



NORTH SAN MATEO COUNTY SANITATION DISTRICT

a subsidiary of the City of Daly City

333 – 90TH STREET, DALY CITY, CALIFORNIA 94015-1895

(650) 991-8127



REGULAR MEETING – BOARD OF DIRECTORS

Monday, August 10, 2015 - 6:45 PM
City Hall Council Chambers – 2nd Floor
333 – 90th Street, Daly City, CA 94015

AGENDA

Persons with disabilities who require auxiliary aids or services in attending or participating in this meeting should call the office of the City Clerk at 991-8078. *We will need **FIVE (5) WORKING DAYS BEFORE ANY FUTURE MEETINGS** to make any necessary accommodations.*

CALL TO ORDER:

ROLL CALL:

APPROVAL OF AGENDA:

CONSENT AGENDA

All items listed on the Consent Agenda are considered to be routine and may be approved by one roll call vote of the Board of Directors. There shall be no separate discussion of the matters on the Consent Agenda unless requested by a member of the Board. If discussion is required, that item will be removed from the Consent Agenda and will be considered separately at the end of the Agenda.

Minutes:

1. Regular Meeting of June 22, 2015

Action Items:

2. Sewer Service Charge Appeals - FY 2015/16
3. Revenue and Expenditure Summary Report - May 2015

END OF CONSENT AGENDA

***“AVAILABILITY OF PUBLIC RECORDS.** All public records relating to an open session item on this agenda, which are not exempt from disclosure pursuant to the California Public Records Act, that are distributed to a majority of the legislative body will be available for public inspection at the City Clerk’s Office, City Hall located at 333 90th Street, Daly City, CA during normal business hours, at the same time that the public records are distributed or made available to the legislative body.”*

PUBLIC APPEARANCES/ORAL COMMUNICATIONS:

NOTE: Speakers are limited to two minutes, unless modified by the Chair. The District cannot take action on any matter raised under this item.

NEW BUSINESS:

4. Authorization of Additional Funds Associated with Digester #2 Cleaning and Rehabilitation

REPORTS:

5. Board of Directors
6. Staff

ADJOURNMENT:

REGULAR MEETING - BOARD OF DIRECTORS

MINUTES

June 22, 2015

The Board of Directors of the North San Mateo County Sanitation District convened in a Regular Meeting on June 22, 2015, in the City Council Chamber, City Hall, 333 - 90th Street, Daly City, California.

The meeting was called to order by Chairman Ray Buenaventura at 6:46 p.m.

ROLL CALL:

Present: Canepa, Christensen, Guingona, Torres & Buenaventura

Absent: none

Staff Present: General Manager Patricia Martel, District Counsel Rose Zimmerman, Finance Director Lawrence Chiu and Director of Water and Wastewater Resources Patrick Sweetland serving as Recording Secretary.

APPROVAL OF AGENDA:

Motion was made, seconded (Canepa/Guingona) and unanimously approved.

CONSENT AGENDA:

1. **Minutes of Regular Meeting of June 8, 2015**
2. **Sewer Service Charge Appeals – FYs 2014/15 and 2015/16**
3. **Revenue and Expenditure Summary Report – April 2015**
4. **Adoption of Appropriations Limitation**

Motion was made, seconded (Canepa/Guingona) and unanimously carried to adopt the Consent Agenda.

NEW BUSINESS:

REPORTS:

5. **Board of Directors**

None.

6. **Staff**

None.

ADJOURNMENT:

Motion was made, seconded (Canepa/Guingona) and unanimously carried to adjourn the Regular Meeting at 6:46 p.m.



North San Mateo County Sanitation District

a subsidiary of the City of Daly City

Meeting Date: August 10, 2015

Subject: SEWER SERVICE CHARGE APPEALS – FISCAL 2015-16

Recommended Action

Based on staff review, I recommend that the sewer service charge be revised and based on annual water consumption or average yearly consumption excluding the base period.

Westborough Water

Romulo Austria

Acct #AUS0006

Staff is available to provide any additional information desired by the Chair or Board Members.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Lawrence Chiu".

Lawrence Chiu
Director of Finance and
Administrative Services

CC: District General Manager
City Attorney
Department of Water and Wastewater Resources

NORTH SAN MATEO COUNTY SANITATION DISTRICT
SEWER SERVICE CHARGE APPEAL 2015-16
BOARD MEETING 8/10/15
WESTBOROUGH WATER DISTRICT

ACCOUNT NO. AUS0006
CUSTOMER NAME ROMULO AUSTRIA
SERVICE ADDRESS 2575 TARA LN., SOUTH SAN FRANCISCO

WATER USAGE FOLLOWING BASE PERIOD	BASE PERIOD	43
2 MONTHS AFTER 86	2 MONTHS PRIOR	34
	4 MONTHS PRIOR	23
	6 MONTHS PRIOR	22
	8 MONTHS PRIOR	21
	10 MONTHS PRIOR	20

ACTUAL ANNUAL USAGE 163

BASE PERIOD ANNUALIZED 258

ANNUAL CREDIT IN UNITS
(MUST BE OVER 15 UNITS) 95

PERCENTAGE CHANGE
(MUST BE OVER 10%) 58%

ANNUAL CREDIT IN DOLLARS \$ 681.15

(Westborough rate \$ 7.17 per unit)

REASON FOR APPEAL

DURING THE BASE PERIOD, MR. AUSTRIA HAD A TOILET LEAK.
THE TOILET HAS SINCE BEEN REPLACED.

STAFF RECOMMENDATION TO BOARD

GRANT APPEAL BASED ON ACTUAL ANNUAL WATER CONSUMPTION.

SANITATION DISTRICT
EXPENDITURES REPORT
FOR THE MONTH OF MAY 2015

	<u>CURRENT MONTH</u>	<u>YEAR TO-DATE</u>
SALARIES AND BENEFITS	\$ 482,211	5,563,530
SERVICES & SUPPLIES (Includes reimbursements to Sanitation Collection/ Treatment Division)	1,066,125	6,499,891
OTHER CHARGES	207,379	2,506,572
CAPITAL OUTLAYS	203,666	1,836,309
LESS ASSETS TO BALANCE SHEET	(29,067)	(245,026)
TRANSFERS	<u>91,798</u>	<u>1,406,006</u>
TOTAL	\$ <u>2,022,112</u>	<u>17,567,282</u>

AUDITED

Lorraine Chen

Director of Finance

APPROVED

Board Chair

APPROVED

General Manager/Secretary

DATE APPROVED

City of Daly City, California
Revenue and Expenditure Summary Report
By Fund
For the Period Ended 05/31/15

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* Fund 87 SANITATION DISTRICT *

Obj Code	Description	Prior Year Actual	Current Year Budget	Current Month Actual	Year-to-date Actual	Encumbrances	Remaining Balance	Percent To-date
REVENUES:								
TAXES								
3110	SECDR PRPTY TX	1,378,943.52	1,422,742.47	117,331.31	1,435,646.21	0.00	(12,904)	100.9
3120	UNSCRD PRPTY T	72,261.97	80,005.91	0.00	76,155.18	0.00	3,851	95.2
3123	SPLMNTL PRPTY	40,930.18	23,230.00	8,553.92	40,652.25	0.00	(17,422)	175.0
3180	RPTF DISTRIBTN	57,843.77	60,000.00	0.00	88,597.80	0.00	(28,598)	147.7
3613	HMMNRS PRPTY T	8,792.61	8,836.73	3,030.17	7,358.99	0.00	1,478	83.3
	Total TAXES	1,558,772.05	1,594,815.11	128,915.40	1,648,410.43	0.00	(53,595)	103.4
RENTS AND INTEREST								
3510	INVTMNT EARNNGS	164,545.38	169,707.60	0.00	137,620.33	0.00	32,087	81.1
3515	UNRLZD GN(LSS)N	177,497.34	0.00	0.00	0.00	0.00	0	0.0
	Ttl RNTS AND INTRS	342,042.72	169,707.60	0.00	137,620.33	0.00	32,087	81.1
CHARGES AND FEES								
3901	SSC TAX ROLL	14,447,279.32	15,566,760.00	1,347,460.74	15,420,449.55	0.00	146,310	99.1
3902	SSC WESTBOROUGH	1,592,109.81	1,624,642.00	0.00	865,779.57	0.00	758,862	53.3
3903	SSC COLMA	31,390.02	30,448.00	0.00	46,578.20	0.00	(16,130)	153.0
3904	SSC SF JAIL	118,476.56	123,216.00	160,560.37	160,560.37	0.00	(37,344)	130.3
3911	WATER SALES	333,284.36	333,841.50	44,778.73	251,304.55	0.00	82,537	75.3
3921	CONNECTIN CHRGS	153,940.00	282,750.00	181,268.00	476,622.00	0.00	(193,872)	168.6
	Total CHRGS AND FS	16,676,480.07	17,961,657.50	1,734,067.84	17,221,294.24	0.00	740,363	95.9
MISCELLANEOUS REVENUES								
3810	PROPERTY DSPSL	5,064.80	0.00	0.00	1,980.35	0.00	(1,980)	0.0
3852	WRKRS CMP - SLF	26,101.87	0.00	6,446.32	63,903.91	0.00	(63,904)	0.0
3860	MISCELLANES RVN	23,551.13	25,000.00	0.00	21,789.60	0.00	3,210	87.2
	Total MSCLLNS RVNS	54,721.80	25,000.00	6,446.32	87,673.86	0.00	(62,674)	350.7
OPERATING TRANSFERS IN								
3953	IF FM 41-381-37	1,469,738.04	1,503,131.00	125,260.92	1,377,870.12	0.00	125,261	91.7
	Ttl OPRING TRNSFRS	1,469,738.04	1,503,131.00	125,260.92	1,377,870.12	0.00	125,261	91.7
	* Total Revenues	20,101,754.68	21,254,311.21	1,994,690.48	20,472,868.98	0.00	781,442	96.3

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* Fund 87 SANITATION DISTRICT *

Obj Code	Description	Prior Year Actual	Current Year Budget	Current Month Actual	Year-to- date Actual	Encumb- rances	Remaining Balance	Percent To-date
EXPENDITURES:								
SALARIES AND BENEFITS								
4101	SALARIES	3,593,896.55	4,150,409.00	281,488.67	3,231,887.19	0.00	918,522	77.9
4102	HOURLY WAGES	35,766.59	42,506.00	5,381.07	41,031.36	0.00	1,475	96.5
4103	OVERTIME	92,928.72	102,524.00	6,708.87	76,748.05	0.00	25,776	74.9
4104	PERS RETIREMENT	857,957.05	997,341.00	70,926.98	840,490.14	0.00	156,851	84.3
4105	GROUP INSURANCE	549,180.18	610,363.40	57,673.17	635,427.82	0.00	(25,064)	104.1
4106	WORKERS COMPEN	291,509.09	352,500.72	24,083.83	279,428.19	0.00	73,073	79.3
4107	MEDICARE	49,596.14	55,429.00	3,956.09	47,336.48	0.00	8,093	85.4
4109	COMPENSTD ABSNCS	32,442.29	0.00	0.00	0.00	0.00	0	0.0
4110	TERMINATION PAY	18,362.39	0.00	1,439.56	84,955.89	0.00	(84,956)	0.0
4112	STANDBY PAY	18,200.00	18,200.00	1,400.00	16,800.00	0.00	1,400	92.3
4116	INJURY LEAVE	40,909.65	0.00	7,989.83	87,773.83	0.00	(87,774)	0.0
4118	RETIREE HEALTH	233,877.74	257,363.00	21,024.21	221,181.74	0.00	36,181	85.9
4119	SOCIAL SECURITY	63.04	2,700.90	138.38	469.18	0.00	2,232	17.4
4120	OTHR PST EMPLOY	146,883.00	0.00	0.00	0.00	0.00	0	0.0
	Ttl SLRS AND BNFTS	5,961,570.43	6,589,337.02	482,210.66	5,563,529.87	0.00	1,025,807	84.4
SERVICES AND SUPPLIES								
4209	MLG RMB/CR ALLW	1,800.00	1,950.00	150.00	1,650.00	0.00	300	84.6
4211	ADVERTISING	281.00	19,243.18	0.00	0.00	0.00	19,243	0.0
4212	COMMUNICATIONS	36,134.68	39,417.92	5,048.51	31,567.60	0.00	7,850	80.1
4213	UTILITIES	990,968.05	1,076,307.15	67,491.85	770,202.20	0.00	306,105	71.6
4217	EQPMNT MAINTN C	77,317.79	73,650.46	14,182.99	53,509.81	14,503.92	5,637	92.3
4219	PROFESSNL SRVCS	39,102.66	79,667.03	14,597.57	38,261.50	13,477.24	27,928	64.9
4220	OTHR CNTRCTL SR	3,998,736.30	4,144,494.29	754,979.06	3,448,101.26	103,065.37	593,328	85.7
4228	PUMP STATIN RPR	69,047.22	67,008.21	1,527.61	64,467.22	0.00	2,541	96.2
4230	OFFICE EXPENSE	19,554.85	15,384.66	4,143.90	20,268.78	0.00	(4,884)	131.7
4231	SAFETY GEAR	27,691.49	43,875.00	7,369.00	27,730.46	0.00	16,145	63.2
4234	SPECL DPTMNTL	3,288.27	20,300.00	3,577.24	7,996.07	12,717.00	(2,992)	102.0
4235	BUILDING MAINTN	63,672.46	62,539.43	11,544.59	65,531.66	0.00	7,670	104.8
4237	CLOTHING	18,986.34	27,293.50	1,394.93	19,623.38	0.00	4,864	71.9
4241	STRTS OPNG SP	9,941.96	11,760.80	0.00	6,896.89	0.00	4,864	58.6
4243	OPERATING SPLS	992,411.42	1,199,335.50	85,777.35	787,439.24	114,649.10	297,247	75.2
4244	REPAIRS & MAINTN	162,354.53	165,140.44	4,667.41	152,521.45	0.00	12,619	92.4
4246	FUELS & MTR OLS	26,832.45	32,582.20	0.00	10,720.58	0.00	21,862	32.9
4253	LANDSCAP MAINTN	0.00	20,000.00	789.00	5,218.48	0.00	14,782	26.1
4255	SMALL EQUIPMENT	25,835.55	24,342.27	246.11	12,952.81	0.00	11,389	53.2
4313	INVTNRY ADJUSTMN	(66,195.56)	0.00	0.00	0.00	0.00	0	0.0
	Ttl SRVCS AND SPPL	6,497,761.46	7,124,292.04	977,467.12	5,524,659.39	258,412.63	1,341,220	81.2

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Obj Code	Description	Prior Year Actual	Current Year Budget	Current Month Actual	Year-to-date Actual	Encumbrances	Remaining Balance	Percent To-date
=====								
OTHER CHARGES								
4215	RENTS AND LEAS	0.00	3,700.00	0.00	0.00	0.00	3,700	0.0
4302	MEMBERSHIPS & PBLIC	35,113.43	41,460.63	455.00	33,900.14	0.00	7,560	81.8
4303	TRAVEL & MEETINGS	1,216.18	7,010.00	0.00	646.11	0.00	6,364	9.2
4304	EDUCATION & TRAINING	36,744.70	55,274.00	5,367.05	30,169.00	0.00	25,105	54.6
4434	MISCELLANEOUS OTHER CH	162,835.20	185,560.13	0.00	164,144.45	0.00	21,216	88.6
	Total OTHER CHARGES	235,909.51	292,804.76	5,822.05	228,859.70	0.00	63,945	78.2
FIXED CHARGES								
4208	TELEPHONE SERVICE CHRG	6,467.40	19,579.84	1,631.66	17,948.26	0.00	1,632	91.7
4216	VEHICLE SERVICE CHRG	296,710.32	357,329.38	29,777.46	327,552.06	0.00	29,777	91.7
4223	INFORMATION SERVICES C	338,666.40	342,053.13	28,504.42	313,548.62	0.00	28,505	91.7
4226	MAL/MISSING SERVICE	3,786.60	3,802.28	316.86	3,485.46	0.00	317	91.7
4227	COPYER SERVICES	7,692.00	8,270.59	689.22	7,581.42	0.00	689	91.7
4233	POSTAGE	3,720.72	4,421.06	368.42	4,052.62	0.00	368	91.7
4301	GENERAL INSURANCE CHRG	309,065.88	328,432.75	27,369.39	301,063.29	0.00	27,369	91.7
	Total FIXED CHARGES	966,109.32	1,063,889.03	88,657.43	975,231.73	0.00	88,657	91.7
CAPITAL OUTLAY								
4504	ENGINEERING SERVICES	1,273,998.19	3,549,126.52	124,918.73	710,321.93	1,410,138.78	1,428,666	59.7
4507	MAINTENANCE CONSTRUCTION	731,512.85	2,635,052.97	0.00	78,241.38	24,667.00	2,532,145	3.9
4508	STREET DRAINAGE CONSTRUCTION	43,253.53	1,065,836.62	0.00	47,196.63	0.00	1,065,837	0.0
4516	IN-HOUSE SERVICES / C	38,087.40	232,013.49	9,807.70	47,196.63	0.00	184,817	20.3
4518	CONSTRUCTION INSPECTION SERVICES	22,297.98	0.00	0.00	252.50	0.00	(252)	0.0
4520	BUILDINGS	439,575.03	624,773.14	189.56	255,902.03	147,102.72	221,768	64.5
4522	PUMP STATIONS	0.00	18,491.85	0.00	0.00	0.00	18,492	0.0
4528	CONSTRUCTION INSPECTION	348.00	0.00	0.00	0.00	0.00	0	0.0
4529	SEWAGE TREATMENT PLANT	52,296.90	404,863.13	0.00	64,900.00	159,179.00	180,784	55.3
4530	SANITATION EQUIPMENT	1,305,283.40	1,665,822.49	46,297.66	541,345.86	300,556.74	823,920	50.5
4532	OTHER CONSTRUCTION SERVICES	170.19	264,586.97	22,432.78	27,632.78	39,650.00	197,304	25.4
4550	TIRE AND SHIP EQUIPMENT	37,765.92	37,088.19	19.31	41,889.14	0.00	(4,801)	112.9
4551	COMMUNICATIONS EQUIPMENT	0.00	411.00	0.00	0.00	0.00	411	0.0
4552	LIGHTS & SIGNALS	253,931.85	301,095.00	0.00	0.00	1,095.00	300,000	0.4
4558	VEHICULAR EQUIPMENT	0.00	277.00	0.00	0.00	0.00	277	0.0
4567	COMPUTER EQUIPMENT	56,732.50	225,314.78	0.00	45,026.50	62,595.65	117,693	47.8
4571	COMPUTER SOFTWARE	0.00	40,000.00	0.00	0.00	0.00	40,000	0.0
4580	FURNITURE	0.00	33,000.00	0.00	23,600.00	0.00	9,400	71.5
4597	EXPENSE CENTER ACCOUNT	(1,656,134.50)	0.00	(29,066.78)	(245,266.38)	0.00	245,026	0.0
	Total CAPITAL OUTLAY	2,599,119.24	11,097,753.15	174,598.96	1,591,282.37	2,144,984.89	7,361,486	33.7
OPERATING TRANSFERS OUT								
4651	IF T 01-031-031	1,065,115.92	1,101,570.00	91,797.50	1,009,772.50	0.00	91,798	91.7

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Obj Code	Description	Prior Year Actual	Current Year Budget	Current Month Actual	Year-to-date Actual	Encumbrances	Remaining Balance	Percent To-date
4667 IF T 51-315-453		225,362.00	658,548.85	0.00	392,143.85	0.00	266,405	59.5
4672 IF T 55-035-458		10,152.03	4,089.24	0.00	4,089.24	0.00	0	100.0
4685 IF TO 17-312		100,000.00	0.00	0.00	0.00	0.00	0	0.0
Ttl OPTNG TRNSFRS		1,400,629.95	1,764,208.09	91,797.50	1,406,005.59	0.00	358,203	79.7
DEBT SERVICE								
4378 NOTE PRINCIPAL		214,797.22	220,167.15	0.00	220,167.15	0.00	0	100.0
4379 NOTE INTEREST		70,949.16	65,500.00	0.00	68,711.23	0.00	(3,211)	104.9
4385 PRNCPL PYMNT CN		(214,797.22)	(220,167.15)	0.00	(220,167.15)	0.00	0	100.0
Total DEBT SERVICE		70,949.16	65,500.00	0.00	68,711.23	0.00	(3,211)	104.9
DEPRECIATION								
4431 DEPRECIATION		2,103,530.36	2,006,930.73	201,557.97	2,209,002.45	0.00	(202,072)	110.1
Total DEPRECIATION		2,103,530.36	2,006,930.73	201,557.97	2,209,002.45	0.00	(202,072)	110.1
* Total Expenditures		19,835,579.43	30,004,714.82	2,022,111.69	17,567,282.33	2,403,397.52	10,034,035	66.6
Nt fr SNTN DISTRICT F		266,175.25	(8,750,403.61)	(27,421.21)	2,905,586.65	(2,403,397.52)	(9,252,593)	

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* Fund 87 SANITATION DISTRICT *

Obj Code	Description	Prior Year Actual	Current Year Budget	Current Month Actual	Year-to -date Actual	Encumb- rances	Remaining Balance	Percent To-dat
Total Rev - All Fnds		20,101,754.68	21,254,311.21	1,994,690.48	20,472,868.98	0.00	781,442	96.3
Ttl Expnd - All Fnds		<u>19,835,579.43</u>	<u>30,004,714.82</u>	<u>2,022,111.69</u>	<u>17,567,282.33</u>	<u>2,403,397.52</u>	<u>10,034,035</u>	<u>66.6</u>
All Funds Net		<u>266,175.25</u>	<u>(8,750,403.61)</u>	<u>(27,421.21)</u>	<u>2,905,586.65</u>	<u>(2,403,397.52)</u>	<u>(9,252,593)</u>	

**North San Mateo County Sanitation District***a subsidiary of the City of Daly City***Meeting Date: August 10, 2015****Subject: Authorization of Additional Funds Associated with Digester #2 Cleaning and Rehabilitation**Recommended Action

That the Board of Directors appropriate an addition \$216,167.03 to address unexpected change conditions and expanded work scope associated with Digester #2 Cleaning and Rehabilitation project.

Background

The District had received numerous plant odor complaints the first months of 2015 including a site visit inquiry from the Bay Area Air Quality Management District. When investigating the complaints, staff had discovered that the annular seal between the digester and the roof membrane on Digester #2 had deteriorated causing gas to leak out into the atmosphere. The digester rehabilitation work consisted of roof repairs to install a new annular seal, apply a weather proof roof coating and, the cleaning and dewatering of Digester #2 by taking it out of service. Subsequent work scope involved replacing all 23 valves connected to Digester #2 as they were last replaced with the digester cleaning conducted in 2002.

Discussion

On March 9, 2015, the Board authorized a sole source bid from Universal Coating for the replacement of the roof membrane and annual roof seal for Digester #2 for a cost of \$135,200. A one present contractor's bond fee in the amount of \$3,877 was added to the contract for a new project total of \$137,077. Staff also added a non-slip coating to the roof surface at a cost of \$6,100.

The planned work effort also involved cleaning of Digester #2 in advance of the roofing work and a single bid was obtained from MP Environmental in the amount of \$30,245.00. The original price was \$5,489 per day for a 5 person crew for 5 days work and a mobilization and demobilization cost of \$2,800. Once the digester was accessible and cleaning began, much larger volume of grit material was discovered that required an expanded cleaning scope of work to avoid conflict with the roofing contractor. An eight man crew with additional equipment for 7 more work days was negotiated at \$7,220 a day with a \$110 roll off transportation of vacuum bin cost with additional round trip to Altamont Hills disposal fee at \$4,272.73 per load estimated at 25 loads. A total of 28 loads of material was subsequently required to complete the digester cleaning for a total additional cost of \$173,256.25.

An additional \$216,167.03 is requested to be appropriated to address the following items:

Roof Contractor's Bond fee	\$ 3,877.00
Non-Slip Coating Addition	\$ 6,100.00
Digester Cleaning Change Order	\$173,256.25
Plug Valve Replacement (Labor)	\$ 21,771.00
Plug Valve Purchase (District)	\$ 10,176.92
Plexiglass Port Covers & Gaskets	\$ 985.86

Total Request	\$216,167.03
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Fiscal Impact

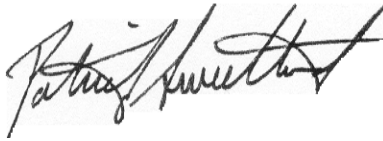
Sufficient funds are available in the District's approved Capital Improvement Fund from savings in Municipal Regional Permit, 87-920-812 in the amount of \$216,167.03, to be transferred into Digester Cleaning Program, 87-920-808.

Staff is available to answer any questions or to provide additional information to the members of the District Board.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "K. J. Brown".

Kevin Brown
Chief of Operations

A handwritten signature in black ink, appearing to read "Patrick Sweetland".

Patrick Sweetland
Director of Water and Wastewater Resources