

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**OVERVIEW**

**HIGHLIGHTS**

- 1) \$22.4 million transfer from reserves, which is an decrease of \$7.5 million over the 2010 adopted budget.
- 2) Revenues do not cover operating expenses by \$600,000, an improvement over the 2010 adopted budget's \$1.8 million.
- 3) Retail Electric Sales increase of \$1.7 million - predicting a 1% load growth, less mild weather and reflects the previously approved rate adjustments. Similar assumptions were used in the 2010 adopted budget.
- 4) Wholesale Electric Sales increase of \$553,000 - predicting 3/4 to median water and prices based on the last two market prices.
- 5) Miscellaneous Income increased by \$218,000 - revenues that previously were netted against expenses are now being categorized as revenue (green tag sales, Nine Canyon Wind transmission, operating reserves, etc.).
- 6) Construction Contributions increased \$278,000 - contributions continue to beat expectations.
- 7) Misc. Contractual Services decreased \$486,000 - primary driver behind the decrease is a reduction in tree trimming and pole testing budgets.
- 8) Permits and Fees increased \$264,000 - increases include: **Enloe ROW \$200,000**, railroad licenses \$28,000 and increase in wholesale telecommunications internet costs of \$34,000.
- 9) Purchased Power - the largest operating expenditure in the budget increased over \$1.2 million to \$25.4 million. The 2011 proposed budget reflects expected cost increases for Wells and BPA power purchases.
- 10) Capital Outlays account for \$18.3 million - see a summary of capital projects below.
- 11) Debt Service increased \$1.9 million - reflects the issuance of the 2010 Bonds.

**REVENUES of \$44.4 million - Assumptions Used**

- **Retail Electric Sales:** Estimated using 1% load growth, less mild weather conditions and previously approved rate adj.
- **Wholesale Electric:** Sales based on a 3/4 to median water year and previous two years average market pricing,
- **Wholesale Telecommunications:** Based on updated revenue forecasts, which reflect stable revenues.
- **Interest:** Return of .5% on investments expected to mature in 2011.
- **Miscellaneous:** Previous twelve months revenue adjusted for netted power transactions and no grant revenue.
- **Rental Income:** Same as previous year with no growth.
- **Construction Contributions:** Estimated using 2010 year to date with a proration for the remaining of the year.

**EXPENDITURES \$45.0 million - Assumptions Used**

- **Wages:** Four less fulltime employees than the 2010 adopted budget and overall average wage increase of 2.7%. The overall average wage increase includes current bargaining agreement step increases.
- **Benefits:** Based on July 2009 thru June 2010 actual percentage of wages. Methodology changed to allocate costs more appropriately by estimating costs by department with a percentage range of 30 to 46% (33.1% average).
- **Purchased Power:** Wells Project costs effective September 2010 and BPA's new contract effective October 2011.
- **Other Expenditures:** Other expenses are based on known 2011 costs, if costs are not specifically known a 3% increase was estimated, except transportation which a 5% estimate was used.

**CAPITAL OUTLAY \$18.3 million - Summary Listing**

- Methow transmission line and substation \$9.4 million.
- Operations normal replacements and line extensions of \$1.9 million.
- **Enloe Dam Permitting and EAP \$1.9 million.**
- AMI implementation \$870,000.
- Pinecreek Substation Construction \$250,000.
- Upgrade/Expand UHF radio system \$590,000.
- Wholesale Telecommunications capital of \$542,000.
- Regulator and switch purchases \$220,000.
- Bucket Truck Replacement \$210,000.
- SCADA implementation continuation \$137,000.
- Virtual environment hardware and software \$105,000.
- Large system project engineering \$100,000.
- Contract Labor \$100,000.
- Underground replacements \$100,000 (trenching costs).
- Cutout replacements \$100,000.
- Other capital Items \$476,000.

**DEBT SERVICE \$3.4 million**

- **Principal and Interest:** Per debt service schedules.

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**BUDGET SUMMARY**

<u>Description</u>	<u>Electric</u>	<u>Wholesale Telecom</u>	<u>Total</u>
<b><u>REVENUE</u></b>			
Sales - Retail	35,001,000		35,001,000
Sales - Wholesale	5,490,000	2,000,000	7,490,000
Interest	207,000		207,000
Miscellaneous	749,000		749,000
Rental Income	118,000		118,000
Construction Contribution	820,000		820,000
<b>Total Revenue</b>	<b>42,385,000</b>	<b>2,000,000</b>	<b>44,385,000</b>
<b><u>EXPENDITURES</u></b>			
Wages	7,474,800	222,000	7,696,800
Benefits	2,477,300	67,300	2,544,600
Travel	173,400	12,500	185,900
Training, Tuition and Meeting Fees	123,400	12,500	135,900
Transportation	887,500	16,000	903,500
Insurance	310,000		310,000
Utilities	97,200		97,200
Postage, Printing and Stationary	198,400		198,400
Advertising	37,700		37,700
Conservation Expenditures	372,800		372,800
Misc. Contractual Services	2,364,400	144,200	2,508,600
Legal Services	309,100	5,000	314,100
Maintenance Contracts	152,100	25,500	177,600
Software Licenses and Support	282,400	35,000	317,400
Permits and Fees	248,300	120,000	368,300
Rents and Leases	63,900	221,200	285,100
Materials and Supplies	828,900	101,500	930,400
Small Tools (under \$1,000)	67,800	1,000	68,800
Miscellaneous	74,100		74,100
Purchased Power	25,373,000		25,373,000
Taxes	2,108,300	10,700	2,119,000
<b>Total Expenditures</b>	<b>44,024,800</b>	<b>994,400</b>	<b>45,019,200</b>
<b><u>CAPITAL OUTLAY</u></b>			
Capital - Contractual Services	10,500,000		10,500,000
Capital - Materials and Supplies	5,104,700	532,000	5,636,700
Capital - Meter Purchases	440,000		440,000
Capital - Transformer Purchases	500,000		500,000
Capital - Tools and Equipment	13,200		13,200
Capital - Buildings	42,000		42,000
Capital - Equipment (Over \$2,000)	989,600	10,000	999,600
Capital - Vehicles	30,000		30,000
Capital - Personal Computers	57,300		57,300
Unforeseen Contingencies	100,000		100,000
<b>Total Capital Outlay</b>	<b>17,776,800</b>	<b>542,000</b>	<b>18,318,800</b>
<b><u>DEBT SERVICE</u></b>			
Debt Service - Principal	1,035,000	155,000	1,190,000
Debt Service - Interest	1,978,300	262,800	2,241,100
<b>Total Debt Service</b>	<b>3,013,300</b>	<b>417,800</b>	<b>3,431,100</b>
<b>Total Use of Resources</b>	<b>64,814,900</b>	<b>1,954,200</b>	<b>66,769,100</b>
<b>TRANSFER TO/(FROM) RESERVES</b>	<b>(22,429,900)</b>	<b>45,800</b>	<b>(22,384,100)</b>

PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2010 ADOPTED BUDGET COMPARED TO 2011 FINAL BUDGET  
NOVEMBER 16, 2010

	Electric System				Wholesale Telecommunications				Total			
	Adopted 2010	Projected 2010	Final 2011	2010 Adopted/ 2011 Final	Adopted 2010	Projected 2010	Final 2011	2010 Adopted/ 2011 Final	Adopted 2010	Projected 2010	Final 2011	2010 Adopted/ 2011 Final
<b>REVENUE</b>												
Sales - Retail	33,337,000	31,632,000	35,001,000	1,664,000				0	33,337,000	31,632,000	35,001,000	1,664,000
Sales - Wholesale	4,937,000	5,074,000	5,490,000	553,000	1,900,000	1,900,000	2,000,000	100,000	6,837,000	6,974,000	7,490,000	653,000
Interest	262,000	201,000	207,000	(55,000)				0	262,000	201,000	207,000	(55,000)
Miscellaneous	531,000	531,000	749,000	218,000		1,000		0	531,000	532,000	749,000	218,000
Rental Income	118,000	118,000	118,000	0				0	118,000	118,000	118,000	0
Construction Contribution	542,000	828,000	820,000	278,000				0	542,000	828,000	820,000	278,000
<b>Total Revenue</b>	<b>39,727,000</b>	<b>38,384,000</b>	<b>42,385,000</b>	<b>2,658,000</b>	<b>1,900,000</b>	<b>1,901,000</b>	<b>2,000,000</b>	<b>100,000</b>	<b>41,627,000</b>	<b>40,285,000</b>	<b>44,385,000</b>	<b>2,758,000</b>
<b>EXPENDITURES</b>												
Wages	7,261,600	6,858,600	7,474,800	213,200	220,900	224,000	222,000	1,100	7,482,500	7,082,600	7,696,800	214,300
Benefits	2,541,600	2,401,000	2,477,300	(64,300)	77,300	71,000	67,300	(10,000)	2,618,900	2,472,000	2,544,600	(74,300)
Travel	232,200	95,000	173,400	(58,800)	12,500	12,500	12,500	0	244,700	107,500	185,900	(58,800)
Training, Tuition and Meeting Fees	183,500	66,000	123,400	(60,100)	12,500	12,500	12,500	0	196,000	78,500	135,900	(60,100)
Transportation	737,500	891,000	887,500	150,000	19,500	16,000	16,000	(3,500)	757,000	907,000	903,500	146,500
Insurance	320,500	274,000	310,000	(10,500)				0	320,500	274,000	310,000	(10,500)
Utilities	75,600	82,000	97,200	21,600				0	75,600	82,000	97,200	21,600
Postage, Printing and Stationary	117,200	92,000	198,400	81,200				0	117,200	92,000	198,400	81,200
Advertising	31,500	21,000	37,700	6,200				0	31,500	21,000	37,700	6,200
Conservation Expenditures	276,000	375,000	372,800	96,800				0	276,000	375,000	372,800	96,800
Misc. Contractual Services	2,915,200	1,961,500	2,364,400	(550,800)	79,200	95,000	144,200	65,000	2,994,400	2,056,500	2,508,600	(485,800)
Legal Services	359,100	234,100	309,100	(50,000)	5,000	2,000	5,000	0	364,100	236,100	314,100	(50,000)
Maintenance Contracts	130,600	80,600	152,100	21,500	26,800	13,000	25,500	(1,300)	157,400	93,600	177,600	20,200
Software Licenses and Support	244,500	224,500	282,400	37,900	20,000	1,000	35,000	15,000	264,500	225,500	317,400	52,900
Permits and Fees	18,400	12,000	248,300	229,900	86,000	71,000	120,000	34,000	104,400	83,000	368,300	263,900
Rents and Leases	54,600	57,000	63,900	9,300	93,700	102,000	221,200	127,500	148,300	159,000	285,100	136,800
Materials and Supplies	860,500	751,000	828,900	(31,600)	71,500	110,000	101,500	30,000	932,000	861,000	930,400	(1,600)
Small Tools (under \$1,000)	68,300	43,300	67,800	(500)	1,000	7,000	1,000	0	69,300	50,300	68,800	(500)
Miscellaneous	101,000	76,000	74,100	(26,900)				0	101,000	76,000	74,100	(26,900)
Purchased Power	24,158,000	24,158,000	25,373,000	1,215,000				0	24,158,000	24,158,000	25,373,000	1,215,000
Taxes	2,008,900	1,932,000	2,108,300	99,400	11,300	11,000	10,700	(600)	2,020,200	1,943,000	2,119,000	98,800
<b>Total Expenditures</b>	<b>42,696,300</b>	<b>40,685,600</b>	<b>44,024,800</b>	<b>1,328,500</b>	<b>737,200</b>	<b>748,000</b>	<b>994,400</b>	<b>257,200</b>	<b>43,433,500</b>	<b>41,433,600</b>	<b>45,019,200</b>	<b>1,585,700</b>
<b>CAPITAL OUTLAY</b>												
Capital - Contractual Services	11,208,000	3,208,000	10,500,000	(708,000)				0	11,208,000	3,208,000	10,500,000	(708,000)
Capital - Materials and Supplies	8,489,000	5,889,000	5,104,700	(3,384,300)	307,000	307,000	532,000	225,000	8,796,000	6,196,000	5,636,700	(3,159,300)
Capital - Meter Purchases	1,500,000	500,000	440,000	(1,060,000)				0	1,500,000	500,000	440,000	(1,060,000)
Capital - Transformer Purchases	500,000	375,000	500,000	0				0	500,000	375,000	500,000	0
Capital - Tools and Equipment	13,500	13,500	13,200	(300)				0	13,500	13,500	13,200	(300)
Capital - Buildings	3,094,000	4,194,000	42,000	(3,052,000)				0	3,094,000	4,194,000	42,000	(3,052,000)
Capital - Equipment (Over \$2,000)	1,447,800	1,447,800	989,600	(458,200)	10,000	10,000	10,000	0	1,457,800	1,457,800	999,600	(458,200)
Capital - Vehicles	(175,000)	(175,000)	30,000	205,000				0	(175,000)	(175,000)	30,000	205,000
Capital - Personal Computers	70,600	70,600	57,300	(13,300)				0	70,600	70,600	57,300	(13,300)
Unforeseen Contingencies	100,000	100,000	100,000	0				0	100,000	100,000	100,000	0
<b>Total Capital Outlay</b>	<b>26,247,900</b>	<b>15,622,900</b>	<b>17,776,800</b>	<b>(8,471,100)</b>	<b>317,000</b>	<b>317,000</b>	<b>542,000</b>	<b>225,000</b>	<b>26,564,900</b>	<b>15,939,900</b>	<b>18,318,800</b>	<b>(8,246,100)</b>
<b>DEBT SERVICE</b>												
Debt Service - Principal	715,000	715,000	1,035,000	320,000	155,000	155,000	155,000	0	870,000	870,000	1,190,000	320,000
Debt Service - Interest	421,300	295,600	1,978,300	1,557,000	262,800	262,800	262,800	0	684,100	558,400	2,241,100	1,557,000
<b>Total Debt Service</b>	<b>1,136,300</b>	<b>1,010,600</b>	<b>3,013,300</b>	<b>1,877,000</b>	<b>417,800</b>	<b>417,800</b>	<b>417,800</b>	<b>0</b>	<b>1,554,100</b>	<b>1,428,400</b>	<b>3,431,100</b>	<b>1,877,000</b>
<b>Total Use of Resources</b>	<b>70,080,500</b>	<b>57,319,100</b>	<b>64,814,900</b>	<b>(5,265,600)</b>	<b>1,472,000</b>	<b>1,482,800</b>	<b>1,954,200</b>	<b>482,200</b>	<b>71,552,500</b>	<b>58,801,900</b>	<b>66,769,100</b>	<b>(4,783,400)</b>
<b>TRANSFER TO/(FROM) RESERVES</b>	<b>(30,353,500)</b>	<b>(18,935,100)</b>	<b>(22,429,900)</b>	<b>7,923,600</b>	<b>428,000</b>	<b>418,200</b>	<b>45,800</b>	<b>(382,200)</b>	<b>(29,925,500)</b>	<b>(18,516,900)</b>	<b>(22,384,100)</b>	<b>7,541,400</b>

PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE SUMMARY BY DEPARTMENT

Description	Generation	Power Supply	Engineering	Operations	Environmental	Customer Service	Conservation	General Administration	Information Systems	Commissioners	Wholesale Telecom	Internal Communications	Total
<b>EXPENDITURES</b>													
010 Wages	117,600	99,300	865,400	3,669,300	120,200	763,500	126,800	1,196,100	282,200	87,000	222,000	147,400	7,696,800
011 Benefits	41,200	30,900	283,900	1,130,100	41,800	330,600	45,900	387,500	91,700	39,900	67,300	53,800	2,544,600
020 Travel	12,000	25,000	13,500	17,500	7,000	5,100	15,000	31,500	12,500	24,300	12,500	10,000	185,900
021 Training, Tuition and Meeting Fees	5,000	7,500	9,500	22,500	4,500	3,400	4,000	28,000	20,000	2,800	12,500	16,200	135,900
030 Transportation	6,200	2,300	36,700	762,600	4,200	47,500	9,600	8,300	2,000		16,000	8,100	903,500
040 Insurance								310,000					310,000
050 Utilities								97,200					97,200
060 Postage, Printing and Stationary			1,600	1,700	200	177,200	10,000	7,400				300	198,400
070 Advertising			2,000	6,200	1,000	800		25,000	2,700				37,700
071 Conservation Expenditures							372,800						372,800
080 Misc. Contractual Services	331,500	843,000	8,500	500,600	5,000	33,300	19,400	508,700	14,400		144,200	100,000	2,508,600
081 Legal Services								309,100			5,000		314,100
082 Maintenance Contracts				54,800				18,500			25,500	50,500	177,600
083 Software Licenses and Support		3,000	64,300	33,400	2,000				171,000		35,000	8,700	317,400
084 Permits and Fees	202,000		1,000	39,000		600		2,700			120,000	3,000	368,300
085 Rents and Leases	7,900			900		5,000		8,200	16,100		221,200	25,800	285,100
090 Materials and Supplies	3,000	1,000	20,800	649,800	2,000	29,800	15,000	46,200	10,000	1,300	101,500	50,000	930,400
091 Small Tools (under \$1,000)			2,500	33,000		2,500		2,300	25,500		1,000	2,000	68,800
092 Miscellaneous				6,300		17,900	500	48,000		1,400			74,100
120 Purchased Power		25,373,000											25,373,000
210 Taxes								2,108,300			10,700		2,119,000
<b>Total Expenditures</b>	<b>726,400</b>	<b>26,385,000</b>	<b>1,309,700</b>	<b>6,927,700</b>	<b>187,900</b>	<b>1,417,200</b>	<b>644,000</b>	<b>5,120,700</b>	<b>673,700</b>	<b>156,700</b>	<b>994,400</b>	<b>475,800</b>	<b>45,019,200</b>
<b>CAPITAL OUTLAY</b>													
581 Capital - Contractual Services	1,850,000			8,650,000									10,500,000
591 Capital - Materials and Supplies	50,000			5,022,200							532,000	32,500	5,636,700
592 Capital - Meter Purchases				440,000									440,000
593 Capital - Transformer Purchases				500,000									500,000
710 Capital - Tools and Equipment				10,000				2,000	1,200				13,200
711 Capital - Buildings				20,000				22,000					42,000
712 Capital - Equipment (Over \$2,000)			105,000	94,600				0	140,000		10,000	650,000	999,600
713 Capital - Vehicles				30,000									30,000
714 Capital - Personal Computers									57,300				57,300
901 Unforeseen Contingencies								100,000					100,000
<b>Total Capital Outlay</b>	<b>1,900,000</b>	<b>0</b>	<b>105,000</b>	<b>14,766,800</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>124,000</b>	<b>198,500</b>	<b>0</b>	<b>542,000</b>	<b>682,500</b>	<b>18,318,800</b>
<b>DEBT SERVICE</b>													
810 Debt Service - Principal								1,035,000			155,000		1,190,000
811 Debt Service - Interest								1,978,300			262,800		2,241,100
<b>Total Debt Service</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,013,300</b>	<b>0</b>	<b>0</b>	<b>417,800</b>	<b>0</b>	<b>3,431,100</b>
<b>Total Use of Resources</b>	<b>2,626,400</b>	<b>26,385,000</b>	<b>1,414,700</b>	<b>21,694,500</b>	<b>187,900</b>	<b>1,417,200</b>	<b>644,000</b>	<b>8,258,000</b>	<b>872,200</b>	<b>156,700</b>	<b>1,954,200</b>	<b>1,158,300</b>	<b>66,769,100</b>

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
REVENUE DETAIL**

<u>Div.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	<b>Electric</b>		<b>42,385,000</b>
	001	Sales - Retail	35,001,000
	002	Sales - Wholesale	5,490,000
	003	Interest	207,000
	004	Miscellaneous	749,000
	005	Rental Income	118,000
	006	Construction Contributions	820,000
2	<b>Wholesale Telecom</b>		<b>2,000,000</b>
	002	Sales - Wholesale	2,000,000
	004	Miscellaneous	0
	006	Construction Contributions	0
		<b>TOTAL REVENUE</b>	<b>44,385,000</b>



**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	10	<b>Generation</b>		<b>2,626,400</b>
		010	Wages	117,600
		011	Benefits	41,200
		020	Travel	12,000
		021	Training, Tuition and Meeting Fees	5,000
		030	Transportation	6,200
		080	Misc. Contractual Service	331,500
			<b>PUD Enloe Emergency Action Plan</b>	<b>30,000</b>
			<b>Enloe Maintenance and Repair</b>	<b>200,000</b>
			NWA (Hydro)	1,500
			Other Misc.	100,000
		084	Permits and Fees	202,000
			ROW and Agency Processing	200,000
			Dam Inspection Fees and ROW	2,000
		085	Rent and Leases	7,900
			Ophir Site Lease	7,900
		090	Materials and Supplies	3,000
		581	Capital - Contractual Services	1,850,000
			<b>Enloe Dam - Engineering and Design</b>	<b>500,000</b>
			<b>Enloe Dam - License/Compliance/Permitting/Legal</b>	<b>750,000</b>
			<b>Enloe Dam - Construction</b>	<b>500,000</b>
			Misc. and Unforeseen	100,000
		591	Capital - Materials and Supplies	50,000
			<b>Enloe Dam - EAP</b>	<b>30,000</b>
			Unforeseen Materials and Supplies	20,000

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	11	<b>Power Supply</b>		<b>26,385,000</b>
	010	Wages		99,300
	011	Benefits		30,900
	020	Travel		25,000
	021	Training, Tuition and Meeting Fees		7,500
	030	Transportation		2,300
	080	Misc. Contractual Services		843,000
		Douglas County PUD	351,500	
		PNGC (Slice Audit/Legal Fees)	3,500	
		The Energy Authority	3,500	
		Miscellaneous Professional Services	31,000	
		Annual Dow Jones Subscription	1,500	
		Central Washington Power Authority	5,000	
		Aces Power Marketing	297,000	
		Lands Energy - New Slice Implementation	150,000	
	083	Software Licenses and Support		3,000
		Support Fee COP Monitor	3,000	
	090	Materials and Supplies		1,000
	120	Purchased Power		25,373,000
		Other	0	
		BPA - Slice	10,657,000	
		BPA - Block	5,884,000	
		BPA - Transmission	2,071,000	
		Wells	3,975,000	
		Nine Canyon	2,786,000	



**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	20	<b>Engineering</b>		<b>1,414,700</b>
		010	Wages	865,400
		011	Benefits	283,900
		020	Travel	13,500
			Engineering	11,000
			Leadership	2,500
		021	Training, Tuition and Meeting Fees	9,500
			Engineering	7,500
			Leadership	2,000
		030	Transportation	36,700
		060	Postage, Printing and Stationary	1,600
		070	Advertising	2,000
		080	Misc. Contractual Services	8,500
			Janitorial Services	8,500
		083	Software Licenses and Support	64,300
			AutoCad	2,000
			ESRI	5,000
			Futura	14,800
			GeoNav	3,000
			Sag10 ver 3.10	4,500
			Staker	30,000
			TL-PRO Design Studio	5,000
		084	Permits and Fees	1,000
			City Franchises	900
			Miscellaneous	100
		090	Materials and Supplies	20,800
		091	Small Tools (under \$1,000)	2,500
			Misc.	2,500
		712	Capital - Equipment (Over \$2,000)	105,000
			Milsoft Engineering Analysis System	15,000
			Futura/Itron Interface and Upgrade	25,000
			SCADA - Server/Software Upgrade	55,000
			Misc.	10,000

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	21	<b>Operations</b>		<b>21,694,500</b>
	010	Wages		3,669,300
	011	Benefits		1,130,100
	020	Travel		17,500
		Operations	15,000	
		Leadership	2,500	
	021	Training, Tuition and Meeting Fees		22,500
		Operations	20,000	
		Leadership	2,500	
	030	Transportation		762,600
	060	Postage, Printing and Stationary		1,700
	070	Advertising		6,200
	080	Misc. Contractual Services		500,600
		CDL Testing Program	4,500	
		Employee Dispatch	9,600	
		Safety Training	55,000	
		Tree Trimming	400,000	
		Underground Locate Service	1,500	
		Vehicle Tracking Annual Fee	9,000	
		Weed Control	20,000	
		Miscellaneous	1,000	
	082	Maintenance Contracts		54,800
		Landscape Maintenance	1,800	
		Snowplowing and Sweeping	3,000	
		Regulator and Oil Circuit Breaker	50,000	
	083	Software Licenses and Support		33,400
		OSI	14,000	
		TWACS Handheld Support	5,000	
		ACLARA/TWACS/Enhanced Level of Support	13,000	
		Cummins Tool Software	1,400	
	084	Permits and Fees		39,000
		Railroad Licenses	36,000	
		Right of Ways - USFS/Dept. of Int.	2,800	
		Miscellaneous	200	
	085	Rents and Leases		900
		Pole Contacts	900	
	090	Materials and Supplies		649,800
		General	559,800	
		Special Projects - Meter Bases	70,000	
		Fire Resistant Clothing	20,000	
	091	Small Tools (under \$1,000)		33,000
		Brewster	5,000	
		Okanogan	20,000	
		Oroville	5,000	
		Mechanics Specialty Tool Replacement	3,000	
	092	Miscellaneous		6,300
		Lineman Rodeo (Fees, Travel and Supplies)	6,000	
		Safety Meeting Refreshments	300	
	581	Capital - Contractual Services		8,650,000
		AMI Implementation Labor (trenching at subs)	20,000	
		AMI/Fiber to Ellisforde and Whitestone Subs	500,000	
		Contract Labor	100,000	

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>		<u>Budget Amount</u>
			Engineering - Large System Projects	100,000	
			Gold Creek Sub Construction	505,000	
			MTP Line Construction	6,000,000	
			MTP Mitigation/Roads	650,000	
			MTP Permits, Tetra Tech, Training, etc.	175,000	
			MTP ROW/Easements	500,000	
			Underground Replacements	100,000	
591		Capital - Materials and Supplies			5,022,200
			Normal Replacements and Extensions	2,500,000	
			AMI Equipment	150,000	
			Gold Creek Substation Materials	320,000	
			MTP Transmission and Distribution Materials	1,250,000	
			OCB, Regulators, Switches, etc.	220,000	
			Sandflat Substation Materials (steel for new bay)	25,000	
			SCADA Equipment	137,200	
			Pinecreek Substation/Includes AMI Equipment	250,000	
			Power Transformer Retrofill	70,000	
			Cutout Replacement	100,000	
592		Capital - Meter Purchases			440,000
			AMI Meters to Complete Project	200,000	
			Metering Special Projects	70,000	
			Normal Meter Replacements	170,000	
593		Capital - Transformer Purchases			500,000
			Normal Additions/Replacements	500,000	
710		Capital - Tools & Equipment (\$1,000 to \$2,000)			10,000
711		Capital - Buildings			20,000
			Vehicle Shop - Energy Efficient Lighting	12,500	
			Warehouse - Dock Ramp (Sweeper/Forklift)	7,500	
712		Capital - Equipment (Over \$2,000)			94,600
			Complete Safety Demo Trailer	5,000	
			Tools and Supplies Vending Machine	4,500	
			Gas Powered Jack Hammer	5,000	
			Meter Test Board	38,000	
			Travelers	4,800	
			Hot Arms	9,800	
			Hydraulic Torque Wrench	10,000	
			Parts Washer	13,000	
			Fresh Air Welding Helmets and Air Unit	4,500	
713		Capital - Vehicles			30,000
			Bucket Truck - Replacement	210,000	
			Service Truck - Replacement	45,000	
			Telecommunications Truck	70,000	
			Less: Transportation System Depreciation	(295,000)	

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	22	<b>Environmental</b>		<b>187,900</b>
		010	Wages	120,200
		011	Benefits	41,800
		020	Travel	7,000
			Environmental	5,000
			Leadership	2,000
		021	Training, Tuition and Meeting Fees	4,500
			Environmental	3,000
			Leadership	1,500
		030	Transportation	4,200
		060	Postage, Printing and Stationary	200
		070	Advertising	1,000
		080	Misc. Contractual Services	5,000
			Miscellaneous	5,000
		083	Software Licenses and Support	2,000
		090	Materials and Supplies	2,000

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	30	<b>Customer Service</b>		<b>1,417,200</b>
	010	Wages		763,500
	011	Benefits		330,600
	020	Travel		5,100
		Customer Service	4,000	
		Leadership	1,100	
	021	Training, Tuition and Meeting Fees		3,400
		Customer Service	2,500	
		Leadership	900	
	030	Transportation		47,500
	060	Postage, Printing and Stationary		177,200
		Postage - NISC	78,000	
		Postage - PUD	30,700	
		Printing - Bill Print	48,800	
		Printing - Customer Packets	10,000	
		Printing - Misc.	9,700	
	070	Advertising		800
	080	Misc. Contractual Services		33,300
		Collection Service Credit Bureau	5,000	
		Credit Reporting Agency	8,300	
		Electronic Payments Fees	20,000	
	084	Permits and Fees		600
		Miscellaneous Fees (Notaries, etc.)	600	
	085	Rents and Leases		5,000
		Office Rent MVCC	4,800	
		Miscellaneous	200	
	090	Materials and Supplies		29,800
		General	28,800	
		Fire Resistant Clothing	1,000	
	091	Small Tools (under \$1,000)		2,500
		Unforeseen	2,500	
	092	Miscellaneous		17,900
		Miscellaneous Expenses	600	
		Net Account Receivable Writeoffs	17,300	

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	35		<b>Conservation/Consumer Information</b>	<b>644,000</b>
		010	Wages	126,800
		011	Benefits	45,900
		020	Travel	15,000
		021	Training, Tuition and Meeting Fees	4,000
		030	Transportation	9,600
		060	Postage, Printing and Stationary	10,000
		070	Advertising	25,000
		071	Conservation Expenditures	372,800
			CRC Program	271,000
			Energy Conservation Agreement	100,000
			CRC Renewables	1,800
		080	Misc. Contractual Services	19,400
			Electric Education Programs	19,400
		090	Materials and Supplies	15,000
		092	Miscellaneous	500

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	40	<b>General Administration</b>		<b>8,258,000</b>
	010	Wages		1,196,100
	011	Benefits		387,500
	020	Travel		31,500
		General	20,300	
		Accounting and Finance	5,400	
		Human Resource	2,500	
		Leadership	3,300	
	021	Training, Tuition and Meeting Fees		28,000
		General	5,900	
		Accounting and Finance	2,900	
		Human Resource	6,500	
		Leadership	2,700	
		Education Reimbursement Program	10,000	
	030	Transportation		8,300
	040	Insurance (Property/Liability)		310,000
	050	Utilities		97,200
		Cell Phone Service	8,200	
		Electrical Service	7,800	
		Telephone Service	44,200	
		Water/Sewer/Garbage	37,000	
	060	Postage, Printing and Stationary		7,400
	070	Advertising		2,700
	080	Misc. Contractual Services		508,700
		APPA Dues	11,400	
		Audit Costs	85,000	
		Banking Fees	52,400	
		Benefits Administration	6,000	
		Bond Admin Fee	2,000	
		Chamber Dues	700	
		CWPU/UIP Expenses	24,000	
		Economic Alliance	6,000	
		Financial Studies	50,000	
		Fire Alarm Monitoring	400	
		Foundation for Water and Energy	2,000	
		Janitorial Services	53,500	
		Legislative Consultant	36,000	
		Misc. Services/Consulting	29,400	
		NW Public Power Assoc. Dues/NW Wage & Hour	28,800	
		PPC - Dues	25,100	
		PPC - NW River Partners	12,600	
		Standard and Poors	7,800	
		WA PUD Association Dues	71,000	
		WA PUD Miscellaneous Surveys/Studies	4,600	
	081	Legal Services		309,100
		General Counsel	234,100	
		Misc. Attorney Fees	75,000	
	082	Maintenance Contracts		18,500
		Copier Maintenance	5,800	
		Elevator Maintenance	3,300	
		Landscape Maintenance/Sweeping/Snowplowing	9,400	
	084	Permits and Fees		2,700

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>		<u>Budget Amount</u>
			WA State Purchasing Coop	2,000	
			WA State L&I Right to Know	300	
			Misc.	400	
085		Rents and Leases			8,200
			Copier Lease	6,600	
			P.O. Box Rent	300	
			Storage	1,300	
090		Materials and Supplies			46,200
091		Small Tools (under \$1,000)			2,300
092		Miscellaneous			48,000
			Clothing for Identification	1,500	
			Deductibles/Damage Claims	2,600	
			Election Costs	0	
			Employee Day	2,000	
			Interview/New Employee Expenses	20,000	
			Meeting Expenses	4,800	
			Misc. Expenses	300	
			Recycling/Disposal/Destruction Office Materials	5,000	
			Service Awards and Costs	1,800	
			Wellness Program Expenses	10,000	
210		Taxes			2,108,300
710		Capital - Tools & Equipment (\$1,000 to \$2,000)			2,000
711		Capital - Buildings			22,000
			HQ Building - 2nd Avenue Signage	10,000	
			HQ Facilities - Gate Card Readers and Fencing	12,000	
712		Capital - Equipment (Over \$2,000)			0
810		Debt Service - Principal			1,035,000
811		Debt Service - Interest			1,978,300
901		Unforeseen Contingencies			100,000



**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	41		<b>Information Systems</b>	<b>872,200</b>
		010	Wages	282,200
		011	Benefits	91,700
		020	Travel	12,500
		021	Training, Tuition and Meeting Fees	20,000
		030	Transportation	2,000
		080	Misc. Contractual Services	14,400
			Neopost Postal Rate Change	1,200
			Network Consulting	10,000
			RDS	500
			Security System Monitoring	2,700
		082	Maintenance Contracts	28,300
			Itron	3,600
			Key Card System	5,000
			M+RFM Bundle (Spam & Archive)	3,000
			NetApp SAN Hardware/Software	9,000
			SonicWall	2,500
			Symantec	1,200
			VMWare Software	4,000
		083	Software Licenses and Support	171,000
			NISC	109,400
			AV Licenses	800
			Backup Exec	1,200
			Exchange Server	2,100
			MS Server	1,000
			PC Software	8,500
			Remote Agents	3,000
			SharePoint	45,000
		085	Rents and Leases	16,100
			Mailing Equipment Lease	11,100
			Postage Machine Leases - Branch Offices	3,000
			Postage Meter Rental - Okanogan	2,000
		090	Materials and Supplies	10,000
		091	Small Tools (under \$1,000)	25,500
			Misc. Peripherals	20,000
			Small Tools	5,500
		710	Capital - Tools & Equipment (\$1,000 to \$2,000)	1,200
		712	Capital - Equipment (Over \$2,000)	140,000
			eBill Server	5,000
			Video Conferencing - Okanogan	7,000
			Video Surveillance - Branch Offices and Subs	18,000
			Virtual Environment	105,000
			VPN Appliance	5,000
		714	Capital - Personal Computers	57,300

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	50		<b>Commissioners</b>	<b>156,700</b>
		010	Wages	87,000
		011	Benefits	39,900
		020	Travel	24,300
		021	Training, Tuition and Meeting Fees	2,800
		090	Materials and Supplies	1,300
		092	Miscellaneous	1,400

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY**  
**2011 FINAL BUDGET - NOVEMBER 16, 2010**  
**EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
2	60		<b>Wholesale Telecommunications</b>	<b>1,954,200</b>
		010	Wages	222,000
		011	Benefits	67,300
		020	Travel	12,500
		021	Training, Tuition and Meeting Fees	12,500
		030	Transportation	16,000
		080	Misc. Contractual Services	144,200
			NoaNet Calea Services	4,200
			Professional Services - Network Vulnerability	60,000
			Professional Services - WDM Implementation	80,000
		081	Legal Services	5,000
		082	Maintenance Contracts	25,500
			Eaton/Powerware UPS Towers	3,500
			Cisco Smartnet	5,400
			WWP Lightning Edge/Ciena Devices	12,000
			RADcare (Optimux and IPMux)	2,600
			Motorola Canopy Hardware/Software	2,000
		083	Software Licenses and Support	35,000
			Element Management Software	30,000
			Solar Winds IP Monitor Software Support	5,000
		084	Permits and Fees	120,000
			Internet Fees - NoaNet	115,000
			ARIN ASN & IP Address Allocation	5,000
		085	Rents and Leases	221,200
			DCPUD Lit Services Lease	3,000
			DCPUD Dark Fiber Lease	58,300
			DCPUD Colocation	1,800
			Protect Path Ring (Canada/Seattle/Wenatchee)	102,000
			NoaNet Dark Fiber Lease	32,100
			CenturyTel Dark Fiber Lease	0
			Wireless Site Lease	24,000
		090	Materials and Supplies	101,500
			Battery Maintenance & Replacement	6,500
			Fiber Plant Maintenance - Wholesale	50,000
			HVAC Maintenance and Repair	30,000
			Misc. Switch/Network HW Upgrades	10,000
			UPS/Rectifier Replacement	5,000
		091	Small Tools (under \$1,000)	1,000
		210	Taxes	10,700
		591	Capital - Material and Supplies	532,000
			Fiber Buildout	10,000
			Fiber Distribution Builds	50,000
			Network Hardware Replacements	75,000
			New Ethernet Node	25,000
			Rackmount Servers	20,000
			WDM Infrastructure	230,000
			Wireless Remote Subscriber Units	97,000
			Wireless Towers	25,000
		712	Capital - Equipment (Over \$2,000)	10,000
			Test Equipment	5,000
			Tools	5,000
		810	Debt Service - Principal	155,000

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
		811	Debt Service - Interest	262,800

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL**

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
1	61		<b>Internal Communications</b>	<b>1,158,300</b>
		010	Wages	147,400
		011	Benefits	53,800
		020	Travel	10,000
			Communications	7,000
			Leadership	3,000
		021	Training, Tuition and Meeting Fees	16,200
			Communications	12,000
			Leadership	4,200
		030	Transportation	8,100
		060	Postage, Printing and Stationary	300
		080	Misc. Contractual Services	100,000
			UHF System Re-Design	50,000
			NoaNet Assessments	50,000
		082	Maintenance Contracts	50,500
			Fire Alarm System	2,000
			Landscape Maintenance/Sweeping	6,000
			UHF Radio System	19,000
			Telephone System	10,000
			UPS Maintenance	13,500
		083	Software Licenses and Support	8,700
			Cisco Smartnet	200
			MapInfo Software	1,500
			Fiber Mapping Software	7,000
		084	Permits and Fees	3,000
			Right of Way - USFS, DOT, etc.	3,000
		085	Rents and Leases	25,800
			UHF Site Lease - Little Buck Mtn.	2,500
			UHF Site Lease - Aeneas Mtn.	2,500
			UHF Site Lease - Goat Mtn.	600
			UHF Site Lease - Omak Mtn.	2,500
			Dark Fiber Lease - Brewster to Wells Dam	17,700
		090	Materials and Supplies	50,000
			General Materials and Supplies	50,000
		091	Small Tools (under \$1,000)	2,000
		591	Capital - Material and Supplies	32,500
			Fiber Rework - 1st and 2nd Avenue Okanogan	15,000
			Fiber Build - Okanogan County Fairgrounds	7,500
			Miscellaneous	10,000
		712	Capital - Equipment (Over \$2,000)	650,000
			UHF Radio System Overhaul	590,000
			Miscellaneous Contingencies	60,000

PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
EXPENDITURE DETAIL

<u>Div.</u>	<u>Dept.</u>	<u>Activity</u>	<u>Description</u>	<u>Budget Amount</u>
			<b>TOTAL EXPENDITURES AND CAPITAL OUTLAY</b>	<b>66,769,100</b>

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
LABOR AND PERSONNEL (WAGES ONLY)**

<u>Department</u>	<u>Title</u>	<u>12/31/2010</u>
<b>Generation</b>	Overtime	0
	Sub-Total	0
<b>Power Supply</b>	Power Resource Manager	96,096
	WECC Compliance/Power Analyst	46,300
	Sub-Total	142,396
<b>Engineering</b>	Chief Engineer	118,924
	Distribution Engineer	51,686
	Distribution Engineer	51,626
	Sr. Distribution Engineer	69,422
	Sr. Distribution Engineer	68,357
	Sr. Distribution Engineer	61,660
	Systems Engineer	86,412
	Systems Engineer	85,665
	Systems Engineer	72,155
	GIS Technician	59,629
	Engineering Aid	45,277
	Intern Engineer	20,000
	On Call Compensation	41,600
	Overtime	10,000
	Sub-Total	842,413
<b>Operations</b>	Construction Superintendent	96,554
	Area Manager	89,436
	Area Manager	98,145
	Purchasing Agent/Facilities Manager	77,790
	Right of Way Superintendent	63,563
	Assistant Construction Superintendent	82,653
	Serviceman	75,234
	Serviceman	75,234
	Serviceman	75,234
	Serviceman	75,234
	Foreman	84,552
	Journeyman Lineman	75,234
	Journeyman Lineman	75,234
	Journeyman Lineman	75,234
	Foreman	84,552
	Journeyman Lineman	75,234
	Journeyman Lineman	75,234
	Apprentice Lineman	67,205
	Foreman	84,552
	Journeyman Lineman	75,234
	Lineman	75,234
	Apprentice Lineman	60,507
	Foreman	84,552
	Journeyman Lineman	75,234
	Journeyman Lineman	75,234
Apprentice Lineman	63,939	

**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
LABOR AND PERSONNEL (WAGES ONLY)**

<u>Department</u>	<u>Title</u>	<u>12/31/2010</u>
	Journeyman Lineman/Locator	75,234
	Wireman Foreman	84,552
	Wireman	75,234
	Wireman	75,234
	Journeyman Meterman	75,234
	Journeyman Meterman	75,234
	LA Meter Replacement Specialist	53,518
	HazMat Specialist	58,053
	Facilities Maintenance Worker	60,091
	Facilities Maintenance Worker	39,686
	Shop Foreman	67,600
	Mechanic	57,990
	Mechanic	57,990
	Warehouseman	55,307
	Warehouseman	55,307
	Temporary Labor Lineman	30,000
	Temporary Labor Groundman	20,000
	Part-time Student Labor	27,000
	On Call Compensation	18,720
	Overtime - Cutout Changes	150,000
	Overtime	350,000
	Sub-Total	<u>3,578,026</u>
<b>Environmental</b>	Director of Regulatory & Environmental Affairs	101,311
	Environmental Coordinator	58,662
	Environmental Coordinator	61,140
	Overtime	10,000
	Sub-Total	<u>231,113</u>
<b>Customer Service</b>	Customer Service Supervisor	83,832
	Customer Records Coordinator	55,116
	Credit/Collections Specialist	45,901
	Account Clerk	42,557
	Account Clerk	42,557
	Account Clerk	42,557
	Account Clerk	32,157
	Account Clerk	42,557
	Account Clerk	42,557
	Account Clerk	42,557
	Meter Reader	46,550
	Meter Reader	46,550
	Meter Reader	46,550
	Relief Account Clerk	21,300
	Relief Account Clerk	21,300
	Relief Account Clerk	18,800
	Overtime	25,000
	Sub-Total	<u>740,955</u>



**PUBLIC UTILITY DIST. NO. 1 OF OKANOGAN COUNTY  
2011 FINAL BUDGET - NOVEMBER 16, 2010  
LABOR AND PERSONNEL (WAGES ONLY)**

<u>Department</u>	<u>Title</u>	<u>12/31/2010</u>
<b>Conservation</b>	Energy Services Coordinator	56,730
	Energy Services Coordinator	56,730
	Overtime	10,000
	Sub-Total	<u>123,460</u>
<b>General Administration</b>	General Manager	165,000
	Operations Manager	144,899
	Director of Finance/Auditor	121,705
	Administrative/Executive Assistant	55,744
	Administrative Assistant	55,563
	Human Resource Director	97,415
	Chief Accountant/Deputy Treasurer	84,824
	Treasurer/Accountant	78,998
	Financial Analyst	61,447
	Accountant	57,298
	Accountant	61,338
	Payroll/Employee Records Coordinator	47,929
	Accounts Payable Clerk	37,800
	LA Project Analyst	90,000
	Overtime	4,000
Sub-Total	<u>1,163,960</u>	
<b>Information Systems</b>	Information Systems Supervisor	90,933
	Information Systems Technician	64,526
	Information Systems Technician	59,218
	Information Systems Technician	59,218
Sub-Total	<u>273,895</u>	
<b>Commissioners</b>	Commissioner	29,000
	Commissioner	29,000
	Commissioner	29,000
Sub-Total	<u>87,000</u>	
<b>Telecommunications</b>	Network Engineer	91,485
	Telecommunications Technicians	63,877
	Telecommunications Technicians	63,877
	Telecommunications Technicians	63,877
	Overtime	28,000
Sub-Total	<u>311,116</u>	
	Wage Increases (Step and Cost of Living)	<u>202,498</u>
	<b>Total Labor Costs</b>	<b>7,696,832</b>