINTENANCE	781,290	1,100,400	1,100,400	1,142,400
	Total OUTSIDE SERVICES	827,234	1,227,400	1,207,400	1,255,500
SUPPORT SERVICES					
5610	MEMBERSHIPS	404	2,000	2,000	2,000
5685	MEETINGS & CONFERENCES	21,492	40,000	40,000	41,000
5686	TRAINING & DEVELOPMENT	31,017	36,000	36,000	38,000
	Total SUPPORT EXPENSES	52,913	78,000	78,000	81,000
Total NORTHERN TREATMENT PLANT		8,654,019	10,899,300	11,034,300	11,857,500

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>MANAGEMENT</i>				
5101 Regular Wages	295,461	317,100	447,300	604,900
5109 Benefits	160,205	164,100	210,300	281,400
5108 Employee Incentive Pay	54,100	32,000	40,000	45,000
5110 Car Allowance	4,800	4,800	4,800	4,800
Total PERSONNEL	514,566	518,000	702,400	936,100
5213 Materials & Supplies	61,349	23,000	23,000	24,000
Total MATERIALS & FUELS	61,349	23,000	23,000	24,000
5549 Os - Other	4,077	30,000	30,000	31,500
Total OUTSIDE SERVICES	4,077	30,000	30,000	31,500
5610 Memberships	404	2,000	2,000	2,000
5685 Meetings & Conferences	5,176	15,000	15,000	16,000
5686 Training & Development	4,155	9,000	9,000	10,000
Total SUPPORT EXPENSES	9,735	26,000	26,000	28,000
Total MANAGEMENT	589,727	597,000	781,400	1,019,600
<i>NTP SUPPORT</i>				
5101 Regular Wages	1,092,486	1,124,100	922,400	971,100
5104 On-Call Wages	61,642	35,000	65,000	68,000
5105 Overtime Wages	117,561	200,000	200,000	211,500
5109 Benefits	558,303	582,300	434,700	452,900
Total PERSONNEL	1,829,992	1,941,400	1,622,100	1,703,500
5213 Materials & Supplies	157,122	907,000	907,000	979,000
Total MATERIALS & FUELS	157,122	907,000	907,000	979,000
5410 Natural Gas/Propane	187,854	353,000	353,000	380,000
5415 Potable Water	160,866	75,000	125,000	175,000
5416 Reuse Water Rights	-	-	100,000	125,000
5420 Electrical Power	347,075	400,000	400,000	340,000
Total UTILITIES	695,795	828,000	978,000	1,020,000
OUTSIDE SERVICES				
5540 Os - Rental	-	45,000	25,000	27,000
5549 Os - Other	2,491	52,000	52,000	54,600
5556 Os - Maintenance	460,044	509,000	509,000	530,000
Total OUTSIDE SERVICES	462,535	606,000	586,000	611,600

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5685 Meetings & Conferences	16,316	25,000	25,000	25,000
5686 Training & Development	26,862	27,000	27,000	28,000
Total SUPPORT EXPENSES	43,178	52,000	52,000	53,000
Total NTP SUPPORT	3,188,622	4,334,400	4,145,100	4,367,100

NTP PROCESS CONTROL OPS

5101 Regular Wages	54,771	100,400	340,100	357,500
5105 Overtime Wages	8,563	-	-	-
5109 Benefits	51,267	52,000	159,400	165,800
Total PERSONNEL	114,601	152,400	499,500	523,300
5213 Materials & Supplies	9,819	-	-	-
Total MATERIALS & FUELS	9,819	-	-	-
Total NTP PROCESS CONTROL OPS	124,420	152,400	499,500	523,300

NTP SUPPORT TO PROCESS CONTROL

5101 Regular Wages	-	60,700	-	-
5109 Benefits	30,745	31,100	-	-
Total PERSONNEL	30,745	91,800	-	-
Total NTP SUPPORT TO PROCESS CONTROL	30,745	91,800	-	-

NTP HEADWORKS

5101 Regular Wages	55,825	174,300	145,000	152,200
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	65,373	87,600	68,400	70,900
Total PERSONNEL	125,757	261,900	213,400	223,100
5213 Materials & Supplies	29,481	-	-	-
Total MATERIALS & FUELS	29,481	-	-	-
5410 Natural Gas/Propane	6,832	11,500	11,500	11,000
5420 Electrical Power	135,757	125,000	125,000	130,000
Total UTILITIES	142,589	136,500	136,500	141,000

METRO WATER RECOVERY
SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5556 Os - Maintenance	1,930	2,300	2,300	2,400
Total OUTSIDE SERVICES	1,930	2,300	2,300	2,400
Total NTP HEADWORKS	299,757	400,700	352,200	366,500

NTP PRIMARY TREATMENT

5101 Regular Wages	45,909	162,500	145,000	152,200
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	60,541	82,900	68,400	70,900
Total PERSONNEL	111,009	245,400	213,400	223,100
5213 Materials & Supplies	6,973	-	-	-
Total MATERIALS & FUELS	6,973	-	-	-
5410 Natural Gas/Propane	6,832	11,500	11,500	11,000
5420 Electrical Power	30,168	30,000	30,000	32,000
Total UTILITIES	37,000	41,500	41,500	43,000
5556 Os - Maintenance	53,702	28,200	28,200	30,000
Total OUTSIDE SERVICES	53,702	28,200	28,200	30,000
Total NTP PRIMARY TREATMENT	208,684	315,100	283,100	296,100

NTP SECONDARY TREATMENT

5101 Regular Wages	69,738	123,700	152,000	159,700
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	48,381	62,200	72,000	74,500
Total PERSONNEL	122,678	185,900	224,000	234,200
5213 Materials & Supplies	119,484	-	-	-
Total MATERIALS & FUELS	119,484	-	-	-
5338 Acetic Acid	-	114,000	114,000	120,000
Total CHEMICALS	-	114,000	114,000	120,000
5410 Natural Gas/Propane	6,831	11,500	11,500	11,000
5420 Electrical Power	346,936	400,000	400,000	420,000
Total UTILITIES	353,767	411,500	411,500	431,000

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5556 Os - Maintenance	755	28,600	28,600	30,000
Total OUTSIDE SERVICES	755	28,600	28,600	30,000

**Total NTP SECONDARY
TREATMENT**

596,684	740,000	778,100	815,200
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NTP TERTIARY TREATMENT

5101 Regular Wages	51,298	171,900	152,000	159,700
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	64,523	86,900	72,000	74,500

Total PERSONNEL	120,380	258,800	224,000	234,200
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5213 Materials & Supplies	42,822	-	-	-
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Total MATERIALS & FUELS	42,822	-	-	-
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5358 Alum	17,457	36,000	36,000	38,000
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Total CHEMICALS	17,457	36,000	36,000	38,000
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5410 Natural Gas/Propane	6,832	11,500	11,500	11,000
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5420 Electrical Power	211,178	200,000	200,000	250,000
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Total UTILITIES	218,010	211,500	211,500	261,000
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5556 Os - Maintenance	2,202	56,400	56,400	59,000
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Total OUTSIDE SERVICES	2,202	56,400	56,400	59,000
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**Total NTP TERTIARY
TREATMENT**

400,871	562,700	527,900	592,200
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NTP DISINFECTION & EFFLUENT TRANSFER

5101 Regular Wages	44,815	154,300	152,000	159,700
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	58,363	78,300	72,000	74,500

Total PERSONNEL	107,737	232,600	224,000	234,200
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5213 Materials & Supplies	87,479	-	-	-
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Total MATERIALS & FUELS	87,479	-	-	-
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5410 Natural Gas/Propane	6,832	11,500	11,500	11,000
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5420 Electrical Power	135,757	175,000	175,000	200,000
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Total UTILITIES	142,589	186,500	186,500	211,000
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METRO WATER RECOVERY
SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5556 Os - Maintenance	2,208	-	-	-
Total OUTSIDE SERVICES	2,208	-	-	-

**Total NTP DISINFECTION &
EFFLUENT TRANSFER**

340,013	419,100	410,500	445,200
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NTP GRAVITY THICKENING

5101 Regular Wages	50,477	157,700	152,000	159,700
5105 Overtime Wages	4,558	-	-	-
5109 Benefits	60,010	79,500	72,000	74,500

Total PERSONNEL	115,045	237,200	224,000	234,200
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5213 Materials & Supplies	32,216	-	-	-
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Total MATERIALS & FUELS	32,216	-	-	-
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5410 Natural Gas/Propane	6,832	11,500	11,500	11,000
5420 Electrical Power	30,168	30,000	30,000	32,000

Total UTILITIES	37,000	41,500	41,500	43,000
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5556 Os - Maintenance	9,889	8,100	8,100	8,000
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Total OUTSIDE SERVICES	9,889	8,100	8,100	8,000
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**Total NTP GRAVITY
THICKENING**

194,150	286,800	273,600	285,200
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NTP WAS THICKENING

5101 Regular Wages	39,728	157,700	152,000	159,700
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	60,010	79,500	72,000	74,500

Total PERSONNEL	104,297	237,200	224,000	234,200
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5213 Materials & Supplies	25,606	-	-	-
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Total MATERIALS & FUELS	25,606	-	-	-
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5329 Polymer - Was	60,914	200,000	200,000	210,000
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Total CHEMICALS	60,914	200,000	200,000	210,000
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5410 Natural Gas/Propane	6,831	15,000	15,000	15,000
5420 Electrical Power	15,084	20,000	20,000	21,000

Total UTILITIES	21,915	35,000	35,000	36,000
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Total NTP WAS THICKENING

212,732	472,200	459,000	480,200
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METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>NTP ANAEROBIC DIGESTION</i>				
5101 Regular Wages	54,127	171,900	152,000	159,700
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	64,523	86,900	72,000	74,500
Total PERSONNEL	123,209	258,800	224,000	234,200
5213 Materials & Supplies	61,547	-	-	-
Total MATERIALS & FUELS	61,547	-	-	-
5320 Ferric Chloride	-	40,000	40,000	42,000
5351 Calcium Hydroxide	25,317	140,000	140,000	147,000
Total CHEMICALS	25,317	180,000	180,000	189,000
5410 Natural Gas/Propane	9,108	11,500	11,500	11,000
5420 Electrical Power	181,010	250,000	175,000	190,000
Total UTILITIES	190,118	261,500	186,500	201,000
5556 Os - Maintenance	8,666	-	-	-
Total OUTSIDE SERVICES	8,666	-	-	-
Total NTP ANAEROBIC DIGESTION	408,857	700,300	590,500	624,200
<i>NTP DIGESTED SOLIDS DEWATERING</i>				
5101 Regular Wages	62,509	173,300	152,000	159,700
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	70,364	88,000	72,000	74,500
Total PERSONNEL	137,432	261,300	224,000	234,200
5213 Materials & Supplies	143,263	-	-	-
Total MATERIALS & FUELS	143,263	-	-	-
5320 Ferric Chloride	208,210	280,000	280,000	295,000
5332 Polymer - Dewatering	205,106	285,000	285,000	300,000
Total CHEMICALS	413,316	565,000	565,000	595,000
5410 Natural Gas/Propane	6,831	11,500	11,500	11,000
5420 Electrical Power	15,084	20,000	20,000	22,000
Total UTILITIES	21,915	31,500	31,500	33,000

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5556 Os - Maintenance	-	69,500	69,500	72,000
Total OUTSIDE SERVICES	-	69,500	69,500	72,000
Total NTP DIGESTED SOLIDS DEWATERING	715,926	927,300	890,000	934,200
<i>NTP COGENERATION</i>				
5101 Regular Wages	44,403	122,500	152,000	159,700
5105 Overtime Wages	4,559	-	-	-
5109 Benefits	48,381	62,200	72,000	74,500
Total PERSONNEL	97,343	184,700	224,000	234,200
5213 Materials & Supplies	44,739	-	-	-
Total MATERIALS & FUELS	44,739	-	-	-
5410 Natural Gas/Propane	86,531	120,000	120,000	125,000
5420 Electrical Power	60,337	50,000	50,000	75,000
Total UTILITIES	146,868	170,000	170,000	200,000
5556 Os - Maintenance	34,321	85,500	85,500	90,000
Total OUTSIDE SERVICES	34,321	85,500	85,500	90,000
Total NTP COGENERATION	323,271	440,200	479,500	524,200
<i>GROUNDS</i>				
5101 Regular Wages	430,968	22,400	93,400	98,300
5103 Temporary Wages	13,138	21,000	21,000	22,000
5104 On-Call Wages	38,048	-	45,000	48,000
5105 Overtime Wages	33,479	-	20,000	20,000
5109 Benefits	26,073	11,500	44,100	45,900
Total PERSONNEL	541,706	54,900	223,500	234,200
5213 Materials & Supplies	35,229	-	-	-
Total MATERIALS & FUELS	35,229	-	-	-
5556 Os - Maintenance	178,547	231,000	231,000	235,000
Total OUTSIDE SERVICES	178,547	231,000	231,000	235,000
Total GROUNDS	755,482	285,900	454,500	469,200

METRO WATER RECOVERY
SUMMARY OF EXPENSES BY ACTIVITY

NORTHERN TREATMENT PLANT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>EQUIPMENT</i>				
5101 Regular Wages	3,843	60,800	18,500	19,700
5109 Benefits	19,860	30,800	9,100	9,400
Total PERSONNEL	23,703	91,600	27,600	29,100
5213 Materials & Supplies	171,975	-	-	-
Total MATERIALS & FUELS	171,975	-	-	-
5540 Os - Rental	39,375	-	-	-
5556 Os - Maintenance	29,025	81,800	81,800	86,000
Total OUTSIDE SERVICES	68,400	81,800	81,800	86,000
Total EQUIPMENT	264,078	173,400	109,400	115,100
Total NORTHERN TREATMENT PLANT	8,654,019	10,899,300	11,034,300	11,857,500

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
NORTHERN TREATMENT PLANT						
0200 - NTP Director of Operations and Maintenance	1.00	1.00	1.00	1.00	1.00	1.00
0200 - NTP Maintenance Planner	0.00	1.00	1.00	1.00	1.00	1.00
0200 - NTP Maintenance Manager	0.00	0.00	0.00	0.00	0.00	1.00
0200 - Senior NTP O&M Manager	0.00	1.00	1.00	1.00	1.00	1.00
0309 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
0309 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
0309 - Operations Supervisor	2.00	2.00	1.00	2.00	2.00	2.00
0309 - Operations Work Planner	0.00	0.00	1.00	1.00	1.00	1.00
0309 - Operations Work Planner Senior	1.00	1.00	0.00	0.00	0.00	0.00
0309 - Operator Technician	1.00	1.00	0.00	0.00	0.00	0.00
0309 - Plant Operator I	7.00	7.00	4.00	7.00	7.00	7.00
0309 - Plant Operator II	1.00	1.00	4.00	4.00	4.00	4.00
0309 - Plant Operator Lead	1.00	2.00	2.00	2.00	2.00	2.00
1308 - Facilities Maintenance Lead	1.00	1.00	1.00	1.00	1.00	1.00
1308 - Maintenance Worker FM	0.00	1.00	1.00	3.00	3.00	3.00
1308 - NTP Facilities Maintenance Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
1308 - Senior Maint Worker-Maint	2.00	2.00	2.00	2.00	2.00	2.00
1408 - Electrician Instrument Tech	2.00	1.00	1.00	2.00	2.00	2.00
1408 - Electrician Instrumentation Tech Apprentice	0.00	1.00	1.00	1.00	1.00	1.00
1408 - NTP Electrical & Instrumentation Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
1508 - Mechanical Industrial Tech Senior	1.00	1.00	0.00	0.00	0.00	0.00
1508 - Mechanical Industrial Technician	1.00	1.00	3.00	4.00	4.00	4.00
1508 - Mechanical Industrial Technician Apprentice	1.00	1.00	0.00	0.00	0.00	0.00
1508 - NTP Mechanical Maintenance Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
1508 - Utility Repairman	1.00	1.00	1.00	1.00	1.00	1.00
Total Northern Treatment Plant	28.00	32.00	30.00	38.00	38.00	39.00

Resource Recovery and Reuse Department

Description of Operations

The Resource Recovery and Reuse (RR&R) Department is responsible for Metro Water Recovery's Transmission System, the Biosolids Management Program, and Metro's Fleet Management Program. This includes transmission of wastewater from all Connectors to the RWHTF and NTP, marketing, transporting, permitting and distribution of Metro's Class B METROGRO® biosolids product, as well as acquiring and maintaining fleet vehicles and equipment.

The RR&R Department 2025 Revised Budget decreased by 1.5% compared to the 2025 Budget. The 2026 Budget is increasing by 5.5% compared to the 2025 Budget. These changes are due to an increase in personnel and chemical costs.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 10,164,000	\$ 10,266,700	\$ 102,700	\$ 11,142,200	\$ 978,200
Materials & Fuels	4,645,000	4,571,000	(74,000)	4,807,500	162,500
Chemicals	1,800,000	1,800,000	-	1,890,000	90,000
Utilities	280,000	280,000	-	293,900	13,900
Outside Services	1,862,000	1,489,000	(373,000)	1,574,000	(288,000)
Support Expenses	168,500	233,500	65,000	246,300	77,800
Total RR&R	\$ 18,919,500	\$ 18,640,200	\$ (279,300)	\$ 19,953,900	\$ 1,034,400

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total RR&R Staff	74	74	-	77	3

2024 Highlights

- 15,617 line locate responses
- 5,173 physical line locates
- 253 miles of gravity pipe
- 44 interceptors
- 3,728 manholes
- 8 drainage basins
- 113 diversion structures
- 114 metering facilities
- 30 siphon structures
- 3 lift stations, 3 miles of force mains
- 236 miles of gravity pipe
- 52,000-acre METROGRO® Farm
- 110–120 miles of METROGRO® Farm roads
- Average 85.9 dry tons per day dewatered biosolids
- 31,700 dry tons biosolids land applied
- Approximately 13,000 acres biosolids land applied
- 25 truckloads/day biosolids transported 6 days/week
- ~40,000 lbs. per hauled truckload
- 364 permitted land application sites
- 3,751 fleet work orders closed
- 482 fleet assets
- 145 gas vehicles & 21 tractor/trailer combos

METRO WATER RECOVERY

DEPARTMENT SUMMARY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
RR&R MANAGEMENT RR&R	1,679,922	990,700	1,498,000	1,614,000
RWHTF OPERATIONS RR&R	8,231,774	9,903,300	9,192,900	9,869,000
NTP OPERATIONS RR&R	119,080	204,900	324,100	342,200
RWHTF MAINTENANCE	3,700,079	4,474,100	4,574,900	4,910,800
RR&R TRANSMISSION	2,504,666	3,346,500	3,050,300	3,217,900
Total RESOURCE RECOVERY & REUSE	16,235,521	18,919,500	18,640,200	19,953,900

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

RESOURCE RECOVERY & REUSE DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	5,606,206	6,343,700	6,616,400	7,185,700
5105	OVERTIME WAGES	567,909	400,000	402,000	422,700
5104	ON-CALL WAGES	60,264	60,000	60,000	68,000
5103	TEMPORARY WAGES	20,812	20,000	20,000	21,000
5108	EMPLOYEE INCENTIVE PAY	94,800	50,000	50,000	100,000
5109	BENEFITS	3,229,563	3,285,500	3,113,500	3,340,000
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	9,584,354	10,164,000	10,266,700	11,142,200
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	2,315,163	2,780,000	2,706,000	2,849,700
5215	TIRES & TUBES	199,399	260,000	260,000	272,600
5225	GASOLINE	124,149	205,000	205,000	215,200
5230	DIESEL FUEL	978,759	1,400,000	1,400,000	1,470,000
	Total MATERIALS & FUELS	3,617,470	4,645,000	4,571,000	4,807,500
CHEMICALS					
5348	FARM CHEMICALS	1,457,065	1,800,000	1,800,000	1,890,000
	Total CHEMICALS	1,457,065	1,800,000	1,800,000	1,890,000
UTILITIES					
5410	NATURAL GAS/PROPANE	9,311	38,000	38,000	39,900
5415	POTABLE WATER	10,680	22,000	22,000	23,000
5420	ELECTRICAL POWER	165,621	220,000	220,000	231,000
	Total UTILITIES	185,612	280,000	280,000	293,900
OUTSIDE SERVICES					
5540	OS - RENTAL	802	42,000	42,000	43,000
5549	OS - OTHER	914,276	1,280,000	900,000	947,000
5556	OS - MAINTENANCE	136,700	210,000	210,000	225,000
5560	APPLICATION FEES	221,312	330,000	337,000	359,000
	Total OUTSIDE SERVICES	1,273,090	1,862,000	1,489,000	1,574,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	3,972	4,500	4,500	4,800
5685	MEETINGS & CONFERENCES	63,197	70,000	85,000	91,500
5686	TRAINING & DEVELOPMENT	50,761	94,000	144,000	150,000
	Total SUPPORT EXPENSES	117,930	168,500	233,500	246,300
TOTAL RESOURCE RECOVERY & REUSE		16,235,521	18,919,500	18,640,200	19,953,900

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>TRANSMISSION - LIFT STATIONS</i>				
5101 Regular Wages	19,821	59,400	299,900	315,400
5105 Overtime Wages	-	10,000	-	-
5109 Benefits	29,737	30,800	141,300	147,300
Total PERSONNEL	49,558	100,200	441,200	462,700
5213 Materials & Supplies	7,547	18,000	11,000	15,000
Total MATERIALS & FUELS	7,547	18,000	11,000	15,000
5410 Natural Gas/Propane	4,959	18,000	18,000	19,000
5415 Potable Water	10,607	-	-	-
5420 Electrical Power	105,213	120,000	120,000	126,000
Total UTILITIES	120,779	138,000	138,000	145,000
Total TRANSMISSION - LIFT STATIONS	177,884	256,200	590,200	622,700
<i>TRANSMISSION - ANNUAL CHARGES METERING/SAMPLING</i>				
5101 Regular Wages	15,797	12,700	96,300	101,700
5109 Benefits	6,425	6,300	45,300	46,800
Total PERSONNEL	22,222	19,000	141,600	148,500
5213 Materials & Supplies	1,749	94,000	50,000	60,000
Total MATERIALS & FUELS	1,749	94,000	50,000	60,000
5410 Natural Gas/Propane	-	7,000	7,000	7,300
5415 Potable Water	-	15,000	15,000	16,000
5420 Electrical Power	35,604	37,000	37,000	39,000
Total UTILITIES	35,604	59,000	59,000	62,300
5556 Os - Maintenance	-	28,000	28,000	30,000
Total OUTSIDE SERVICES	-	28,000	28,000	30,000
Total TRANSMISSION-ANNUAL CHARGES METERING/SAMPLING	59,575	200,000	278,600	300,800

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>TRANSMISSION - PLANT METERING/SAMPLING</i>				
5101 Regular Wages	616	1,200	-	-
5105 Overtime Wages	-	10,000	-	-
5109 Benefits	637	1,200	-	-
Total PERSONNEL	1,253	12,400	-	-
5213 Materials & Supplies	-	8,000	-	-
Total MATERIALS & FUELS	-	8,000	-	-
Total TRANSMISSION - PLANT METERING/SAMPLING	1,253	20,400	-	-
<i>TRANSMISSION - INDUSTRIAL WASTE METERING/SAMPLING</i>				
5105 Overtime Wages	-	25,000	-	-
Total PERSONNEL	-	25,000	-	-
Total TRANSMISSION - INDUSTRIAL WASTE METERING/SAMPLING	-	25,000	-	-
<i>TRANSMISSION - OTHER METERING/SAMPLING</i>				
5105 Overtime Wages	-	8,000	-	-
Total PERSONNEL	-	8,000	-	-
Total TRANSMISSION - OTHER METERING/SAMPLING	-	8,000	-	-
<i>TRANSMISSION - INTERCEPTORS</i>				
5101 Regular Wages	1,007,964	1,464,700	305,000	320,500
5104 On-Call Wages	58,613	60,000	60,000	68,000
5105 Overtime Wages	82,464	-	-	-
5109 Benefits	758,490	758,200	143,500	149,700
Total PERSONNEL	1,907,531	2,282,900	508,500	538,200
5213 Materials & Supplies	99,150	238,000	223,000	232,000
Total MATERIALS & FUELS	99,150	238,000	223,000	232,000

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5415 Potable Water	73	7,000	7,000	7,000
5420 Electrical Power	11,340	20,000	20,000	21,000
Total UTILITIES	11,413	27,000	27,000	28,000
5556 Os - Maintenance	41,277	19,000	19,000	25,000
Total OUTSIDE SERVICES	41,277	19,000	19,000	25,000
5685 Meetings & Conferences	9,078	10,000	-	-
5686 Training & Development	4,676	15,000	-	-
Total SUPPORT EXPENSES	13,754	25,000	-	-
Total TRANSMISSION - INTERCEPTORS	2,073,125	2,591,900	777,500	823,200
<i>TRANSMISSION - GROUNDS</i>				
5213 Materials & Supplies	1,316	-	-	-
Total MATERIALS & FUELS	1,316	-	-	-
Total TRANSMISSION - GROUNDS	1,316	-	-	-
<i>TRANSMISSION - SUPPORT</i>				
5101 Regular Wages	6,857	-	487,400	511,400
5105 Overtime Wages	-	15,000	68,000	72,000
5109 Benefits	-	-	229,900	238,300
Total PERSONNEL	6,857	15,000	785,300	821,700
5213 Materials & Supplies	89,370	50,000	50,000	52,500
Total MATERIALS & FUELS	89,370	50,000	50,000	52,500
5549 Os - Other	1,695	120,000	120,000	126,000
Total OUTSIDE SERVICES	1,695	120,000	120,000	126,000
5685 Meetings & Conferences	4,127	-	25,000	28,500
5686 Training & Development	6,322	-	65,000	67,000
Total SUPPORT EXPENSES	10,449	-	90,000	95,500
Total TRANSMISSION - SUPPORT	108,371	185,000	1,045,300	1,095,700

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>TRANSMISSION - TREATMENT SUPPORT</i>				
5101 Regular Wages	368	-	-	-
Total PERSONNEL	368	-	-	-
Total TRANSMISSION - TREATMENT SUPPORT	368	-	-	-
<i>TRANSMISSION - LINE LOCATE</i>				
5101 Regular Wages	60,572	-	201,500	212,700
5105 Overtime Wages	1,279	-	2,000	2,000
5109 Benefits	-	-	95,200	98,300
Total PERSONNEL	61,851	-	298,700	313,000
5213 Materials & Supplies	1,972	30,000	30,000	31,500
Total MATERIALS & FUELS	1,972	30,000	30,000	31,500
5560 Application Fees	18,951	30,000	30,000	31,000
Total OUTSIDE SERVICES	18,951	30,000	30,000	31,000
Total TRANSMISSION - LINE LOCATE	82,774	60,000	358,700	375,500
<i>RR&R MANAGEMENT</i>				
5101 Regular Wages	1,108,649	475,000	835,600	877,600
5104 On-Call Wages	1,651	-	-	-
5105 Overtime Wages	35,673	16,000	16,000	16,800
5108 Employee Incentive Pay	94,800	50,000	50,000	100,000
5109 Benefits	280,355	246,400	393,100	407,800
5110 Car Allowance	4,800	4,800	4,800	4,800
Total PERSONNEL	1,525,928	792,200	1,299,500	1,407,000
5213 Materials & Supplies	54,405	25,000	25,000	26,200
Total MATERIALS & FUELS	54,405	25,000	25,000	26,200
5549 Os - Other	10,342	30,000	30,000	30,000
5560 Application Fees	154	-	-	-
Total OUTSIDE SERVICES	10,496	30,000	30,000	30,000

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5610 Memberships	3,972	4,500	4,500	4,800
5685 Meetings & Conferences	49,867	60,000	60,000	63,000
5686 Training & Development	35,254	79,000	79,000	83,000
Total SUPPORT EXPENSES	89,093	143,500	143,500	150,800
Total RR&R MANAGEMENT	1,679,922	990,700	1,498,000	1,614,000

RR&R OPERATIONS - METROGRO AG TRANSPORT

5101 Regular Wages	1,676,344	887,300	800,000	917,600
5105 Overtime Wages	360,458	65,000	65,000	68,200
5109 Benefits	427,921	458,800	376,200	426,600
Total PERSONNEL	2,464,723	1,411,100	1,241,200	1,412,400
5213 Materials & Supplies	231,317	28,000	28,000	29,400
5230 Diesel Fuel	122,760	210,000	210,000	220,000
Total MATERIALS & FUELS	354,077	238,000	238,000	249,400
5549 Os - Other	1,851	-	-	-
Total OUTSIDE SERVICES	1,851	-	-	-
5686 Training & Development	389	-	-	-
Total SUPPORT EXPENSES	389	-	-	-
Total RR&R OPERATIONS - METROGRO AG TRANSPORT	2,821,040	1,649,100	1,479,200	1,661,800

RR&R OPERATIONS - METROGRO FARM AG TRANSPORT

5101 Regular Wages	46,175	273,200	800,000	917,600
5105 Overtime Wages	-	65,000	65,000	68,200
5109 Benefits	132,699	141,400	376,200	426,600
Total PERSONNEL	178,874	479,600	1,241,200	1,412,400
5213 Materials & Supplies	4,267	10,000	10,000	10,500
5230 Diesel Fuel	674,512	1,050,000	1,050,000	1,100,000
Total MATERIALS & FUELS	678,779	1,060,000	1,060,000	1,110,500
Total RR&R OPERATIONS - METROGRO FARM AG TRANSPORT	857,653	1,539,600	2,301,200	2,522,900

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>RR&R OPERATIONS - METROGRO AG DISTRIBUTION</i>				
5101 Regular Wages	415,454	674,900	275,000	289,300
5105 Overtime Wages	23	30,000	30,000	31,500
5109 Benefits	322,853	349,200	129,100	134,400
Total PERSONNEL	738,330	1,054,100	434,100	455,200
5213 Materials & Supplies	275,323	10,000	10,000	10,500
5230 Diesel Fuel	43,767	70,000	70,000	75,000
Total MATERIALS & FUELS	319,090	80,000	80,000	85,500
5549 Os - Other	7,135	20,000	20,000	21,000
5560 Application Fees	75,971	94,000	94,000	100,000
Total OUTSIDE SERVICES	83,106	114,000	114,000	121,000
Total RR&R OPERATIONS - METROGRO AG DISTRIBUTION	1,140,526	1,248,100	628,100	661,700
<i>RR&R OPERATIONS - METROGRO FARM AG DISTRIBUTION</i>				
5101 Regular Wages	44,671	317,400	275,000	289,300
5105 Overtime Wages	-	30,000	30,000	31,500
5109 Benefits	154,417	163,900	129,100	134,400
Total PERSONNEL	199,088	511,300	434,100	455,200
5213 Materials & Supplies	7,507	8,000	8,000	8,400
5230 Diesel Fuel	44,892	70,000	70,000	75,000
Total MATERIALS & FUELS	52,399	78,000	78,000	83,400
5549 Os - Other	13,586	20,000	20,000	21,000
5560 Application Fees	2,315	53,000	53,000	55,000
Total OUTSIDE SERVICES	15,901	73,000	73,000	76,000
Total RR&R OPERATIONS - METROGRO FARM AG DISTRIBUTION	267,388	662,300	585,100	614,600

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>RR&R OPERATIONS - LANDFILL DISPOSAL</i>				
5101 Regular Wages	12,710	317,400	275,000	289,300
5105 Overtime Wages	-	30,000	30,000	31,500
5109 Benefits	-	163,900	129,100	134,400
Total PERSONNEL	12,710	511,300	434,100	455,200
5213 Materials & Supplies	-	8,000	8,000	8,400
5230 Diesel Fuel	-	70,000	70,000	75,000
Total MATERIALS & FUELS	-	78,000	78,000	83,400
5549 Os - Other	-	20,000	20,000	21,000
5560 Application Fees	-	53,000	53,000	55,000
Total OUTSIDE SERVICES	-	73,000	73,000	76,000
Total RR&R OPERATIONS - LANDFILL DISPOSAL	12,710	662,300	585,100	614,600
<i>RR&R OPERATIONS - METROGRO FARM ACTIVITIES</i>				
5101 Regular Wages	105,913	578,900	384,600	403,600
5103 Temporary Wages	20,812	20,000	20,000	21,000
5105 Overtime Wages	4,546	50,000	50,000	53,000
5109 Benefits	285,630	299,300	182,000	187,700
Total PERSONNEL	416,901	948,200	636,600	665,300
5213 Materials & Supplies	223,475	791,000	791,000	830,500
5230 Diesel Fuel	71,932	-	-	-
Total MATERIALS & FUELS	295,407	791,000	791,000	830,500
5348 Farm Chemicals	1,457,065	1,800,000	1,800,000	1,890,000
Total CHEMICALS	1,457,065	1,800,000	1,800,000	1,890,000
5410 Natural Gas/Propane	-	5,000	5,000	5,200
5420 Electrical Power	13,465	43,000	43,000	45,000
Total UTILITIES	13,465	48,000	48,000	50,200
5540 Os - Rental	802	20,000	20,000	20,000
5549 Os - Other	820,670	1,060,000	680,000	717,000
5560 Application Fees	72,541	131,000	131,000	138,000
Total OUTSIDE SERVICES	894,013	1,211,000	831,000	875,000

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5685 Meetings & Conferences	125	-	-	-
5686 Training & Development	4,119	-	-	-
Total SUPPORT EXPENSES	4,244	-	-	-
<hr/>				
Total OPERATIONS - METROGRO FARM ACTIVITIES	3,081,095	4,798,200	4,106,600	4,311,000
<hr/>				
<i>METROGRO TRANS FARM</i>				
5101 Regular Wages	38,055	66,600	71,000	74,700
5109 Benefits	29,524	34,400	33,600	34,500
Total PERSONNEL	67,579	101,000	104,600	109,200
5213 Materials & Supplies	-	3,000	3,000	3,100
Total MATERIALS & FUELS	-	3,000	3,000	3,100
Total METROGRO TRANS FARM	67,579	104,000	107,600	112,300
<hr/>				
<i>METROGRO DIST FARM</i>				
5101 Regular Wages	1,081	64,700	71,000	74,700
5109 Benefits	29,524	33,200	33,600	34,500
Total PERSONNEL	30,605	97,900	104,600	109,200
5213 Materials & Supplies	-	3,000	3,000	3,100
5230 Diesel Fuel	20,896	-	-	-
Total MATERIALS & FUELS	20,896	3,000	3,000	3,100
Total METROGRO DIST FARM	51,501	100,900	107,600	112,300
<hr/>				
<i>PRIVATE COMPOSTER</i>				
5101 Regular Wages	-	-	58,900	62,300
5109 Benefits	-	-	27,800	28,700
Total PERSONNEL	-	-	86,700	91,000
5560 Application Fees	51,362	6,000	6,000	6,000
Total OUTSIDE SERVICES	51,362	6,000	6,000	6,000
Total PRIVATE COMPOSTER	51,362	6,000	92,700	97,000

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>PRIVATE COMPOSTER-NTP</i>				
5101 Regular Wages	-	-	60,400	63,400
5109 Benefits	-	-	28,500	29,200
Total PERSONNEL	-	-	88,900	92,600
5560 Application Fees	-	-	20,000	25,000
Total OUTSIDE SERVICES	-	-	20,000	25,000
Total PRIVATE COMPOSTER - NTP	-	-	108,900	117,600
Total RR&R OPERATIONS	8,350,854	10,108,200	9,517,000	10,211,200

RR&R MAINTENANCE - METROGRO AG TRANSPORT

5101 Regular Wages	590,978	278,700	153,600	174,900
5105 Overtime Wages	70,692	14,000	14,000	14,700
5109 Benefits	168,093	144,700	72,200	81,300
Total PERSONNEL	829,763	437,400	239,800	270,900
5213 Materials & Supplies	627,977	300,000	300,000	315,000
5215 Tires & Tubes	161,389	65,000	105,000	110,000
Total MATERIALS & FUELS	789,366	365,000	405,000	425,000
5556 Os - Maintenance	20,380	35,000	39,000	40,000
Total OUTSIDE SERVICES	20,380	35,000	39,000	40,000
Total RR&R MAINTENANCE - METROGRO AG TRANSPORT	1,639,509	837,400	683,800	735,900

RR&R MAINTENANCE - METROGRO FARM AG TRANSPORT

5101 Regular Wages	-	223,800	-	-
5105 Overtime Wages	-	14,000	14,000	14,700
5109 Benefits	112,946	116,400	-	-
Total PERSONNEL	112,946	354,200	14,000	14,700
5213 Materials & Supplies	233	75,000	75,000	78,700
5215 Tires & Tubes	-	20,000	-	-
Total MATERIALS & FUELS	233	95,000	75,000	78,700

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5556 Os - Maintenance	24	17,000	-	-
Total OUTSIDE SERVICES	24	17,000	-	-
Total RR&R MAINTENANCE - METROGRO FARM AG TRANSPORT	113,203	466,200	89,000	93,400
<i>RR&R MAINTENANCE - METROGRO AG DISTRIBUTION</i>				
5101 Regular Wages	95,917	150,300	153,600	174,900
5105 Overtime Wages	3,018	7,000	7,000	7,300
5109 Benefits	75,881	78,000	72,200	81,300
Total PERSONNEL	174,816	235,300	232,800	263,500
5213 Materials & Supplies	192,596	300,000	300,000	315,000
5215 Tires & Tubes	4,242	40,000	40,000	42,000
Total MATERIALS & FUELS	196,838	340,000	340,000	357,000
5556 Os - Maintenance	9,903	14,000	10,000	11,000
Total OUTSIDE SERVICES	9,903	14,000	10,000	11,000
Total RR&R MAINTENANCE - METROGRO AG DISTRIBUTION	381,557	589,300	582,800	631,500
<i>RR&R MAINTENANCE - METROGRO FARM AG DISTRIBUTION</i>				
5101 Regular Wages	4,196	210,200	153,600	174,900
5105 Overtime Wages	-	7,000	7,000	7,300
5109 Benefits	106,255	108,900	72,200	81,300
Total PERSONNEL	110,451	326,100	232,800	263,500
5213 Materials & Supplies	11,505	131,000	131,000	137,500
5215 Tires & Tubes	-	20,000	-	-
Total MATERIALS & FUELS	11,505	151,000	131,000	137,500
5556 Os - Maintenance	-	14,000	10,000	11,000
Total OUTSIDE SERVICES	-	14,000	10,000	11,000
Total RR&R MAINTENANCE - METROGRO FARM AG DISTRIBUTION	121,956	491,100	373,800	412,000

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
<i>RR&R MAINTENANCE - METROGRO FARM ACTIVITIES</i>				
5101 Regular Wages	23,120	120,700	153,600	174,900
5105 Overtime Wages	2,012	16,000	16,000	16,800
5109 Benefits	61,066	62,600	72,200	81,300
Total PERSONNEL	86,198	199,300	241,800	273,000
5213 Materials & Supplies	96,131	238,000	238,000	249,900
5215 Tires & Tubes	6,437	65,000	65,000	68,200
Total MATERIALS & FUELS	102,568	303,000	303,000	318,100
5540 Os - Rental	-	20,000	20,000	21,000
5549 Os - Other	51,571	-	-	-
5556 Os - Maintenance	16,316	30,000	30,000	32,000
Total OUTSIDE SERVICES	67,887	50,000	50,000	53,000
Total RR&R MAINTENANCE - METROGRO FARM ACTIVITIES	256,653	552,300	594,800	644,100
<i>NTP SUPPORT</i>				
5101 Regular Wages	195	78,900	153,600	174,900
5105 Overtime Wages	-	3,000	3,000	3,100
5109 Benefits	39,507	41,100	72,200	81,300
Total PERSONNEL	39,702	123,000	228,800	259,300
5213 Materials & Supplies	167	56,000	56,000	58,800
Total MATERIALS & FUELS	167	56,000	56,000	58,800
5556 Os - Maintenance	-	20,000	15,000	15,000
Total OUTSIDE SERVICES	-	20,000	15,000	15,000
Total NTP SUPPORT	39,869	199,000	299,800	333,100
<i>RR&R SUPPORT - BUILDING SUPPORT</i>				
5101 Regular Wages	5,531	51,600	152,400	171,300
5105 Overtime Wages	-	3,000	3,000	3,100
5109 Benefits	26,603	27,200	71,700	79,700
Total PERSONNEL	32,134	81,800	227,100	254,100
5213 Materials & Supplies	41,215	33,000	33,000	34,600
Total MATERIALS & FUELS	41,215	33,000	33,000	34,600

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5410 Natural Gas/Propane	4,352	8,000	8,000	8,400
Total UTILITIES	4,352	8,000	8,000	8,400
5549 Os - Other	7,425	30,000	30,000	32,000
5556 Os - Maintenance	2,161	14,000	5,000	6,000
Total OUTSIDE SERVICES	9,586	44,000	35,000	38,000
Total RR&R SUPPORT - BUILDING SUPPORT	87,287	166,800	303,100	335,100

RR&R SUPPORT - VEHICLES AND EQUIPMENT

5101 Regular Wages	315,088	261,000	594,000	545,200
5105 Overtime Wages	7,748	9,000	9,000	9,400
5109 Benefits	134,165	135,100	278,900	253,400
Total PERSONNEL	457,001	405,100	881,900	808,000
5213 Materials & Supplies	332,708	300,000	300,000	315,000
5215 Tires & Tubes	27,194	45,000	45,000	47,200
5225 Gasoline	115,138	205,000	205,000	215,200
Total MATERIALS & FUELS	475,040	550,000	550,000	577,400
5540 Os - Rental	-	2,000	2,000	2,000
5556 Os - Maintenance	29,636	19,000	19,000	20,000
5560 Application Fees	16	16,000	3,000	4,000
Total OUTSIDE SERVICES	29,652	37,000	24,000	26,000
Total RR&R SUPPORT - VEHICLES AND EQUIPMENT	961,693	992,100	1,455,900	1,411,400

DISTRICT VEHICLES (NTP)

5101 Regular Wages	10,134	92,500	80,400	162,900
5105 Overtime Wages	-	3,000	3,000	3,100
5109 Benefits	46,835	48,400	37,500	75,600
Total PERSONNEL	56,969	143,900	120,900	241,600

METRO WASTEWATER RECLAMATION DISTRICT

SUMMARY OF EXPENSES BY ACTIVITY

RESOURCE RECOVERY & REUSE DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
5213 Materials & Supplies	15,232	31,000	31,000	32,500
5215 Tires & Tubes	137	5,000	5,000	5,200
5225 Gasoline	9,012	-	-	-
Total MATERIALS & FUELS	24,381	36,000	36,000	37,700
5556 Os - Maintenance	17,002	-	35,000	35,000
Total OUTSIDE SERVICES	17,002	-	35,000	35,000
Total DISTRICT VEHICLES (NTP)	98,352	179,900	191,900	314,300
Total MAINTENANCE	3,700,079	4,474,100	4,574,900	4,910,800
Total RR&R	16,235,521	18,919,500	18,640,200	19,953,900

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
RESOURCE RECOVERY & REUSE						
0001 - Director of RR&R	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Fleet Maintenance Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Metrogro Farm Administrator	1.00	1.00	1.00	1.00	1.00	1.00
0001 - RR&R Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - RR&R Work Planner	1.00	1.00	1.00	1.00	1.00	1.00
0001 - RR&R Work Planner Senior	3.00	3.00	2.00	3.00	3.00	3.00
0001 - Transmission Work Planner	1.00	1.00	0.00	0.00	0.00	0.00
0001 - Transmission Work Planner Senior	0.00	0.00	1.00	1.00	1.00	1.00
0407 - Collections System Operator I	1.00	1.00	0.00	0.00	0.00	0.00
0407 - Collections System Operator II	4.00	4.00	0.00	0.00	0.00	0.00
0407 - Collections System Operator Lead	2.00	2.00	0.00	0.00	0.00	0.00
0407 - Collections System Technician	7.00	7.00	0.00	0.00	0.00	0.00
0407 - Senior Maint Worker-RR&R	0.00	0.00	1.00	1.00	1.00	1.00
0407 - Transmission Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
0407 - Transmission Operations Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
0407 - Utility Equipment Operator I	0.00	0.00	0.00	0.00	0.00	0.00
0407 - Utility Equipment Operator II	0.00	0.00	2.00	2.00	2.00	2.00
0407 - Utility Equipment Operator III	0.00	0.00	2.00	2.00	2.00	2.00
0407 - Utility Equipment Operator IV	0.00	0.00	1.00	2.00	2.00	2.00
0407 - Utility Equipment Operator V	0.00	0.00	4.00	4.00	4.00	4.00
0407 - Utility Worker I	0.00	0.00	3.00	3.00	3.00	3.00
0412 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
2230 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
2230 - Maintenance Worker - RR&R	1.00	1.00	0.00	1.00	1.00	1.00
2230 - RR&R Heavy Equipment/AG Operator	4.00	4.00	4.00	4.00	4.00	4.00
2230 - RR&R Operations Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
2230 - RR&R Operator I	15.00	15.00	14.00	15.00	15.00	17.00
2230 - RR&R Operator II	4.00	4.00	5.00	6.00	6.00	6.00
2232 - Land Application Coordinator	1.00	1.00	1.00	1.00	1.00	1.00
2430 - Equipment & Transp Tech I	1.00	0.00	1.00	1.00	1.00	2.00
2430 - Equipment & Transp Tech II	8.00	9.00	8.00	9.00	9.00	9.00
2430 - Equipment & Transportation Tech Associate	2.00	2.00	1.00	1.00	1.00	1.00
2430 - Fleet Maint Supv	2.00	2.00	2.00	2.00	2.00	2.00
2610 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
2610 - Fleet Maintenance Technician	0.00	0.00	1.00	1.00	1.00	1.00
2610 - Maintenance Worker RR&R	1.00	0.00	0.00	0.00	0.00	0.00
2610 - Maintenance Worker II	0.00	1.00	0.00	0.00	0.00	0.00
2610 - Senior Maintenance Worker-RR&R	1.00	1.00	2.00	2.00	2.00	2.00
Total Resource Recovery & Reuse Department	71.00	71.00	68.00	74.00	74.00	77.00

Administrative Services Department

Description of Operations

The Administrative Services Department is responsible for management and operation of Finance, Information Technology (IT), Internal Audit, Office Support, and Procurement. This includes warehousing, records management, and centralized administrative functions.

The Administrative Services Department 2025 Revised Budget decreased by 3% compared to the 2025 Budget. The 2026 Budget is increased by 4.2% compared to the 2025 Budget. There is an increase in support services due to insurance premiums.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 4,019,200	\$ 3,824,400	\$ 194,800)	\$ 4,000,500	\$ (18,700)
Materials & Fuels	263,000	285,500	22,500	336,000	73,000
Outside Services	594,900	524,900	(70,000)	607,000	12,100
Support Expenses	3,015,200	3,018,800	3,600	3,283,700	268,500
Total Administrative Services	\$ 7,892,300	\$ 7,653,600	\$ (238,700)	\$ 8,227,200	\$ 334,900

<i>Personnel Summary</i>	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Administrative Services Staff	31	31	-	31	-

2024 Highlights

- 6,836 accounts payable payments processed
- AAA Standard & Poor (S&P) and Aa1 Moody's Investor Service bond ratings
- 5,189 connections audited
- Government Finance Officers Association (GFOA) Comprehensive Annual Financial Report (CAFR) Award (36th year)
- 3,299 purchase orders (\$39 million)
- 23 formal solicitations (\$14 million)
- 257 new stock warehouse items (\$811K)
- 21,908 issued warehouse items (\$4.2 million)
- 6,652 items received (\$6 million)

METRO WATER RECOVERY

DEPARTMENT SUMMARY

ADMINISTRATIVE SERVICES DEPARTMENT

	2024 Actuals	2025 Budget	2025 Revised	2026 Adopted
BUDGET	561,174	584,300	480,700	501,900
FINANCE	1,671,471	1,880,400	1,628,600	1,759,900
PURCHASING	1,171,355	1,319,800	1,502,800	1,608,600
WAREHOUSE	1,033,649	1,119,400	1,044,700	1,093,700
INSURANCE	2,856,368	2,988,400	2,996,800	3,263,100
Total ADMINISTRATIVE SERVICES	7,294,017	7,892,300	7,653,600	8,227,200

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

ADMINISTRATIVE SERVICES DEPARTMENT

		2024 Actuals	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	2,241,353	2,647,400	2,558,900	2,687,700
5105	OVERTIME WAGES	963	1,000	1,300	1,100
5103	TEMPORARY WAGES	-	-	50,000	50,000
5108	EMPLOYEE INCENTIVE PAY	11,200	-	11,500	11,500
5109	BENEFITS	1,401,569	1,370,800	1,202,700	1,250,200
	Total PERSONNEL	3,655,085	4,019,200	3,824,400	4,000,500
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	104,976	103,000	110,500	111,000
5220	UNIFORMS	157,116	160,000	175,000	225,000
	Total MATERIALS & FUELS	262,092	263,000	285,500	336,000
OUTSIDE SERVICES					
5515	OS - AUDIT	106,065	81,100	81,100	85,000
5520	OS - TRUSTEE	216,367	321,000	261,000	314,000
5540	OS - RENTAL	4,397	3,600	3,600	3,600
5549	OS - OTHER	217,698	188,200	178,200	203,400
5556	OS - MAINTENANCE	179	1,000	1,000	1,000
	Total OUTSIDE SERVICES	544,706	594,900	524,900	607,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	2,333	5,600	5,800	6,000
5620	POSTAGE & FREIGHT	6,574	16,500	10,000	10,000
5625	PRINTING & ADVERTISING	1,159	3,400	3,400	3,400
5645	INSURANCE	2,803,868	2,933,200	2,941,600	3,205,200
5685	MEETINGS & CONFERENCES	14,301	23,700	24,700	25,500
5686	TRAINING & DEVELOPMENT	2,679	31,400	31,400	31,400
5687	SUBSCRIPTIONS/PUBLICATIONS	1,220	1,400	1,900	2,200
	Total SUPPORT EXPENSES	2,832,134	3,015,200	3,018,800	3,283,700
	Total ADMINISTRATIVE SERVICES	7,294,017	7,892,300	7,653,600	8,227,200

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
Finance						
5100 - Accounting Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Accounts Payable Technician	2.00	2.00	2.00	2.00	2.00	2.00
5100 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Administrative Assistant Senior	1.00	1.00	0.00	0.00	0.00	0.00
5100 - Financial Accountant I	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Financial Accountant II	1.00	0.00	0.00	0.00	0.00	0.00
5100 - Internal Auditor	1.00	1.00	0.00	0.00	0.00	0.00
5100 - Payroll Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Senior Accountant	0.00	1.00	1.00	1.00	1.00	1.00
5100 - Senior Accounting Manager	1.00	1.00	1.00	1.00	1.00	1.00
5100 - Utility Charge Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Finance	11.00	11.00	9.00	9.00	9.00	9.00
Purchasing						
5300 - Inventory Control Specialist	1.00	0.00	0.00	0.00	0.00	0.00
5300 - MRO Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5300 - Purchasing Operations Manager	1.00	0.00	1.00	1.00	1.00	1.00
5300 - Senior MRO Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5300 - Senior Purchasing Manager	0.00	1.00	1.00	1.00	1.00	1.00
5300 - Senior Strategic Sourcing Specialist	1.00	1.00	0.00	0.00	0.00	0.00
5300 - Sourcing Technician	1.00	1.00	1.00	1.00	1.00	1.00
5300 - Strategic Sourcing Lead	1.00	0.00	0.00	0.00	0.00	0.00
5300 - Strategic Sourcing Purchasing Manager	0.00	0.00	0.00	1.00	1.00	1.00
5300 - Strategic Sourcing Specialist	3.00	3.00	2.00	3.00	3.00	3.00
5300 - Warehouse Operation Supervisor	1.00	0.00	0.00	0.00	0.00	0.00
5300 - Warehouse Operations Lead	1.00	0.00	0.00	0.00	0.00	0.00
5300 - Warehouse Operations Technician	6.00	0.00	0.00	0.00	0.00	0.00
Total Purchasing	9.00	8.00	7.00	9.00	9.00	9.00
Warehouse						
5310 - Inventory Control Specialist	1.00	1.00	1.00	1.00	1.00	1.00
5310 - Inventory Control Supervisor	0.00	0.00	1.00	1.00	1.00	1.00
5310 - Senior Warehouse Operations Manager	0.00	1.00	1.00	1.00	1.00	1.00
5310 - Warehouse Operation Supervisor	1.00	1.00	0.00	0.00	0.00	0.00
5310 - Warehouse Operations Lead	1.00	1.00	1.00	1.00	1.00	1.00
5310 - Warehouse Operations Technician	6.00	6.00	6.00	6.00	6.00	6.00
Total Warehouse	9.00	10.00	10.00	10.00	10.00	10.00
Budget						
5600 - Administrative Assistant Senior	2.00	2.00	1.00	1.00	1.00	1.00
5600 - Budget Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5600 - Senior Budget Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Budget	4.00	4.00	3.00	3.00	3.00	3.00
Total Administrative Services Department	33.00	33.00	29.00	31.00	31.00	31.00

Comprehensive Planning Department

Description of Operations

The Comprehensive Planning Department (CPD) coordinates, prioritizes and manages the capital planning activities that address regulatory, capacity, asset, and business improvement needs that make up the overall comprehensive plan for the organization. This includes administration of the organizational workflow processes and planning workgroups which plan and prioritize the infrastructure and business improvements for Metro Water Recovery. The CPD is also responsible for the implementation and administration of the Asset Management Program.

The Comprehensive Planning Department 2025 Revised Budget increased by .1% compared to the 2025 Budget, and the 2026 Budget is increasing by 18.1% compared to the 2025 Budget. This is primarily due budgeted increases in wages and benefits.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 1,132,800	\$ 1,128,700	\$ (4,100)	\$ 1,355,800	\$ 223,000
Materials & Fuels	5,000	5,000	-	5,000	-
Outside Services	100,000	100,000	-	100,000	
Support Expenses	22,500	28,000	5,500	28,000	5,500
Total Comprehensive Planning	\$ 1,260,300	\$ 1,261,700	\$ 1,400	\$ 1,488,800	\$ 228,500

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Comprehensive Planning Staff	5	5	-	6	1

2024 Highlights

- Completed *ten-year Capital Expenditure Schedule* for the 2025 budget
- Led significant prioritization iterations to support changing infrastructure needs of Metro Water Recovery
- Started multiple improvements to the Planning Workgroups including new Power BI tools and review of CMAR phase gates
- Continued to identify prioritization improvements including new project scoring criteria and a new CES Tool
- AM Program Implementation
 - NEXGEN implementation activities including Infor/IMS data migration, configuration and integration with other Metro software
 - Cleanup of asset register including renumbering and renaming
 - Coordination of multiple AM-related projects
- Continued work on the NTP Wastewater Utility Plan, the Biosolids Master Plan, and Regional Water Reuse Study

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

COMPREHENSIVE PLANNING DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	718,541	743,100	759,100	917,700
5108	EMPLOYEE INCENTIVE PAY	-	-	8,000	6,000
5109	BENEFITS	376,060	384,900	356,800	427,300
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	1,099,401	1,132,800	1,128,700	1,355,800
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	1,474	5,000	5,000	5,000
	Total MATERIALS & FUELS	1,474	5,000	5,000	5,000
OUTSIDE SERVICES					
5549	OS - OTHER	43,325	100,000	100,000	100,000
	Total OUTSIDE SERVICES	43,325	100,000	100,000	100,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	1,003	3,000	3,000	3,000
5685	MEETINGS & CONFERENCES	5,540	12,000	15,000	15,000
5686	TRAINING & DEVELOPMENT	5,001	7,500	10,000	10,000
	Total SUPPORT EXPENSES	11,544	22,500	28,000	28,000
Total COMPREHENSIVE PLANNING		1,155,744	1,260,300	1,261,700	1,488,800

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
COMPREHENSIVE PLANNING						
0090 - Director of Comprehensive Planning	1.00	1.00	1.00	1.00	1.00	1.00
0090 - Senior Wastewater Infrastructure Planner	4.00	4.00	4.00	4.00	4.00	4.00
0090 - Wastewater Infrastructure Planner	0.00	0.00	0.00	0.00	0.00	1.00
Total Comprehensive Planning Department	5.00	5.00	5.00	5.00	5.00	6.00

Engineering Department

Description of Operations

The Engineering Department is responsible for delivering Metro Water Recovery's Capital Project Program. This involves managing the study, design, construction, post-construction, and commissioning phases. Metro's capital projects include asset condition assessments, permitting, easements/rights of way/land acquisition, in-house designs, and management of consultant agreements and construction contracts. The Engineering Department also manages the Process Control Systems (PCS) for Metro's treatment plants and the Transmission System, the Interceptor Management System (IMS) database, and Transmission System hydraulic modeling, the Interceptor Connection Program, Metro's facility drawings and Geographical Information System (GIS) and the land/real property management program. Additionally, the Engineering Department provides computer assisted drafting (CAD), Building Information Modeling (BIM), and technical support for Metro's other departments in the civil, mechanical, electrical instrumentation, and control systems disciplines.

The Engineering Department 2025 Revised Budget decreased by 1.3% compared to the 2025 Budget, and the 2026 Budget is increasing by 6.0% compared to the 2025 Budget. This is primarily due to an increase in personnel costs.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 9,598,900	\$ 9,467,000	\$ (131,900)	\$ 10,193,000	\$ 594,100
Materials & Fuels	20,800	20,800	-	21,500	700
Outside Services	297,600	297,600	-	303,200	5,600
Support Expenses	165,100	165,100	-	167,100	2,000
Total Engineering	\$ 10,082,400	\$ 9,950,500	\$ (131,900)	\$ 10,684,800	\$ 602,400

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Engineering Staff	50	50	-	52	2

2024 Highlights

- ~\$120 million in capital project expenditures
- Completed and closed out 8 capital projects
- Substantially completed construction of 5 capital projects
- Started construction of 7 capital projects
 - 2 bid, 5 CMAR
- Started design or study of 12 capital projects
- 24,721 linear feet of interceptors rehabilitated
- 550 outside-agency plan reviews completed
- 10 connection requests approved
- Purchased remaining 2 York St properties for new personnel building project
- Developed and implemented new CMAR contract documents
- Five facility digital twins and associated yard piping models updated post-construction

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

ENGINEERING DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Proposed
PERSONNEL					
5101	REGULAR WAGES	5,662,649	6,262,800	6,341,600	6,853,600
5105	OVERTIME WAGES	26,426	28,500	32,000	33,500
5104	ON-CALL WAGES	47,096	49,500	98,000	103,000
5108	EMPLOYEE INCENTIVE PAY	13,500	12,000	10,000	10,000
5109	BENEFITS	3,259,763	3,241,300	2,980,600	3,188,100
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	9,014,234	9,598,900	9,467,000	10,193,000
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	15,813	20,800	20,800	21,500
	Total MATERIALS & FUELS	15,813	20,800	20,800	21,500
OUTSIDE SERVICES					
5530	OS - ENGINEERING	204,841	166,000	166,000	171,000
5549	OS - OTHER	21,747	125,600	125,600	126,200
5556	OS - MAINTENANCE	1,386	6,000	6,000	6,000
	Total OUTSIDE SERVICES	227,974	297,600	297,600	303,200
SUPPORT SERVICES					
5610	MEMBERSHIPS	3,600	7,500	7,500	7,700
5685	MEETINGS & CONFERENCES	46,073	79,600	79,600	81,900
5686	TRAINING & DEVELOPMENT	50,847	69,000	69,000	70,900
5687	SUBSCRIPTIONS/PUBLICATIONS	4,738	9,000	9,000	6,600
	Total SUPPORT EXPENSES	105,258	165,100	165,100	167,100
	Total ENGINEERING	9,363,279	10,082,400	9,950,500	10,684,800

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
ENGINEERING						
0001 - Administrative Analyst	0.00	0.00	1.00	1.00	1.00	1.00
0001 - Administrative Assistant	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Administrative Assistant Senior	1.00	1.00	0.00	0.00	0.00	0.00
0001 - Associate Civil Engineer	0.00	0.00	3.00	3.00	3.00	3.00
0001 - Associate Electrical Engineer	0.00	0.00	1.00	2.00	2.00	2.00
0001 - Associate Modeler	1.00	1.00	1.00	1.00	1.00	1.00
0001 - BIM Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
0001 - Construction Administrator	0.00	0.00	0.00	0.00	0.00	1.00
0001 - Director of Engineering	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Engineer Associate	4.00	3.00	0.00	0.00	0.00	0.00
0001 - Engineer Electrical I&C Associate	2.00	2.00	0.00	0.00	0.00	0.00
0001 - Geospatial Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - GIS Specialist	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Principal Civil Engineer	6.00	6.00	6.00	6.00	6.00	6.00
0001 - Principal Electrical Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Principal Instrumentation & Control Engineer	0.00	0.00	1.00	1.00	1.00	1.00
0001 - Principal Permitting Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Real Property Manager	0.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Civil Engineer	0.00	0.00	4.00	4.00	4.00	4.00
0001 - Senior Electrical Engineer	0.00	0.00	1.00	1.00	1.00	1.00
0001 - Senior Electrical/I&C Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Mechanical Engineer	4.00	4.00	1.00	1.00	1.00	1.00
0001 - Senior Engineer Elec I&C	1.00	2.00	0.00	0.00	0.00	0.00
0001 - Senior Quality Control Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Transmission Systems Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Senior Treatment Plant Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0001 - Staff Civil Engineer	4.00	5.00	4.00	4.00	4.00	5.00
0001 - Staff Instrumentation & Control Engineer	4.00	3.00	3.00	3.00	3.00	3.00
0001 - Staff Modeler	2.00	2.00	2.00	2.00	2.00	2.00
5550 - Control Systems Manager	1.00	1.00	1.00	1.00	1.00	1.00
5550 - Principal Control Systems Engineer	1.00	1.00	2.00	2.00	2.00	2.00
5550 - Senior Control Systems Engineer	3.00	3.00	2.00	3.00	3.00	3.00
5550 - Staff Control Systems Engineer	2.00	2.00	2.00	2.00	2.00	2.00
Total Engineering	48.00	49.00	48.00	50.00	50.00	52.00

Environmental Services Department

Description of Operations

The Environmental Services Department is comprised of the following five (5) Divisions: Industrial Pretreatment Division, Laboratory Services Division, Quality Assurance and Sampling Division, Regulatory Affairs Division and the Water Quality Division. The Department is responsible for developing, implementing, and managing Metro Water Recovery's environmental regulatory compliance programs, for implementing Metro's Industrial Pretreatment Program, for conducting compliance, Annual Charge, process control, pilot project and ambient stream/lake/groundwater sampling, for analyzing process control, pilot project and Annual Charge samples and for providing other analytical, regulatory and technical support services across Metro.

The Environmental Services Department 2025 Revised Budget increased by 2.6% compared to the 2025 Budget. The 2026 Budget is increasing by 10.1% compared to the 2025 Budget. This is due to an increase in personnel and outside services.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 12,311,700	\$ 12,447,500	\$ 135,800	\$ 13,450,000	\$ 1,138,300
Materials & Fuels	957,000	981,700	24,700	1,035,700	78,700
Outside Services	2,177,900	2,443,800	265,90	2,539,200	361,300
Support Expenses	302,700	288,500	(14,200)	309,200	6,500
Total Environmental Services	\$ 15,749,300	\$ 16,161,500	\$ 412,200	\$ 17,334,100	\$ 1,584,800

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Environmental Services Staff	85	85	-	88	3

2024 Highlights

- 241 Industrial Pretreatment Program inspections
- Successful CDPHE Compliance Evaluation Inspections (CEI) for RWHTF direct discharge and industrial stormwater permits
- Compliance and Annual Charge Sampling: 12,698 discharge permit, IPP, industrial stormwater, Annual Charge samples collected
- Laboratory Services Analyses: 108,338 process control, ambient water quality and annual charge samples analyzed

METRO WATER RECOVERY

DEPARTMENT SUMMARY

ENVIRONMENTAL SERVICES DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
MANAGEMENT	343,892	583,600	603,600	625,300
LABORATORY SERVICES	4,971,485	5,315,000	5,273,200	5,504,300
WATER QUALITY	1,010,109	1,430,600	1,437,300	1,486,700
REGULATORY AFFAIRS	4,275,115	4,674,400	1,546,000	1,630,800
INDUSTRIAL PRETREATMENT	2,408,838	2,689,000	2,812,600	2,934,800
PROCESS ENGINEERING	667,590	1,056,700	1,040,100	1,282,200
SAMPLING	-	-	3,448,700	3,870,000
Total ENVIRONMENTAL SERVICES	13,677,029	15,749,300	16,161,500	17,334,100

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

ENVIRONMENTAL SERVICES DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	6,547,421	7,863,500	8,134,900	8,829,100
5104	ON-CALL WAGES	39,030	30,000	45,000	50,000
5105	OVERTIME WAGES	318,949	195,000	224,000	233,000
5106	INTERN WAGES	38,420	120,000	132,500	145,600
5108	EMPLOYEE INCENTIVE PAY	33,450	30,000	82,600	82,600
5109	BENEFITS	3,875,566	4,068,400	3,823,700	4,104,900
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	10,857,636	12,311,700	12,447,500	13,450,000
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	989,909	957,000	981,700	1,035,700
	Total MATERIALS & FUELS	989,909	957,000	981,700	1,035,700
OUTSIDE SERVICES					
5549	OS - OTHER	1,368,428	1,738,700	2,003,800	2,074,200
5556	OS - MAINTENANCE	208,187	286,700	258,000	258,000
5565	REGULATORY FEES	135,561	152,500	182,000	207,000
	Total OUTSIDE SERVICES	1,712,176	2,177,900	2,443,800	2,539,200
SUPPORT SERVICES					
5610	MEMBERSHIPS	5,353	19,600	19,800	21,300
5625	PRINTING & ADVERTISING	-	4,000	4,000	4,000
5685	MEETINGS & CONFERENCES	72,933	169,100	179,900	195,500
5686	TRAINING & DEVELOPMENT	30,007	93,800	66,800	69,900
5687	SUBSCRIPTIONS/PUBLICATIONS	9,015	16,200	18,000	18,500
	Total SUPPORT EXPENSES	117,308	302,700	288,500	309,200
	Total ENVIRONMENTAL SERVICES	13,677,029	15,749,300	16,161,500	17,334,100

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
ENVIRONMENTAL SERVICES						
0001 - Administrative Analyst	0.00	0.00	0.00	1.00	1.00	1.00
0001 - Director of Environmental Services	1.00	1.00	1.00	1.00	1.00	1.00
0049 - Engineer Associate	1.00	1.00	1.00	1.00	1.00	1.00
0049 - Regulatory Compliance Associate	1.00	1.00	2.00	2.00	2.00	2.00
0049 - Regulatory Compliance Manager	1.00	1.00	0.00	1.00	1.00	1.00
0049 - Regulatory Compliance Specialist Senior	3.00	3.00	2.00	2.00	2.00	2.00
0049 - Regulatory Compliance Technician	1.00	1.00	0.00	0.00	0.00	0.00
0049 - Senior Regulatory Affairs Manager	1.00	1.00	1.00	1.00	1.00	1.00
0050 - Engineer Associate	3.00	3.00	3.00	3.00	3.00	3.00
0050 - Industrial Pretreatment Manager	2.00	2.00	2.00	2.00	2.00	2.00
0050 - Industrial Pretreatment Program Specialist I	2.00	2.00	2.00	3.00	3.00	3.00
0050 - Industrial Pretreatment Program Specialist II	4.00	5.00	6.00	6.00	6.00	6.00
0050 - Industrial Pretreatment Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
0050 - Industrial Pretreatment Sector Investigator I	2.00	2.00	1.00	1.00	1.00	1.00
0050 - Industrial Pretreatment Sector Investigator II	2.00	2.00	2.00	2.00	2.00	2.00
0050 - IPP Document Control Coordinator	1.00	1.00	1.00	1.00	1.00	1.00
0051 - Senior Water Quality Manager	1.00	1.00	1.00	1.00	1.00	1.00
0051 - Water Quality Scientist	2.00	3.00	2.00	2.00	2.00	2.00
0051 - Water Quality Scientist Associate	0.00	0.00	1.00	1.00	1.00	1.00
0051 - Water Quality Scientist Senior	2.00	2.00	2.00	2.00	2.00	2.00
0060 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
0060 - Laboratory Analyst I	13.00	12.00	0.00	0.00	0.00	0.00
0060 - Laboratory Analyst II	7.00	8.00	0.00	0.00	0.00	0.00
0060 - Laboratory Analyst III	3.00	2.00	0.00	0.00	0.00	0.00
0060 - Laboratory Research Manager	1.00	1.00	1.00	1.00	1.00	1.00
0060 - Laboratory Research Scientist I	2.00	2.00	2.00	2.00	2.00	2.00
0060 - Laboratory Supervisor	4.00	4.00	3.00	3.00	3.00	3.00
0060 - Laboratory Work Planner	0.00	0.00	1.00	1.00	1.00	1.00
0060 - Senior Laboratory Manager	1.00	1.00	1.00	1.00	1.00	1.00
0060 - Water Quality Chemist I	0.00	0.00	5.00	5.00	5.00	5.00
0060 - Water Quality Chemist II	0.00	0.00	13.00	13.00	13.00	13.00
0060 - Water Quality Chemist III	0.00	0.00	4.00	4.00	4.00	4.00
0062 - Engineer Associate	1.00	1.00	1.00	1.00	1.00	1.00
0062 - Principal Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0062 - Senior Industrial Pretreatment Process Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0062 - Staff Engineer	0.00	1.00	0.00	2.00	2.00	3.00
0063 - Environmental Sampling Field Specialist	1.00	3.00	3.00	4.00	4.00	4.00
0063 - Environmental Sampling Field Technician	5.00	5.00	3.00	6.00	6.00	7.00
0063 - Environmental Sampling Lead	1.00	1.00	0.00	0.00	0.00	0.00
0063 - Environmental Sampling Supervisor	1.00	1.00	2.00	2.00	2.00	2.00
0063 - QA/QC Specialist I	0.00	1.00	2.00	2.00	2.00	3.00
0063 - Quality Assurance Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Environmental Services	75.00	80.00	76.00	85.00	85.00	88.00

Human Resources Department

Description of Operations

The Human Resources Department provides all services related to HR including talent acquisition, benefits administration; compensation, employee relations, performance management oversight, training and development, and environmental health and safety programs for all Metro Water Recovery departments and employees.

The Human Resources Department 2025 Revised Budget increased by 2.6% compared to the 2025R Budget. The 2026 Budget is increasing by 6.1% compared to the 2025 Budget. This is due to an increase in personnel and support services.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 2,470,700	\$ 2,488,500	\$ 17,800	\$ 2,605,200	\$ 134,500
Materials & Fuels	65,000	65,000	-	65,000	-
Outside Services	203,000	208,000	5,000	198,000	(5,000)
Support Expenses	762,100	831,500	69,400	845,600	83,500
Total Human Resources	\$ 3,500,800	\$ 3,593,000	\$ 92,200	\$ 3,713,800	\$ 213,000

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Human Resources Staff	15	15	-	15	-

2024 Highlights

- Hired DEI consultant to conduct audit
- Developed an employee value proposition statement
- Enhanced certification programs
- Formalized recruiting process, averaging 15 positions filled per month
- Improved employee onboarding
- Provided Metro-wide training on lifting safety and back injury prevention
- Updated and/or created reclassification processes to enable career advancement averaging 5 employees reclassified monthly
- Implemented new spill response program and field training
- Created new position of safety training specialist as part of training reorganization
- Initiated project to upgrade emergency eyewashes/showers

METRO WATER RECOVERY

DEPARTMENT SUMMARY

HUMAN RESOURCES DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
EMPLOYMENT, TRAINING, & COMPENSATION SERVICES	2,600,306	2,893,400	2,977,100	3,075,500
ENVIRONMENTAL HEALTH & SAFETY	578,447	607,400	615,900	638,300
Total HUMAN RESOURCES	3,178,753	3,500,800	3,593,000	3,713,800

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

HUMAN RESOURCES DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	1,427,344	1,623,900	1,679,900	1,764,000
5105	OVERTIME WAGES	1,777	1,300	1,300	1,300
5108	EMPLOYEE INCENTIVE PAY	3,900	-	12,000	15,000
5109	BENEFITS	801,397	840,700	790,500	820,100
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	2,239,218	2,470,700	2,488,500	2,605,200
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	62,117	65,000	65,000	65,000
	Total MATERIALS & FUELS	62,117	65,000	65,000	65,000
OUTSIDE SERVICES					
5549	OS - OTHER	183,679	181,000	186,000	176,000
5556	OS - MAINTENANCE	17,669	22,000	22,000	22,000
	Total OUTSIDE SERVICES	201,348	203,000	208,000	198,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	5,370	6,300	19,300	19,300
5625	PRINTING & ADVERTISING	82,145	90,000	120,000	120,000
	EMPLOYEE TUITION				
5655	REIMBURSEMENT	38,526	45,000	60,000	60,000
5656	EMPLOYEE EVENTS	112,488	121,700	144,800	142,500
5657	HEALTH & FITNESS	80,842	80,000	80,000	90,000
5658	RECOGNITION	118,978	169,000	155,400	161,800
5659	METRO-WIDE TRAINING	115,751	145,000	145,000	145,000
5685	MEETINGS & CONFERENCES	34,623	34,100	36,000	36,000
5686	TRAINING & DEVELOPMENT	29,112	18,500	18,500	18,500
5687	SUBSCRIPTIONS/PUBLICATIONS	58,235	52,500	52,500	52,500
	Total SUPPORT EXPENSES	676,070	762,100	831,500	845,600
	Total HUMAN RESOURCES	3,178,753	3,500,800	3,593,000	3,713,800

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
HUMAN RESOURCES						
5200 - Chief Human Resources Officer	1.00	1.00	1.00	1.00	1.00	1.00
5200 - DEI Specialist	0.00	0.00	0.00	1.00	1.00	1.00
5200 - Human Resources Technician	1.00	1.00	1.00	1.00	1.00	1.00
5200 - Learning and Development Specialist	0.00	0.00	1.00	1.00	1.00	1.00
5200 - LMS Administrator and Training Coordinator	0.00	0.00	1.00	1.00	1.00	1.00
5200 - Organizational Development & Learning Manager	1.00	1.00	0.00	0.00	0.00	0.00
5200 - Organizational Training Specialist	1.00	1.00	0.00	0.00	0.00	0.00
5200 - Safety Training Specialist	0.00	0.00	1.00	1.00	1.00	1.00
5200 - Senior Human Resources Manager	1.00	1.00	1.00	1.00	1.00	1.00
5200 - Talent Acquisition Specialist	2.00	2.00	2.00	2.00	2.00	2.00
5200 - Technical Training Specialist	0.00	1.00	0.00	0.00	0.00	0.00
5250 - Senior Benefits Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5250 - Senior Compensation Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5250 - Senior Compensation & Benefits Manager	1.00	1.00	1.00	1.00	1.00	1.00
5900 - Environmental Health & Safety Specialist Senior	1.00	1.00	1.00	1.00	1.00	1.00
5900 - Environmental Health And Safety Technician	1.00	1.00	1.00	1.00	1.00	1.00
5900 - Senior Environmental Health and Safety Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Human Resources	13.00	14.00	14.00	15.00	15.00	15.00

Information Technology Department

Description of Operations

The Information Technology (IT) Department is responsible for the development and management of IT Operations (Service Delivery, Infrastructure, Applications, RIM) Cybersecurity, Enterprise Architecture (IT Asset Management, Project Management, and Financial Management), Records and Information Governance.

The IT Department 2025 Revised Budget increased by 7.1% compared to the 2025 Budget. The 2026 Budget is increasing by 12.5% compared to the 2025 Budget. The IT Department and the Organization have adopted a cloud first strategy for information systems and have been migrating various software platforms from on-premises to the cloud. Changes in the budget reflect this shift to Software as a Service which increases service agreements while slowly reducing IT hardware infrastructure.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 5,612,000	\$ 5,587,200	\$ (24,800)	\$ 5,840,100	\$ 228,100
Materials & Fuels	330,000	410,000	80,000	410,000	80,000
Outside Services	3,320,300	3,955,000	634,700	4,195,300	875,000
Support Expenses	717,700	731,700	14,000	779,700	62,000
Total Administrative Services	\$ 9,980,000	\$ 10,683,900	\$ 703,900	\$ 11,225,100	\$ 1,245,100

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Administrative Services Staff	31	31	-	31	-

2024 Highlights

- Reduced the number of virtual desktops from around 700 to less than 50, which saved the company thousands in licensing fees.
- Built out the new Metronet intranet using cloud-based SharePoint. Set to deploy in early 2025.
- Reduced the server hardware in order to reduce licensing cost.
- Expanded the wireless network by about 100 access points and introduced additional security.
- Implemented Multi factor authentication to reduce cyber insurance costs.
- Completed three risk assessments for cybersecurity including penetration testing of the control systems.

METRO WATER RECOVERY

DEPARTMENT SUMMARY

INFORMATION TECHNOLOGY DEPARTMENT

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
IT OPERATIONS	5,327,251	5,469,300	5,433,900	5,672,300
ENTERPRISE ARCHITECTURE	4,669,603	4,148,600	4,786,300	5,030,200
CYBERSECURITY	195,525	362,100	463,700	522,600
Total INFORMATION TECHNOLOGY	10,192,379	9,980,000	10,683,900	11,225,100

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

INFORMATION TECHNOLOGY DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	3,104,664	3,579,800	3,678,300	3,864,900
5105	OVERTIME WAGES	15,883	15,000	15,000	15,000
5104	ON-CALL WAGES	104,074	140,000	140,000	140,000
5108	EMPLOYEE INCENTIVE PAY	11,700	20,000	20,000	20,000
5109	BENEFITS	1,909,192	1,852,400	1,729,100	1,795,400
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	5,150,313	5,612,000	5,587,200	5,840,100
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	84,665	100,000	110,000	110,000
5245	IT DEVICES	437,403	230,000	300,000	300,000
	Total MATERIALS & FUELS	522,068	330,000	410,000	410,000
OUTSIDE SERVICES					
5535	OS - IT AGREEMENTS	3,110,529	3,195,300	3,750,000	3,945,300
5549	OS - OTHER	54,843	-	-	-
5536	OS - IT CONTRACTORS	230,660	125,000	205,000	250,000
5556	OS - MAINTENANCE	454,572	-	-	-
	Total OUTSIDE SERVICES	3,850,604	3,320,300	3,955,000	4,195,300
SUPPORT SERVICES					
5610	MEMBERSHIPS	38	-	-	-
5615	TELECOMMUNICATIONS	516,478	515,200	515,200	565,200
5635	COPYING EXPENSE	120,056	148,000	148,000	148,000
5685	MEETINGS & CONFERENCES	18,440	28,000	32,000	34,000
5686	TRAINING & DEVELOPMENT	14,232	26,000	36,000	32,000
5687	SUBSCRIPTIONS/PUBLICATIONS	150	500	500	500
	Total SUPPORT EXPENSES	669,394	717,700	731,700	779,700
Total INFORMATION TECHNOLOGY		10,192,379	9,980,000	10,683,900	11,225,100

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
INFORMATION TECHNOLOGY						
5501 - Database Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Director of IT	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Infrastructure Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Applications Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Customer Experience Manager	1.00	1.00	0.00	0.00	0.00	0.00
5501 - IT Infrastructure Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Project Manager	1.00	1.00	0.00	0.00	0.00	0.00
5501 - IT Service Delivery Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - IT Service Desk Analyst I	1.00	1.00	0.00	0.00	0.00	0.00
5501 - IT Service Desk Analyst II	4.00	4.00	5.00	5.00	5.00	5.00
5501 - Programmer/Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Records Mgmt Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Records Mgmt Specialist I	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Records Mgmt Specialist II	1.00	1.00	1.00	1.00	2.00	2.00
5501 - Senior Business Intell Solution Architect	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior IT Network Engineer	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior IT Operations Manager	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior IT Systems Engineer	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Senior Programmer/Analyst	2.00	2.00	1.00	2.00	1.00	1.00
5501 - Systems Administrator	1.00	1.00	1.00	1.00	1.00	1.00
5501 - Systems Administrator Senior	1.00	1.00	0.00	0.00	0.00	0.00
5502 - Administrative Analyst	1.00	1.00	1.00	1.00	1.00	1.00
5502 - Administrative Assistant Senior	1.00	1.00	1.00	1.00	1.00	1.00
5502 - Cloud Solutions Architect Manager	0.00	0.00	1.00	1.00	1.00	1.00
5502 - IT Business Analyst Associate	0.00	0.00	0.00	1.00	1.00	1.00
5502 - IT Business Analyst	1.00	1.00	0.00	0.00	0.00	0.00
5502 - IT Business Solutions Manager	0.00	0.00	1.00	1.00	1.00	1.00
5502 - IT Customer Experience Manager	0.00	0.00	1.00	1.00	1.00	1.00
5502 - Senior IT Enterprise Architect Manager	1.00	1.00	1.00	1.00	1.00	1.00
5503 - Cybersecurity Analyst Associate	0.00	0.00	1.00	1.00	1.00	1.00
5503 - IT Cybersecurity Analyst	1.00	1.00	0.00	0.00	0.00	0.00
5503 - Senior Cybersecurity Manager	1.00	1.00	1.00	1.00	1.00	1.00
Total Information Technology	31.00	31.00	29.00	31.00	31.00	31.00

Legal Department

Description of Operations

The Legal Department is responsible for managing the legal needs and providing advice to Metro Water Recovery. In addition, the Legal Department coordinates and oversees outside legal counsel working on behalf of Metro.

The Legal Department 2025 Revised Budget decreased by 0.9% compared to the 2025 Budget. The 2026 Budget is increasing by 8.6% compared to the 2025 Budget. These changes are due to an increase in personnel costs.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 1,225,300	\$ 1,194,200	\$ (31,100)	\$ 1,468,900	\$ 243,600
Materials & Fuels	1,000	2,000	1,000	2,500	1,500
Outside Services	1,700,000	1,700,000	-	1,700,000	-
Support Expenses	43,500	46,000	2,500	54,000	10,500
Total Legal Department	\$ 2,969,800	\$ 2,942,200	\$ (27,600)	\$ 3,225,400	\$ 255,600

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Legal Department	5	5	-	6	1

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

LEGAL DEPARTMENT

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	597,722	803,300	806,400	996,700
5108	EMPLOYEE INCENTIVE PAY	3,500	-	3,000	3,000
5109	BENEFITS	338,597	416,000	378,800	463,200
5110	CAR ALLOWANCE	6,000	6,000	6,000	6,000
	Total PERSONNEL	945,819	1,225,300	1,194,200	1,468,900
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	4,886	1,000	2,000	2,500
	Total MATERIALS & FUELS	4,886	1,000	2,000	2,500
OUTSIDE SERVICES					
5525	OS - LEGAL	282,565	550,000	550,000	550,000
5526	OS - LITIGATION	1,970,139	750,000	750,000	750,000
5549	OS - OTHER	83,083	400,000	400,000	400,000
	Total OUTSIDE SERVICES	2,335,787	1,700,000	1,700,000	1,700,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	6,899	6,500	9,000	9,000
5685	MEETINGS & CONFERENCES	20,468	22,000	22,000	30,000
5686	TRAINING & DEVELOPMENT	-	3,000	3,000	3,000
5687	SUBSCRIPTIONS/PUBLICATIONS	11,716	12,000	12,000	12,000
	Total SUPPORT EXPENSES	39,083	43,500	46,000	54,000
	Total LEGAL DEPARTMENT	3,325,575	2,969,800	2,942,200	3,225,400

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
LEGAL						
0900 - Administrative Analyst	1.00	0.00	0.00	0.00	0.00	0.00
0900 - Associate General Counsel	2.00	2.00	1.00	3.00	3.00	4.00
0900 - Chief Legal Officer	1.00	1.00	1.00	1.00	1.00	1.00
0900 - Legal Administrator	0.00	1.00	1.00	1.00	1.00	1.00
Total Legal	4.00	4.00	3.00	5.00	5.00	6.00

Office of the CEO

Description of Operations

The Chief Executive Office is responsible for ensuring the mission of Metro Water Recovery is achieved by leading Executive Leadership and Senior Management.

The Office of the CEO is the point of contact for the 40-member Board of Directors. It provides information for executive-level and Board decision making and organizes monthly Standing Committee, Board, and Special Purpose meetings.

The Office of the CEO 2025 Revised Budget increased by 3.0% compared to the 2025 Budget. The 2026 Budget is increasing by 7.3% compared to the 2025 Budget. These changes are due to an increase in personnel and support expenditures.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 2,435,200	\$ 2,503,300	\$ 68,100	\$ 2,619,300	\$ 184,100
Materials & Fuels	20,500	20,500	-	25,500	5,000
Outside Services	550,000	495,000	(55,000)	495,000	(55,000)
Support Expenses	427,000	518,000	91,000	543,000	116,000
Total Office of the CEO	<u>\$ 3,432,700</u>	<u>\$ 3,536,800</u>	<u>\$ 104,100</u>	<u>\$ 3,682,800</u>	<u>\$ 250,100</u>

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Office of the CEO Staff	<u>9</u>	<u>9</u>	<u>-</u>	<u>9</u>	<u>-</u>

2024 Highlights

- 11 Board of Directors Meetings
- 21 Standing Committee Meetings
- 12 Officers Meetings
- 12 Executive Committee Meetings
- 16 Special Purpose Committee Meetings
- 8 Retirement Board Meetings
- 2 Semiannual Board Workshops
- 1 Budget Workshop
- 15 Senior Management Team Meetings
- 11 Steering Committee Meetings
- 2 Town Halls

METRO WATER RECOVERY
DEPARTMENT SUMMARY

OFFICE OF THE CEO

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
OFFICE OF THE CEO	3,119,472	3,277,700	3,384,800	3,528,800
BOARD OF DIRECTORS/ RETIREMENT BOARD	129,504	155,000	152,000	154,000
Total OFFICE OF THE CEO	3,248,976	3,432,700	3,536,800	3,682,800

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

OFFICE OF THE CEO

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	1,553,538	1,586,300	1,684,300	1,768,200
5108	EMPLOYEE INCENTIVE PAY	100	-	-	-
5109	BENEFITS	836,123	821,300	790,200	822,300
5110	CAR ALLOWANCE	28,800	27,600	28,800	28,800
	Total PERSONNEL	2,418,561	2,435,200	2,503,300	2,619,300
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	6,248	20,500	20,500	25,500
	Total MATERIALS & FUELS	6,248	20,500	20,500	25,500
OUTSIDE SERVICES					
5549	OS - OTHER	333,540	450,000	400,000	400,000
5570	DIRECTORS ALLOWANCE	78,450	100,000	95,000	95,000
	Total OUTSIDE SERVICES	411,990	550,000	495,000	495,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	255,328	250,000	264,000	275,000
5660	CATERING SERVICES	40,078	40,000	54,000	58,000
5685	MEETINGS & CONFERENCES	94,962	120,000	168,000	178,000
5686	TRAINING & DEVELOPMENT	21,045	17,000	32,000	32,000
5687	SUBSCRIPTIONS/PUBLICATIONS	764	-	-	-
	Total SUPPORT EXPENSES	412,177	427,000	518,000	543,000
	Total OFFICE OF THE CEO	3,248,976	3,432,700	3,536,800	3,682,800

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
OFFICE OF THE CEO						
0055 - Administrative Assistant Senior	1.00	0.00	0.00	0.00	0.00	0.00
0055 - Assistant to the CEO	1.00	1.00	1.00	1.00	1.00	1.00
0055 - Chief Executive Officer	1.00	1.00	1.00	1.00	1.00	1.00
0055 - Executive Assistant	1.00	1.00	1.00	1.00	1.00	1.00
0055 - Senior Administrative Manager	0.00	1.00	1.00	1.00	1.00	1.00
0061 - Chief Financial Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Chief Innovation Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Chief Technical Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Deputy CEO/Chief Operating Officer	1.00	1.00	1.00	1.00	1.00	1.00
0061 - Executive Assistant	0.00	1.00	1.00	1.00	1.00	1.00
Total Office of the CEO	8.00	9.00	9.00	9.00	9.00	9.00

Strategy and Communications Department

Description of Operations

The Strategy and Communication Department (StratComm) is responsible for the organization's strategic plan implementation, internal communications, digital presence and marketing, public information and education, government affairs, community engagement, and continuous improvement programs.

StratComm is the point of contact for 65 municipalities and special districts. It is responsible for developing engagement strategies for connectors, employees, the public, and elected officials, including public education programs and monitoring federal, state and local government decision making. StratComm is responsible for the program development and management of continuous improvement as prioritized by the strategic and enterprise plans.

The StratComm 2025 Revised Budget increased 5.1% as compared to the 2025 Budget. The 2026 Budget is increasing by 17.9% compared to the 2025 Budget. This is due to an increase in personnel and support expenditures.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 2,658,900	\$ 2,651,600	\$ (7,300)	\$ 3,076,500	\$ 417,600
Materials & Fuels	19,000	25,000	6,000	25,000	6,000
Outside Services	282,000	289,600	7,600	271,200	(10,800)
Support Expenses	430,000	595,300	165,300	625,400	195,400
Total Strategy & Communications	\$ 3,389,900	\$ 3,561,500	\$ 171,600	\$ 3,998,100	\$ 608,200

Personnel Summary

	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Strategy & Communications Staff	16	16	-	18	2

2024 Highlights

- Facilitated 20 successful published media stories
- Managed 225 public inquiry responses
- Conducted or supported 38 facility tours
- Awarded 9 sponsorships in support of community events and initiatives
- Launched Ideas at Work Program, 200+ employee ideas submitted
- Launched CI training program, 46 classes and participation from 400+ employees
- Prioritized 25 Continuous Improvement projects
- Championed state legislation to address Metro's authority to seek an administrative inspection Warrant
- Lead Supporter of state legislation that will reduce PFAS in consumer products
- Hosted two onsite legislator learning events
- Launched new Popular Annual financial report with Finance
- Completed Metro's second digital accessibility audit and finalized plan to remove accessibility barriers
- Reached nearly 500,000 people via social media, followership on Facebook increased by 122% to 1,683, and on LinkedIn by 158% going to 3,372
- Metro's website saw 45,258 users visit the site in 2024 (48% increase), including 39,727 new users
- First Employee Engagement Campaign to increase internal newsletter readership
- Coordinated first South Platte River Cleanup at RWHTF, resulting in 30+ staff picking up 280+ pounds of trash
- Launched regional career education program with multiple connectors & HR

METRO WATER RECOVERY

DEPARTMENT SUMMARY

STRATEGY AND COMMUNICATION

	2024 Actual	2025 Budget	2025 Revised	2026 Adopted
MANAGEMENT	636,056	801,700	567,300	582,400
INTERNAL COMMUNICATIONS	693,504	713,600	735,300	902,400
PUBLIC INFORMATION & EDUCATION	486,669	567,700	516,700	555,500
GOVERNMENT AFFAIRS	267,565	292,000	307,800	318,800
CONTINUOUS IMPROVEMENT	676,826	1,014,900	1,090,100	1,307,400
COMMUNITY ENGAGEMENT	-	-	344,300	331,600
Total STRATEGY AND COMMUNICATION	2,760,620	3,389,900	3,561,500	3,998,100

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

STRATEGY AND COMMUNICATION

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	1,518,434	1,745,200	1,789,300	2,089,700
5105	OVERTIME WAGES	899	-	-	-
5109	BENEFITS	893,271	903,900	840,600	971,000
5108	EMPLOYEE INCENTIVE PAY	16,100	5,000	16,900	11,000
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	2,433,504	2,658,900	2,651,600	3,076,500
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	17,594	19,000	25,000	25,000
	Total MATERIALS & FUELS	17,594	19,000	25,000	25,000
OUTSIDE SERVICES					
5549	OS - OTHER	163,071	282,000	289,600	271,200
	Total OUTSIDE SERVICES	163,071	282,000	289,600	271,200
SUPPORT SERVICES					
5610	MEMBERSHIPS	7,383	8,900	10,200	10,800
5611	SPONSORSHIPS	-	-	15,000	25,000
5625	PRINTING & ADVERTISING	12,173	-	17,600	17,600
5658	RECOGNITION	-	15,000	15,000	15,000
5659	METRO-WIDE TRAINING	71,471	300,000	395,000	415,000
5685	MEETINGS & CONFERENCES	28,898	73,900	102,500	109,000
5686	TRAINING & DEVELOPMENT	23,712	23,000	32,500	25,000
5687	SUBSCRIPTIONS/PUBLICATIONS	2,814	9,200	7,500	8,000
	Total SUPPORT EXPENSES	146,451	430,000	595,300	625,400
Total STRATEGY AND COMMUNICATION		2,760,620	3,389,900	3,561,500	3,998,100

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
STRATEGY & COMMUNICATION						
0080 - Communication Specialist	1.00	1.00	0.00	0.00	0.00	1.00
0080 - Communications Specialist Senior	1.00	1.00	2.00	2.00	2.00	2.00
0080 - Digital Communications Specialist	1.00	1.00	1.00	1.00	1.00	1.00
0080 - Senior Communications Manager	1.00	1.00	1.00	1.00	1.00	1.00
0081 - Public Information Specialist	2.00	2.00	2.00	2.00	2.00	2.00
0081 - Senior Public Information Manager	1.00	1.00	1.00	1.00	1.00	1.00
0082 - Governmental Affairs Liaison	1.00	1.00	1.00	1.00	1.00	1.00
0083 - Business Intelligence Analyst	1.00	1.00	1.00	1.00	1.00	1.00
0083 - Continuous Improvement Specialist	2.00	2.00	1.00	1.00	1.00	1.00
0083 - Project Manager	0.00	0.00	1.00	1.00	1.00	2.00
0083 - Senior Continuous Improvement Manager	1.00	1.00	1.00	1.00	1.00	1.00
0084 - Community Engagement Liaison	1.00	2.00	1.00	1.00	1.00	1.00
0084 - Community Engagement Specialist	0.00	0.00	1.00	1.00	1.00	1.00
0200 - Administrative Assistant	1.00	1.00	0.00	0.00	0.00	0.00
0200 - Chief Strategy Officer	1.00	1.00	1.00	1.00	1.00	1.00
0200 - Executive Assistant	0.00	0.00	1.00	1.00	1.00	1.00
Total Strategy & Communication Department	15.00	16.00	16.00	16.00	16.00	18.00

Technology and Innovation Department

Description of Operations

The Technology and Innovation Department (TID) is a specialized unit comprising experts in analytical instrumentation, data analytics, and process engineering. TID staff provide technical support for data utilization, process optimization, and technology adoption. The department collaborates with partner utilities, academic institutions, and subject matter experts to study, understand, and implement emerging technologies and best practices. To ensure the reliable application of new practices and systems, TID manages and executes applied research and pilot testing to validate solutions and establish design criteria before implementation. Additionally, the department engages with the industry and the public, fostering collaboration, outreach, and education in support of Metro's strategic direction.

The TID 2025 Revised Budget increased by 1.8% compared to the 2025 Budget. The 2026 Budget is increasing by 6.8% compared to the 2025 Budget. These changes are due to an increase in personnel and outside services expenditures.

Budget Summary

Category	2025 Budget	2025 Revised Budget	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Personnel	\$ 4,514,900	\$ 4,484,500	\$ (30,400)	\$ 4,707,600	\$ 192,700
Materials & Fuels	450,000	480,000	30,000	510,000	60,000
Outside Services	375,000	475,000	100,000	480,000	105,000
Support Expenses	94,100	94,100	-	1066,000	11,900
Total Technology & Innovation	\$ 5,434,000	\$ 5,533,600	\$ 99,600	\$ 5,803,600	\$ 369,600

Personnel Summary

	2025 Budget	2025 Revised	Variance 2025B/2025R	2026 Budget	Variance 2025B/2026B
Total Technology & Innovation Staff	25	25	-	25	-

2024 Highlights

- Completed the first Water Research Foundation (WRF) study focused on continuous flow densified activated sludge (DAS) to further industry understanding of the parameters required for successful implementation and operation.
- Supported completion of preliminary design phase of the North Secondary Upgrades and Intensification Project (PAR 1411) which will implement densified activated sludge (DAS) based on data and results obtained under the North Secondary Pilot Program (PAR 1336).
- Utilized the Alteryx data blending and analysis tool to develop Power BI dashboards for visualizing operational performance metrics.
- Completed second phase of cooling tower demonstration testing at NTP to support technical feasibility analysis and supported preliminary design phase.
- Continued full-scale pilot testing of an advanced aeration controller at the NTP in collaboration with APG-Neuros.

METRO WATER RECOVERY

SUMMARY OF EXPENSES BY OBJECT

TECHNOLOGY AND INNOVATION

		2024 Actual	2025 Budget	2025 Revised	2026 Adopted
PERSONNEL					
5101	REGULAR WAGES	2,057,434	2,899,700	2,973,000	3,121,100
5106	INTERN WAGES	72,876	100,000	100,000	120,000
5108	EMPLOYEE INCENTIVE PAY	19,350	10,000	10,000	10,000
5109	BENEFITS	1,454,010	1,500,400	1,396,700	1,451,700
5110	CAR ALLOWANCE	4,800	4,800	4,800	4,800
	Total PERSONNEL	3,608,470	4,514,900	4,484,500	4,707,600
MATERIALS & FUELS					
5213	MATERIALS & SUPPLIES	419,294	450,000	480,000	510,000
	Total MATERIALS & FUELS	419,294	450,000	480,000	510,000
OUTSIDE SERVICES					
5549	OS - OTHER	241,958	350,000	450,000	450,000
5556	OS - MAINTENANCE	13,589	25,000	25,000	30,000
	Total OUTSIDE SERVICES	255,547	375,000	475,000	480,000
SUPPORT SERVICES					
5610	MEMBERSHIPS	5,745	6,100	6,100	6,500
5685	MEETINGS & CONFERENCES	64,915	66,000	66,000	72,000
5686	TRAINING & DEVELOPMENT	18,291	20,000	20,000	25,000
5687	SUBSCRIPTIONS/PUBLICATIONS	1,226	2,000	2,000	2,500
	Total SUPPORT EXPENSES	90,177	94,100	94,100	106,000
Total TECHNOLOGY AND INNOVATION		4,373,488	5,434,000	5,533,600	5,803,600

2024 Through 2026

By Department at Year End

	2024		2024	2025		2026
	Budget	Revised	Actual	Budget	Revised	Adopted
TECHNOLOGY & INNOVATION						
0070 - Administrative Analyst	1.00	1.00	0.00	1.00	1.00	1.00
0070 - Associate Data Analytics Engineer	0.00	1.00	1.00	1.00	1.00	1.00
0070 - Communications Specialist Senior	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Data Analytics Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Director of Technology and Innovation	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Energy Manger	0.00	0.00	0.00	1.00	1.00	1.00
0070 - Senior Data Analytics Engineer	1.00	1.00	1.00	1.00	1.00	1.00
0070 - Senior Energy Manager	0.00	1.00	0.00	0.00	0.00	0.00
0070 - Senior Wastewater Process Engineering Manager	1.00	1.00	1.00	1.00	1.00	1.00
0070 -Technology & Innovation Project Coordinator	0.00	0.00	1.00	1.00	1.00	1.00
0070 - Wastewater Process Associate Engineer	0.00	0.00	1.00	1.00	1.00	1.00
0070 - Wastewater Process Principal Engineer	1.00	1.00	0.00	1.00	1.00	1.00
0070 - Wastewater Process Senior Engineer	3.00	3.00	2.00	3.00	3.00	3.00
0070 - Wastewater Process Staff Engineer	2.00	2.00	2.00	2.00	2.00	2.00
0071 - Associate Instrument Specialist	2.00	2.00	3.00	4.00	4.00	4.00
0071 - Instrument Specialist Manager	1.00	1.00	1.00	1.00	1.00	1.00
0071 - Laboratory Support Specialist	1.00	1.00	0.00	0.00	0.00	0.00
0071 - Senior Instrument Solutions Manager	1.00	1.00	1.00	1.00	1.00	1.00
0071 - Senior Instrument Specialist	2.00	2.00	2.00	2.00	2.00	2.00
0071 - Staff Instrument Specialist	2.00	2.00	1.00	1.00	1.00	1.00
0071 - Wastewater Process Analytical Support Supervisor	1.00	1.00	0.00	0.00	0.00	0.00
Total Technology & Innovation Department	22.00	24.00	20.00	25.00	25.00	25.00

**CHANGES IN TRUST FUND BALANCE
2025 and 2026**

General Fund

	2025		2026
	Budget	Revised	Adopted
BALANCE, January 1	\$ 189,399,267	218,700,000	137,405,242
Investment Income	3,787,985	4,374,000	2,748,105
DISBURSEMENTS:			
New Equipment/Vehicles >\$500,000	-	-	-
TOTAL DISBURSEMENTS	-	-	-
TRANSFER (TO)/FROM OTHER FUNDS			
O&M Revenue Fund	7,141,494	15,192,340	7,251,958
Investment Income to O&M Revenue Fund	(3,787,985)	(4,374,000)	(2,748,105)
F/A Replacement Fund	(38,514,600)	(71,280,499)	(29,812,800)
Capital Project Account	8,295,672	(25,206,599)	(6,960,781)
NET FUND TRANSFERS	<u>(26,865,419)</u>	<u>(85,668,758)</u>	<u>(32,269,728)</u>
BALANCE, December 31	\$ <u>166,321,833</u>	<u>137,405,242</u>	<u>107,883,619</u>

**CHANGES IN TRUST FUND BALANCE
2025 and 2026**

Capital Project Account

	2025		2026
	Budget	Revised	Adopted
BALANCE, January 1	\$ -	-	-
TRANSFERS:			
Sewer Connection Charge Fund Transfer	30,438,672	38,274,401	36,050,219
Future Transfers (to) from General Fund	(8,295,672)	25,206,599	6,960,781
TOTAL TRANSFERS	22,143,000	63,481,000	43,011,000
DISBURSEMENTS:			
Small Projects	(4,000,000)	(4,000,000)	(4,000,000)
Denver Water Lead Pipe Participation OCCT	(750,000)	(750,000)	(1,875,000)
Capital Projects	(17,393,000)	(58,731,000)	(37,136,000)
TOTAL DISBURSEMENTS	(22,143,000)	(63,481,000)	(43,011,000)
BALANCE, December 31	\$ -	-	-

**General Fund - Capital Expenditures
2025 and 2026**

	PAR #	DESCRIPTION	2025	2026
123	1437	Aquatic Life/Habitat Improvements - Phase V	336,010	144,758
		RR&R Maintenance Shop Expansion and		
170	1235	Relocation	28,245	20,324
258		Facility Plan Update - Future	1,158,750	1,790,438
426	1182	Suncor Mgmt of Air Quality/Soil Contamination	25,000	25,000
479	1232	Second Creek Int and Sand Creek Int Sys Imp	2,288,025	577,709
		Solids Processing Building Improvements and		
497	1244	Fixed Assets Replacement	809,358	-
		Gravity Thickener and Primary Sludge Screening		
509		Expansion & Fixed Asset Replacements	294,048	-
550	1448	RWHTF Personnel Building	877,500	-
638	1438	Delgany Interceptor System Odor Control	1,519,200	2,352,615
644	1395	Cogeneration Equipment Replacement	-	28,939,600
658	1442	NTP PRW System Improvements	664,875	99,000
664	1356	Property Acquisition Near RWHTF 2019-2022	913,550	183,840
673	1404	Solids Improvement Evaluation	245,864	1,072,233
695		Grouped IT Customer Experience	204,375	
707	1400	RWHTF Peracetic Acid Project 2	6,473,671	1,130,701
724	1416	NTP Effluent Temperature	4,512,572	2,606,514
739	1431	NTP Wastewater Utility Plan	55,734	13,775
769	1455	NTP Facility Plan 2025	-	541,598
775		Strategic Land Acquisition 2025-2035	-	438,750
780		Thermal Energy Program Mgmt Services	-	270,000
422		Future Process Optimization Efforts	168,750	168,750
628	1336	North Secondary Pilot Program	-	97,071
700	1387	Legal Assistance Fund 2	14,814	-
705	1390	Aeration Control Strategy Review and		
		Implementation	33,783	16,080
727	1420	PFAS in Biolsolids Study	18,783	18,783
731	1422	Dissolved Organic Nutrients Evaluation	10,943	67,028
734	1427	Payment Optimization	12,500	12,500
		Phosphorous Recovery Facility Reliability		
736	1426	Improvements	168,311	62,352
738	1458	Cost Estimating	33,750	10,607
740	1428	Community Relations Program	108,000	-
742	1430	2022 Process Optimization	144,089	131,692
749	1449	Regional Water Reuse Study	247,500	121,199
759	1447	NTP Secondary Aeration System Evaluation	25,000	15,240
763	1457	Clear Creek Siphon Air Ionization	-	34,454
766		Project/ Construction Management	-	90,000
767	1456	Shop Drawing Digitization	-	22,940
770	1459	Regional Salinity Summit	-	10,449
776	1465	Sewer Thermal Energy Design Study	-	50,000
Total General Fund - Capital Expenditures			21,393,000	41,136,000

**CHANGES IN TRUST FUND BALANCE
2025 and 2026**

Fixed Asset Replacement Fund

	2025		2026
	Budget	Revised	Adopted
BALANCE, January 1	\$ -	-	-
RECEIPTS:			
Investment Income	-	-	-
TOTAL RECEIPTS	<u>-</u>	<u>-</u>	<u>-</u>
DISBURSEMENTS:			
Capital Projects - Renewals & Replacements	(31,347,000)	(63,918,000)	(23,941,000)
Small FARF Projects	(4,000,000)	(4,000,000)	(3,000,000)
Replacement Equipment & Vehicles ≤ \$500,000	(3,167,600)	(3,362,499)	(2,871,800)
TOTAL DISBURSEMENTS	<u>(38,514,600)</u>	<u>(71,280,499)</u>	<u>(29,812,800)</u>
TRANSFERS (TO)/FROM OTHER FUNDS			
General Fund	35,347,000	67,918,000	26,941,000
Replacement Equipment & Vehicles	3,167,600	3,362,499	2,871,800
NET FUND TRANSFERS	<u>38,514,600</u>	<u>71,280,499</u>	<u>29,812,800</u>
BALANCE, December 31	\$ <u>-</u>	<u>-</u>	<u>-</u>

**Fixed Asset Replacement Fund - Capital Expenditures
2025 and 2026**

PAR #	DESCRIPTION	2025	2026
56	Future Structure Rehabilitation	151,031	64,013
59	Future Interceptor Rehabilitation	701,081	-
170	1235 RWHTF Support Facility Upgrade	12,105	8,710
318	1413 TWHTF Conduit Study	700,183	101,074
440	1382 North Complex Natural Gas	47,529	-
497	1244 Solids Processing Building Improvements and Fixed Assets Replacement	1,214,037	-
509	Gravity Thickener and Primary Sludge Screening Expansion & Fixed Asset Replacements	18,769	-
527	Warehouse and Maintenance Bldg	-	448,662
550	RWHTF Personnel Building	585,000	-
602	1312 Lift Station Improvements (Thornton-N Washington & Denargo-Market)	4,957,346	3,495,723
612	1325 Diversion and Metering Facilities Grating Condition Assessment & Imp	852,727	-
635	1343 National Western Center Delgany Interceptor Relocation	-	-
657	Annual FARS Priorities	5,629,500	4,672,775
658	1442 NTP PRW System Improvements	664,875	99,000
668	1392 RWHTF HVAC High Priority Improvements	3,805,192	3,164,104
674	1363 Interceptor Rehabilitation 2020-2022	-	-
685	1364 ITInfr_District Wireless Infrastructure	682,000	1,308,428
695	Grouped IT Customer Experience	204,375	-
0	1370 Interceptor Relocations 2020-2022	12,500	12,500
701	1379 2020 Annual FARS Priorities	3,217,891	434,168
712	1396 NTP Pri Clarifier Cover Damage	379,850	-
718	1415 EAM Business Process and Mobile	979,965	42,275
720	1408 10-Inch Potable Water Line Replacement	194,391	69,484
721	1409 IT Customer Experience 2021	49,724	47,499
730	1419 IT Infrastructure 2022	35,686	26,706
733	1424 IT Customer Experience 2022	14,763	-
735	1425 Aurora Westside Interceptor Rehab	759,375	92,287
746	1434 NTP Post Aerobic Digestion	4,272,234	2,578,115
750	1446 Metering Audit & Condition Assessment	50,000	100,156
754	1450 Enterprise Resource Planning Replacement	1,096,875	638,869
756	1443 Clear Creek Interceptor System Rehab	1,111,725	1,073,416
757	1444 Centrate Foam Tank & Misc. Improvements	2,480,385	66,988
764	1452 NTP Facility 910 MAU Replacement	-	735,215
768	1463 Farm Road Improvements	-	1,012,500
771	1460 Manhole Rehabilitation 2025	-	159,975
773	1466 NTP Secondary Clarifier Mechanisms Replaceme	-	6,075,000
774	1462 South Secondary Aeration Conduit Repair	-	50,000
462	1391 Boardroom Audio Visual Refresh	-	-
715	1405 Asset Management Implementation	120,286	12,171
723	1412 Admin Office Remodel 2021-2022	12,644	-
729	1423 Maintenance Equipment Organization	15,965	15,588
728	Transmission System Gates	56,250	56,250
741	1429 Labworks Upgrade	11,470	11,470
743	1435 Security Services Evaluation	13,000	10,131
745	1436 Admin and TSB Door Hardware and Re-Core	25,000	10,616
747	1439 Data Lake House	47,500	42,750

**Fixed Asset Replacement Fund - Capital Expenditures
2025 and 2026**

	PAR #	DESCRIPTION	2025	2026
748		Emergency Eyewash & Shower Improvements	56,250	56,250
752	1440	NTP BioReactor Instrumentation Upgrades	12,521	-
755	1441	NTP Chemical Facility Evaluation & Improvements	50,000	35,559
760		NTP Alarm & PA System	45,000	-
781	1464	GIS Cloud Migration	-	18,073
781	1467	Industrial Pretreatment Software Replacement	-	94,500
Total Fixed Asset Replacement Fund			35,347,000	26,941,000

**CHANGES IN TRUST FUND BALANCE
2025 and 2026**

Acquisition & Construction Fund

	2025		2026
	Budget	Revised	Adopted
BALANCE, January 1	\$ 192,839,635	-	-
RECEIPTS			
Bond Proceeds	-	-	185,725,000
Bond Premium	-	-	15,522,700
Investment Income	2,009,933	-	790,836
TOTAL RECEIPTS	<u>2,009,933</u>	<u>-</u>	<u>202,038,536</u>
DISBURSEMENTS:			
Planned Project Expenditures	(64,090,000)	-	(78,423,000)
Bond Issuance Costs	-	-	(1,857,250)
TOTAL DISBURSEMENTS	<u>(64,090,000)</u>	<u>-</u>	<u>(80,280,250)</u>
BALANCE, December 31	\$ <u>130,759,568</u>	<u>-</u>	<u>121,758,286</u>

**Acquisition and Construction Fund - Capital Expenditures
2025 and 2026**

	PAR #	DESCRIPTION	2025	2026
098	1411	North Secondary Upgrade	20,982,366	49,631,800
644	1395	RWHTF Biogas Utilization & Gas Conditioning	15,990,234	-
505	1265	Electrical Transmission Service Substation	27,117,400	13,579,500
550	1448	RWHTF Personnel Building	-	6,369,200
772	1461	Platte River Interceptor System Rehab	-	8,842,500
Total Acquisition & Construction Fund			64,090,000	78,423,000

**CHANGES IN TRUST FUND BALANCE
2025 and 2026**

Restricted Sewer Connection Charge Account

	2025		2026
	Budget	Revised	Adopted
BALANCE, January 1	\$ 25,000,000	25,000,000	25,000,000
RECEIPTS:			
Sewer Connection Charges	57,676,620	60,547,950	59,691,000
Interest Income	807,575	1,381,849	1,371,138
TOTAL RECEIPTS	58,484,195	61,929,799	61,062,138
TRANSFERS (TO)/FROM OTHER FUNDS			
Debt Service Fund	(28,045,523)	(23,655,398)	(25,011,919)
Capital Projects Account	(30,438,672)	(38,274,401)	(36,050,219)
NET FUND TRANSFERS	(58,484,195)	(61,929,799)	(61,062,138)
BALANCE, December 31	\$ 25,000,000	25,000,000	25,000,000

**CHANGES IN TRUST FUND BALANCE
2025 and 2026**

Debt Service Fund

	2025		2026
	Budget	Revised	Adopted
BALANCE, January 1	\$ 44,727,014	40,437,000	40,527,760
Investment Income	550,142	663,167	664,655
DISBURSEMENTS:			
2009B Sewer Improvement Bonds			
Interest - due October 1	2,215,290	2,215,290	1,691,642
Principal - due April 1	17,475,000	17,475,000	18,135,000
Interest - due April 1	2,719,881	2,719,881	2,215,290
Build America Bonds (BABS) Credit	(1,628,853)	(1,628,853)	(1,289,483)
	20,781,318	20,781,318	20,752,449
2019A&B Sewer Refunding Bonds			
Interest - due October 1	4,064,117	4,064,117	3,907,325
Principal - due April 1	13,610,000	13,610,000	13,790,000
Interest - due April 1	4,208,655	4,208,655	4,064,117
	21,882,772	21,882,772	21,761,442
2020A Sewer Improvement Bonds			
Interest - due October 1	2,323,353	2,323,353	2,323,353
Interest - due April 1	2,323,353	2,323,353	2,323,353
	4,646,706	4,646,706	4,646,706
2026A Sewer Improvement Bonds			
Interest - due October 1	4,390,125	-	2,863,241
Interest - due April 1	4,390,125	-	-
	8,780,250	-	2,863,241
TOTAL DISBURSEMENTS	56,091,046	47,310,796	50,023,838
TRANSFERS (TO)/FROM OTHER FUNDS:			
O&M Revenue Principal & Interest	28,236,394	23,746,158	29,854,604
Sewer Connection Charge Account	28,045,523	23,655,398	25,011,919
O&M Revenue Investment Income	(550,142)	(663,167)	(664,655)
NET FUND TRANSFERS	55,731,775	46,738,389	54,201,868
BALANCE, December 31	\$ 44,917,885	40,527,760	45,370,445

**RESOLUTION
BOARD OF DIRECTORS
METRO WATER RECOVERY
June 17, 2025**

WHEREAS, the proposed 2026 Annual Budget of Metro Water Recovery, hereinafter referred to as "Metro," has been prepared by the Chief Executive Officer with the advice and counsel of the Finance Committee of Metro's Board of Directors; and

WHEREAS, the Board duly published a notice concerning the proposed 2026 Annual Budget as required under C.R.S. § 29-1-108 and held a public hearing on May 20, 2025, on said Budget, as provided for in Section 901B of the 2019, 2020, and 2025 Bond Resolutions; and

WHEREAS, the Operations and Finance committees of Metro, after having reviewed the matter, recommend:

- adoption of the 2026 Annual Budget for all funds totaling \$212,123,600,
- adoption of 2026 Annual Charges for Service of \$184,390,813,
- adoption of the 2026 Operating Budget of \$151,424,800,
- adoption of 2026 budget for new and replacement equipment and vehicle purchases of \$3,961,800, which will be funded as follows: \$1,090,000 from the Operations and Maintenance Fund and \$2,871,800 from the Fixed Asset Replacement (FAR) Fund,
- adoption of 2026 budget for the General Fund and FAR Fund Small Projects of \$7,000,000, which will be funded as follows: \$4,000,000 from the General Fund and \$3,000,000 from the FAR Fund,
- approving \$49,737,000 for the 2026 Debt Service Fund,
- approving all required internal fund transfers for the 2026 Annual Budget and cash flow requirements; and

WHEREAS, the Defined Benefit Plan Retirement Board (DB Retirement Board) recommends:

- contributing \$11,788,822 to Metro's Defined Benefit Retirement Plan on or after the first business day in January 2026, pursuant to the Actuarial Determined Contribution as of January 1, 2025; and

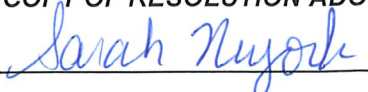
WHEREAS, the Executive Committee, after having reviewed the matter, concurs in the recommendation of the other committees and the DB Retirement Board;

NOW, THEREFORE, BE IT RESOLVED the 2026 Annual Budget of \$212,123,600, as prepared by the Chief Executive Officer with the advice and counsel of the Finance Committee, be and hereby is adopted as the 2026 Annual Budget for Metro; and

BE IT FURTHER RESOLVED:

- The Annual Charges for Service for 2026 be and hereby are adopted at \$184,390,813; and
- The Operating Budget for 2026 be and hereby is adopted at \$151,424,800; and
- The new and replacement equipment and vehicle purchases budget for 2026 be and hereby is adopted at \$3,961,800, which will be funded as follows: \$1,090,000 from the Operations and Maintenance Fund and \$2,871,800 from the Fixed Asset Replacement (FAR) Fund; and
- The General Fund and FAR Fund Small Projects budget be and hereby is adopted at \$7,000,000, which will be funded as follows: \$4,000,000 from the General Fund and \$3,000,000 from the FAR Fund; and
- The 2026 Debt Service Fund be and hereby is adopted at \$49,737,000; and
- All required internal fund transfers for the 2026 Annual Budget and cash flow requirements be and hereby are approved; and
- The contribution of \$11,788,822 to Metro's Defined Benefit Retirement Plan on or after the first business day of January 2026, pursuant to the Actuarial Determined Contribution as of January 1, 2025, be and hereby is approved.

THIS IS A CERTIFIED AND TRUE
COPY OF RESOLUTION ADOPTED



**RESOLUTION
BOARD OF DIRECTORS
METRO WATER RECOVERY
June 17, 2025**

WHEREAS, the Chief Executive Officer of Metro Water Recovery, hereinafter referred to as "Metro," with the advice and counsel of the Finance Committee of Metro's Board of Directors, prepared an Annual Budget for the fiscal year beginning January 1, 2026; and

WHEREAS, the Operations, Finance, and Executive committees recommend adoption of the proposed 2026 Annual Budget; and

WHEREAS, the Board further reviewed said proposed Budget to determine its adequacy to meet the obligations of Metro for the fiscal year 2026 and, having found the 2026 estimated revenues and expenditures reasonable, adopted said Budget on June 17, 2025; and

WHEREAS, it is incumbent upon the Board to appropriate the necessary amounts for the purposes set forth in the adopted 2026 Annual Budget;

NOW, THEREFORE, BE IT RESOLVED \$212,123,600 be and hereby is appropriated as set forth in the 2026 Annual Budget Appropriation Summary attached hereto and made a part hereof.

**THIS IS A CERTIFIED AND TRUE
COPY OF RESOLUTION ADOPTED**





6450 York Street, Denver, CO 80229
303-286-3000 (main) 303-286-3030 (fax)

Northern Treatment Plant, 51 Baseline Road, Brighton, CO 80603
Robert W. Hite Treatment Facility, 6450 York Street, Denver, CO 80229
METROGRO Farm, 5234 South County Road 245, Deer Trail, CO 80105

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