



**LINCOLN-SMD 1 WASTEWATER AUTHORITY
MEETING AGENDA**

Regular Meeting of the Board of Directors

Lincoln City Hall, Third Floor Council Chambers
600 Sixth Street, Lincoln, CA 95648

March 13, 2026 at 10:00 a.m.

The public may also observe and participate in the meeting via Zoom at the following videoconferencing link: https://us06web.zoom.us/webinar/register/WN_L2bYfOdARYiQxL2vDwckAQ

Board of Directors

CITY OF LINCOLN
John Reedy, Vice Chair
Holly Andreatta

COUNTY OF PLACER
Shanti Landon, Chair
Cindy Gustafson

General Manager and Secretary

Jim Mulligan

Legal Counsel

Wes Miliband

PRELIMINARY MATTERS

- A. CALL TO ORDER
- B. PLEDGE OF ALLEGIANCE
- C. ROLL CALL
- D. PUBLIC COMMENT ON NON-AGENDA ITEMS

Any member of the public wishing to address the Board of Directors regarding items not on the Agenda within the Authority's subject matter jurisdiction should do so at this time. With respect to items on the Agenda, the Board will receive public comments at the time the item is opened for discussions, prior to any vote or other Board action. A three-minute time limit is requested. Please complete a speaker card and submit it to the General Manager at the meeting.

ACTION CALENDAR

1. CONSENT ITEMS

It is recommended by the General Manager that these items, which are expected to be routine in nature and without controversy, be received and acted upon by the Board without discussion. If any Board member or interested party requests that an item be removed from the Consent Calendar for discussion, it will be considered separately. The consent calendar may be approved by a single motion to approve, followed by a second and then a call for vote.



1.1 Approval of Minutes – 2/13//26 Regular Meeting

2. GENERAL MANAGER'S REPORT AND UPDATE (Discussion, No Action) – A PowerPoint and verbal report will be provided to include the following:
 - GM Work in Progress
 - January 2026 Operations Fund Income Statement
3. OPERATIONS REPORT (Discussion, No Action) – A written and verbal report will be provided.
4. LISWA WASTEWATER TREATMENT AND RECLAMATION FACILITY PHASE 1 IMPROVEMENT PROJECT OVERVIEW - (Discussion, No Action) – A PowerPoint and verbal report will be provided by the engineer of record, Stantec.
5. AMENDMENT NO. 2 TO STANTEC PROFESSIONAL SERVICES AGREEMENT FOR \$542,000 REGARDING DESIGN SERVICES LISWA WASTEWATER TREATMENT AND RECLAMATION FACILITY - (For Discussion and Potential Action for Approval). A staff memo will be provided and the Amendment No. 2 identifying the scope of services and related costs.
6. LEGAL REPORT – A verbal report from General Counsel pertaining to relevant legislative, case, or related developments that have occurred.
7. DIRECTOR'S COMMENTS
8. CLOSED SESSION MATTERS - CONVENE TO CLOSED SESSION FOR MATTER(S) LISTED ON THE AGENDA

Public Employee Evaluation
(Government Code § 54957(b)(1))
Title: General Manager, Board Secretary, Authority Engineer

ADJOURNMENT

THE FOLLOWING INFORMATION IS PROVIDED TO ASSIST WITH PUBLIC PARTICIPATION:

Americans with Disabilities Act (ADA): In compliance with the ADA, if you need special assistance to participate in this meeting or other services in conjunction with this meeting, please contact the Lincoln City Clerk's Office at (916) 434-2490. The meeting room is wheelchair accessible and disabled parking is available. Notification at least 24 hours prior to the meeting or time when services are needed will assist staff in assuring reasonable arrangements can be made to provide accessibility to the meeting or service.

Agenda Availability: The main posting location of the LiSWA Agenda is on the public kiosk outside the entrance of Lincoln City Hall, 600 6th Street, Lincoln, California. Agenda Packets are available for review at the Lincoln City Clerk's Office, 600 6th Street, Lincoln, California.



**LINCOLN-SMD 1 WASTEWATER AUTHORITY
MEETING MINUTES**

Regular Meeting of the Board of Directors
February 13, 2026 at 10:00 a.m.

Board of Directors

COUNTY OF PLACER

Shanti Landon, Chair
Cindy Gustafson

CITY OF LINCOLN

John Reedy, Vice Chair
Holly Andreatta

General Manager and Secretary

Jim Mulligan

Legal Counsel

Wes Miliband

PRELIMINARY MATTERS

A. CALL TO ORDER

The meeting was called to order at 10:01 am.

B. PLEDGE OF ALLEGIANCE

The pledge was led by Chair Landon.

C. ROLL CALL

Shanti Landon, Chair
John Reedy, Vice Chair
Richard Pearl – Alternate Director
Anthony DeMattei – Alternate Director

Staff present:

Jim Mulligan, General Manager and Board Secretary
Wes Miliband, Legal Counsel
Kelye McKinney, Authority Engineer

D. PUBLIC COMMENT ON NON-AGENDA ITEMS

There were no public comments on non-agenda items.



ACTION CALENDAR

1. CONSENT ITEMS

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1.1 Approval of Minutes – 1/9/26 Regular Meeting

Motion to approve by Director Reedy, Second by Director Pearl, Approved 3-1 Dissent, based on not being present for past meeting Director DeMattei

2. GENERAL MANAGER'S REPORT AND UPDATE (Discussion, No Action) – A PowerPoint and verbal report will be provided to include the following:

A PowerPoint and verbal report were provided discussing financial report and work in progress.

- GM Work in Progress
- December 2025 Operations Fund Income Statement

Director Landon asks about insurance expenses being over budget.

Jim Mulligan explains insurance premiums increased but will not have any more expenses for the fiscal year.

Director Landon asks questions about GL52160 Maintenance Service budget.

Jenna Gelso explains that GL52160 - SC2270 are planned repairs while some SC2270 - WWTRF expenses were not in the budget and can provide the Board with a detailed report.

Director DeMattei asks if sand media filters would decrease maintenance.

Jim Mulligan explains that sand filters are no longer supported by the manufacturer and disc filters will be their replacement.

3. OPERATIONS REPORT (Discussion, No Action) – A written and verbal report will be provided.

Gary Hengst gives PowerPoint presentation on operations.

Director Landon asks if the estimated return to service date for the yard goat is January 1, 2027, instead of January 1, 2025.

Gary Hengst explains the date should have been extended as the purchase hasn't been BOD approved.

Director Landon asks if Table 1 in the Operations presentation – precipitation column is inches per day instead of inches per month.



Gary Hengst agrees.

Director Reedy asks if any of the recommendations are being considered from incident report.

Gary Hengst explains there are alternate procedures including a rental generator and pumping systems in the event of another incident.

Jim Mulligan explains they are being considered but not yet implemented.

4. RECEIVE THE LISWA INDEPENDENT AUDITORS REPORT AND BASIC FINANCIAL STATEMENTS FOR THE FISCAL YEAR ENDED JUNE 30, 2025 (Discussion, No action) – A verbal report will be provided

Andrew Fisk, Auditor/Controller give verbal report on how special districts and JPA's, included in the County's RFP, gain efficiencies from using the County's internal controls and introduces James Butera LCL, CPA – the Special District/JPA auditor

James Butera, LSL CPA gives verbal and PowerPoint presentation.

Director Pearl asks question about Depreciation.

Director DeMattei asks question about operating income loss.

James Butera explains depreciation is non-cash and operationally is in a surplus.

Director Pearl asks questions about connection fees and budgeting uncertainties.

Kelye McKinney explains the connection fees are based on a 3% growth rate and LiSWA has multiple sources of revenue.

5. DRAFT FINANCIAL PLAN AND FUNDING STRATEGY (Discussion, No Action) – A PowerPoint and verbal report will be provided

Jeremy Tamargo, Raftelis PE Manager and Ken Dieker, Del Rio Advisors Principal give a PowerPoint and verbal report discussing a financial funding strategy for the planned capital improvement project.

Director Pearl asks how those funds are applied for.

Ken Dieker explains the funding options.

Anthony DeMattei asks for clarification on SRF interest rate of 2.2% and drawn down.

Ken Dieker explains the interest rate is locked for the life of the loan and based on half the State of California's general obligation bond rate, which fluctuates based on the municipal bond market.

Director Landon asks about prepayment penalties on SRF or WIFIA loan.

Ken Dieker explains there are no prepayment penalties on those loans.

Director DeMattei asks how much cash is on hand.



Ken Dieker explains connection fees will help fund the improvement project.

Jeremy Tamargo explains LiSWA has \$5 million restricted connection fee revenue and \$15 million unrestricted funds.

Director DeMattei asks what interest is being earned or if it's tied up in bonds or treasury bills.

Andrew Fisk explains the interest is around 4%.

Director DeMattei explains that he agrees with option 1, possibly funded by the Treasury and keeps loan interest within the County, since borrowing could be as low as 2.2%.

Ken Dieker explains that LiSWA would still need to borrow to fund the project, minimize the amount of borrowing, but the SRF loan takes time and might need interim financing.

Director Reedy asks question about past experiences with SRF timeline.

Ken Dieker explains another project he is working on is a consolidation of several private water companies but has been almost 2 years.

Kelye McKinney explains some applicants are minimally 2 years and delaying the improvement project will cost more money than choosing a higher interest rate sooner and needs all funding in place before beginning project.

Director Reedy asks for clarification of what Phase II includes before Phase I is funded.

Jim Mulligan explains the plant needs Master Plan for Phase II.

Director Landon asks how long a Master Plan takes to develop and when the process would begin.

Kelye McKinney explains a Master Plan takes ~1.5 - 2 years and is in the FY budget.

Director Landon asks how quickly interim financing is approved through SRF financing.

Ken Dieker explains that interim financing could be approved as soon as a contact is assigned at the Water Resources Control Board and application is in. The credit process may be lengthy with commercial banks but moves more quickly. LiSWA can apply for a drawdown, which is similar to a line of credit.

Director Landon agrees with Director DeMattei on Option 1 funding and thanks Jeremy and Ken for their presentation.

Director Pearl asks for clarification about the delta between a 2.2% v 5.5% loan and the reserves.

Ken Dieker explains that funding may dip into reserves but gives more flexibility to any rate increase or decreases.

Director DeMattei asks question about negative funding scenarios 4 and 5.



Jeremy Tamargo explains the draw down in those years include partial Phase II projects with no external funding.

Director DeMattei requests to see Phase II, associated cost estimates, and possibly delay the project so that the reserves aren't negative.

Kelye McKinney explains that a cost-of-service study will be performed to determine what, if any, rate increases are necessary while moving forward with SRF application and possible interim financing.

Director DeMattei states option 3 is also a sufficient option, with the possibility of borrowing from the County.

Director Reedy states he would like to keep rates low and requests clarification on how much Phase I project increases capacity.

Jim Mulligan explains that the Engineer of Record will help explain some of these concerns in the next Board meeting.

Director DeMattei states that he wants to make sure, whatever the decision, that current resident rate payers are funding maintenance and repairs rather than funding future expansion and sewer infrastructure.

Ken Dieker summarizes that ultimately, they will continue to pursue the SRF loan and interim financing and present those updates to the Board. Then, if necessary, will pursue Option 3 municipal bonds, as a last resort, to pay the interim financing.

Director DeMattei again states that another option for financing may be straight from Placer County Treasury to keep interest payments in house, which is better for Placer residents, and will discuss with Placer County Board Members.

LEGAL REPORT – A verbal report from General Counsel pertaining to relevant legislative, case, or related developments that have occurred.

No report today.

6. DIRECTOR'S COMMENTS

No Director's comments.

7. CLOSED SESSION MATTERS - CONVENE TO CLOSED SESSION FOR MATTER(S) LISTED ON THE AGENDA

Item removed - No closed session.

ADJOURNMENT

The meeting was adjourned at 11:25 am.



GENERAL MANAGER'S REPORT

**LiSWA Regular Board Meeting
March 13, 2026**





Agenda

- GM Work in Progress
- LiSWA January 2026 Operations Income Statement



General Manager's Report

GM Work in Progress

- WWTRF Improvement Project:
 - SRF Loan application: Ongoing
 - Filter Redesign and Building Code Updates
- Plant Operations:
 - Examining emergency pumping schema
 - Exploring SCADA-OT upgrades
 - Revisiting ZEV fleet purchase to meet CARB regulations
- RFP Development: Facility Master Plan; Pipeline Video Survey
- FY 26-26 Budget
- Cost of Service Study for Monthly Charges Updates

Lincoln-Sewer Maintenance District 1 Wastewater Authority
Operations Fund Income Statement
July 2025 through January 2026

Modified Accrual Book	Jul '25 - Jan 26	Budget	Variance	% of Budget
Income				
42005 - Fair Market Value ADJ	\$ (89,877.94)			
42010 - Investment Income				
RC0560 - Investment Income	\$ 671,904.13			
Total 42010 - Investment Income	\$ 671,904.13			
42030 - Short Term Rents				
RC0600 Short Term Rents	\$ 53,151.29	\$ 69,090.00	\$ (15,938.71)	76.93%
Total 42030 - Short Term Rents	\$ 53,151.29	\$ 69,090.00	\$ (15,938.71)	76.93%
46230 - Sanitation Services				
RC2230 - Operations	\$ 5,462,481.72	\$ 9,682,614.00	\$ (4,220,132.28)	56.42%
Total 46230 - Sanitation Services	\$ 5,462,481.72	\$ 9,682,614.00	\$ (4,220,132.28)	56.42%
46240 - Sanitation Serv Other				
RC2190 - Capital / Debt	\$ 2,582,064.65	\$ 4,576,882.00	\$ (1,994,817.35)	56.42%
RC2190 - Sewer Connection Fees	\$ 2,637,018.31	\$ 2,500,000.00	\$ 137,018.31	105.48%
Total 46240 - Sanitation Serv Other	\$ 5,219,082.96	\$ 7,076,882.00	\$ (1,857,799.04)	73.75%
46360 - General Reimbursement				
RC2680 - Other	\$ 2,357.38	\$ 55,000.00	\$ (52,642.62)	4.29%
Total 46360 - General Reimbursement	\$ 2,357.38	\$ 55,000.00	\$ (52,642.62)	4.29%
48030 - Miscellaneous				
RC3010 - Reclaimed Water		\$ 30,000.00	\$ (30,000.00)	
Total 48030 - Miscellaneous		\$ 30,000.00	\$ (30,000.00)	
Total Income	\$11,319,099.54	\$16,913,586.00	\$ (5,594,486.46)	66.92%
	\$11,319,099.54	\$16,913,586.00	\$ (5,594,486.46)	66.92%
Expense				
52020 - Goods				
SC2029 Chemicals	\$ 333,499.18	\$ 558,249.00	\$ (224,749.82)	59.74%
Total 52020 - Goods	\$ 333,499.18	\$ 558,249.00	\$ (224,749.82)	59.74%
52040 - Communication Services				
SC2085 - Telephone		\$ 10,000.00	\$ (10,000.00)	
Total 52040 - Communication Services		\$ 10,000.00	\$ (10,000.00)	
52080 - Insurance Services				
SC2140 - Insurance Services	\$ 291,749.51	\$ 250,000.00	\$ 41,749.51	116.7%
Total 52080 - Insurance Services	\$ 291,749.51	\$ 250,000.00	\$ 41,749.51	116.7%
52160 - Maintenance - Service				
SC2270 - Maintenance	\$ 25,706.03	\$ 171,260.00	\$ (145,553.97)	15.01%
SC2270 - WWTRF Maintenance	\$ 524,224.45	\$ 320,816.00	\$ 203,408.45	163.4%
Total 52160 - Maintenance - Service	\$ 549,930.48	\$ 492,076.00	\$ 57,854.48	111.76%
52240 - Member, Reg, Warr				
SC2550 - Prof Membership		\$ 10,800.00	\$ (10,800.00)	
Total 52240 - Member, Reg, Warr		\$ 10,800.00	\$ (10,800.00)	
52360 - Prof/Special Services				

Lincoln-Sewer Maintenance District 1 Wastewater Authority
Operations Fund Income Statement
July 2025 through January 2026

Modified Accrual Book	Jul '25 - Jan 26	Budget	Variance	% of Budget
SC2940 - Consulting	\$ 287,661.05		\$ 287,661.05	100.0%
SC2940 - Consulting WWTRF	\$ 67,301.05		\$ 67,301.05	100.0%
SC2950 - Engineering WWTRF	\$ 32,475.20	\$ 475,000.00	\$ (442,524.80)	6.84%
SC3030 - Security WWTRF	\$ 360.00			
52360 - Prof/Special Services - Other		\$ 1,248,988.00	\$(1,248,988.00)	
Total 52360 - Prof/Special Services	\$ 387,797.30	\$ 1,723,988.00	\$(1,336,190.70)	22.49%
52370 - Prof/Special Services				
SC3130 - Legal	\$ 56,356.00	\$ 150,000.00	\$ (93,644.00)	37.57%
Total 52370 - Prof/Special Services	\$ 56,356.00	\$ 150,000.00	\$ (93,644.00)	37.57%
52380 - Prof/Special Services				
SC3150 - Grounds Maintenance	\$ 8,850.00			
SC3310 - Operations	\$ 1,604,224.44	\$ 2,581,418.00	\$ (977,193.56)	62.15%
SC3320 - Environ, Ecological	\$ 17,960.54			
Total 52380 - Prof/Special Services	\$ 1,631,034.98	\$ 2,581,418.00	\$ (950,383.02)	63.18%
52390 - Prof/Special Services				
SC4705 - Internal Services	\$ 70,000.00			
52390 - Prof/Special Services - Other		\$ 75,000.00	\$ (75,000.00)	
Total 52390 - Prof/Special Services	\$ 70,000.00	\$ 75,000.00	\$ (5,000.00)	93.33%
52400 - Information Technology				
SC3360 - IT Services	\$ 39,908.75	\$ 150,000.00	\$ (110,091.25)	26.61%
Total 52400 - Information Technology	\$ 39,908.75	\$ 150,000.00	\$ (110,091.25)	26.61%
52450 - Prof/Special Services				
SC3480 - Short Term Rental	\$ 39,549.26	\$ 64,000.00	\$ (24,450.74)	61.8%
Total 52450 - Prof/Special Services	\$ 39,549.26	\$ 64,000.00	\$ (24,450.74)	61.8%
52510 - Commissioner's Fees		\$ 9,600.00	\$ (9,600.00)	
52570 - Advertising		\$ 7,500.00	\$ (7,500.00)	
52800 - Utilities				
SC4340 - Utilities	\$ 686,369.19	\$ 2,237,200.00	\$(1,550,830.81)	30.68%
Total 52800 - Utilities	\$ 686,369.19	\$ 2,237,200.00	\$(1,550,830.81)	30.68%
52810 - Goods				
SC4456 - Sewage Treatment	\$ 544,164.27	\$ 968,024.00	\$ (423,859.73)	56.21%
Total 52810 - Goods	\$ 544,164.27	\$ 968,024.00	\$ (423,859.73)	56.21%
53190 - Taxes and Assessments				
SC4870 - Taxes and Assessments	\$ 61,963.67	\$ 90,000.00	\$ (28,036.33)	68.85%
Total 53190 - Taxes and Assessments	\$ 61,963.67	\$ 90,000.00	\$ (28,036.33)	68.85%
53390 - Cost Plan Allocation	\$ 6,653.25			
54450 - Capital Asset Equipment				
SC4455 - Equipment	\$ 414,281.01			
54450 - Capital Asset Equipment - Other		\$ 1,712,000.00	\$(1,712,000.00)	
Total 54450 - Capital Asset Equipment	\$ 414,281.01	\$ 1,712,000.00	\$(1,297,718.99)	24.2%
59000 - Debt Payments		\$ 2,705,200.00	\$(2,705,200.00)	
Total Expense	\$ 5,113,256.85	\$13,795,055.00	\$(8,681,798.15)	37.07%

Lincoln-Sewer Maintenance District 1 Wastewater Authority
Operations Fund Income Statement
 July 2025 through January 2026

Modified Accrual Book	Jul '25 - Jan 26	Budget	Variance	% of Budget
Net Ordinary Income	\$ 6,205,842.69	\$ 3,118,531.00	\$ 3,087,311.69	199.0%
Other Income/Expense				
Other Expense				
Depreciation Expenses	\$ 3,799,648.80			
Total Other Expense	\$ 3,799,648.80		\$ 3,799,648.80	100.0%
Net Other Income	\$ (3,799,648.80)		\$(3,799,648.80)	100.0%
Net Income	\$ 2,406,193.89	\$ 3,118,531.00	\$ (712,337.11)	77.16%

Footnotes Modified Accrual Book
 52360 2940, 2950 WWTRF / 54450 - On Balance Sheet as CIP and/or Capital Assets

February 2026 LWTRF Operations Report

3-13-26

Highlights

- 207.426 Million Gallons (MG) of influent, 2.200 MG of effluent was sent to reclamation and 184.512 MG of effluent was sent to Auburn Ravine this month.
- Repaired a leak on the non-potable water (2W) system this month.
- Draining Maturation Pond 1 in preparation for summer operation.
- Began installation of Ditch #1 wall pumps.
- Most of our maintenance activities this month centered around preventative maintenance activities.

Compliance

- There were **no** compliance issues this month.

Major Equipment Out of Service

Equipment	Failure Date	Redundancy	Problem	Solution	Estimated Repair Cost	Estimated Return to Service Date
Filter Feed Pump #2	3-25-24	1 of 4	Motor windings are broken down. Failed in wet weather.	Spare pump is on order.	\$170,437	TBD
Oxidation Ditch 1A Recycle Wall Pump	10-06-25	1 of 2	Gearbox failed on pump.	Replace with new Wilo wall pump. Cleaning entire ditch.	\$39,674	3/15/26
RAS Pump 1C	9-10-25	1 of 2	Seal failure	New seal kit is being installed at local service shop.	\$13,000	3-30-26

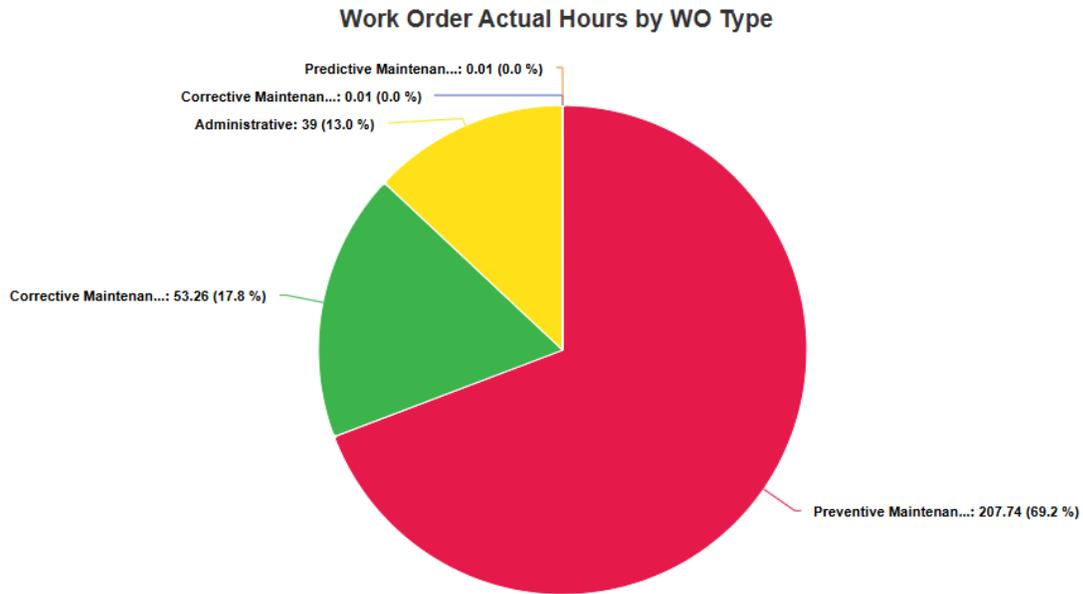
Equipment	Failure Date	Redundancy	Problem	Solution	Estimated Repair Cost	Estimated Return to Service Date
Yard Goat/Truck	7-16-25	1 of 1	Electrical and many other issues	Replace with electric yard goat	\$295,000	TBD
Centrifuge #3	8-19-25	1 of 2	Down for Major Service	Parts are on order and Scroll is getting repaired	\$60,000+ original service fee	4-1-26
Admin AC unit #4 which cools the server room.	12-3-25	1 of 1	Blower Fan went out.	Replace with mini split and portable unit for backup.	\$19,675	3-13-26
Oxidation Ditch Splitter Mixer #1	1-4-26	1 of 2	Gear box and motor failure	Replace mixer and purchase a spare.	\$11,844 each	5-1-26
SHT Blower 3C	1-1-22	1 of 3	Original 2004 Blower worn out	FY26/27 CIP purchase. Replace with new blower	\$25,000	9-1-26

Table 1.

Month/Year	Influent Flow	Effluent discharged to Auburn Ravine	Total Flow to Reclamation	Warm Springs Flow	Pivot Flow	Machado Flow	Effluent to City (Sierra Pacific & Fosket)	TSB Net Flow (+Influent)(-Effluent)	Precipitation
	MGD	MGD	MGD	MGD	MGD	MGD	MGD	MGD	inches
Mar '25	198.09	286.40	2.31	.00	.00	.00	2.31	-88.99	2.28
Apr '25	167.50	83.91	25.73	15.60	8.10	.00	2.03	45.06	.21
May '25	155.60	34.78	42.22	12.09	27.18	.00	2.95	60.32	.00
Jun '25	144.27	139.80	38.33	10.51	22.90	.00	4.92	-25.97	.00
Jul '25	147.26	87.98	61.62	27.46	30.28	.00	3.88	-14.35	.00
Aug '25	147.98	94.57	68.30	21.80	43.31	.00	3.18	-29.77	.00
Sep '25	144.42	74.53	39.24	17.85	15.99	.00	5.40	45.86	.00
Oct '25	158.53	162.34	2.79	.00	.00	.00	2.79	28.97	2.14
Nov '25	188.21	260.26	2.09	.00	.00	.00	2.09	-80.16	3.65
Dec '25	208.97	68.97	2.77	.00	.00	.00	2.77	77.95	3.09
Jan '26	219.80	243.62	2.57	.00	.00	.00	2.57	-4.29	3.62
Feb '26	207.43	184.51	2.20	.00	.00	.00	2.20	.88	3.58

Table 2.

Month/Year	Influent INF-001 (Daily Averages)				
	Flow	BOD5	BOD5 Load	TSS	TSS Load
	MGD	mg/L	Lbs	mg/L	Lbs
Mar '25	6.39	240	12757	266	14339
Apr '25	5.58	300	14239	289	13517
May '25	5.02	271	11229	284	11750
Jun '25	4.81	218	8656	345	13717
Jul '25	4.75	254	10008	317	12491
Aug '25	4.77	240	9504	334	13243
Sep '25	4.81	242	9588	289	11506
Oct '25	5.11	173	7349	147	6335
Nov '25	6.27	148	7591	153	7911
Dec '25	6.74	170	9054	132	7348
Jan '26	7.09	189	9596	181	9268
Feb '26	7.41	161	8304	192	11517





LiSWA Wastewater Treatment and Reclamation Facility (WWTRF) Phase 1 Improvement Project

**LiSWA Board Meeting
March 13, 2026**



Agenda

- **Purpose**
- **Overview of Existing WWTRF**
- **Overview of Improvement Project**
- **Next Steps**



Purpose

- The Phase 1 Improvement Project will upgrade the WWTRF to handle the peak hour flows (PHF) associated with 8.0 Million Gallons per Day (Mgal/d) Average Dry Weather Flow (ADWF) capacity and treatment loading capacity up to 6.0 Mgal/d ADWF.
- Treatment capacity can be upgraded in the future to 7.1 Mgal/d ADWF by adding the 4th oxidation ditch or 8.0 Mgal/d ADWF by adding the 4th oxidation ditch and 4th secondary clarifier.



WWTRF Overview - History

2004 - WWTRF Commissioned

- 4.2 Mgal/d ADWF
- 23 Mgal/d Peak Design Flow

2015 – WWTRF – Expanded for Sewer Management District 1

- 5.9 Mgal/d ADWF
- 35 Mgal/d Peak Design Flow

Observed Peak Flows

- 39+ Mgal/d
- Require Use of All Redundant Hydraulic Equipment (pumps, screens, filters, etc.)
- Operating at Observed Peak Flows Is Not Recommended



WWTRF Overview – Phase 1 Improvement Project

Phase 1 Improvement Project

- 5.9 to 6.0 Mgal/d ADWF
- 35 to 50 Mgal/d Peak Design Flow

Increase in ADWF capacity from 5.9 to 6.0 Mgal/d achieved by:

- Allowing Peak Flow Shaving to the Emergency Storage Basin
- Empirically Updating Sludge Settleability Data
- Allowing sludge to Spill to the Maturation Ponds During Poor Settling Conditions
- Using Maturation Ponds for Flow Equalization – Limit Peak Flow to Filters and Disinfection Facilities

Increase Peak Design Flow Through Systemic Hydraulic Improvements



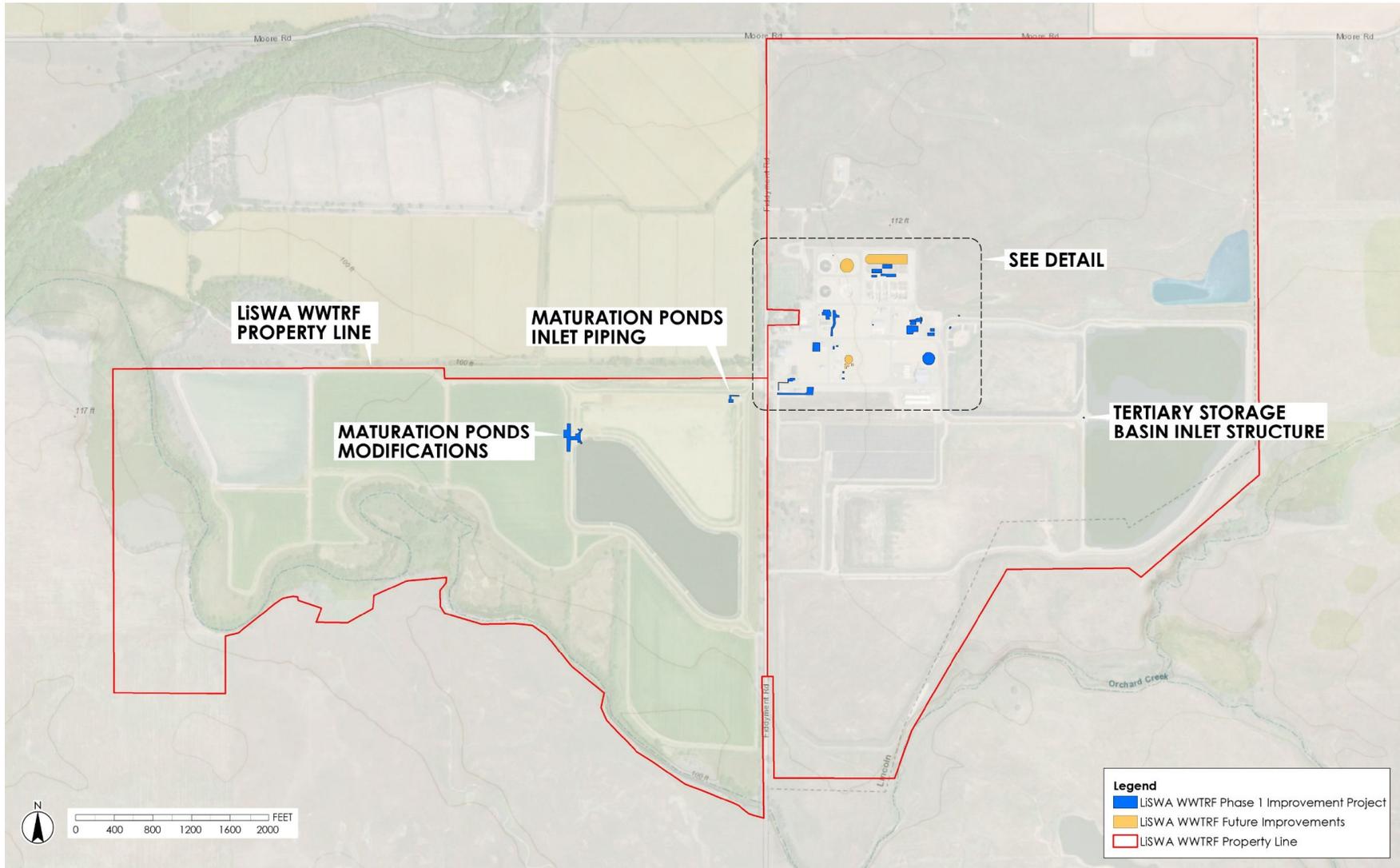
WWTRF Overview – Phase 1 Improvement Project

Hydraulic Improvements:

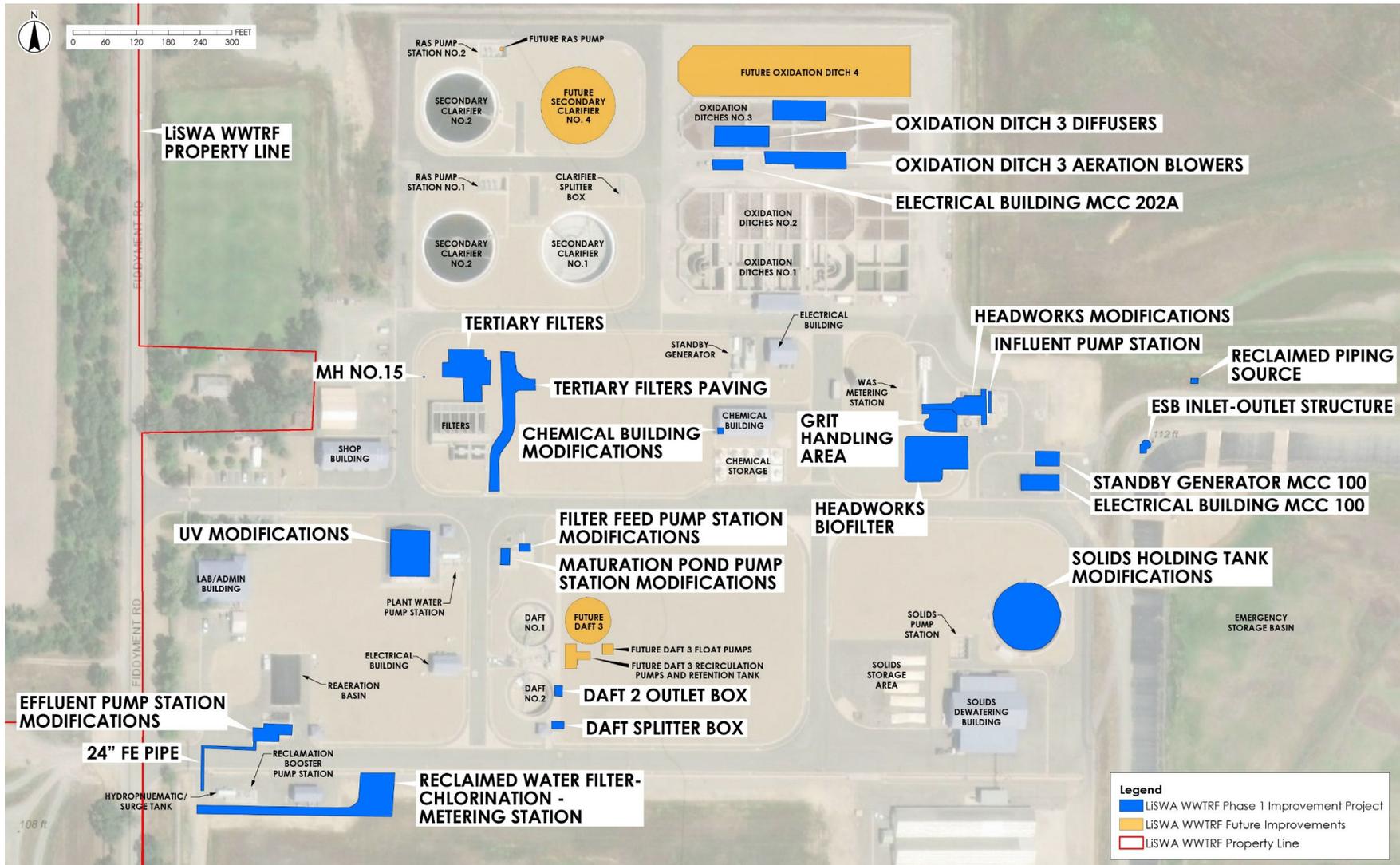
- New Influent Pumps
- New Influent Screen – installed as a standalone improvement
- New Vortex Grit Removal Basin
- New Maturation Pond Pumps
- New Maturation Pond Effluent Pump Station (allows use of Maturation Ponds for Flow Equalization)
- New Filter Feed Pumps
- New Filters and Rapid Mixer
- New UV Disinfection Equipment
- New Effluent Pumps

Improvements Include Electrical & Control Improvements and Sitework & Yard Piping

WWTRF Overall Site Plan

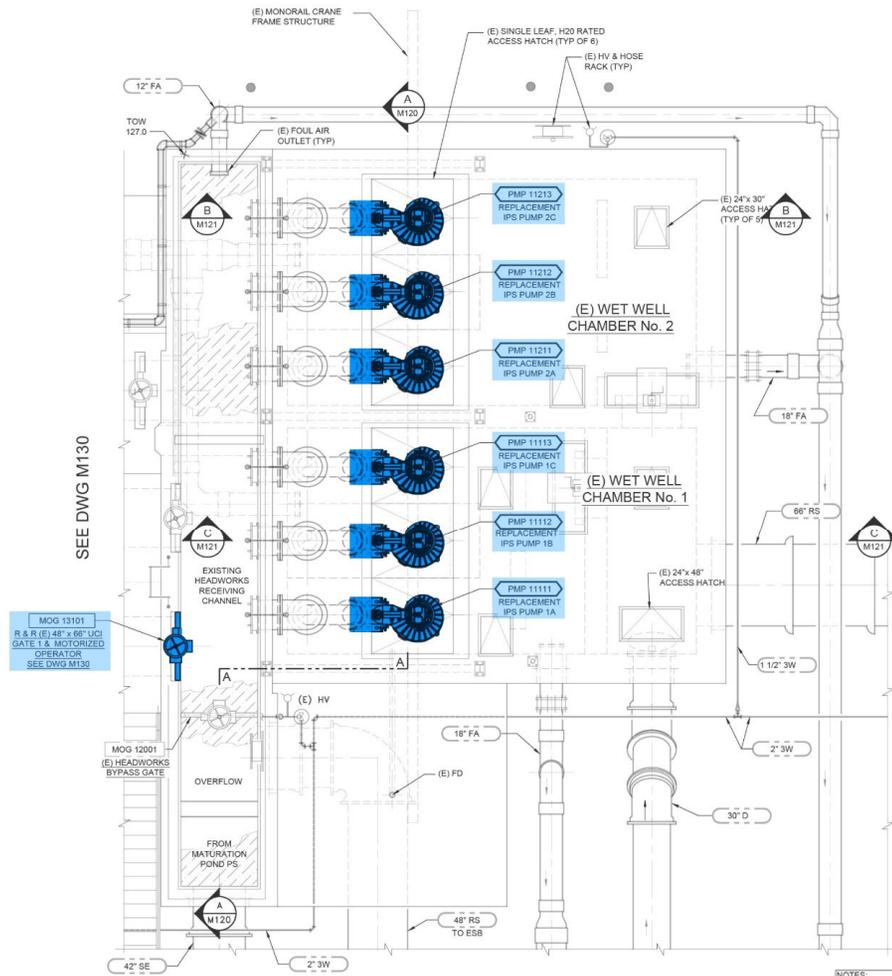


WWTRF Overall Site Plan - Detail

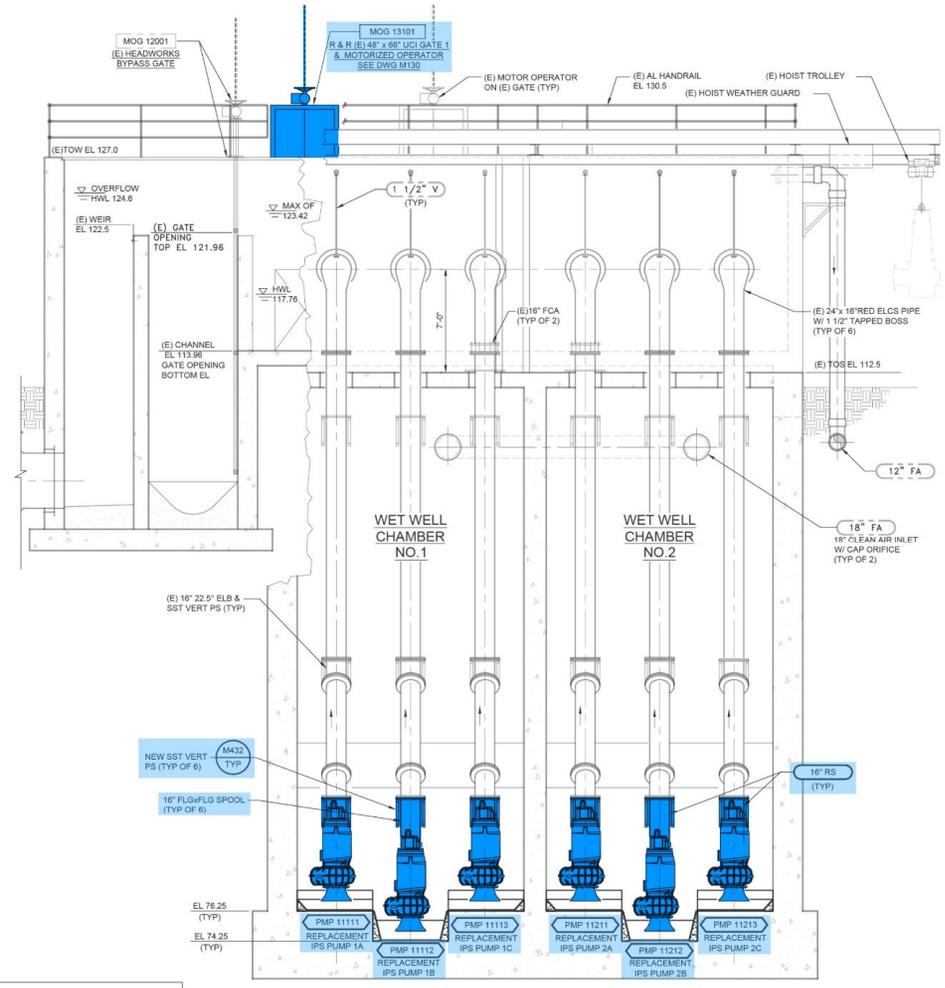




Existing Influent Pump Station Modifications



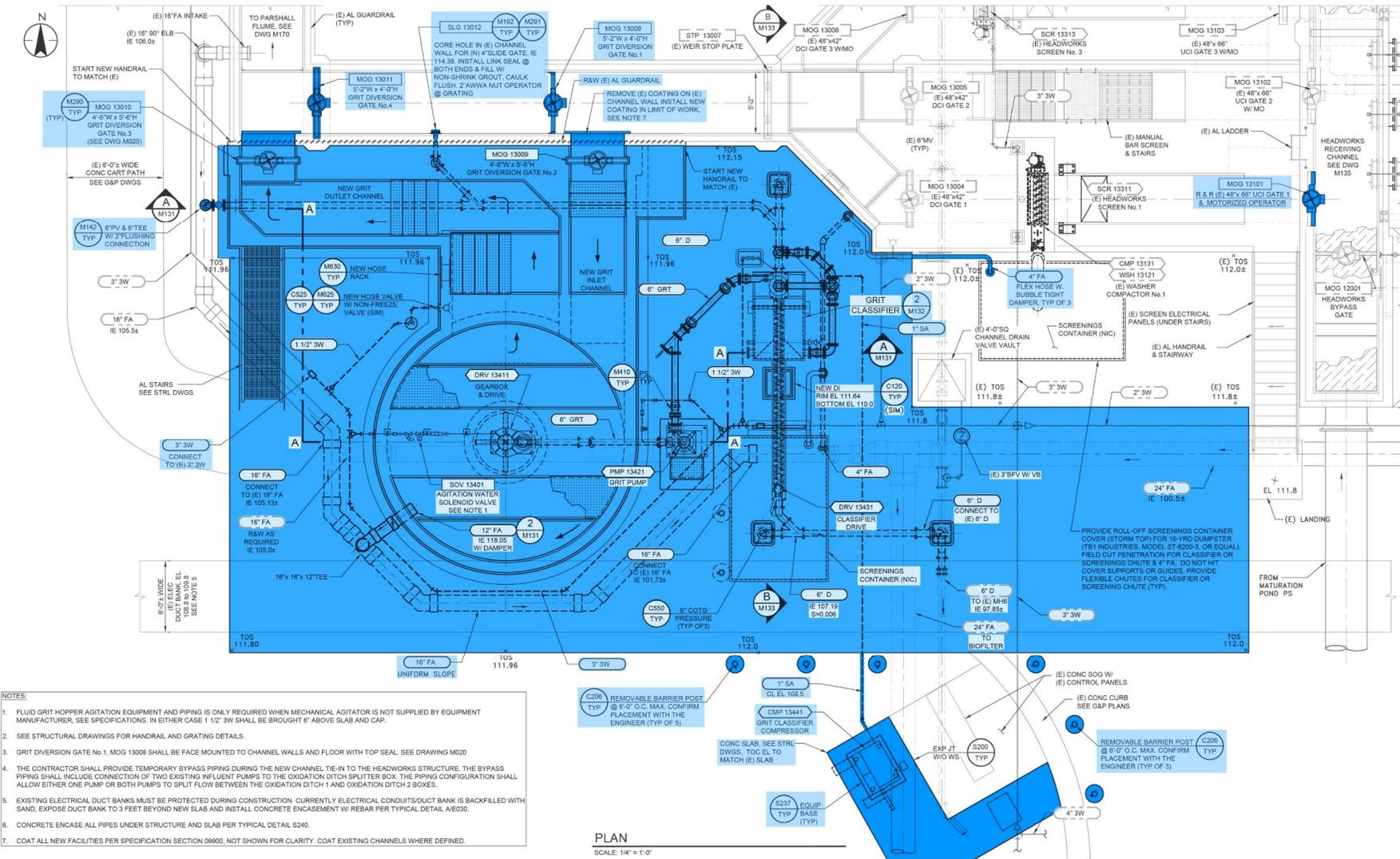
PLAN
SCALE: 1/4"=1'-0"



SECTION
SCALE: 1/4"=1'-0"

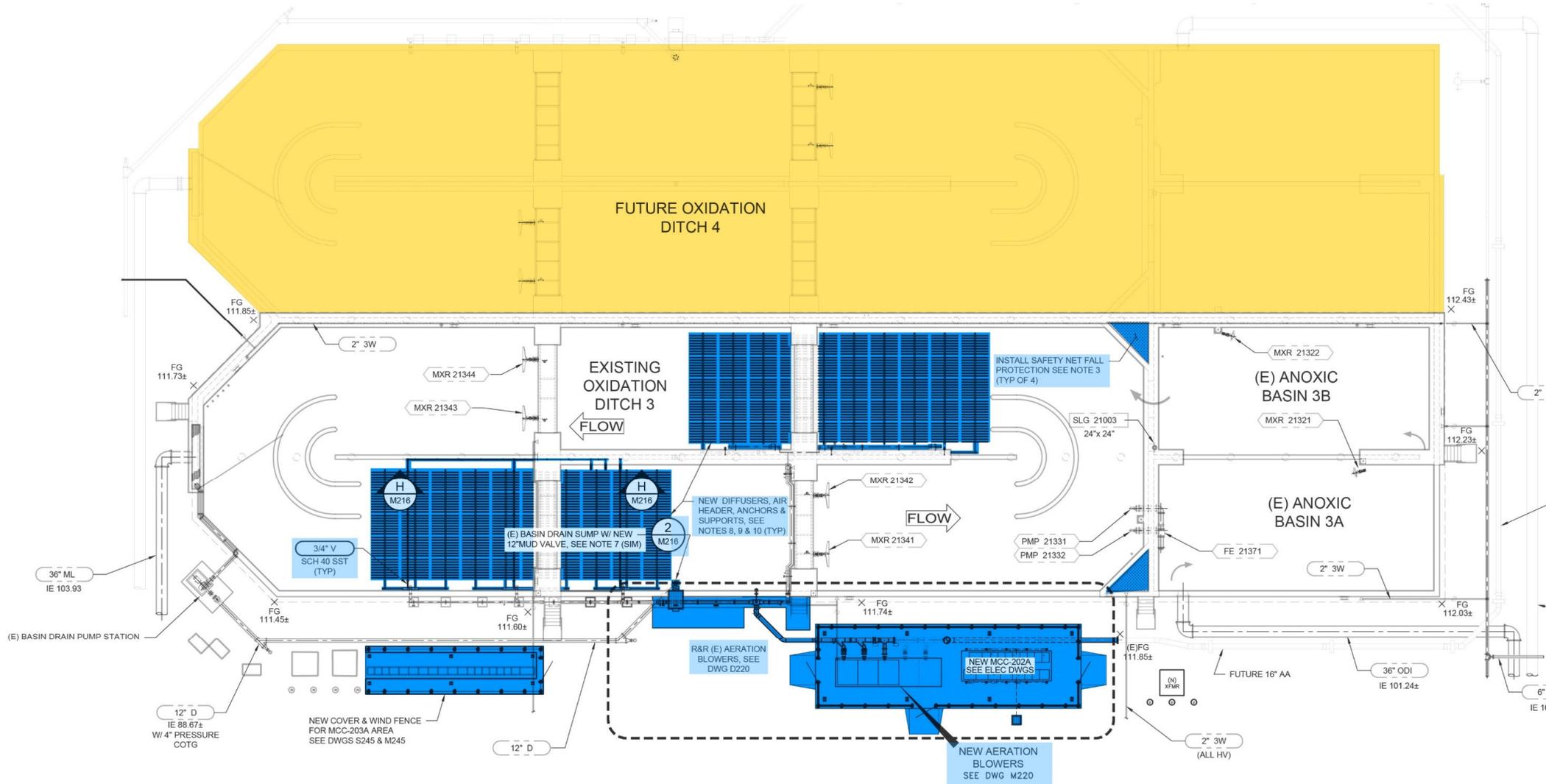


Existing Headworks Modifications

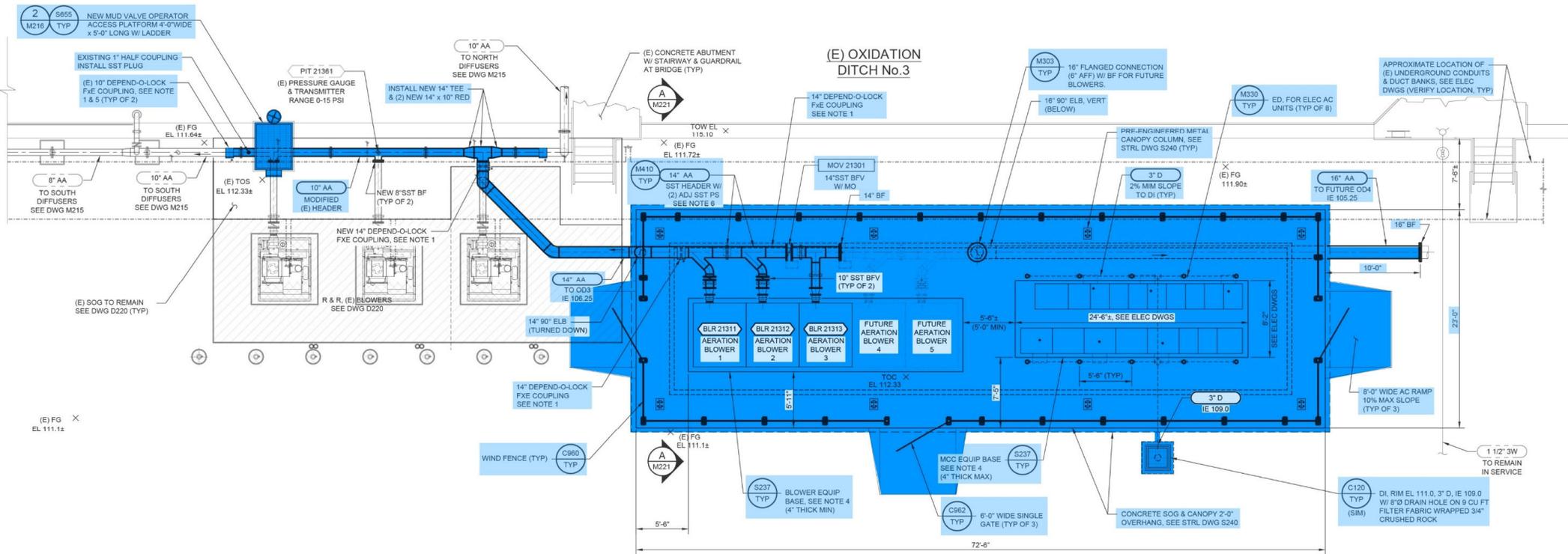




Existing Oxidation Ditch 3 Modifications Overall Plan

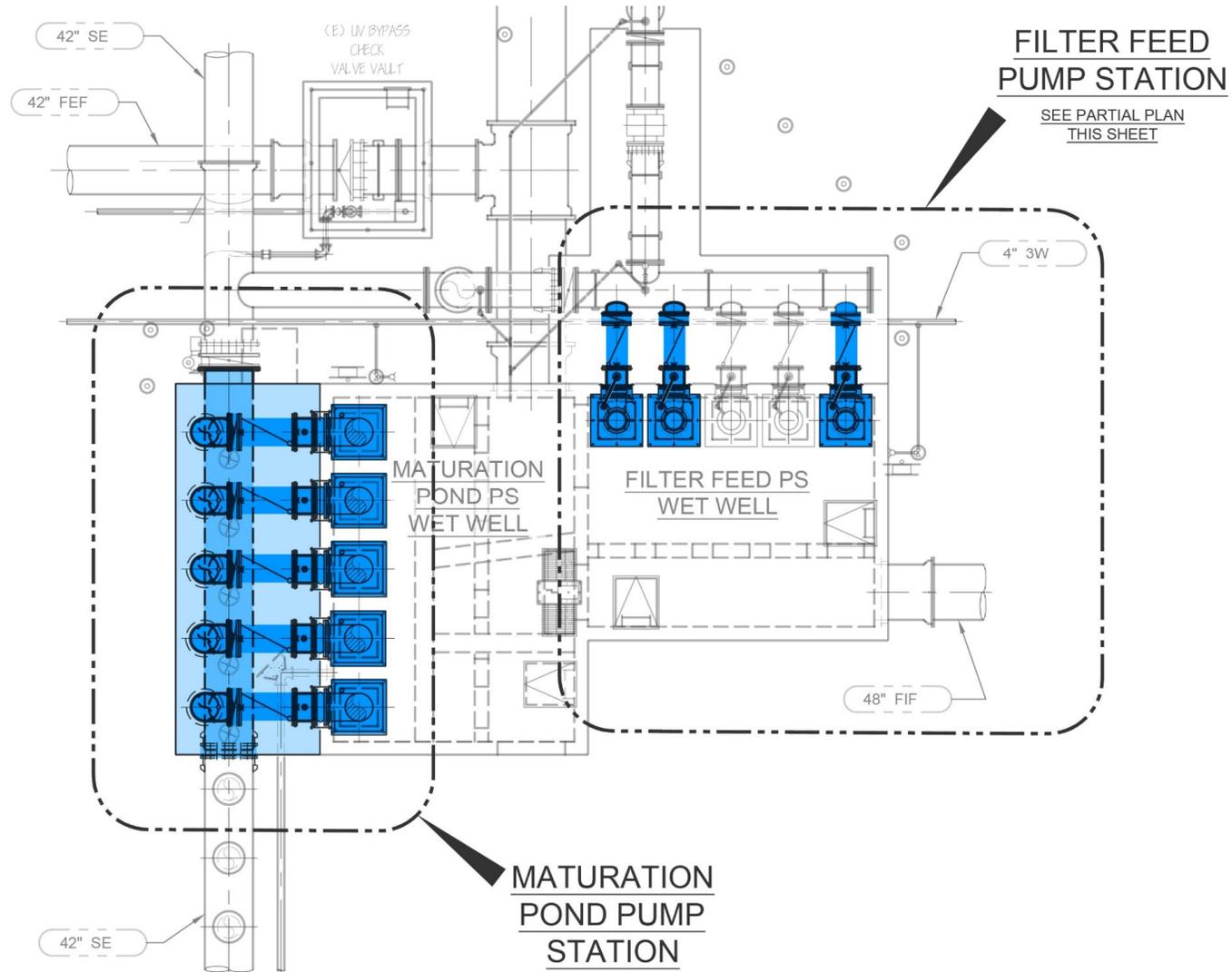


Existing Oxidation Ditch 3 Blowers

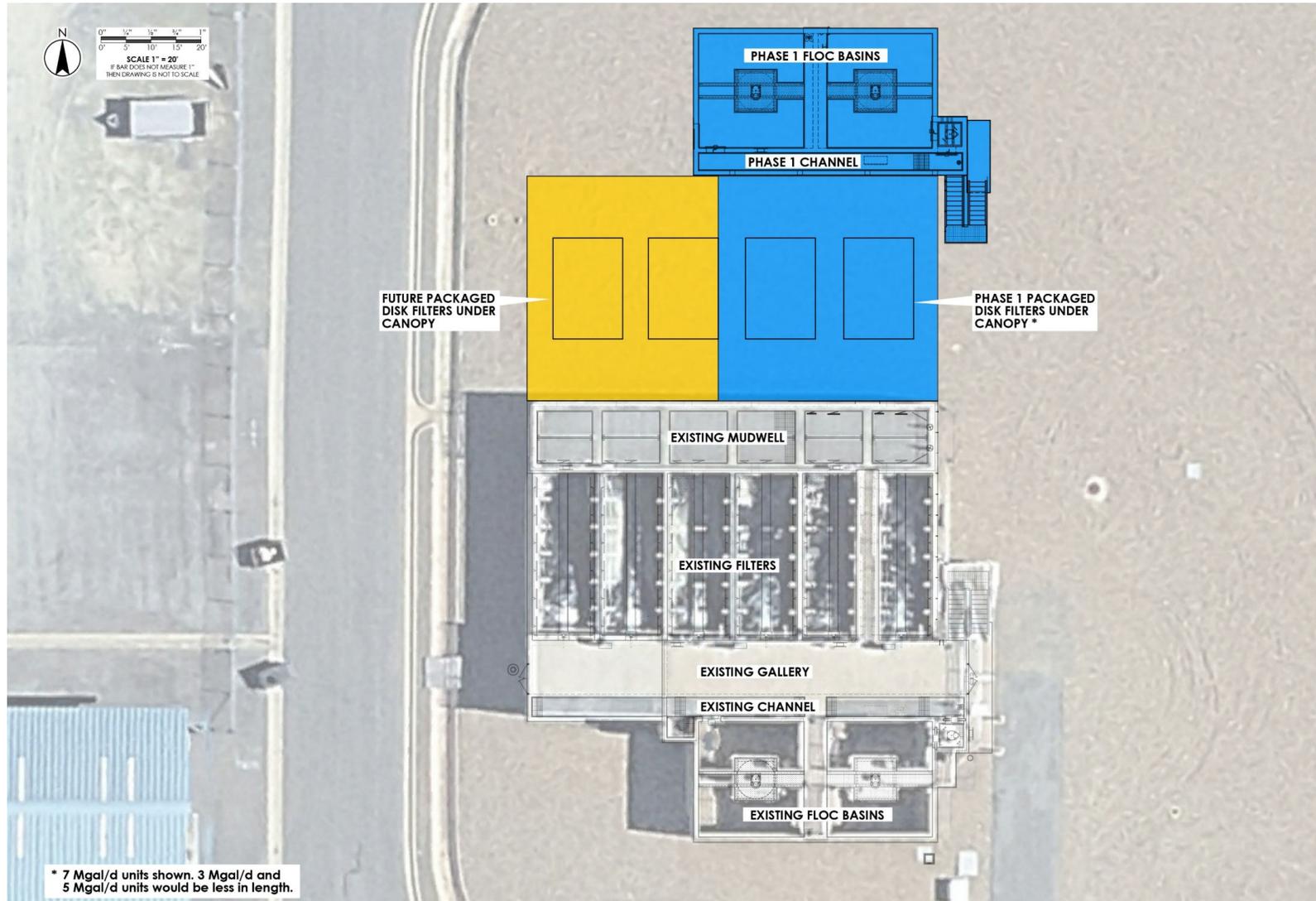




Existing Maturation Pond and Filter Feed Pump Stations Modifications

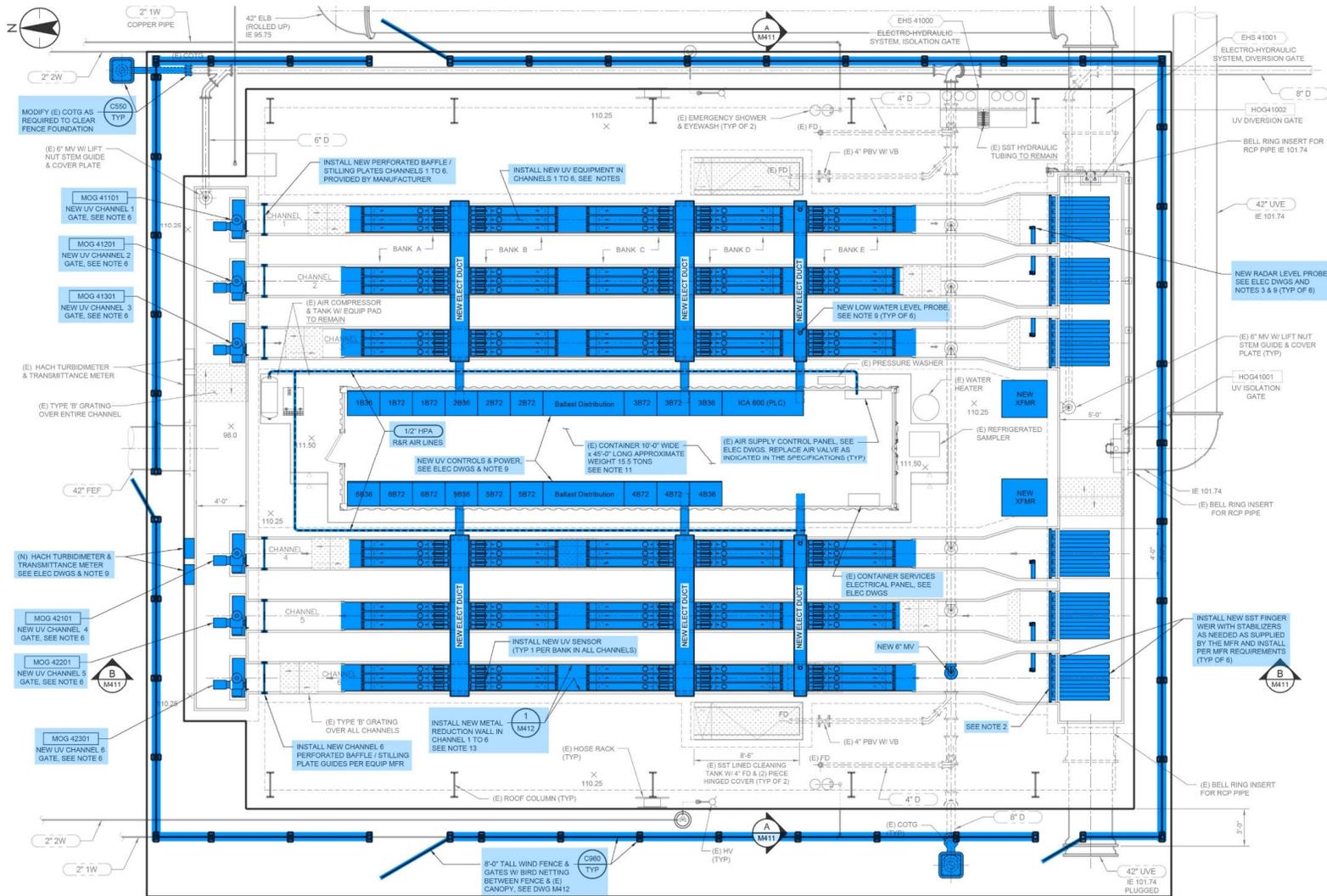


Tertiary Filters Packaged Cloth Media Disk Filter Layout





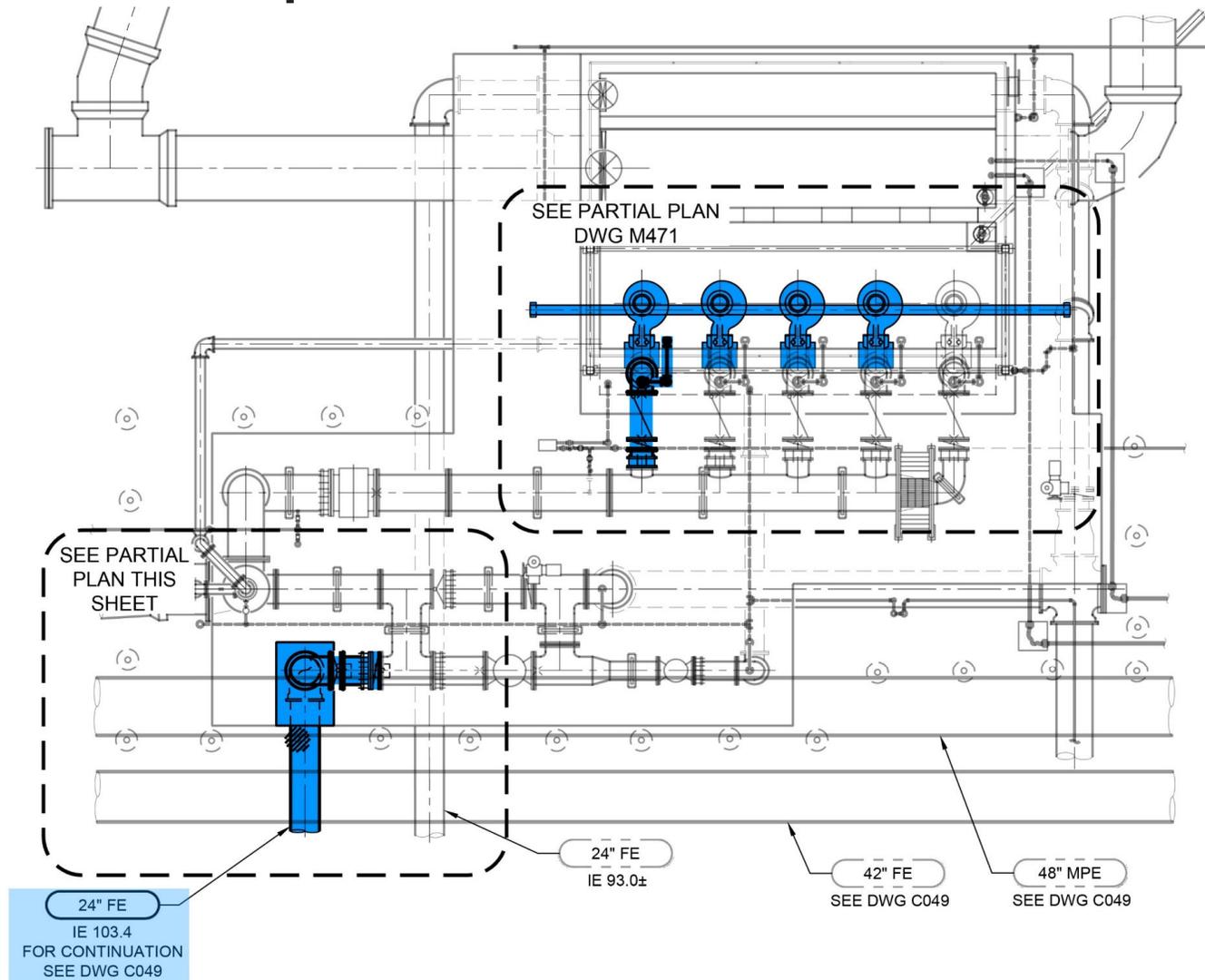
Existing UV Disinfection System Modifications



- NOTES:**
1. ALL EXPOSED STAINLESS STEEL AIR PIPING SHALL BE INSULATED. BURIED STAINLESS STEEL PIPING SHALL BE WRAPPED WITH GEOTEXTILE FABRIC. SEE SPECIFICATION.
 2. EXISTING KNOCK OUT WALL IN CHANNEL 6 TO BE DEMOLISHED.
 3. FINAL WEIR DESIGN SHALL BE PER MANUFACTURER'S RECOMMENDATIONS. WEIRS TO BE INSTALLED IN ACCORDANCE WITH MANUFACTURER'S RECOMMENDATION.
 4. UV EQUIPMENT INSTALLATION, CONDUIT AND PIPING CONNECTION TO ELECTRICAL DUCT AND CONTAINER SHALL BE IN ACCORDANCE WITH MANUFACTURER'S RECOMMENDATION.
 5. GRATINGS ADJACENT TO GATES TO BE SUPPORTED WITH 2" x 2" x 1/4" ANGLE WELDED TO GATE PER GATE. MANUFACTURER'S RECOMMENDATION.
 6. REPLACE INLET GATES. REFER TO PROJECT SPECIFICATIONS FOR DETAILS. CONCRETE SHALL BE REPAIRED AS REQUIRED. INSTALL ELECTRIC OPERATORS FOR MOG-41001, MOG-41002, MOG-41101, MOG-41201, MOG-41301, MOG-42101, MOG-42201, AND MOG-42301 SHALL REMAIN BUT SHALL INCLUDE NEW REMOTE POSITION TRANSMITTERS. SEE SPECIFICATION 15135.
 7. REFER TO SPECIFICATIONS FOR REQUIRED UV DISINFECTION SYSTEM FOR DESIGN CRITERIA AND ANCILLARY EQUIPMENT REQUIRED.
 8. REFER TO PROJECT SPECIFICATIONS FOR ANALYZERS, CABLES, INSTRUMENTS TO BE REPLACED.
 9. REPLACE ELECTRICAL INSTRUMENTATION AND CONTROLS EQUIPMENT AS INDICATED IN THE SPECIFICATIONS FOR CHANNELS 1 THROUGH 5. ADD ALL REQUIRED ELECTRICAL AND INSTRUMENTATION AND CONTROLS EQUIPMENT TO CHANNEL 6. REFER TO ELECTRICAL AND INSTRUMENTATION DRAWINGS AS WELL AS SPECIFICATIONS FOR SCOPE OF SUPPLY.
 10. REFER TO SPECIFICATIONS FOR CONSTRUCTION PHASING REQUIREMENTS.
 11. THE EXISTING EQUIPMENT ENCLOSURE SHALL BE RECOATED PER SPECIFICATION 09900.
 12. THE EXISTING CHANNELS 1-6 SHALL BE RECOATED IN ALL LOCATIONS NOT COVERED BY THE NEW SST PLATES. INCLUDING THE INTERFACE BETWEEN THE WEIR AND THE CHANNEL WALL AS WELL AS WHERE THE CHANNEL 6 PONY WALL WILL BE REMOVED PER SPECIFICATION 09900.
 13. STAINLESS STEEL CHANNEL WALL TO BE INSTALLED PER MANUFACTURER'S SPECIFICATIONS.
 14. DAMAGES TO ANY EXISTING FACILITIES SHALL BE REPAIRED AT THE CONTRACTOR'S EXPENSE. ANY CONCRETE REPAIR SHALL BE IN ACCORDANCE WITH SPECIFICATIONS 03071, 03072, 03100, AND 03700.

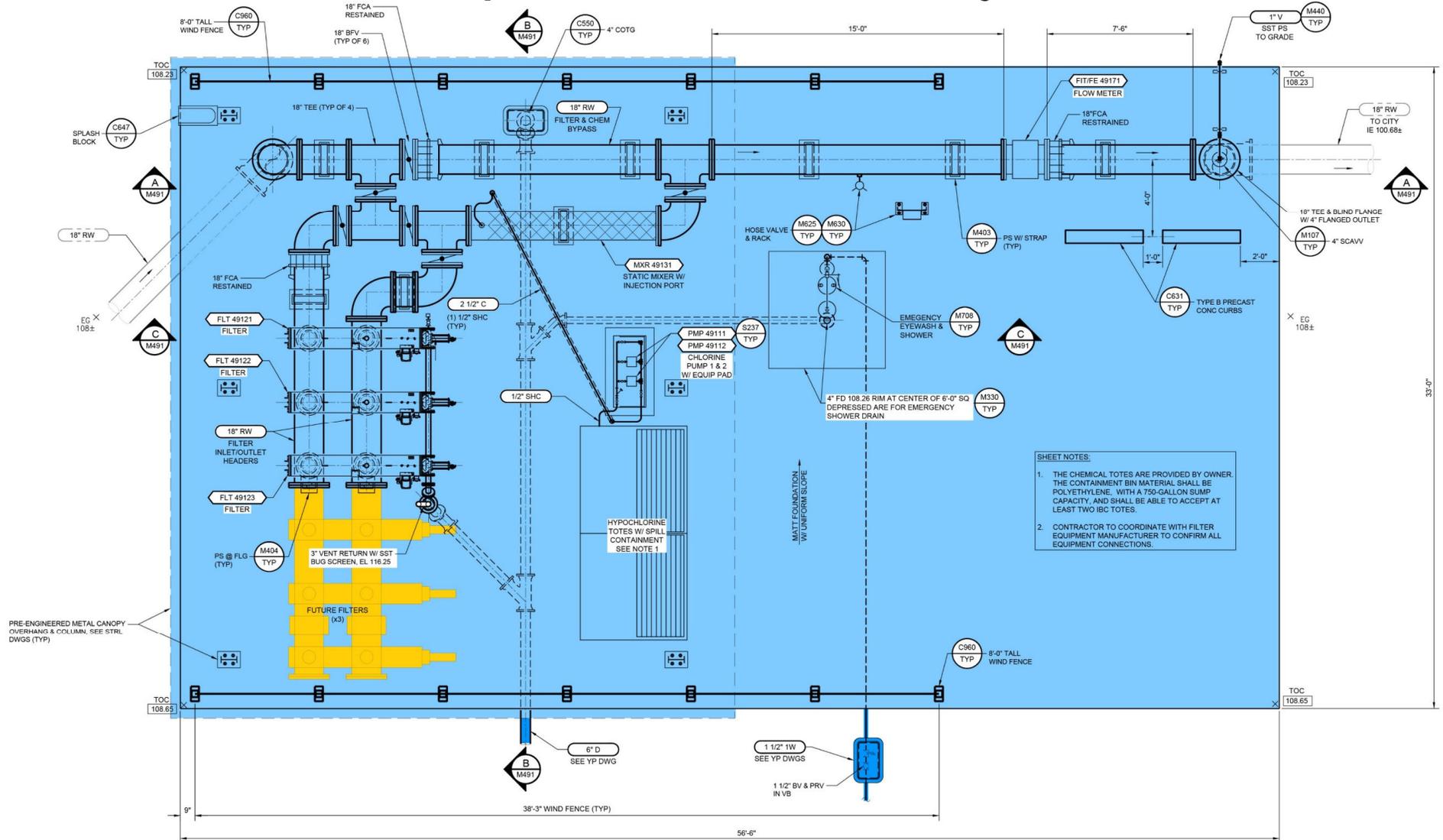


Existing Effluent Pump Station Modifications



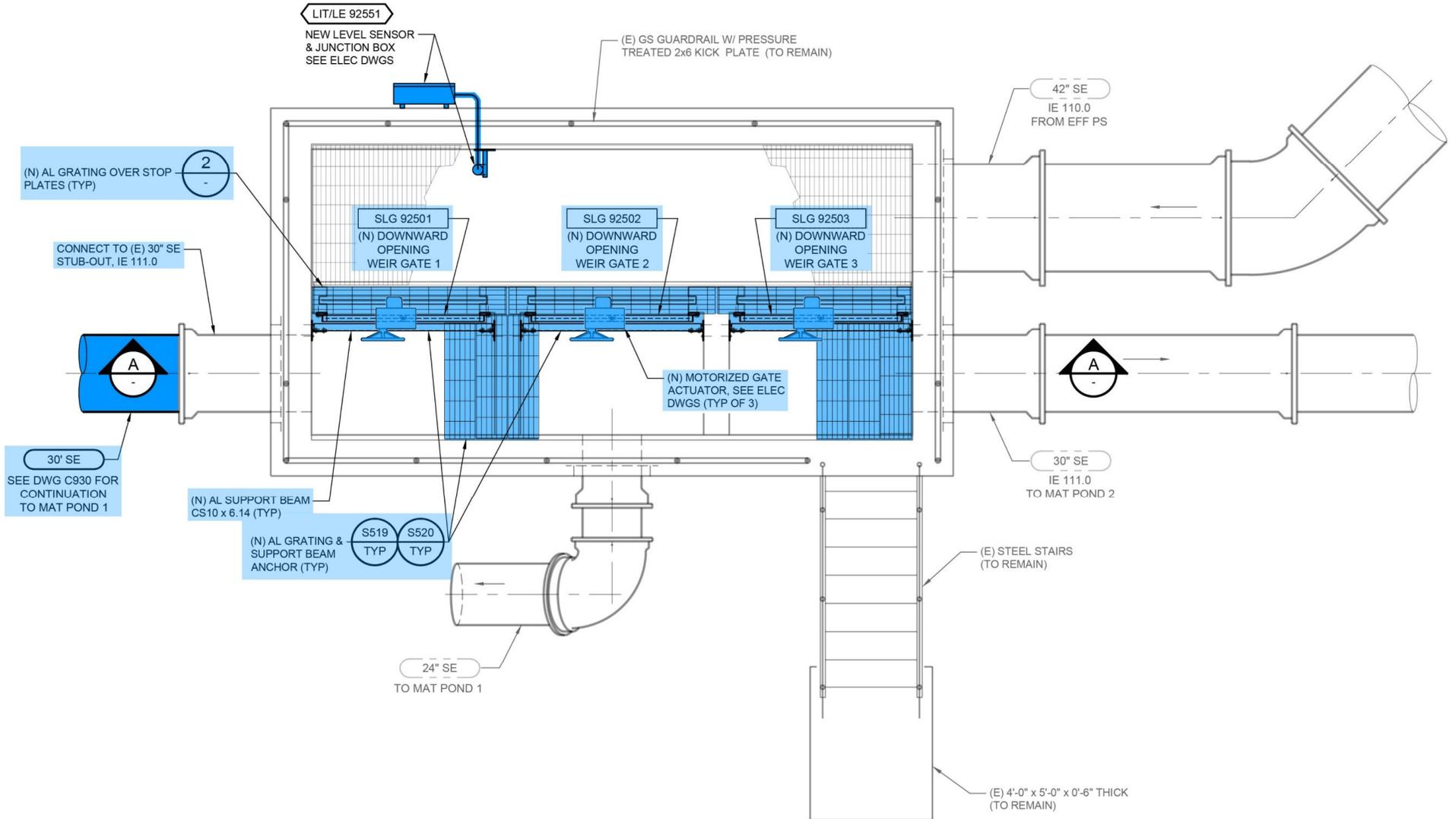


18" Reclaimed Water Pipeline Filter, Chemical Injection and Meter Plan





Existing Maturation Ponds Inlet Structure Modifications





Component Contribution to Increased Capacity

IMPROVEMENT COMPONENT	ADWF	PHF
New Influent Pumps		X
New Influent Screen – installed as a standalone improvement		X
New Vortex Grit Removal Basin	X	X
New Maturation Pond Pumps		X
Existing Maturation Ponds Inlet Structure Modifications	X	X
New Maturation Pond Effluent Pump Station (allows use of Maturation Ponds for Flow Equalization)		X
New Filter Feed Pumps		X
New Filters and Rapid Mixer		X
New UV Disinfection Equipment	X	X
New Effluent Pumps		X
18” Reclaimed Water Pipeline Filter, Chemical Injection and Meter Plan	X	X
Existing Solids Holding Tank No.1 Modifications	X	X



Next Steps

- Complete Tertiary Filter Redesign and Code Revision – 100% Design Completion - Summer 2026
- Bid Construction – Fall 2026
- Construction will take approximately 2 years – 2027 Start
- Funding could impact bidding/start schedule

**LiSWA should retain Construction Management Services
Fall/Winter 2026**



MEMORANDUM

LINCOLN-SMD1 WASTEWATER AUTHORITY

TO: LISWA BOARD OF DIRECTORS DATE: MARCH 13, 2026
FROM: JIM MULLIGAN, GENERAL MANAGER
SUBJECT: AMENDMENT NUMBER 2 TO STANTEC PROFESSIONAL SERVICES AGREEMENT

RECOMMENDED ACTION

Authorize the General Manager to execute Amendment Number 2 to Stantec's professional design services agreement of the Wastewater Treatment and Reclamation Facility Improvement Project in the amount of \$542,000.

BACKGROUND

In September 2023, LiSWA entered into a Professional Services Agreement with Stantec for design of the Phase 1 Improvements Project

Since that time, several important developments have required modifications to the current design package:

1. Replacement of the originally proposed tertiary sand filters with cloth disk filters.
2. Updates to the structural and electrical plans and specifications to comply with the 2026 California Building Code (CBC) requirements.
3. Additional support for the State Revolving Fund (SRF) loan application and updated project cost estimates.

Amendment No. 2 formalizes these additional services and establishes a revised not-to-exceed fee of \$542,000

JUSTIFICATION FOR CLOTH DISK FILTER REDESIGN

The existing tertiary sand filter technology is no longer supported by the manufacturer beyond 2026. In addition, cloth disk filters have become widely adopted across the wastewater industry due to improved reliability, lower maintenance and energy requirements, and enhanced operator safety.

At the request of LiSWA, Stantec completed a cloth media filter evaluation and technical analysis to compare alternatives. The Technical Advisory Group (TAG) reviewed the evaluation and agreed that cloth disk filters represent the most appropriate and forward-looking solution for the Phase 1 Improvements Project.

In 2025, LiSWA and Jacobs staff conducted site visits and interviews at two northern California wastewater treatment facilities currently operating cloth disk filter systems. These visits provided first-hand operational insight. Both agencies highly recommend cloth disk filters based on:

- Reduced operator oversight requirements
- Lower routine maintenance demands
- Elimination of sand media purchase and handling
- Improved safety conditions for plant personnel
- Reduced long-term energy and operating costs

Cloth disk filters also provide greater filtration capacity and operational flexibility. The selected configuration allows for future expansion, with the ability to add additional cloth filter units to meet increased future flows. Based on the technical evaluation, industry experience, and peer agency feedback, staff recommends proceeding with the cloth disk filter redesign.

The redesign effort includes preparation of new and modified structural, mechanical, electrical, P&ID, and specification documents to fully integrate the cloth disk filter system into the Phase 1 Improvements package. The TAG also reviewed the scope and costs of Amendment Number 2 and provided comments to LiSWA staff. These comments will be incorporated into the redesign process and TAG members will be invited to participate in and contribute to the design meetings.

CALIFORNIA BUILDING CODE (CBC) UPDATES

The Phase 1 Improvements design is anticipated to be finalized in summer 2026. New CBC structural and electrical code requirements took effect January 1, 2026, requiring updates to completed drawings and specifications to maintain compliance.

Amendment Number 2 includes updating the structural and electrical drawings and specifications to meet the new CBC requirements. Completing these updates now avoids potential permitting delays, redesign costs during construction, and regulatory compliance issues.

STATE REVOLVING FUND (SRF) LOAN APPLICATION

As discussed at the last LiSWA Board Meeting, staff are working on preparing a loan application for SRF funds. Technical information is required as part of the SRF submittal. LiSWA has requested Stantec be available to support staff in developing and reviewing the technical package of the loan application.

SCOPE AND COST BREAKDOWN

The Amendment expands the scope of engineering design services to include redesign of the tertiary filters, CBC compliance updates, SRF funding support, updated cost estimates, and project management. Funds for this amendment are included in the approved FY 25-26 capital improvement budget.

Task No.	Task Name	Amount
1	Update Project Cost Estimate	\$10,033.00
2	Design of Cloth Media Filters	\$284,719.20
3	Code Updates for drawings and specs	\$179,567.48
4	SRF Loan Application Support	\$50,000.00
5	Project management and Meetings	\$17,680.32
	Total	\$542,000.00
	Currently Authorized Budget	\$2,407,313.00
	New Budget	\$2,949,313.00

CONCLUSION

Amendment Number 2 is necessary to modernize the Phase 1 Improvements Project, ensure regulatory compliance, and position LiSWA with a safer, more reliable, and more cost-effective tertiary filtration system. The transition to cloth disk filters is supported by industry standards, peer agency experience, and the LiSWA Technical Advisory Group. Updating the plans and specifications to meet 2026 CBC requirements ensures the project remains permit-ready and construction-ready. Additionally, SRF funding support strengthens LiSWA's financing strategy.

For these reasons, staff recommends the Board authorize the General Manager to execute Amendment No. 2 with Stantec in the amount of \$542,000.

ATTACHMENTS

LiSWA Amendment Number 2 to Professional Services Agreement

LISWA AMENDMENT NUMBER 2 TO PROFESSIONAL SERVICES AGREEMENT

This Amendment is made and entered into this ___ day of _____ in the year _____, between the **Lincoln-SMD 1 Wastewater Authority**, hereinafter referred to as (“AUTHORITY” or “CLIENT”), and Stantec, hereinafter referred to as “STANTEC”. The AUTHORITY and STANTEC are sometimes referred to herein as a “PARTY” and collectively as the “PARTIES”. This Agreement Amendment is made with reference to the following facts:

WHEREAS, the PARTIES executed a PROFESSIONAL SERVICES AGREEMENT (“AGREEMENT”) for Lincoln Wastewater Treatment and Reclamation Facility (“Facility”) on 21 September 2023.

WHEREAS, AUTHORITY has requested additional services to:

- a. Redesign the tertiary filters for the Phase 1 Improvement Project using cloth media filters
- b. Update the Phase 1 Improvement Project design package to comply with the new California Building Code requirements for structural and electrical design
- c. Provide engineering support for the SRF loan application
- d. Update the opinion of probable construction cost for the revised Phase 1 Improvement Project
- e. Provide necessary meetings and project management services associated with items a through d

WHEREAS, the PARTIES now wish to amend the AGREEMENT to expand the scope of services to allow for the preparation of the CEQA Addendum and to perform a cloth filter evaluation.

NOW, THEREFORE, the PARTIES hereto agree that the above recitals are true and correct, and further as follows:

1. Except as provided herein, the terms used in this Amendment shall have the same meaning as the same terms have in the AGREEMENT.

2. The AGREEMENT is hereby amended as follows:

- a. CLIENT Representative shall hereby be changed to Jim Mulligan, General Manager
Email: jmulligan@westyost.com
- b. DESCRIPTION OF WORK is hereby amended to add:

“STANTEC shall undertake and complete the additional work as set forth and described in the documents attached hereto and referred to as **Exhibit “A-1”**. The CONSULTANT shall perform the services as described in **Exhibit “A-1”** in a manner compatible with the standards of its profession and shall produce a fully complete Project that is acceptable to the CLIENT.

CLIENT hereby gives STANTEC notice to proceed with the additional work in the manner described in **Exhibit “A-1”**, as of the effective date of this Amendment. STANTEC shall diligently proceed with the additional work as set forth in **Exhibit**

“A-1” and agrees to compete said work within the time period set forth in **Exhibit “A-1”**.

c. COMPENSTATION is hereby amended to add:

“STANTEC agrees to accept a sum not to exceed five hundred forty-two thousand Dollars (\$542,000.00) as full remuneration for performing the additional services as described in **Exhibit “A-1”** and for performance by STANTEC of all duties and obligations under this Amendment. With this Amendment, the total costs for services under the Agreement shall not exceed two million nine hundred forty-nine thousand three hundred thirteen Dollars (\$ 2,949,313.00).

3. Except as provided herein, all other terms and provision of the AGREEMENT shall remain in full force and effect.

IN WITNESS WHEREOF, the PARTIES, through their authorized representatives, have executed this Amendment No. 2 to AGREEMENT as of the day and year first written above.

STANTEC

**LINCOLN-SMD 1 WASTEWATER
AUTHORITY**

By Steven L. Beck

By _____

Print Name: Steve Beck

Print Name: Jim Mulligan

Title: Principal

Title: General Manager

EXHIBIT "A-1"
SCOPE OF SERVICES

EXHIBIT A-1



Stantec Consulting Services Inc.
2250 Douglas Blvd., Suite 250
Roseville, CA 95661

November 5, 2025

Project/File: 184031796

Lincoln SMD 1 Wastewater Authority

Jim Mulligan, General Manager

jmulligan@westyost.com

(916) 684-4719

Dear Mr. Mulligan,

Reference: Cloth Media Filter Design and Code Updates for the LiSWA WWTRF Phase 1 Improvements Project

We are pleased to submit this proposal to redesign the tertiary filters and update the CBC code requirements for the LiSWA WWTRF Phase 1 Improvements Project.

The proposed scope of study is set forth below.

Proposed Scope

Task 300.001 – Updated Project Cost Estimate

Stantec will update the engineers' estimate of probable costs for cloth media filters and CBC code modifications to the structural and electrical drawings.

Task 300.002 – Tertiary Filter Redesign

Stantec will redesign the tertiary filters for the LiSWA WWTRF Phase 1 Improvements Project using cloth media filters. The redesign is estimated to include 23 new drawings including 8 structural, 7 mechanical, 21 electrical and 8 P&ID drawings. Civil, yard piping and typical drawings including gate, piping and electrical conduit schedules will also require modifications. A new filter specification and modification to other specification sections will also be required. After receiving comments on the updated drawings and specifications, Stantec will include the revised drawings and specifications with the final LiSWA WWTRF Phase 1 Improvements Project.

Task 300.003 – Update code requirements for structural and electrical design

It is anticipated that the Phase 1 Improvements Drawings and Specifications will not be finalized until 2026. This will require that the completed structural and electrical drawings and specifications be modified to the new CBC codes requirements that go into effect on January 1, 2026. Stantec will update the structural and electrical drawings and specifications to comply with the new code requirements.

Reference: Cloth Media Filter Design and Code Updates for the LiSWA WWTRF Phase 1 Improvements Project

Task 300.004 – SRF Funding Application Support

For the SRF Funding Application, Stantec will review missing information, locate any supporting reports and develop a report that addresses the data gaps.

Task 300.005 – Meetings and Project Management

Stantec will participate in two virtual progress meetings with LiSWA staff. The first progress meeting will be held to discuss the updated cost estimate and the second meeting will be to review the updated drawings.

Fee Estimate

The proposed study would be completed on a time and material basis for an estimated fee of **\$542,000**, not to be exceeded without prior LiSWA approval. See the attached work breakdown structure spreadsheet with the estimated staff hours and budget for each task.

Best regards,

Stantec Consulting Services Inc.

A handwritten signature in blue ink that reads "Steven L. Beck". The signature is written in a cursive style and is positioned above a thin orange horizontal line.

Steven L. Beck PE
Senior Principal
Phone: (916) 826-3665
steve.beck@stantec.com

stantec.com

Attachment: WBS, Rate Table

FEE ESTIMATE - LtSWA WWTRF Phase 1 Improvements Cloth Media Filters

	Project Manager	QA/QC	Lead Project Engineer	Civil Engineer	Civil Engineer	Senior Designer	PM Assistant	ODCs	Complete Structural Engineering	Control Point Electrical Engineering
Name	Beck, Steven	Hauser, Jeff	Cohen, Beth	Aronow, Gabe	Padilla, Mitchell	Bartos, Andy	Herrera, Olivia			
Billing Level	Level 18	Level 18	Level 17	Level 18	Level 11	Level 12	Level 07			
Project Billing Rate (T&M)	\$302.00	\$302.00	\$301.00	\$302.00	\$219.00	\$231.00	\$179.00	\$1.00	\$1.10	\$1.10
Total Units (T&M)	160.00	88.00	116.00	80.00	230.00	180.00	53.00	2,291.04	194,220.00	72,690.00
Fee (T&M)	\$48,320.00	\$26,576.00	\$34,916.00	\$24,160.00	\$50,370.00	\$41,580.00	\$9,487.00	\$2,291.04	\$213,642.00	\$79,959.00
Escalation (T&M)	\$2,187.31	\$1,231.97	\$1,504.33	\$1,208.00	\$2,177.30	\$1,932.82	\$457.23	\$0.00	\$0.00	\$0.00
Total Fee (T&M)	\$50,507.31	\$27,807.97	\$36,420.33	\$25,368.00	\$52,547.30	\$43,512.82	\$9,944.23	\$2,291.04	\$213,642.00	\$79,959.00

Project Summary	Hours	Labour	Expense	Subs	Total
Fixed Fee	0.00	\$0.00	\$0.00	\$0.00	\$0.00
Time & Material	907.00	\$246,107.96	\$2,291.04	\$293,601.00	\$542,000.00
Total	907.00	\$246,107.96	\$2,291.04	\$293,601.00	\$542,000.00

Task Code	Task Name	Start Date	End Date	Units								
302	Cloth Media Filter Design and Code Updates	2025-12-15	2026-06-16									
302.001	Update Project Cost Estimate	2025-12-15	2025-12-19	8.00	8.00			16.00		500.00	1,050.00	
302.002	Design of Cloth Media Filters	2025-12-19	2026-06-16	52.00	80.00	76.00		210.00	180.00	16.00	1,500	45,220.00
302.003	Update Codes for Drawings and Specs	2025-12-19	2026-06-16	16.00		16.00				500	148,500.00	5,110.00
302.004	SRF Funding Support	2026-02-17	2026-06-16	60.00			80.00			29.00	155	
302.005	Project Management and Meetings	2025-12-15	2026-06-16	24.00	8.00	16.00		4.00		8.00	136	

Task Type	Hours	Labour	Expense	Subs	Total
Time & Material	907.00	\$246,107.96	\$2,291.04	\$293,601.00	\$542,000.00
Time & Material	32.00	\$8,328.00	\$0.00	\$1,705.00	\$10,033.00
Time & Material	614.00	\$160,294.20	\$1,500.00	\$122,925.00	\$284,719.20
Time & Material	32.00	\$10,096.48	\$500.00	\$168,971.00	\$179,567.48
Time & Material	169.00	\$49,844.55	\$155.45	\$0.00	\$50,000.00
Time & Material	60.00	\$17,544.73	\$135.59	\$0.00	\$17,680.32

SCHEDULE OF BILLING RATES – 2025 (USD)

Billing Level	Hourly Rate	Description
3 4 5	\$133 \$141 \$158	<p>Junior Level position</p> <ul style="list-style-type: none"> <input type="checkbox"/> Independently carries out assignments of limited scope using standard procedures, methods and techniques <input type="checkbox"/> Assists senior staff in carrying out more advanced procedures <input type="checkbox"/> Completed work is reviewed for feasibility and soundness of judgment <input type="checkbox"/> Graduate from an appropriate post-secondary program or equivalent <input type="checkbox"/> Generally, one to three years' experience
6 7 8	\$165 \$179 \$187	<p>Fully Qualified Professional Position</p> <ul style="list-style-type: none"> <input type="checkbox"/> Carries out assignments requiring general familiarity within a broad field of the respective profession <input type="checkbox"/> Makes decisions by using a combination of standard methods and techniques <input type="checkbox"/> Actively participates in planning to ensure the achievement of objectives <input type="checkbox"/> Works independently to interpret information and resolve difficulties <input type="checkbox"/> Graduate from an appropriate post-secondary program, with credentials or equivalent <input type="checkbox"/> Generally, three to six years' experience
9 10 11	\$195 \$204 \$219	<p>First Level Supervisor or first complete Level of Specialization</p> <ul style="list-style-type: none"> <input type="checkbox"/> Provides applied professional knowledge and initiative in planning and coordinating work programs <input type="checkbox"/> Adapts established guidelines as necessary to address unusual issues <input type="checkbox"/> Decisions accepted as technically accurate, however may on occasion be reviewed for soundness of judgement <input type="checkbox"/> Graduate from an appropriate post-secondary program, with credentials or equivalent <input type="checkbox"/> Generally, five to nine years' experience
12 13 14	\$231 \$241 \$261	<p>Highly Specialized Technical Professional or Supervisor of groups of professionals</p> <ul style="list-style-type: none"> <input type="checkbox"/> Provides multi-discipline knowledge to deliver innovative solutions in related field of expertise <input type="checkbox"/> Participates in short and long range planning to ensure the achievement of objectives <input type="checkbox"/> Makes responsible decisions on all matters, including policy recommendations, work methods, and financial controls associated with large expenditures <input type="checkbox"/> Reviews and evaluates technical work <input type="checkbox"/> Graduate from an appropriate post-secondary program, with credentials or equivalent <input type="checkbox"/> Generally, ten to fifteen years' experience with extensive, broad experience
15 16 17	\$274 \$292 \$301	<p>Senior Level Consultant or Management</p> <ul style="list-style-type: none"> <input type="checkbox"/> Recognized as an authority in a specific field with qualifications of significant value <input type="checkbox"/> Provides multi-discipline knowledge to deliver innovative solutions in related field of expertise <input type="checkbox"/> Independently conceives programs and problems for investigation <input type="checkbox"/> Participates in discussions to ensure the achievement of program and/or project objectives <input type="checkbox"/> Makes responsible decisions on expenditures, including large sums or implementation of major programs and/or projects <input type="checkbox"/> Graduate from an appropriate post-secondary program, with credentials or equivalent <input type="checkbox"/> Generally, more than twelve years' experience with extensive experience
18 19 20 21	\$302 \$313 \$324 \$344	<p>Senior Level Management under review by Vice President or higher</p> <ul style="list-style-type: none"> <input type="checkbox"/> Recognized as an authority in a specific field with qualifications of significant value <input type="checkbox"/> Responsible for long range planning within a specific area of practice or region <input type="checkbox"/> Makes decisions which are far reaching and limited only by objectives and policies of the organization <input type="checkbox"/> Plans/approves projects requiring significant human resources or capital investment <input type="checkbox"/> Graduate from an appropriate post-secondary program, with credentials or equivalent <input type="checkbox"/> Generally, fifteen years' experience with extensive professional and management experience

Expert Witness Services carry a 50% premium on labor. Overtime will be charged at 1.5 times the standard billing rate. All labor rates will be subject to annual increase.