HPUD FY 2025-2026 BUDGET ASSUMPTIONS

New Development and Service Connections				
Description	**Water**	**Sewer**	**Parks and Recreation**	**Trash**
New Development and Service Connections	Heber del Sol & Miraluz 48 + 64 units; Westwind 4"	Heber del Sol & Miraluz 48 + 64 units; Westwind 4"	Childrens park (parking rent) and Chemicals	Heber del Sol & Miraluz 48 + 64 units
Rate Adjustment				
Description	**Water**	**Sewer**	**Parks and Recreation**	**Trash**
A Rate Study Must Be Prepared in FY 2025-26				Proposed Increase for 2025-26 Current Rate: 25.05 **Increase: $ 0.83** New Rate 25-26: $25.88 (Approved 04/10/25 effective 07/01/25 Minimal impact to HPUD's Franchise Fee, which is 10% of gross revenue, which is about $58K per year.
Personnel Costs				
Description	**Water**	**Sewer**	**Parks and Recreation**	**Trash**
Salary Increase - Includes a 3% increase FY 25-26, and 2% step increase				
Medical Insurance Cost - anticipated to increase approximately 9% from the last budget.				
Part-time Positions			Part- Time Recreation Coordinator: $17,000 per year.	
Workers' Comp Rate same amount FY 2025-26 $35,752. Liability Ins. with SDRMA increase 11.6% ($207,921)				
CALPERS 25-26 RATES: same 7.87%	The Unfunded liability for CalPERS in FY 2025-26 is $96,611			
Administrative Overhead Pro-rated Share				
Description	**Water**	**Sewer**	**Parks and Recreation**	**Trash**
All Administrative Costs that are not Specific to Enterprise Funds are shared according to this formula except the following.	40% water	40% sewer	16% parks	4% Trash Fund

HPUD FY 2025-2026 BUDGET ASSUMPTIONS

Public Outreach: Public Outreach (Fall Fiesta, Easter, Christmas) expenditures: 25-26 will budget the amount of $20,000.			100% share of total cost = $20,000	
New Equipment Purchases				
Description	**Water**	**Sewer**	**Parks & Rec**	**Trash**
Various Equipment replacement costs. In water fund these will be funded through Short Lived Asset Replacement Fund. In sewer these will be charged to the Equipment Replacement Fund. Both of these funds are required by our lender and must be funded each year. Equipment List attached:				
Increase in Expenditures				
Description	**Water**	**Sewer**	**Parks and Recreation**	**Trash**
Increase in Expenditures expected of 3.5%				
Increase in Utilities 4% from last budget				
Chemicals increase of 5% from last budget (last year budget increased 25%)				
Uniforms Increase 10% from last budget				
Debt Coverage Ratio				
Description	**Water**	**Sewer**	**Parks and Recreation**	**Trash**
Lender Requirement to ensure the debt is paid. Net Operating Revenues Divided by Debt equals Debt Coverage Ratio. HPUD has a required Debt Coverage Ratio of 1.2.	HPUD must maintain a debt coverage ratio of 1.2	HPUD must maintain a debt coverage ratio of 1.2	No Debt - Not Required	No Debt - Not Required

FISCAL YEAR 2025-2026 WATER FUND
COMPARATIVE INCOME STATEMENT
WATER FUND

FTE : 5.40

	REVENUE	FY 2020-21 ACTUAL	FY 2021-22 ACTUAL	FY 2022-23 ACTUAL	FY 2023-24 ACTUAL	PROJECTED FY 2024-25	VARIANCE 24-25 Less 23-24	FY 2025-26 BUDGET	VARIANCE FY 25-26 Budget Less FY24-25 Projected Actuals
	NON OPERATING REVENUES								
4050	Developer/Admin Fees- 15% (Imp Ctr)	-	-	0	0	148,176	148,176	0	(148,176)
4120	Capacity Fees	6,174	55,566	0	0	494,364	494,364	0	(494,364)
4620	State Grant Revenue - COVID		196,454	78,119	0	0	0	0	0
	SUB TOTAL NON OPERATING REVENUES	**118,674**	**252,020**	**78,119**	**0**	642,540	**642,540**	**0**	**0**
	OPERATING REVENUES								
4211	Administration fees		-	0	0	0	0	0	0
4221	Residential	1,240,838	1,254,806	1,248,850	1,256,160	1,258,662	2,502	1,261,500	2,838
4222	Multi-Residential	95,772	102,335	100,252	103,293	114,978	11,685	140,000	25,022
4223	Commercial	26,320	28,125	29,548	29,730	25,320	(4,410)	30,200	4,880
4224	Industrial	103,271	104,215	81,331	100,794	91,912	(8,882)	102,300	10,388
4225	Public Agencies	118,807	107,795	102,849	112,033	113,108	1,075	118,000	4,892
4227	Fire Hydrants (Imperial Center)	8,247	18,993	15,028	12,860	12,593	(267)	13,300	707
4228	OSA Water	81,019	94,108	79,789	81,870	87,391	5,521	87,400	9
4231	New Service Fee	3,000	3,250	3,325	3,175	3,375	200	3,500	125
4232	Penalties - Late fees	0	28,050	75,630	82,460	41,260	(41,200)	42,000	740
4233	Reconnection Charge	0	1,525	4,430	8,180	9,660	1,480	9,660	0
4234	Miscellaneous (BACK-FLOW & NSF)	505	780	906	4,496	1,273	(3,223)	1,330	58
4702	Interest - LAIF	675	512	26,907	83,801	77,703	(6,098)	77,703	0
4708	Other Revenues	3,454	9,966	24,000	6,259	0	(6,259)	0	0
4760	Rent *Verizon-American Tower	8,631	9,707	9,973	10,298	10,607	309	10,890	283
4762	Lease Revenues	0	495	513	319	0	(319)	0	0
4770	Sale of Assets:	0	-	0	0	0	0	0	0
	Sub Total OPERATING Revenues	**1,690,539**	**1,764,662**	**1,803,332**	**1,895,727**	**1,847,841**	(47,886)	**1,897,783**	**49,942**
	TOTAL REVENUES	**1,809,213**	**2,016,681**	**1,881,451**	**1,895,727**	**2,490,381**	594,654	**1,897,783**	**49,942**

WATER FUND

	EXPENDITURES	FY 2020-21 ACTUAL	FY 2021-22 ACTUAL	FY 2022-23 ACTUAL	FY 2023-24 ACTUAL	PROJECTED FY 2024-25	VARIANCE 24-25 Less 23-24	FY 2025-26 BUDGET	VARIANCE FY 25-26 Budget Less FY24-25 Projected Actuals
5101-5114	SALARIES	395,109	405,311	419,293	473,124	428,759	(44,365)	468,900	40,141
5121-5134	FRINGE - BENEFITS	261,698	221,597	286,862	213,696	250,712	37,016	281,000	30,288
5138-5160	PERSONNEL (Uniforms, Shoes, Training)	7,127	13,838	14,339	18,681	20,227	1,546	17,700	(2,527)
5170	SPONSORSHIP	-	300	0	0	-	0	0	0
5218	PUBLIC OUTREACH	1,087	13,796	16,409	0	-	0	0	0
5220	RAW WATER PURCHASE	14,742	17,362	44,406	2,802	21,692	18,890	24,000	2,308
5250	CHEMICALS	71,796	92,236	100,854	108,761	137,000	28,239	144,300	7,300
5260	LABORATORY TEST SERVICES	14,797	15,341	16,634	6,902	10,000	3,098	10,000	0
5270	MATERIALS & SUPPLIES	22,328	9,568	24,985	20,643	25,000	4,357	25,000	0
5281	OFFICE SERVICES	42,827	38,726	29,187	41,815	40,000	(1,815)	40,500	500
5282	OFFICE SUPPLIES	4,643	7,180	8,040	6,767	9,000	2,233	9,000	0
5283	UB POSTAGE/MAILING	4,716	5,216	6,640	6,901	7,700	799	8,000	300
5289	MISCELLANEOUS	2,786	4,888	3,710	5,424	5,400	(24)	5,400	0
5290	MAINT & REPAIRS (Parks,Distrib,Collectior	79,762	80,370	71,771	72,512	44,461	(28,051)	44,500	39
5291	OPERATION EQUIP REP & MAINT	15,820	32,956	49,912	26,729	28,000	1,271	28,000	0
5292	AUTO & TRUCKS REP & MAINT	2,548	7,908	5,431	4,090	5,282	1,192	4,800	(482)
5293	OTHER EQUIP REP & MAINT	5,087	12,216	16,057	15,669	19,000	3,331	19,000	0
5294	PLANT LAB AND OFFICES REPAIR	3,941	2,097	750	965	2,400	1,435	2,400	0
5298	EQUIPMENT RENTAL	0	-	0	0	600	600	1,200	600
5301-5302	FUEL (Diesel and Gasoline)	4,722	8,082	7,326	5,439	6,000	561	7,600	1,600
5320	U/B BAD DEBT	0	-	0	0	0	0	0	0
5332	ACCOUNTING & AUDITING FEES	10,360	8,320	8,500	8,400	8,200	(200)	11,500	3,300
5334	ENGINEERING FEES	5,928	8,128	2,380	2,923	3,500	578	3,500	0
5336	LEGAL FEES	6,384	6,856	7,224	3,108	4,000	892	4,000	0
5337	COMPLIANCE - FEES & EXPENSES	0	200	456	0	0	0	0	0
5339	PLANNING CONTRACT FEES	5,879	1,203	0	0	0	0	0	0
5340	TEMP EMPLOYMENT SERVICES	4,288	-	4,152	0	3,200	3,200	3,200	0
5350-5351	BANK FEES/MERCHANT FEES	12,751	12,632	22,395	21,991	13,000	(8,991)	13,000	0
5360	LAFCO - EXPENDITURES SHARE	0	-	0	0	0	0	0	0
5361	MEMBERSHIP FEES	4,034	3,574	3,801	3,864	5,500	1,636	5,500	0
5363	LICENSES & PERMITS	9,594	7,947	7,564	8,907	23,168	14,261	10,000	(13,168)
5365	POLLUTION TESTS-HZDZ MAT DISP FEE	0	-	0	0	0	0	0	0
5401	GENERAL LIABILITY INSURANCE	43,500	45,472	67,651	74,859	73,146	(1,713)	83,200	10,054
5511-5603	UTILITIES	104,215	127,281	129,296	149,144	152,300	3,156	153,800	1,500
	TOTAL Operating Expenses	**1,162,470**	**1,210,599**	**1,376,025**	**1,304,114**	**1,347,248**	**43,134**	**1,429,000**	81,752

FISCAL YEAR 2025-26 TRASH FUND
COMPARATIVE INCOME STATEMENT
TRASH FUND - (SOLID WASTE)

FTE: 0.24

	REVENUE	FY 2020-21 ACTUALS	FY 2021-22 ACTUALS	FY 2022-23 ACTUALS	FY 2023-24 ACTUALS	FY 2024-25 PROJECTED	VARIANCE 24-25 Less 23-24	FY 2025-26 BUDGET	VARIANCE FY 25-26 Budget Less FY24-25 Projected Actuals
4708	Other Revenues/Admin fees		1,847	2,157	3,870	6,824	2,954	7,500	676
4421	Residential	357,018	371,547	390,632	452,002	468,262	16,260	474,700	6,438
4422	Multi-Residential	51,171	69,997	82,376	84,899	87,621	2,721	106,500	18,879
4423	Commercial	23,024	28,598	28,692	31,792	32,076	284	33,100	1,024
4424	Industrial	45,843	47,303	48,446	52,662	54,888	2,226	57,300	2,412
4425	Public Agencies	39,167	40,189	45,717	52,825	70,635	17,810	71,100	465
	C R & R - PAYMENTS	**-463,659**	**-503,020**	**-528,519**	**-603,645**	**-646,111**	(42,466)	**-675,200**	(29,089)
	Net Franchise Revenues	**52,564**	**56,462**	**69,501**	**74,405**	**74,195**	**(210)**	**$ 75,000**	**805**

FISCAL YEAR 2025-26 TRASH FUND

COMPARATIVE INCOME STATEMENT

	EXPENSES	FY 2020-21 ACTUALS	FY 2021-22 ACTUALS	FY 2022-23 ACTUALS	FY 2023-24 ACTUALS	FY 2024-25 PROJECTED	VARIANCE 24-25 Less 23-24	FY 2025-26 BUDGET	VARIANCE FY 25-26 Budget Less FY24-25 Projected Actuals
5101-5114	Salaries & Wages	16,880	17,328	19,347	18,610	20,019	1,409	22,100	3,490
5121-5134	Fringe Benefits	10,189	6,601	18,618	16,120	14,728	(1,392)	17,301	1,181
5150	Training/Travel & Conferences	200	1,033	62	500	500	-	773	273
5160	Mileage Reimb./Allowance	0	0	-	0	0	-	42	42
5170	Sponsorship/Contributions	0	0	-	0	0	-	0	0
5218	Public Outreach	1,275	47	1,042	0	0	-	0	0
5281	Office Services	1,289	3,833	1,610	2,800	2,100	(700)	4,044	1,244
5282	Office Supplies	390	935	1,102	92	800	708	942	850
5283	Postage	1,381	1,390	1,640	760	760	-	1,332	572
5294	Plant, lab, Office Repairs (Buildings)		0	-	0	0	-	0	0
5301	Fuel		0	-	0	0	-	0	0
5320	BAD DEBT	0	0	-	0	0	-	0	0
5332	Accounting/Auditing	0	832	850	165	840	675	1,150	985
5336	Legal	0	538	665	300	300	-	400	100
5340	Temp Employee	0	0	-	0	0	-	0	0
5351	Bank & Merchant fees	0	1,173	-	0	0	-	0	0
5360	Lafco - Expenditures Share	0	0	-	0	0	-	0	0
5361	Memberships	0	305	375	544	500	(44)	550	6
5401	General Liability Insurance	0	4,430	6,890	6,765	7,315	550	8,317	1,552
	TOTAL Operating Expenses	**$31,603**	**$38,444**	**$52,202**	**$46,656**	**$47,862**	**$1,206**	**$56,951**	**$10,295**

NET OPERATING	FY 2020-21 ACTUALS	FY 2021-22 ACTUALS	FY 2022-23 ACTUALS	FY 2023-24 ACTUALS	FY 2024-25 PROJECTED	VARIANCE 24-25 Less 23-24	FY 2025-26 BUDGET	VARIANCE FY 25-26 Budget Less FY24-25 Projected Actuals
Revenues	52,564	56,462	69,501	74,405	74,195	(210)	75,000	805
Expenses	31,603	38,444	52,202	46,656	47,862	1,206	56,951	10,295
Net Operating :	**20,961**	**18,018**	**17,300**	**27,749**	**26,332**	**(1,416)**	**18,049**	**(9,489)**

HEBER PUBLIC UTILITY DISTRICT

MATERIALS, SUPPLIES AND SERVICES DETAIL

Acct. No.	No.	Give a brief description of what Materials are included in each account and other comments.	PREVIOUS FY BUDGET	Actuals FY24-25	16% Parks		40% Water	40% Waste-Water	4% Solid Waste	100% Total	Proposed FY25-26
					FUNDS DISTRIBUTION						
5139	1	Safety Shoes	3,100	3,356	910		1,250	1,250	0	3,410	3,410
5140		Uniforms	11,103	9,365	1,954		4,885	4,885	489	12,213	12,213
5150	2	Training/Travel & Conferences	19,473	5,504	3,092		7,730	7,730	773	19,325	19,325
5151	3	Safety Training Harassment	7,809	6,070	1,249		3,124	3,124	312	7,809	7,809
5160	4	Mileage Reimb./Allowance	1,040	140	166		416	416	42	1,040	1,040
	5	Sponsorship - Item not allowed in the budget (BOD Resolution)								-	0
5215	6	Recr Activities (materials, trash bags, toilet supplies,etc.)	10,000	985	10,000					10,000	10,000
5216	7	Movies Rental	0	0	0					-	0
5218	8	Public Outreach - Activities (parks at 70%	32,974	22,535	20,000					20,000	20,000
5220	9	Raw Water Purchase	24,000	17,692	0		24,000			24,000	24,000
5230	10	Sludge Disposal	10,900	4,100				10,900		10,900	10,900
5240		Solid Waste Collection	637,991	539,112					637,991	637,991	650,000
5250	11	Chemical Purchases	146,000	127,432	0		144,300	9,000		153,300	153,300
5260	12	Laboratory	35,000	29,857	0		10,000	25,000		35,000	35,000
5270	13	Materials & Supplies - Regular Operation	66,000	57,933	21,000		25,000	20,000		66,000	66,000
5280	15	Office Services & Maintenance Fees	101,110	70,818	16,178		40,444	40,444	4,044	101,110	101,110
5282	16	Office Supplies	21,742	13,266	2,800		9,000	9,000	942	21,742	21,742
5283	17	Postage	19,802	15,452	3,168		7,921	7,921	792	19,802	19,802
5289	18	Miscellaneous	13,500	4,260	2,160		5,400	5,400	540	13,500	13,500
5290	19	Maintenance & Repairs (Distribution Lines)	44,461	24,320	0		44,461			44,461	44,461
5290	20	Maintenance & Repairs (Collection Lines)	32,100	16,562	0			32,100		32,100	32,100
5290	21	Maintenance & Repairs (Parks)	21,000	12,804	21,000					21,000	21,000
5291	22	Operation Equip Repair & Maintenance - PLANT	101,000	66,030.54	0		28,000	73,000		101,000	101,000
5292	23	Auto & Trucks Rep and Maintenance	11,282	8,020.77	2,400		4,800	4,800		12,000	12,000
5293	24	Equipment Replacement/Maintenance (all other)	47,000	15,573.17	9,000		19,000	19,000		47,000	47,000
5294	25	Plant, lab, Office Repairs (Buildings)/furniture	4,800	69.34	0		2,400	2,400		4,800	4,800
5298	26	Equipment Rental	4,700	4,253.08	3,500		600	600		4,700	4,700
5301	27	Fuel - Diesel	17,000	11,033.67	5,000		6,000	6,000	0	17,000	17,000
5302	28	Fuel - Gasoline	6,600	5,230.58	1,200		1,600	3,800	0	6,600	6,600
5332	30	Accounting/Auditing - With single audit-WCIP	28,750	21,000.00	4,600		11,500	11,500	1,150	28,750	28,750
5334	31	Engineering	8,500	2,100.00	5,000		3,500			8,500	8,500
5336	32	Legal	10,000	6,485.00	1,600		4,000	4,000	400	10,000	10,000
5340	34	Temporary employment services	3,200	1,823.06	0		3,200	0	0	-	3,200
5350	35	Bank Fees and Merchant fees	26,000	18,268.27	0		13,000	13,000	0	26,000	26,000
5361	37	Memberships & subscriptions	13,750	10,408.74	2,200		5,500	5,500	550	13,750	13,750
5363	38	Licenses/Permits	35,125	34,637.50	0		10,000	26,000		36,000	36,000
5365	39	Compliance - Pollution test & Hazardous Mat fees	5,000	-	0		0	5,000		5,000	5,000
5401	40	General Liability Insurance	186,243	182,864.33	33,267		83,168	83,168	8,317	207,921	207,921
5511	41	Utilities	336,744	272,393.18	67,060		153,720	129,270		350,050	336,390
5514	42	Street Lighting	35,000	28,849.62	35,000					35,000	35,000
		NEW FISCAL YEAR& PREV BUDGET (FY24-25)Totals -->	2,139,799	1,654,866	273,505		677,919	564,208	656,342	2,168,774	2,170,323
		DIFFERENCE		(484,933.12)							2,170,323

LINE #	POSITION / TITLE	POSITION SALARY	FICA 6.2%	Medicare 1.45%	PERS 26 rates 13.54%&7.87%	UI & ETT	Work-Comp 25-26 Rates	Health Insurance	Dental	VISION	Life	TOTAL	TOTAL COST
	HEBER PUBLIC UTILITY DISTRICT 2025-2026 SALARIES AND BENEFITS												
	FRINGE BENEFITS EXPENDITURE DETAIL - HEALTH - VISION, DENTAL WITH 2025-2026 RATES W/6 Mo. 3% & 2% Increase							***FULL TIME EQUIVALENT EMPLOYEES : 14***					
	Based on % Distribution		**6.20%**	**1.45%**	**13.54%**	1.70%					**0%**		
	Management				**7.87%**	0.10%							
1	General Manager (including mileage)	121,750	7,549	1,765	9,582	235	767	33,040	1,700	258	132	55,027	176,776.633
2	Finance Manager	79,537	4,931	1,153	6,260	235	461	13,003	664	91	132	26,929	106,466.141
3	Chief Operator	98,913	6,133	1,434	21,177	235	5,267	41,023	1,700	258	132	77,358	176,271.099
4	Grants Manager	75,705	4,694	1,098	5,958	235	439	19,947	1,700	258	132	34,459	
	Sub-Total:	***375,905***	***$23,306***	***$5,451***	***$42,977***	***$938***	***6,935***	***$107,013***	***5,763***	***863***	***528***	***$193,773***	**569,677.970**
	Office Staff												-
5	Bookkeeper	62,898	3,900	912	13,466	235	365	31,813	1,117	168	132	52,108	115,005.525
6	Senior Account Clerk	62,898	3,900	912	13,466	235	365	24,228	1,700	258	132	45,194	108,092.283
	Sub-Total:	***125,796***	***7,799***	***1,824***	***26,933***	***469***	***730***	***56,041***	***2,817***	***425***	***264***	***97,302***	**223,097.808**
	Parks& Retention Mntnce												-
1	Parks Maintenance Lead	57,351	3,556	832	12,279	235	4,066	41,386	1,700	258	132	64,442	121,792.753
2	Parks Maintenance (Step 2)	46,643	2,892	676	3,671	235	3,307	36,101	1,700	258	132	48,971	95,613.530
	Sub- Total:	***103,994***	***6,448***	***1,508***	***15,950***	***469***	***7,373***	***77,486***	***3,399***	***515***	***264***	***113,412***	**217,406.283**
	Water Fund												-
1	Lead Operator W	78,670	4,878	1,141	16,843	235	4,083	35,418	1,700	258	132	64,686	143,355.851
2	Operator I Step 2	65,764	4,077	954	5,176	235	3,413	27,762	1,700	258	132	43,706	109,469.844
3	OIT (50%)	29,517	1,830	428	2,323	117	1,532	3,780	332	45	66	10,453	39,970.465
4	Operator I	63,848	3,959	926	5,025	235	3,314	25,200	1,700	258	132	40,747	104,594.705
	Sub- Total:	***237,799***	***14,744***	***3,448***	***29,367***	***821***	***12,342***	***92,160***	***5,431***	***818***	***462***	***159,592***	**397,390.865**
	Waste-Water Fund												-
1	Lead Operator WW	78,670	4,878	1,141	16,843	235	5,271	14,885	664	91	132	44,139	122,808.516
2	OIT (50%)	29,517	1,830	428	2,323	117	1,978	3,780	332	45	66	10,899	40,416.171
3	Operator I Step 2	65,764	4,077	954	5,176	235	4,406	31,604	1,700	258	132	48,541	114,304.621
													-
	Sub- Total:	***173,951***	***10,785***	***2,522***	***24,342***	***586***	***11,655***	***50,269***	***2,695***	***394***	***330***	***103,578***	**277,529.308**
	Overtime	25,787	1,599	374								1,973	
	Week-end duty	10,500	651	152								803	
	CALL BACK/ON CALL	10,500	651	152								803	
	>salary /2080*4*52											0	
	CALPERS - UNFUNDED LIABILITY 24-25				96,611							**96,611**	**96,611**
*	***Full Time Employees***	**1,064,232**	**65,982**	**15,431**	**236,179**	**3,283**	**39,034**	**382,969**	**20,106**	**3,015**	**1,848**	**767,847**	**$1,832,080**
	Part- Time												
0	Parks Maintenance (Temp. PT)	0	0	0	0	0	-	0	-	-	-	0	0
1	Recreation Center Clerk (Temp. PT)	17,000	1,054	247	0	0	-	-	-	-	-	1,301	18,300.5
	Part-Time Employees	**17,000**	**1,054**	**247**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,301**	**$18,301**
19	Board Member	4,800	298	70			30					397	5,197.44
20	Board Member	4,800	298	70			30					397	5,197.44
21	Board Member	4,800	298	70			30					397	5,197.44
22	Board Member	4,800	298	70			30					397	5,197.44
23	Board Member	4,800	298	70			30					397	5,197.44
	Board Members	**24,000**	**1,488**	**348**	**0**	**0**	**151**	**0**	**0**			**1,987**	**$25,987**
	GRAND TOTAL SALARIES	**$ 1,105,232**	***68,524***	***16,026***	***236,179***	***3,283***	***39,185***	***382,969***	***20,106***	***3,015***	***1,848***	***771,135***	**$1,876,367**
	NOTE: Board members don't receive any benefits other than FICA & Work Comp..								**GRAND TOTAL: --->**			**$ 1,876,367**	