



**NOTICE
GLENPOOL UTILITY SERVICE AUTHORITY
REGULAR MEETING**

A Regular Session of the Glenpool Utility Service Authority will be held at 6:00 p.m. immediately following the Glenpool City Council Meeting on February 6, 2023, at Glenpool City Hall, City Council Chambers, 12205 S. Yukon Ave., 3rd Floor, Glenpool, Oklahoma.

NOTE: The Glenpool Utility Service Authority will be assembled for the meeting at the City Council Chambers, 12205 S. Yukon Ave, Glenpool, Oklahoma. Members of the public are invited to attend the in-person meeting, or join a live broadcast at this link:

Join Zoom Meeting

<https://us02web.zoom.us/j/89753555435?pwd=QzdFVjA1b0lKa1lSUFlKbUNrUUxtdz09>

Meeting ID: 897 5355 5435

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Find your local number: <https://us02web.zoom.us/u/kdrY6w7ABX>

The GUSA Board welcomes comments from citizens of Glenpool who wish to address any item on the agenda.

- Speakers attending in **PERSON** are required to complete the Request to Speak form located on the agenda table and return to the City Clerk **PRIOR TO THE CALL TO ORDER**.
- Speakers attending via **ZOOM** are required to complete the Request to Speak form located on our website: <https://glenpoolonline.civicweb.net/document/19057/Request%20to%20Speak%20Form.pdf> and email it to the City Clerk: Wknight@cityofglenpool.com **PRIOR TO 6:00 PM, FEBRUARY 6, 2023.**

AGENDA

	Page
A) Call to Order - Joyce G. Calvert, Chair	
B) Roll Call, Declaration of Quorum – Wendy Knight, Secretary; Joyce G. Calvert, Chair	
C) Departmental Reports	
1) 2023-01 Water Sewer Report	3 - 4
D) Trustee Comments	
E) Public Comments	
F) Consideration and appropriate action relating to a request for approval of the Consent Agenda. (All matters listed under "Consent" are considered by the GUSA Board to be routine and will be enacted by	

one motion. Any Trustee may, however, remove an item from the Consent Agenda by request. A motion to adopt the consent Agenda is non-debatable.)

- 1) Minutes from January 3, 2023 meeting. 5 - 7
[GUSA - 03 Jan 2023 - Minutes - Html](#)

G) Consideration and appropriate action relating to items removed from the Consent Agenda

H) Scheduled Business

- 1) Discussion and possible action to approve or deny acknowledgment of the Receipt of Consent Order 19-289, Addendum A, GUSA Wastewater Treatment Facility. 8 - 13
(David Agbetunsin, City Engineer)
[Consent Order 19-289 Addendum A](#)
- 2) Discussion and possible action to approve, deny or amend the proposed salary adjustment for Public Works. 14 - 16
(David Tillotson, City Manager)
[Staff Report - PW Salary Adjustment](#)

I) Adjournment

This notice and agenda was posted at Glenpool City Hall, 12205 S. Yukon Ave., Glenpool, Oklahoma, on February 3, 2023, by 11:30 am.

Signed: Wendy Knight

Secretary



To: Honorable Chairman and Trustees, Glenpool Utility Service Authority

From: Jesse Hale, Public Works Director

Subject: January 2023 Water, Sewer, and Wastewater Treatment Plant Report

The following details of all work completed between December 27, 2022 – January 31, 2023

Wastewater Treatment Plant and Lift Stations:

- Daily testing performed
- Daily readings performed
- Daily flow monitoring performed
- Daily meter calibrations performed
- Weekly biological oxygen demand and total suspended solids samples to Green Co. Testing
- Daily addition of chemicals to lagoon
- Mowed, weeded, and sprayed (where needed) at lift stations and plant grounds
- Lift Stations inspected
- Vehicle and equipment maintenance performed
- Grinder Motor is down and in the shop for repair. Bar Screen in use until fixed
- Effluent Motor #3 is down. Distributors are actively looking for parts to repair VFD.
- Jetrodded 3 possible sewer backup(s), city line(s) was clear on all but 1.

Water

- 383 Utility locates (high volume due to contractors running fiber)
- 116 service orders completed for the utility office
- 0 turn offs for non-payment (January turn offs skipped until February 7th)
- 0 lock outs for non-payment (January lock outs skipped until February 7th)
- Performed monthly meter reads and replaced 23 bad registers
- 9 minor leaks repaired, and 1 major leak(s) repaired (8 repairs pending)
- 2 meters set (1 residential, 1 commercial)
- 35 pending meter sets (25 residential, 10 commercial)
- Major Waterline repair completed by contractor under US-75 at 139th (opposite Lambert)
- Inspected and approved new sewer line at Yukon and Vancouver
- Transmission waterline at new King of Kings church was successfully lowered to allow for new sewer line for the church
- Monthly water samples taken and passed

12205 S. Yukon, Glenpool, OK 74033 OFFICE: 918-322-5409 FAX: 918-209-4641

Mayor Joyce Calvert, Ward 3; Vice-Mayor Brandon Kearns, At-Large;

Tim Fox, Ward 1; Chris Brobst, Ward 2; Jacqueline Lund, Ward 4

City Manager David Tillotson, Assistant City Manager Susan White, City Clerk Wendy Knight

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-
- Mowed, weeded, and sprayed (where needed) at water towers and booster stations
 - Cleaned and serviced vehicles and equipment
 - Leveled and sodded all leak repair job sites
 - 3 Open position(s) remains posted for laborer
 - One employee still off for an undetermined amount of time due to medical issues

Misc.

- 2 employees attended D-level water and wastewater training and passed both tests

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MINUTES
GUSA Meeting
Tuesday, January 3, 2023 Council Chambers 6:00 PM

TRUSTEES PRESENT: Joyce Calvert
Brandon Kearns
Tim Fox
Chris Brobst
Jacqueline Triplett-Lund

STAFF PRESENT: David Tillotson
Susan White
Wendy Knight
Sarah Cage
Gerald Gilbert
David Agbetunsin
Jesse Hale
Jeremy Plane

- A) Call to Order - Joyce G. Calvert, Chair**
Chair Calvert called the meeting to order at 6:38 p.m.
- B) Roll Call, Declaration of Quorum – Wendy Knight, Secretary; Joyce G. Calvert, Chair**
Wendy Knight called the roll, Chair Calvert declared a quorum present.
- C) Departmental Reports**
[2022-12 Water Sewer Waste Report](#)
- D) Trustee Comments**
There were no Trustee comments.
- E) Public Comments**
There were no public comments.
- F) Consideration and appropriate action relating to a request for approval of**

the Consent Agenda. (All matters listed under "Consent" are considered by the GUSA Board to be routine and will be enacted by one motion. Any Trustee may, however, remove an item from the Consent Agenda by request. A motion to adopt the consent Agenda is non-debatable.)

- 1) Minutes from December 5, 2022 meeting.

Moved by Jacqueline Triplett-Lund, seconded by Chris Brobst

To approve the Consent Agenda.

	For	Against	Abstained	Absent
Joyce Calvert	x			
Brandon Kearns	x			
Tim Fox	x			
Chris Brobst	x			
Jacqueline Triplett-Lund	x			
	5	0	0	0

CARRIED.

[GUSA - 05 Dec 2022 - Minutes - Html](#)

G) Consideration and appropriate action relating to items removed from the Consent Agenda

H) Scheduled Business

- 1) Discussion and possible action to approve or deny receipt of audited FY2021-2022 Financial Report and direct that the Report be placed in the permanent files.
(Sarah Cage, Comptroller)

Ms. Cage recommended the Board acknowledge receipt of the audited Fiscal Year 2021-2022 Financial Report.

Councilor Fox said he wanted to reiterate what David had said, about what a good job staff has done. It was done with our limited staff, and with the hurdles the finance department has had with employees coming and going the past few years. **Councilor Fox** believes this is an incredible feat for staff to pull this off, and he appreciates the hard work that everyone does.

Moved by Chris Brobst, seconded by Brandon Kearns

To approve receipt of audited FY2021-2022 Financial Report and direct

that the Report be placed in the permanent files.

	For	Against	Abstained	Absent
Joyce Calvert	x			
Brandon Kearns	x			
Tim Fox	x			
Chris Brobst	x			
Jacqueline Triplett-Lund	x			
	5	0	0	0

CARRIED.

[Staff Report FY 21-22 Audit](#)

I) Adjournment

Chair Calvert declared the meeting adjourned at 6:41 p.m.



October 5, 2022

CERTIFIED MAIL - RETURN RECEIPT REQUESTED

Joyce Calvert, Chairperson
Glenpool Utility Services Authority
c/o David Tillotson, City Manager
12205 S. Yukon Ave.
Glenpool, Oklahoma 74033

Re: Consent Order 19-289, Addendum A
Glenpool Utility Services Authority Wastewater Treatment Facility
Facility No. S-20430
OPDES Permit No. OK0027138
Problem(s): Permit Violation(s); Five-Day Biochemical Oxygen Demand, Total
Suspended Solids, Total Residual Chlorine, and *E. coli* Exceeded Permit
Limits

Dear Chairperson Calvert:

Enclosed is the proposed Addendum A to Consent Order 19-289 that reflects the new agreement reached between the Glenpool Utility Services Authority (Authority) and the Oklahoma Department of Environmental Quality (DEQ). The Consent Order is being amended in order to establish a Task Schedule for modifying the approved 208 Plan and the subsequent submission of an engineering report with proposed upgrades to bring the wastewater treatment facility into compliance with the OPDES and state regulations.

Please sign and mail the original to me at: Oklahoma Department of Environmental Quality, Water Quality Division, P.O. Box 1677, Oklahoma City, Oklahoma 73101-1677. **A copy of the file stamped signed original will be returned to you.** If this Addendum is not signed and returned to DEQ within thirty (30) days of receipt, DEQ will pursue other enforcement actions to ensure compliance.

If you have any questions or comments concerning this Addendum, please contact Elizabeth Denning, E.I., District Representative, Municipal Wastewater Enforcement Section, Water Quality Division, DEQ, at (918) 293-1626 or write to Ms. Denning at the letterhead address.

Sincerely,

Shellie R. Chard, Director
Water Quality Division
Department of Environmental Quality

Enclosure

ADDENDUM A

On July 23, 2020, the Glenpool Utility Services Authority (“Respondent”) and the Oklahoma Department of Environmental Quality (“DEQ”) agreed to Consent Order 19-289 (“Order”). The Order required Respondent to submit an Engineering Report (“ER”) for eliminating Permit limit violations at Respondent’s wastewater treatment facility (“WWTF”) and that included a schedule for implementation and to complete a Supplemental Environmental Project (“SEP”) in lieu of a cash penalty payment.

On December 14, 2020, DEQ received an ER titled “Wastewater Treatment Plant” prepared by Srinivasan Sundaramoorthy, P.E., of S2 Engineering, engineering consultant for Respondent. The ER proposed the construction of a new 3 million gallon per day (“MGD”) Sequential Batch Reactor (“SBR”) WWTF and new effluent force main. On January 19, 2021, DEQ issued a Notice of Deficiencies (“NOD”) to Respondent. One of the items noted in the NOD was that the current wasteload allocation (“WLA”) for the facility is for 1.44 MGD and that Respondent must submit to DEQ a request for an amendment to the 208 Plan to obtain a WLA for the proposed design flow of 3.0 MGD.

On October 8, 2021, DEQ received a notice that Respondent completed the SEP on September 9, 2021, at a final cost of one hundred thirty-five thousand three hundred twenty-five dollars (\$135,325.00).

On January 19, 2022, DEQ issued Respondent Notice of Violation (“NOV”) No. S-20430-22-1 for total residual chlorine (“TRC”), *E. coli*, and total suspended solids (“TSS”) OPDES Permit (“Permit”) limit violations during the April 2021, June 2021, August 2021, September 2021, October 2021, and December 2021 monitoring periods as electronically reported on monthly Discharge Monitoring Reports (“eDMRs”). On April 11, 2022, DEQ received a response to the NOV from Respondent that stated the August 2021 Permit limit violations for TRC and *E. coli* were a result of a low chlorination injection rate. Once the issue was discovered, adjustments were made to the chlorination and dechlorination system to prevent further TRC and *E. coli* Permit limit violations. Additionally, the response indicated that WWTF personnel monitor the residual chlorine in the contact basin daily and make adjustments as necessary to ensure the chlorine dose is adequate to stay within Permit limits. The response further stated that the September, October, and December 2021 Permit limit violations of TSS were due to excessive rainfall amounts and inflow/infiltration (“I&I”) in the sanitary sewer collection system during wet weather events. The response also noted that Respondent is in the preliminary design phase of a new mechanical wastewater treatment facility and would be completing a WLA study to be submitted to DEQ for review.

On April 12, 2022, DEQ received the proposed WLA along with a 208 Plan change request from Respondent. The public comment period for the request was completed on June 20, 2022.

The Addendum is necessary to allow time for Respondent to obtain a new WLA for the proposed WWTF and submit a revised ER to reflect the new WLA. The time needed to obtain the 208 Plan change is beyond the control of Respondent. Therefore, DEQ will not be assessing any stipulated penalties as part of this Addendum.

This Addendum also closes and supersedes NOV No. S-20430-22-1, issued to Respondent on January 19, 2022.

Pursuant to Paragraph 24 of the Order, Respondent and DEQ mutually agree to add Paragraph 2.a and to amend Paragraphs 17, 18, 19, and 28 as follows:

2.a. The eDMRs submitted by Respondent, as required by the Permit, identify the following Permit limit exceedances since December 2019.

Monitoring Period	Parameter (Units)	Reported Results	Permit Limits
Dec. 2019	BOD ₅ conc., mo. avg. (mg/L)	36.4	30
Dec. 2019	BOD ₅ conc., wk. avg. (mg/L)	61	45
Jan. 2020	BOD ₅ conc., mo. avg. (mg/L)	30.75	30
Jan. 2020	BOD ₅ conc., wk. avg. (mg/L)	54	45
Dec. 2020	BOD ₅ conc., wk. avg. (mg/L)	48	45
Apr. 2021	TRC, inst. max. conc. (mg/L)	2.2	0.099
Jun. 2021	TRC, inst. max. conc. (mg/L)	0.5	0.099
Jun. 2021	<i>E. coli</i> da. max. (MPN/100 mL)	4000	406
Aug. 2021	TRC, inst. max. conc. (mg/L)	0.18	0.099
Aug. 2021	<i>E. coli</i> da. max. (MPN/100 mL)	4000	406
Sep. 2021	TSS, wk. avg. conc. (mg/L)	139	135
Sep. 2021	BOD ₅ conc., mo. avg. (mg/L)	49	30
Sep. 2021	BOD ₅ conc., wk. avg. (mg/L)	63	45
Oct. 2021	BOD ₅ conc., mo. avg. (mg/L)	72	30
Oct. 2021	BOD ₅ conc., wk. avg. (mg/L)	90	45
Oct. 2021	TSS, mo. avg. conc. (mg/L)	128	90
Oct. 2021	TSS, wk. avg. conc. (mg/L)	179	135
Nov. 2021	BOD ₅ conc., mo. avg. (mg/L)	99	30
Nov. 2021	BOD ₅ conc., wk. avg. (mg/L)	124	45
Nov. 2021	BOD ₅ loading, mo. avg. (lb/d)	497	360
Dec. 2021	TSS, wk. avg. conc. (mg/L)	241	135
Dec. 2021	TSS, mo. avg. conc. (mg/L)	153	90
Dec. 2021	BOD ₅ conc., mo. avg. (mg/L)	169	30
Dec. 2021	BOD ₅ conc., wk. avg. (mg/L)	241	45

Monitoring Period	Parameter (Units)	Reported Results	Permit Limits
Dec. 2021	BOD ₅ loading, mo. avg. (lb/d)	679	360
Jan. 2022	BOD ₅ conc., mo. avg. (mg/L)	35	30
Mar. 2022	BOD ₅ conc., mo. avg. (mg/L)	59	30
Mar. 2022	BOD ₅ conc., wk. avg. (mg/L)	79	45
Mar. 2022	BOD ₅ loading, mo. avg. (lb/d)	782	360
Apr. 2022	BOD ₅ conc., mo. avg. (mg/L)	80	30
Apr. 2022	BOD ₅ conc., wk. avg. (mg/L)	88	45
Apr. 2022	BOD ₅ loading, mo. avg. (lb/d)	761	360
May 2022	BOD ₅ conc., mo. avg. (mg/L)	49	30
May 2022	BOD ₅ conc., wk. avg. (mg/L)	121	45
May 2022	BOD ₅ loading, mo. avg. (lb/d)	497	360
May 2022	<i>E. coli</i> da. max. (MPN/100 mL)	>20000	406
May 2022	<i>E. coli</i> mo. avg. (MPN/100 mL)	>37.5	126
June 2022	BOD ₅ loading, mo. avg. (lb/d)	388	360
June 2022	<i>E. coli</i> da. max. (MPN/100 mL)	3700	406

17. Based on the above paragraphs, Respondent and DEQ agree, and it is ordered by the Executive Director as follows:

Task	Date Due
A. Obtain approval for new or amended 208 Plan and resulting waste load allocation (“WLA”)	February 1, 2023
B. Submit an approvable engineering report (“ER”) to DEQ for eliminating Permit limit violations at the WWTF including a schedule for its implementation. If outside funding will be required to implement the report’s recommendations, the report shall also comply with the guidelines approved by the Funding Agency Coordinating Team (“FACT”), which can be obtained on the internet at: https://www.owrb.ok.gov/financing/pdf_fin/fact/engrrpt_swr.pdf	August 1, 2023

18. The Oklahoma Pollutant Discharge Elimination System Act, 27A O.S. §§ 2-6-201 through 2-6-206, authorizes DEQ to seek penalties of up to ten thousand dollars (\$10,000) per day of violation, for each day during which a violation of the Act, Permit, associated rules, or order continues. Based on the facts and circumstances of this case, DEQ assessed a total penalty of forty-six thousand five hundred dollars (\$46,500.00).

- a. The Parties agreed that, in lieu of paying the cash penalty, Respondent would complete the SEP, totaling at least ninety-three thousand eight hundred forty dollars (\$93,840.00), described in Paragraph 9 of this Order. Respondent completed the SEP totaling one hundred thirty-five thousand three hundred twenty-five dollars (\$135,325.00) on September 9, 2021.

All penalty payments shall be by check or money order payable to the Oklahoma Department of Environmental Quality (or ODEQ), showing the Case Number of this Consent Order, and delivered to:

Accounts Receivable
Financial & Human Resources Management
Oklahoma Department of Environmental Quality
P.O. Box 2036
Oklahoma City, OK 73101-2036

19. Respondent agrees that if Respondent fails to complete any of the task(s) by the specified due dates set forth in Paragraph 17 of this Consent Order, DEQ may assess stipulated penalties as follows:

TASK	PENALTY PER DAY
A.	\$140.00
B.	\$140.00

Stipulated penalties begin to accrue on the day performance is due, with the total amount of stipulated penalties not to exceed seventy-five thousand dollars (\$75,000.00). If DEQ notifies Respondent that Respondent is not in compliance with the Consent Order and Addendum A and that an additional penalty is being assessed, Respondent may request a hearing to contest the finding of noncompliance.

Consent Order 19-289 – Addendum A
Glenpool Utility Services Authority WWTF
Facility No. S-20430
Page 5 of 5

28. Unless otherwise specified, any report, notice, or other communication required under this Consent Order must be in writing and must be sent to:

For DEQ:

Elizabeth Denning, E.I., District Representative
Municipal Wastewater Enforcement Section
Water Quality Division
Department of Environmental Quality
P.O. Box 1677
Oklahoma City, Oklahoma 73101

For Respondent:

David Tillotson, City Manager
Glenpool Utility Services Authority
12205 S. Yukon Ave.
Glenpool, Oklahoma 74033

This Addendum will be attached to the Order. All other terms of the previously issued Order are binding as written.

This Addendum becomes effective on the date of the later of the two signatures below.

**FOR GLENPOOL UTILITY
SERVICES AUTHORITY:**

**JOYCE CALVERT
CHAIRPERSON**

DATE

**FOR OKLAHOMA DEPARTMENT OF
ENVIRONMENTAL QUALITY:**

**SCOTT A. THOMPSON
EXECUTIVE DIRECTOR**

DATE



To: Mayor and Council

From: David Tillotson, City Manager

Date: February 2, 2023

Re: Proposed Salary Adjustment for Public Works

Background:

We are experiencing significant issues with finding and retaining employees within Public Works and have consistently run below full staffing so far this fiscal year. Based on what we are hearing from applicants, salary appears to be the largest hurdle in the hiring process. However, based on conversations with our current team we also believe we need to create a pathway internally for higher pay based on earning and maintaining ODEQ Licenses. While this will predominantly impact our water and sewer employee, we plan on opening up the training to our streets and parks team members as well, as it will create more cross-training opportunities and manpower in emergency situations.

The proposed salary plan would increase our starting pay for entry level laborer positions from \$13.50 to \$15.00 and then compress the salary increases up to, but not including our supervisory positions and maintenance positions. In effect, the majority of our Public Works employees will see raises with the lowest earners getting the largest percentage and our highest earners the lowest percentage.

The proposed license compensation plan would work similarly to the way police and fire apply some of their certification pays. For each ODEQ License authorized in our plan we would pay a monthly stipend to the employee. As they advance to higher license levels, the employee would only be paid for the highest level achieved in each of the three authorized categories: water, wastewater and wastewater lab. The proposed license pay chart is included below:

Level	Water	Wastewater	Lab
D	\$ 50.00	\$ 50.00	
C	\$ 100.00	\$ 100.00	\$ 150.00
B		\$ 150.00	\$ 200.00
A		\$ 200.00	\$ 250.00

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We chose not to pay for water licenses above C because those licenses are not needed within a water distribution system like we utilize. They would be required for the administration and operation of a water plant. Additionally, there is no D Wastewater Lab license offered by ODEQ. Finally, we fully intend to expand this program in the future as we determine other licenses/certifications that we believe would be beneficial to the City and our ability to increase operational efficiencies.

Given that one of our Core Values is to “Make Learning a Habit”, I believe it is imperative that we continue to find ways to offer training opportunities for our employees and reward them for competencies that we might otherwise have a difficult time obtaining in the marketplace.

Staff Recommendation:

Staff recommends approving the proposed salary adjustment for Public Works.

Attachments:

- Proposed Salary Adjustment Spreadsheet

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Public Works Salary Scale

Fund	Position	Current Rate	Grade	Level I		Level II		Level III		Level IV	
				(Entry)		(Junior)		(Mid)		(Senior)	
				Min	Max	Min	Max	Min	Max	Min	Max
GF	Streets & Parks Laborer	\$13.50	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GF	Streets & Parks Laborer	\$13.50	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GUSA	Water and Sewer Laborer	\$13.50	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GUSA	Water and Sewer Laborer	\$13.50	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GF	Streets & Parks Laborer	\$14.60	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GUSA	Water and Sewer Laborer	\$14.60	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GF	Streets & Parks Laborer	\$15.79	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GF	Streets & Parks Laborer	\$16.17	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GF	Streets & Parks Laborer	\$16.53	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GUSA	Water and Sewer Laborer	\$16.69	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GUSA	Meter Reader	\$17.10	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GUSA	Admin Assistant	\$14.04	G02	\$13.20	\$15.17	\$15.18	\$17.15	\$17.16	\$19.13	\$19.14	\$21.12
GUSA	Equipment Operator	\$17.50	G04	\$15.97	\$18.36	\$18.37	\$20.75	\$20.76	\$23.15	\$23.16	\$25.56

GF	Streets and Parks Superintendent	\$21.26	G07	\$21.26	\$24.44	\$24.45	\$27.63	\$27.64	\$30.82	\$30.83	\$34.01
GF	Building Maintenance Tech	\$19.52	G04	\$15.97	\$18.36	\$18.37	\$20.75	\$20.76	\$23.15	\$23.16	\$25.56
GUSA	Public Works Director	\$38.47	G09	\$25.72	\$29.57	\$29.58	\$33.43	\$33.44	\$37.29	\$37.30	\$41.16
GUSA	Water and Sewer Superintendent	\$32.97	G08	\$23.38	\$26.88	\$26.89	\$30.39	\$30.40	\$33.90	\$33.91	\$37.42
GUSA	Plant Operator	\$29.20	G08	\$23.38	\$26.88	\$26.89	\$30.39	\$30.40	\$33.90	\$33.91	\$37.42
GUSA	Assistant Plant Manager		G06	\$19.33	\$22.22	\$22.23	\$25.11	\$25.12	\$28.01	\$28.02	\$30.92

Salary Proposal		
Proposed Rate	Difference	
\$15.00	\$1.50	
\$15.00	\$1.50	
\$15.00	\$1.50	
\$15.00	\$1.50	
\$15.86	\$1.26	
\$15.86	\$1.26	
\$16.76	\$0.97	
\$16.97	\$0.80	
\$17.14	\$0.61	
\$17.31	\$0.62	
\$17.52	\$0.42	
\$15.43	\$1.39	
\$17.72	\$0.22	

Total	\$13.55
Jan-Jun Salary	\$14,090.79
FICA	\$1,077.95
Retirement	\$986.36
Estimated Cost	\$16,155.09

GF	\$6.65
Jan-Jun Salary	\$6,911.72
FICA	\$528.75
Retirement	\$483.82
Estimated Cost	\$7,924.29

GUSA	\$6.90
Jan-Jun Salary	\$7,179.07
FICA	\$549.20
Retirement	\$502.54
Estimated Cost	\$8,230.81