



Finance & Administration Committee Meeting

OJRSA Operations & Administration Building
Lamar Bailes Board Room
May 26, 2026 at 9:00 AM

OJRSA commission and committee meetings may be attended in person at the address listed above. The OJRSA will also broadcast meetings live on its YouTube channel at www.youtube.com/@OconeeJRSA (if there is a technical issue preventing the livestreaming of the meeting, then a recording will be published on the channel as soon as possible). For those not able to attend in person, then the OJRSA Board or Committee Chair will accept public comments by mail (623 Return Church Rd, Seneca, SC 29678) or at info@ojrsa.org. Comments must comply with the public session instructions as stated on the meeting agenda and will be received up until one hour prior to the scheduled meeting. If there is not a public session scheduled for a meeting, then comments shall not be accepted.

Agenda

- A. Call to Order** – Celia Myers, Committee Chair
- B. Public Session** – Receive comments relating to topics on this agenda. Session is limited to a maximum of 30 minutes with no more than 5 minutes per speaker.
- C. Presentation and Discussion Items** [May include vote and/or action on matters brought up for discussion]
 - 1. Update on current projects (Exhibit A) – Chris Eleazer, Director
 - 2. Consideration for June committee meeting – Chris Eleazer, Director
- D. Committee Action Items**
 - Review April and Year-to-Date Financial Reports (Exhibit B) – Chris Eleazer, Director and Lynn Stephens, Secretary/Treasurer and Office Manager
- E. Action Items to Recommend to the Board for Consideration**
 - 1. Approve FY 2026 Fund Transfer Authorization #1 (Exhibit C) – Chris Eleazer, Director
 - 2. Adopt Compensation Benchmarking Study as presented to the Board by Find Great People on May 4, 2026 (Exhibit D) – Chris Eleazer, Director
 - 3. Adopt general language for proposed changes to the OJRSA Personnel Policy Manual as presented to the Board by Find Great People on May 4, 2026 (Exhibit E) – Chris Eleazer
 - 4. Consider Fiscal Year 2027 Budget (Exhibit F) – Chris Eleazer, Director
 - 5. Consider OJRSA Schedule of Fees update for FY 2027 (Exhibit G) – Chris Eleazer, Director
- F. Executive Director's Discussion and Compliance Matters** – Chris Eleazer, Director
 - 1. Personnel Policy revision
 - 2. Miscellaneous (if any)
- G. Committee Members' Discussion** – Led by Celia Myers, Committee Chair
Discussion can be related to matters addressed in this meeting or for future consideration by the Board or Committee. Voting is not permitted during this session.
- H. Adjourn**

Upcoming Meetings

All meetings to be held in the Lamar Bailes Board Room unless noted otherwise.

- Board of Commissioners – June 1, 2026 at 4:00 PM
- Operations & Planning Committee – *If held, it will be June 18, 2026 at 8:30 AM; however, O&P Committee may consider canceling meeting. If canceled, the next meeting will be held July 16, 2026 at 8:30 AM.*
- Finance & Administration Committee – *If held, it will be June 23, 2026 at 9:00 AM; however, F&A Committee may consider canceling meeting. If canceled, the next meeting will be held July 28, 2026 at 9:00 AM.*
- Reconstitution Committee and Executive Committee – August 13, 2026 at 9:00 AM

FY2026 O&M FUND PROJECTS

CONSENT ORDER ENGINEERING AND OPERATIONS AND MAINTENANCE TASKS

5/19/2026 08:42

Row #	FY 2026 O&M Project (Project # (if applicable); PM) CANNOT CARRY OVER TO NEXT FISCAL YEAR WITHOUT BUDGET APPROVAL	Approx % Complete	Anticipated Completion	PO/Contract Amount (\$)	O&M PROJECT MILESTONES				Obligated/ Spent (\$)	Budget Remaining (\$)	GL Code (XXXXX = get from Office Mgr)	Comp. Performing (and Project Mgr)	
					Bids/RFPQ/etc. Issue/Advertised	Req/Contract Signed	Started Work	Completed					
1	Consent Order 21-025-W Project: Biannual Compliance Report (CE)	0%	11/8/2025	N/A or TBD	Internal Project	Internal Project	N/A		0	0	N/A	OJRSA Chris Eleazer	
2	Agency Reconstitution (Sewer Feasibility Implementation) (Board, Others)	N/A	TBD	N/A or TBD	N/A	N/A	7/15/2025		0	0	N/A	Board of Commissioners	
3	Completion of Development Guide (AM)	12%	6/30/2026	N/A or TBD	Internal Project	Internal Project	9/10/2024		0	0	N/A	OJRSA Chris Eleazer	
4	Development Policy Revision (CE)	90%	10/6/2025	N/A or TBD	Internal Project	Internal Project	9/24/2024		0	0	N/A	OJRSA Chris Eleazer	
5	Indefinite Delivery Contract for Engineering Services (CE)	100%	10/6/2025	N/A or TBD	10/10/2025	1/20/2026	1/12/2026	1/20/2026	0	0	N/A. Projects to be assigned to depts.	OJRSA Chris Eleazer	
6	Arc Flash 70E Assessment of WRF, PSs, and Other Facilities (AM)	100%	10/31/2025	12,650	Prof Svcs	8/12/2025	9/22/2025	12/3/2025	12,650	0	Admin: Safety 501-02370	Life & Safety TBD	
7	CMMS & Financial Software System Upgrade (CE)	80%	6/30/2026	197,518	7/3/2025	12/1/2025	1/9/2026		150,723	46,796	Admin Services 501-02420	KCI Trent Park	
8	Comprehensive Sewer Management Plan Project #2026-04 (KL)	100%	5/31/2026	49,999	Proj #2026-04 Prof Svcs	10/2/2025	12/17/2025	5/1/2026	27,665	22,334	Con Sys: Prof Svcs 601-02430	Ardurra Priya Verravalli	
9	Evaluate Perkins PS & Coneross PS Pumps to Determine Repair vs. Replace (KL, EP)	N/A	2/28/2026	N/A or TBD	Prof Svcs	N/A			0	0	Con Sys: Prof Svcs 601-02430	KCI Steve Barbian	
10	Field Data Collection for Hydraulic Model Verification (KL)	100%	12/31/2025	N/A or TBD	Prof Svcs	Internal Project	11/19/2025	3/18/2026	0	0	Con Sys: Prof Svcs 601-02430	GMC Hannah Ribelin	
11	Coneross PS Rotating Assembly for Pumps #4 & #5 (EP)	TBD	TBD	N/A or TBD	N/A	N/A	N/A	N/A	0	0	Con Sys: R&M COS-PS 601-05030	TBD	
12	Martin PS Motor Base Restraint System (#2 of 3) (EP)	75%	12/30/2025	35,753	Sole Source 8/4/2025	8/11/2025			35,393	360	Conv Sys R&M: MAS2-PS 601-05100	Meco Keith Hall	
13	Martin PS Aeration Motor Install (crane needed) (EP)	0%	11/30/2025	N/A or TBD	11/3/2025	12/1/2025			5,670	0	Conv Sys: Equip Rent 601-02540	TBD	
14	NPDES Permit Renewal, Including PAA Installation and Operation (JM, KL)	100%	10/31/2025	3,500	Prof Svcs	NPDES: 8/22/22 PAA: 8/1/22	NPDES: 7/1/22 PAA: 8/2/22	NPDES: 10/31/25 PAA: 10/28/25	3,500	0	WRF: Prof Svcs 701-02430	Goldie Assoc Paul Lewis	
	Aluminum and Mercury Sampling Plan Development and Implementation for new NPDES Permit (KL, JM)	60%	Plan: 11/21/25 Impl: 5/31/26	8,855	Prof Svcs	Plan: 10/9/25 Impl: 12/15/25	Plan: 10/24/25 Impl: 12/15/25	Plan : 11/22/25 Impl: _____	8,285	570	Lab: Prof Svcs 901-02430	Goldie Assoc S Harrison & A Anderson	
15	CIP PRIORITY 1A: Portable Generator Connection for WRF (includes engineering) (JM, KL) Project #2026-09	CANCELED	3/31/2026	14,000	ENG: 8/27/2025	ENG: 8/27/2025	ENG: 9/15/2025	N/A Project Canceled	8,000	6,000	WRF: R&M 701-03000	Howard Engineering Amy Howard	
16	Headworks Flow Pulse and Flow Channel Sensor Install (JM)	100%	8/30/2025 9/25/2025	4,950	8/4/2025	8/12/2025	9/11/2025	12/8/2025	4,950	0	WRF: R&M 701-03000	Davis Power Paul Davis	
17	Project #2026-02 General Water Reclamation Facility Installation Projects (JM, KL) CANCELED	CANCELED	5/31/2026	N/A or TBD	8/13/2025	CANCELED 9/26/2025			0	0	WRF: R&M 701-03000	TBD	
18	EMERGENCY REPAIR Final Clarifier #3 (KL, JM) Project #2025-08	5%	6/30/2026 11/15/2026	630,920	Equip: 11/7/2025 Install: 2/6/2026	Equip: 12/1/2025 Install: 4/10/2026			124,672	506,248	WRF: R&M 701-03000	TBD	
19	Pretreatment Program Update (following NPDES permit issuance) (AM)	100%	4/29/2026	29,500	Prof Svcs	6/4/2025	7/1/2025	4/24/2026	18,210	11,290	Pretreat: 801-02430 501-02440	Goldie Assoc Sonya Harrison	
20	Seneca Creek FM Replacement Construction Administration / Inspect (#2023-05; CE)	99%	SUB: 1/29/26 FIN: 2/28/26	140,000	RFB #2023-05	4/29/2024	2/3/2025		105,000	35,000	O&M CIP: Con Sys 1401-06071	GMC Daniel Mosher	
21	Coneross & Perkins PS Resiliency Study (address flooding issues for possible FEMA assistance) (CE, JW)	100%	2/28/2026	45,500	Prof Svcs	10/29/2025	11/19/2025	3/31/2026	45,500	0	Con Sys: Prof Svcs 601-02430	KCI Steve Barbian	
22	Employee Engagement Survey, Staff Development, and Compensation/Benefits Study (CE)	100%	5/1/2026	21,358	Prof Svcs	8/27/2025	9/16/2025	5/4/2026	19,445	1,913	Admin Services 501-02420	FGP Carrie Cavanaugh	
23	Bypass Plan Development for Gate Replacement (KL)	100%	12/12/2025	6,350	Prof Svcs	10/27/2025	11/10/2025	12/29/2025	6,350	0	WRF: Prof Svcs 701-02430	Goldie Assoc Paul Lewis	
24	Standard Operating Procedures for Duck Pond PS per SCDES Requirements (KL, MM)	100%	1/14/2026	2,650	Prof Svcs	10/21/2025	11/12/2025	12/19/2026	2,639	11	Con Sys: Prof Svcs 601-02430	Goldie Assoc Paul Lewis	
TOTAL AWARDED				1,203,504	TOTAL FUNDS OBLIGATED/ACTUAL TO DATE:				578,653	630,521	REMAINING		

FY2026 O&M FUND PROJECTS

CONSENT ORDER ENGINEERING AND OPERATIONS AND MAINTENANCE TASKS

5/19/2026 08:42

Row #	FY 2026 O&M Project (Project # (if applicable); PM) CANNOT CARRY OVER TO NEXT FISCAL YEAR WITHOUT BUDGET APPROVAL	Notes
1	Consent Order 21-025-W Project: Biannual Compliance Report (CE)	DUE TO SCDES EVERY SIX MONTHS. Reports submitted: 11/14/21, 5/9/22, 11/10/22, 5/9/23, 11/9/23, 5/10/24, 11/8/24, 5/9/24. 11/7: Submitted to SCDES via ePermitting portal. Next report due 5/10/2026.
2	Agency Reconstitution (Sewer Feasibility Implementation) (Board, Others)	See "Agency Reconstitution" sheet to track progress.
3	Completion of Development Guide (AM)	8/5: A McCullough reviewing approx 15 dates. 8/13: Have received 22 draft documents from AM for consideration. 2/17/2025: Provided documents to K Amidon. 3/13: J Boyd providing updates. A McCullough now to review. 4/21: CE has several to review before passing back to B&M.
4	Development Policy Revision (CE)	1/12/2026: Meeting with J Gillespie to work on document this week. 1/18: Had to postpone. Rescheduled for later in month. 2/5: Met with J Gillespie. Update sent to AM. 2/10: AM sent draft back, then it was forwarded to J Gillespie for indepth review. 4/7: J Gillespie to finish review around week of 4/20.
5	Indefinite Delivery Contract for Engineering Services (CE)	12/18: On O&P agenda for consideration. 1/5/2026: Board approved negotiation with Weston & Sampson and Ardurra. 1/12: Provided final signed copies to consultants. 1/20: Incorporated minor changes approved by OJRSA counsel. Received executed copy from Ardurra and Weston & Sampson. COMPLETE.
6	Arc Flash 70E Assessment of WRF, PSs, and Other Facilities (AM)	8/5: L&S setting up date to visit and will then provide pricing. 8/12: Scheduled to be performed in September. 9/1: Date set for last part of September. 9/24: Completed onsite assessment. 10/30: Engineer will update in next 2 weeks and L&S to return for labeling and training. 12/3: Labeling complete, all that remains is training. COMPLETE
7	CMMS & Financial Software System Upgrade (CE)	12/16: Kickoff meeting held. 1/9/2026: Onsite workshop held. 2/10: Dept meetings held. 2/16: Sent draft Financial System RFP to L Flynn for consideration. 2/17: Received approval from A Lindsay. Advertised. Proposals due 3/27. 3/17: CMMS progressing smoothly. 4/21: Ahead of schedule. Performing some training and testing with staff. 5/18: Staff started testing CMMS. Tablets for field use started arriving.
8	Comprehensive Sewer Management Plan <i>Project #2026-04 (KL)</i>	1/20: Reviewing Corrective Action Plans and related info. 3/3: Received draft gap analysis report for review. 3/9: CE provided comments to draft report. 4/13: Intro and procedures added to plan, beginning work to update public notification plan and other supporting sections during next two weeks. Expect draft for review by end of April. 5/1: Received report. Will review and provide comments, if any. COMPLETE.
9	Evaluate Perkins PS & Coneross PS Pumps to Determine Repair vs. Replace (KL, EP)	1/6/2025: Will be able to use KCI's data from Coneross & Perkins PS Resiliency Study (address flooding issues for possible FEMA assistance) project listed below. Will not complete this as a standalone project.
10	Field Data Collection for Hydraulic Model Verification (KL)	1/6/2026: KL thinks they have about 30 MH left for Ardurra info. GMC items have been completed and submitted. CE said this is priority to complete for RIA grant. 1/27: H Ribelin believes she has all data and has team working on it. Will work on verifying info soon. 3/18: H Ribelin confirmed the data addressed items needed for map and model. COMPLETE.
11	Coneross PS Rotating Assembly for Pumps #4 & #5 (EP)	10/21: Cove Utility inspected. Check valves are inoperable. Estimate cost to replace valves and check valves is \$40,000. THIS WILL REQUIRE COMPLETION OF CONEROSS & PERKINS PS RESILIENCY STUDY TO DETERMINE REPAIR VS. REPLACE. Probably will not occur during FY 2026. Need to replace for Pumps #4 and #5. Funding needed for Final Clarifier #3 project.
12	Martin PS Motor Base Restraint System (#2 of 3) (EP)	10/21: Still being built. 12/16: E Partain checked on completion and it will probably be after first of year. 1/6/2026: Shipping mid-January. 1/27: Still waiting on delivery. 2/17: Should arrive this week. 2/25: Arrived. 4/21: Replaced seal on this pump within last 6 months, will install once seal needs replacement. We will self-perform installation of base. WORK TO BE PERFORMED ONCE SEAL NEEDS REPLACING.
13	Martin PS Aeration Motor Install (crane needed) (EP)	1/6/2026: Hoping to complete by end of January. 1/27: Waiting to schedule. 2/17: Discovered two other motors are bad. Will replace those at same time. 4/1: Waiting on motor to be rebuilt and should arrive next week. 4/21: Still waiting on second motor to be delivered. 5/7: Still waiting on motor. 5/19: Motor should arrive by end of week and installation to occur next week if crane is available.
14	NPDES Permit Renewal, Including PAA Installation and Operation (JM, KL) <i>Aluminum and Mercury Sampling Plan Development and Implementation for new NPDES Permit (KL, JM)</i>	1/27: S Harrison receiving and evaluating sampling results during the +/- 6 month sampling period. SCDES Lab Cert hopefully coming next week. 2/13: D Justice has delivered all letters to dental offices regarding low level mercury. 3/11: Switched to PAA from chlorine gas. 3/17: Obtaining sample results. 4/17: Sent draft SUR update to L Flynn and M Traynham for legal review. 4/20: Legal approval received. Will go to O&P Committee for consideration this month. 4/21: K Lindsay spoke w/ A Anderson and they have one more sample at WRF to collect. Report will be developed soon after. 4/23: Should have mercury complete soon and aluminum samples finished in June. 5/6: Reviewed Goldie proposal for minimization plan, needs revising but S Harrison out of town. 5/19: Still waiting on Goldie.
15	CIP PRIORITY 1A: Portable Generator Connection for WRF (includes engineering) (JM, KL) <i>Project #2026-09</i>	10/29: A Howard onsite to evaluate. 90% plans will be available w/in next 2 weeks. 12/12: Received 90% drawings to review. 1/5/2026: Final drawings received with scope of work to use in RFB (sent draft to KL for him to write specs for). 1/26: KL provided draft RFB for review. 1/28: Sent RFB to L Flynn to review before advertising. 2/11: Advertised on SCBO. Bids due on 3/31. 4/6: Project canceled due to all bids
16	Headworks Flow Pulse and Flow Channel Sensor Install (JM)	7/14: KL coordinating with Paul Davis. Items have been purchased. 8/5: Received quotes. 9/1: Paul Davis is scheduling work. 9/11: Installation complete. Now need to connect to SCADA. 10/21: Controller was bad. Waiting on new controller. 12/8: COMPLETE.
17	Project #2026-02 General Water Reclamation Facility Installation Projects (JM, KL) CANCELED	8/7: Sent draft RFB to B Kelley for legal review as required by procurement code. 8/12: Received copy from BK. 8/13: Advertised RFB. Bids due 10/1. 9/26: CANCELED BID DUE TO EMERGENCY REPAIR NEEDED ON FINAL CLARIFIER #3.
18	EMERGENCY REPAIR Final Clarifier #3 (KL, JM) <i>Project #2025-08</i>	2/11: Advertised on SCBO. Bids due 3/24. 3/18: Est. arrival of equip around mid-May. 4/6: Board approved execution of contract in NTE amount of \$140,458.27 with owner contingency of additional \$20,000. 4/10: Sent agreement to Michael Odom with Harper for review. 4/13: Now supposed to ship late Summer. Will need to roll budgeted funds to FY 2027.
19	Pretreatment Program Update (following NPDES permit issuance) (AM)	4/21: A McCullough has provided S Harrison with all comments and the plan is to get all items uploaded to SCDES ePermitting by end of week. All that is remaining is uploading and certifying by K Lindsay. 4/24: S Harrison said they have completed this and it is ready for certification by CRE. CRE certified it same day through ePermitting and received confirmation of submittal. COMPLETE.
20	Seneca Creek FM Replacement Construction Administration / Inspect (#2023-05; CE)	4/27: GIS confirmed complete. Need Exhibit for transfer agreement. 4/29: Received confirmation from A Lindsay the SCDOT exhibit is complete. Provided SCDES with commitment to own and operate letter. Sent C White updated maint bond form for completion. 5/4: Received SCDES Approv. to Operate. 5/13: Force main put into service. No issues. 5/19: Dewatering old force main today.
21	Coneross & Perkins PS Resiliency Study (address flooding issues for possible FEMA assistance) (CE, JW)	1/23: Modeling will be performed and alternatives/costs to be developed. Tech memo next milestone. 2/3: Received draft memo. 2/4: CE provided comments and into to KCI team. KL still needs to review and comment. 3/31: Received final report from S Barbian. COMPLETE.
22	Employee Engagement Survey, Staff Development, and Compensation/Benefits Study (CE)	1/21: Met with S Haroski and C Cavanaugh to go over survey results and develop plan for addressing survey findings. 2/12: Received first batch of draft job descriptions to review. 2/16: Received second batch of job descriptions to review. 4/9: S Haroski met with all staff and reviewed survey results and discussed upcoming plan to address findings. 5/4: C Cavanaugh provided comp study and benefits update to board.
23	Bypass Plan Development for Gate Replacement (KL)	12/16: All data collected, now putting together plan. 12/19: Info sent to Goldie. 12/29: KL received final plans. Approved as submitted. COMPLETE.
24	Standard Operating Procedures for Duck Pond PS per SCDES Requirements (KL, MM)	Will be invoiced for this and the two I-85 PSs together. To determine how much each will be for coding, use this formula for Duck Pond: Invoice Amount x 33.54%. 11/12: Began work. 12/12: Received SOPs, will begin review and provide feedback to engineer. 12/19: COMPLETE.

FY2026 RECONSTITUTION TASKS

TASKS MAY CARRY ACROSS BUDGET YEARS

5/19/202608:51

Row #	Agency Reconstitution Tasks as Stated in the OJRSA Reorganization Recommendations Accepted by OJRSA Board on July 15, 2025	Target Date [^] (Time Following Acceptance)	Approx % Complete	Task Manager	Started	Completed	Notes
1	Current Board will dissolve the current Ad Hoc Committee and establish the Implementation Committee (“Reconstitution Committee”) for further implementation oversight.	8/29/2025 (45 days)	100%	OJRSA Board	7/15/2025	8/4/2025	7/15/2025: Current committee dissolved during called board meeting. 8/4: New Committee established. Includes: A Brock (County), K Bronson (Westminster), C Eleazer (OJRSA), S Moulder (Seneca), C Myers (Walhalla), C Bentley (ACOG), A Mettlen, K Amidon, J Jones, L Flynn. COMPLETE.
2	Adopt the timeline and accept the dates are targets that the committee will try to maintain progress towards, acknowledging that things may come up and require adjustments.	N/A	100%	Committee	8/14/2025	8/14/2025	8/14/2025: The acceptance of timeline was a committee-led decision. COMPLETE.
3	Legislative revisions to the Joint Authority Water and Sewer Systems Act (“Act”) will be finalized and provided to the Oconee County Delegation. Consultation shall be made with the Delegation on whether lobbyist support will be needed.	8/29/2025 (45 days)	100%	Committee	9/22/2025	1/20/2026	11/6: Spoke w/ Sen. Alexander. He has others reviewing the proposed Act. 1/13/2026: L Flynn working with staff attorney at SC Senate on language. 1/20: Bill introduced by Sen. Alexander. Bill number is S829. 3/10: Approved by full Judiciary Committee. 3/19: Unanimous approval by full Senate. Moves to House. 5/6: Received favorable report out of House Judiciary Committee. 5/13: Received approval by full House. Moves to governor’s desk or becomes law within 5 days. 5/18: Governor McMaster signed S829 into law.
4	Reconstitution Committee will provide <u>quarterly updates</u> to the SCRIA, the current Board, and Oconee County on the progress of the implementation of the initial recommendations.	9/30/2025 (quarterly)	100%	OJRSA Staff Member per 8/14/2025 vote	10/9/2025	Report #2: 1/23/2026	DUE TO SCRIA EVERY THREE MONTHS. Reports submitted: 10/13/2025, 1/23/2026. Next report due 4/14/2026.
5	Resolutions of support for consolidation/OJRSA reorganization will be provided to and adopted by each governing body affected by the recommendation, including: OJRSA, Seneca, Walhalla, Westminster, West Union, & Oconee County.	10/13/2025 (90 days)	100%	Officials of OJRSA, Cities/Town, & County	8/21/2025	3/3/2026	8/26: Seneca council approved. 9/8: OJRSA Board approved. 9/9: Westminster council approved. 9/8: West Union considered but decided they need more info. 9/11: C Myers mentioned Walhalla to consider next week and A Brock stated Oconee County to consider in October. 9/16: Walhalla approved. County and West Union still remaining. 10/6: A Brock said it will be on 10/21 agenda. Wanted to keep 10/7 agenda a little lighter since both she and Council Chair Durham were both off that day. 12/11: Mayor Oliver stated she has signed and will deliver soon. 1/16/2025: Received signed copy from West Union. 2/12: G Hart said it will be on county agenda for next week’s meeting. 3/3:
6	Consultants shall be engaged and the process of a collection system <u>technical evaluation</u> and <u>financial valuation</u> will be initiated, including the identification of potential funding for effort and immediate rehabilitation projects that may be identified or current CIP. Additionally, a <u>rate consultant</u> will be engaged.	11/12/2025 (120 days)	100%	OJRSA, Cities/Town, & County	11/13/2025	3/2/2026	9/17/2025: Corrective Action Plan submittals and CIPs for each system returned to cities requesting updates, if any, by 9/24. 10/9: No updates submitted to facilitators. Additional request to send A Mettlen updates by next meeting (11/13). 11/13: Considered scopes and how to pay for studies during meeting. 12/11: Facilitators presented draft considerations. 2/12/2026: Scope and task orders for Raftelis and First Tryon presented to committee. Approved to send to OJRSA Board. 3/2: OJRSA Board approved execution and funding mechanism using base percentage plus pro
7	Communication plan to be developed under the guidance of the Reconstitution Committee and provided to all entities involved.	11/12/2025 (120 days)	20%	Facilitators	12/11/2025		12/11/2025: K Amidon Presented Communication Memo #1 to committee. 1/9: Memo #1 distributed. 1/19: Memo #2 distributed. 4/17: Memo #3 distributed. 4/22L Memo #4 distributed.
8	List of recommendations for the initial commissioners for the New Commission will be provided to Delegation. (Within 60 days of approved changes to the Act*)	Estimate 8/31/2026 (as noted)	0%				
9	Complete the technical evaluation and financial valuation of the collection systems.	2/27/2027 (15 months)	2%	Officials of OJRSA, Cities/Town, & County	4/14/2026		4/21/2025: C Eleazer completed uploading all documents for Raftelis and First Tryon. 5/14: Raftelis and First Tryon stated they anticipate preliminary findings in late July/early August and final report and presentation by mid-September
10	Unified, equitable rate structure timeline will be provided as part of initial terms for collection system consolidation.	5/12/2027 (18 months)	0%				
11	Legal documents to transfer collection system assets to OJRSA to be executed, as well as all necessary reconstitution documents.	7/15/2027 (24 months)	0%				
12	If the legislative amendments have not be approved, plans for consolidation under the amended Act will be abandoned. Thereupon, the OJRSA will proceed to consolidate the member system and implement the reconstitution under the existing Act, with such process to be finalized by no later than 36 months. Additionally, all members shall be issued permits in compliance with the OJRSA Sewer Use Regulation and added as co-permittees under the NPDES permit, if consolidation for any member does not occur.	8/16/2027 (25 months)	0%				
13	Finalize consolidation and associated activities	7/17/2028 (36 months)	0%				

[^] As noted in Exhibit A of the “OJRSA Reorganization Recommendations,” the implementation schedule is to began when the OJRSA Board of Commissioners accepted the report its July 15, 2025 called meeting.

* Estimated to be July/August 2026.

FY2026 RESTRICTED FUND PROJECTS

PROJECTS MAY CARRY ACROSS BUDGET YEARS

5/19/2026 10:27

Row #	Restricted Fund Projects (Project Manager)	OJRSA Project #	Approx % Complete	Anticipated Completion	OJRSA Funding Amount (\$)	Max Funding by Others (\$)	PO/Contract Amount (\$)	RESTRICTED FUND PROJECT MILESTONES				Obligated/ Spent Curr + Prev Years (\$)	Budget Remaining (\$)	GL Code (XXXXX = get from Office Mgr)
								Bids/RFQ/etc. Issue/Advertised	PO/Contract Signed	Started Work	Completed			
A	I-85 Corridor Phase II See below (CE)	2019-XX and 2023-06	96%	See below	N/A	N/A	N/A	See below	See below	See below		See below	See below	RO&M: CIP 1401-06050
	Engineering and Inspection Services COUNTY FUNDED		100%	10/31/2024	0	480,850	1,042,220	Inherited from Oconee Co	5/4/2023	5/4/2023		451,415	590,805	RO&M: Prof Svcs 1301-02430
	Construction EDA/RIA/COUNTY FUNDED		100%	10/31/2024	0	12,311,447	11,687,329	9/27/2022	3/23/2023	6/1/2023	2/4/2025	11,687,329	(0)	RO&M: CIP 1401-06050
	Engineering for Creek Stabilization & Welcome Center Waterline		10%	TBD	0	78,650	78,650	EJCDC Contract Amend #3	2/20/2025	1/8/2026		0	78,650	RO&M: CIP 1401-06050
B	Exit 4/Oconee Manufacturing Park ("Sewer South Phase III") PS/Sewer ENGINEERING (CE)	CY 2022	100%	11/1/2024	N/A	N/A	N/A OCONEE CO PROJ	N/A OCONEE CO PROJ	N/A OCONEE CO PROJ	Sometime in 2022	8/29/2025	0	0	TBD
C	Dewatering Equipment Replacement at WRF See below (JM, KL)	2024-06	46%	See below	N/A	N/A	N/A	See below	See below	See below		See below	See below	PROJ & CONT 1501-09011
	Design, Construction Admin, and Inspection SCIIP MATCH		80%	Sub: 9/23/2026 Final: 10/13/2026	440,300	0	440,300	9/15/2023	12/19/2023	1/11/2024		350,406	89,894	PROJ & CONT 1501-09011
	Construction SCIIP GRANT		12%	Sub: 9/23/2026 Final: 10/13/2026	0	5,686,989	4,215,373	3/22/2024	7/30/2024	7/26/2024		542,078	3,673,295	PROJ & CONT 1501-09011
D	Consent Order Gravity Sewer Rehab Project (SSES/Inspection: 2023) See below (CE, KL)	2024-08	98%	See below	N/A	N/A	N/A	See below	See below	See below		See below	See below	PROJ & CONT 1501-09009
	Engineering SCIIP MATCH		85%	9/29/2025	584,500	0	584,500	N/A	9/15/2023	10/3/2023		515,613	68,887	PROJ & CONT 1501-09009
	Manhole Resiliency Plan: Project 1c SCIIP MATCH		100%	9/30/2025	87,500	0	TBD	N/A	4/21/2025	4/21/2025	5/13/2026	24,075	0	PROJ & CONT 1501-09009
	Construction/Rehabilitation PHASE 1 SCIIP GRANT		99%	SC: 9/18/2025 FC: 10/23/2025	0	4,061,570	3,262,337	8/14/2024	11/20/2024	1/27/2025	4/2/2026	2,591,330	671,007	PROJ & CONT 1501-09009
	Construction/Rehabilitation PHASE 2 SCIIP GRANT		Will not perform	Will not perform	0	Will not perform	Will not perform	1/13/2026	Will not perform	Will not perform	Will not perform	0	0	PROJ & CONT 1501-09009
E	Martin Creek PS Basin Trunk Sewer CCTV Engineer Review and Flow Study Report (CE)	2025-03	100%	3/31/2025	141,000	0	141,000	Consent Order Prof Svcs	9/30/2024	11/1/2024	7/22/2025	141,000	0	PROJ & CONT 1501-09012
F	CONSENT ORDER ITEM Evaluation of Gravity Sewer CCTV/Smoketesting from 1A (WRF) to MH29 (KL)	2024-04	100%	11/15/2025	31,500	0	31,500	Prof Svcs	8/12/2025	8/15/2025	12/16/2025	31,500	0	PROJ & CONT 1501-09014
G	CONSENT ORDER ITEM Speeds Creek FM Replacement Engineering Design & Easements Only	2026-11	10%	Prelim: 5/15/2026	TBD	0	69,000	IDC Engineer	PRELIM: 2/24/2026	SURVEY: 4/15/2026		3,072	65,928	PROJ & CONT 1501-09015
H	Standard Operating Procedures for Welcome Center PS, Broomway PS per SCDES Requirements (KL,	N/A	100%	1/14/2026	0	5,250	5,250	Prof Svcs	10/21/2025	11/12/2025	12/19/2025	5,261	(11)	RO&M: Prof Svcs 1301-02430
					1,284,800	9,753,809	8,749,260	TOTAL RESTRICTED FUNDS OBLIGATED/ACTUAL TO DATE:				4,204,335	4,569,000	REMAINING

FY2026 RESTRICTED FUND PROJECTS

PROJECTS MAY CARRY ACROSS BUDGET YEARS

5/19/2026 10:27

Row #	Restricted Fund Projects (Project Manager)	Comp. Performing (and Project Mgr)	Notes
A	I-85 Corridor Phase II See below (CE)	Varies. See Below	12/8: Sent email to Greg Shelton to schedule discussion about culvert v. bridge option. 12/11: T Dupree emailed saying they will update the record drawings to include service to Yoders. 12/16: J Wilson and M McClain confirmed lateral from Yoders connects to grav sewer via in-line wye. T Dupree will get revised plans to OJRSA soon but it will likely be after holidays. Also forwarded him the email from J Reynolds on 8/6 about grassing and other warranty-related questions. Also sent L Flynn email about contacting Greg Shelton/David Whipple about culvert v. bridge option at Broomway. Have not heard back from Shelton on email sent 2 weeks ago. 12/17: Forwarded P Shirley email regarding waterline at Welcome Center and the Broomway bridge/culvert option. Asked KL for update on locating/GPSing cleanout at 501 E Fairplay Blvd. and get rim and grade elevations. Received revised record drawings from D&F. Received update from T Dupree about stabilization. There are some needs (he included in email). Asked him to contact Moorhead b/c warranty period ends 12/19/26. 12/19: L Flynn received response from D Whipple stating they are considering bridge option and asked for more info. 12/30: Info from T Dupree forwarded to L Flynn to share with D Whipple. 1/5/2025: T Dupree and Joe Laws with SCDOT communicating about gate access. 1/7: OJRSA informed D&F of approval of gate plan that was received earlier in day. Completed SCDOT permit. 1/8: Sent letter to B Dean (DOT) saying OJRSA would maintain gate. 2/20: Received SCDOT Encroachment Permit to install gate at controlled access location at Exit 2. KL to get quotes from qualified SCDOT contractors. 3/9: T Dupree confirmed SCDOT Encroachment Permit was submitted for water line at Welcome Center last week. 4/14: T Dupree believes the cleanout that was broken off is now under the northbound travel lane of SC 59. If we need a permit to dig into road, then need
	Engineering and Inspection Services COUNTY FUNDED	Davis & Floyd Travis Dupree	
	Construction EDA/RIA/COUNTY FUNDED	Moorhead Construct Kevin Moorhead	
	Engineering for Creek Stabilization & Welcome Center Waterline	Davis & Floyd Travis Dupree	
B	Exit 4/Oconee Manufacturing Park ("Sewer South Phase III") PS/Sewer ENGINEERING (CE)	Thomas & Hutton Lee Brackett	3/26: B Dean asked for update, L Brackett said he is still waiting for Enc Permit and COI from Stewart Jones. 4/1: B Dean asked again and L Brackett responded that he spoke with S Jones with the county yesterday and will approach county council about it next week. 4/8: L Brackett sent information to SCDOT. 5/14: B Dean said SCDOT Columbia wants a full lane resurfacing. The county will need to update plans to reflect this.
C	Dewatering Equipment Replacement at WRF See below (JM, KL)	Varies. See Below	1/6/2025: Received 90% plans, Jackson Electric visited site to assess. 1/22: Received SCDES construction permit application payment request of \$550. 2/4: Board approved contracts. Signed, submitted stormwater permit application. 3/10: Received feedback from SCRIA on contract. KCI will need to oversee a few items and respond. 3/28: Received final contract as approved by RIA for signature. Barbian asked Harper to sign then forward for OJRSA signature. 4/17: Signed contract. 7/25: Looking at November mobilization. Looking at substantial completion in mid-July 2026. 9/15: Continuing to work on electrical. 10/2: Harper will apply for building permits soon. 12/18: Mobilization is now likely to occur in March once equipment arrives. Project is still on schedule for completion in accordance with SCIP requirements. 1/9/2026: Shop drawings have been submitted and plans for conveyor updated. 1/23: Shop drawings may impact project schedule soon. Engr to work with contractor to develop plan. Trying to schedule demo of dryer solids silo soon. 3/4: Executed CO #2 and Notice to Proceed. CO #2 within limit of prior board approval. Mobilization to begin next week. 3/9: Executed CO #3 to add 28 days to substantial compl. 3/16: Equipment beginning to arrive. 4/10: Harper has begun concrete floor removal. 4/21: Drain lines are now tied in. 5/19: Concrete poured for base and pillars.
	Design, Construction Admin, and Inspection SCIP MATCH	KCI Technologies Tom Vollmar	
	Construction SCIP GRANT	Harper GC Justin Jones	
D	Consent Order Gravity Sewer Rehab Project (SSES/Inspection: 2023) See below (CE, KL)	Varies. See Below	PO/Contract Amount includes \$700,000 owner contingency 1/7: Sent manhole vent detail to J Lyon. 1/13: Advertised for Phase II of SCIP Project. Pre-bid meeting scheduled for 2/2. 1/30: Created second Phase II pre-bid meeting for 2/9 due to forecasted winter weather. 2/2: Continuing restoration. There is some more small work to do with the manholes and there has been a punchlist developed. Waiting for things to dry out. Final test results and CCTV delivered by Buck Stevenson to Ardurra last Wednesday and they are being reviewed. 2/16: Will be looking at seeding and strawing soon. Bio-Nomic will allow for OJRSA to review and approve easement conditions prior to seeding/strawing. Will schedule final manhole inspections once KL returns tomorrow. Pay App that was submitted in December is on hold because engr missing 15 CCTV videos and 3 test results. This info was sent by email last week. Discussion about accessing manholes because one seems too small for a person to access. 2/17: Received one bid for Phase 2. Uncertified bids were \$957,540 base, \$699,900 Alternate, \$1,657,440 total. 3/23: Completed Freeman. Working on Dr. John Rd. and Emergency Ln. Will move to Armstrong soon. Executed CO #8 for \$9,240 increase for materials and decrease of \$117,737.45 for owner credits. 3/25: Bio-Nomic should be complete next week and out of area. 3/30: Bio-Nomic anticipates complete demobilization on 4/1. 4/2: Received notification from Robbi Bennett (Bio-Nomic) that they have completed work. Verificatin of conditions needed by OJRSA and engineer. 4/8: Substantial Letter of Completion issued by engineer. 4/15: Engineer reported the contractor is working on punchlist items near Armstrong Rd, Dr John's Rd, and and Emergency Lane and they expect to be finished by the end of the week. 4/17: Sent draft agreement for waiver of liquidated damages to contractor for review. 4/21: Contractor expecting to be completed tomorrow. 4/30: P Verravalli confirmed that all punchlist items have been addressed. 5/15: RIA confirmed that they do not feel there is enough time to complete Phase 2 before October 1, 2026 deadline. 5/18: Final Pay App (#7) processed. COMPLETE.
	Engineering SCIP MATCH	Ardurra Priya Verravalli	
	Manhole Resiliency Plan: Project 1c SCIP MATCH	Ardurra Priya Verravalli	
	Construction/Rehabilitation PHASE 1 SCIP GRANT	Bio-Nomic Services Buck Stevenson	
	Construction/Rehabilitation PHASE 2 SCIP GRANT	TBD	
E	Martin Creek PS Basin Trunk Sewer CCTV Engineer Review and Flow Study Report (CE)	Ardurra Priya Verravalli	5/5: Received draft report to review. 6/2: Provided comments to Priya. 7/24: Received final report. COMPLETE.
F	CONSENT ORDER ITEM Evaluation of Gravity Sewer CCTV/Smoketesting from 1A (WRF) to MH29 (KL)	Ardurra Priya Verravalli	Review CCTV for 9,525 LF of 30" and 36" RCP and 29 manhole inspections to develop list of defects for design of sewer rehab.12/5: Received final report, however, OJRSA staff still have questions. Scheduled meeting with eng for 12/8. 12/16: J Lyon needs to speak with Rebecca Turner on final comments. 12/16: Received final report. COMPLETE.
G	CONSENT ORDER ITEM Speeds Creek FM Replacement Engineering Design & Easements Only	Weston & Sampson Jason Gillespie	3/12: Letters sent out to property owners along route letting them know about upcoming survey. 3/23: Anticipate survey work to begin week of 4/6. Bolton & Menk waiting on flow info from SL&W. 3/31: Received door hangers, JW to distribute to properties. 4/8: Door hangers distributed. 5/6: Field data collection complete. 5/14: Reviewed Bolton & Menk basin growth assessment and provided feedback.
H	Standard Operating Procedures for Welcome Center PS, Broomway PS per SCDES Requirements (KL,	Goldie Assoc Paul Lewis	Will be invoiced for this and the Duck Pond PS together. To determine how much each will be for coding, use this formula for Duck Pond: Invoice Amount x 66.46% 11/12: Began work. 12/12: Received SOPs, will begin review and provide feedback to engineer. 12/19: COMPLETE.

**010 OJRSA FUND
004 REVENUE
00401 REVENUE**

Revenue Report

Oconee Joint Rsa
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Level 4 Summary for April 2026

Accounts	Budget Appropriation	Supplemental Appropriation	Adjusted Budget	Current Pd Revenue	Curr Pct	Year To Date Revenue	YTD Pct	Budget Balance
010 OJRSA FUND								
004 REVENUE								
00401 REVENUE								
01770 CONNECTION FEES	\$0.00	\$0.00	\$0.00	\$1,820.80	0	\$1,820.80	0	(\$1,820.80)
01790 UNRESTRICTED INTEREST	\$25,000.00	\$0.00	\$25,000.00	\$7,279.02	29	\$102,259.11	409	(\$77,259.11)
01830 HAULED WASTE SVCES	\$213,502.00	\$0.00	\$213,502.00	\$26,165.00	12	\$205,941.34	96	\$7,560.66
01840 OTHER REVENUE	\$41,269.00	\$0.00	\$41,269.00	\$9,139.04	22	\$322,161.12	781	(\$280,892.12)
01880 CAPACITY FEES	\$0.00	\$0.00	\$0.00	\$0.00	0	(\$300.00)	0	\$300.00
01910 USER FEES	\$6,128,172.00	\$0.00	\$6,128,172.00	\$400,181.18	7	\$4,806,977.19	78	\$1,321,194.81
Total Revenue	\$6,407,943.00	\$0.00	\$6,407,943.00	\$444,585.04	7	\$5,438,859.56	85	\$969,083.44
00801 PRETREATMENT								
01850 INDUSTRIES	\$190,278.00	\$0.00	\$190,278.00	\$19,249.08	10	\$174,910.88	92	\$15,367.12
Total Pretreatment	\$190,278.00	\$0.00	\$190,278.00	\$19,249.08	10	\$174,910.88	92	\$15,367.12
01001 RETAIL IMPACT FEE FUND								
01880 CAPACITY FEES	\$5,000.00	\$0.00	\$5,000.00	\$0.00	0	\$0.00	0	\$5,000.00
Total Retail Impact Fee Fund	\$5,000.00	\$0.00	\$5,000.00	\$0.00	0	\$0.00	0	\$5,000.00
01101 WHOLESALE IMPACT FEE FUND								
01780 RESTRICTED INTEREST	\$100,000.00	\$0.00	\$100,000.00	\$35,178.96	35	\$205,838.20	206	(\$105,838.20)
01880 CAPACITY FEES	\$800,000.00	\$0.00	\$800,000.00	\$244,763.24	31	\$1,559,190.55	195	(\$759,190.55)
01930 UNUSED CAPACITY FEES	\$76,000.00	\$0.00	\$76,000.00	\$6,701.48	9	\$94,728.61	125	(\$18,728.61)
Total Wholesale Impact Fee Fund	\$976,000.00	\$0.00	\$976,000.00	\$286,643.68	29	\$1,859,757.36	191	(\$883,757.36)
01201 CONTRACT OPERATIONS								
01900 INTERGOV. REIMBURSEMENT	\$50,491.00	\$0.00	\$50,491.00	\$0.00	0	\$76,015.35	151	(\$25,524.35)
Total Contract Operations	\$50,491.00	\$0.00	\$50,491.00	\$0.00	0	\$76,015.35	151	(\$25,524.35)
01301 RETAIL SERVICES								
01780 RESTRICTED INTEREST	\$0.00	\$0.00	\$0.00	\$0.00	0	\$5,892.42	0	(\$5,892.42)
01900 INTERGOV. REIMBURSEMENT	\$105,534.00	\$0.00	\$105,534.00	\$0.00	0	\$19,438.56	18	\$86,095.44
01910 USER FEES	\$269.00	\$0.00	\$269.00	\$4,294.13	1596	\$19,484.95	7243	(\$19,215.95)
Total Retail Services	\$105,803.00	\$0.00	\$105,803.00	\$4,294.13	4	\$44,815.93	42	\$60,987.07
01501 CONTINGENCY FUND								
01780 RESTRICTED INTEREST	\$0.00	\$0.00	\$0.00	\$1,550.21	0	\$2,950.40	0	(\$2,950.40)
01822 GRANTS - PROJS & CONTINGENCY	\$0.00	\$0.00	\$0.00	\$0.00	0	\$0.00	0	\$0.00
01840 OTHER REVENUE	\$7,773,098.00	\$0.00	\$7,773,098.00	\$0.00	0	\$299,649.97	4	\$7,473,448.03
Total Contingency Fund	\$7,773,098.00	\$0.00	\$7,773,098.00	\$1,550.21	0	\$302,600.37	4	\$7,470,497.63
Total REVENUE	\$15,508,613.00	\$0.00	\$15,508,613.00	\$756,322.14	5	\$7,896,959.45	51	\$7,611,653.55
Total OJRSA FUND	\$15,508,613.00	\$0.00	\$15,508,613.00	\$756,322.14	5	\$7,896,959.45	51	\$7,611,653.55
TOTAL ALL FUNDS	\$15,508,613.00	\$0.00	\$15,508,613.00	\$756,322.14	5	\$7,896,959.45	51	\$7,611,653.55

010 OJRSA FUND
 005 EXPENSES
 00501 ADMINISTRATION

Expenditure Report

Ocone Joint Rsa
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Level 4 Summary for April 2026

Accounts	Budget Appropriation	Supplemental Appropriation	Adjusted Budget	Curr Pct	Year To Date Expenditures	YTD Pct	Encumbered Balance	Unencumbered Balance	Une Pct
010 OJRSA FUND									
005 EXPENSES									
00501 ADMINISTRATION									
01140 100% DEPRECIATION EXPENSE	\$1,238,863.00	\$0.00	\$1,238,863.00	8	\$1,032,385.80	83	\$0.00	\$206,477.20	17
01300 PAYROLL: SALARIES	\$1,331,852.00	\$0.00	\$1,331,852.00	8	\$1,041,290.93	78	\$0.00	\$290,561.07	22
01310 OVERTIME	\$35,892.00	\$0.00	\$35,892.00	5	\$31,770.66	89	\$0.00	\$4,121.34	11
01350 PAYROLL: FICA/MEDICARE WH	\$110,941.00	\$0.00	\$110,941.00	7	\$82,717.18	75	\$0.00	\$28,223.82	25
01380 PAYROLL: RETIREMENT	\$253,853.00	\$0.00	\$253,853.00	0	\$169,528.31	67	\$0.00	\$84,324.69	33
02200 COMMISSIONER EXPENSES	\$13,140.00	\$0.00	\$13,140.00	8	\$11,520.00	88	\$0.00	\$1,620.00	12
02220 GROUP INSURANCE	\$264,245.00	\$0.00	\$264,245.00	9	\$221,625.30	84	\$0.00	\$42,619.70	16
02250 INSURANCE-PROPERTY/GENERAL	\$109,186.00	\$0.00	\$109,186.00	0	\$127,023.21	116	\$0.00	(\$17,837.21)	(16)
02260 EMPLOYEE WELLNESS	\$34,987.00	\$0.00	\$34,987.00	5	\$18,778.68	54	\$0.00	\$16,208.32	46
02300 LICENSES/CERTIFS/MEMBERSHIPS	\$47,668.00	\$0.00	\$47,668.00	8	\$30,030.40	63	\$0.00	\$17,637.60	37
02320 EVENTS & MEETING EXPENSES	\$4,400.00	\$0.00	\$4,400.00	0	\$3,066.33	70	\$0.00	\$1,333.67	30
02370 SAFETY	\$50,355.00	\$0.00	\$50,355.00	1	\$37,646.08	75	\$378.75	\$12,330.17	24
02380 OFFICE SUPPLIES	\$298,788.00	\$0.00	\$298,788.00	2	\$152,016.19	51	\$0.00	\$146,771.81	49
02410 TECHNOLOGY: PHONES/INTERNET/TV	\$16,500.00	\$0.00	\$16,500.00	13	\$10,948.42	66	\$0.00	\$5,551.58	34
02420 ADMINISTRATION SERVICES	\$280,413.00	\$0.00	\$280,413.00	22	\$454,589.30	162	\$0.00	(\$174,176.30)	(62)
02440 O&M CONTINGENCY	\$250,000.00	\$0.00	\$250,000.00	0	\$995.00	0	\$0.00	\$249,005.00	100
02530 R&M: VEHICLES/TRAILERS/EQUIP	\$116,000.00	\$0.00	\$116,000.00	9	\$72,464.77	62	\$519.66	\$43,015.57	37
02560 FEES & PENALTIES	\$4,339.00	\$0.00	\$4,339.00	2	\$4,218.13	97	\$0.00	\$120.87	3
02590 ROLLING STOCK & EQUIPMENT	\$84,000.00	\$0.00	\$84,000.00	0	\$80,607.00	96	\$0.00	\$3,393.00	4
Total Administration	\$4,545,422.00	\$0.00	\$4,545,422.00	7	\$3,583,221.69	79	\$898.41	\$961,301.90	21
00601 CONVEYANCE SYSTEM									
02400 SUPPLIES/TOOLS	\$57,342.00	\$0.00	\$57,342.00	1	\$53,886.69	94	\$5,007.52	(\$1,552.21)	(3)
02411 TECHNOLOGY: SCADA	\$22,043.00	\$0.00	\$22,043.00	0	\$16,088.40	73	\$0.00	\$5,954.60	27
02430 SERVICES: PROFESSIONAL/CONSULT	\$142,556.00	\$0.00	\$142,556.00	10	\$166,935.10	117	\$0.00	(\$24,379.10)	(17)
02450 CHEMICALS: SODIUM HYPOCHLORITE	\$26,061.00	\$0.00	\$26,061.00	0	\$23,216.12	89	\$3,324.16	(\$479.28)	(2)
02455 CHEMICALS: HERBICIDE/PESTICIDE	\$2,000.00	\$0.00	\$2,000.00	0	\$781.62	39	\$0.00	\$1,218.38	61
02490 ELECTRICITY	\$279,840.00	\$0.00	\$279,840.00	8	\$220,573.76	79	\$0.00	\$59,266.24	21
02500 WATER	\$11,130.00	\$0.00	\$11,130.00	4	\$9,661.39	87	\$0.00	\$1,468.61	13
02540 EQUIPMENT RENTALS	\$15,000.00	\$0.00	\$15,000.00	12	\$9,448.68	63	\$0.00	\$5,551.32	37
02550 BUILDINGS & GROUNDS	\$6,000.00	\$0.00	\$6,000.00	0	\$5,801.44	97	\$0.00	\$198.56	3
02590 ROLLING STOCK & EQUIPMENT	\$32,025.00	\$0.00	\$32,025.00	0	\$31,621.09	99	\$0.00	\$403.91	1
04030 FLOW MONITOR STAS: RICHLAND	\$0.00	\$0.00	\$0.00	0	\$10,744.83	0	\$0.00	(\$10,744.83)	0
05000 PUMP STATIONS	\$225,410.00	\$0.00	\$225,410.00	3	\$56,880.43	25	\$147.26	\$168,382.31	75
05010 PUMP STATIONS: CANE PS	\$0.00	\$0.00	\$0.00	0	\$18,274.15	0	\$0.00	(\$18,274.15)	0
05020 PUMP STATIONS: CHOESTOEIA PS	\$0.00	\$0.00	\$0.00	0	\$510.78	0	\$0.00	(\$510.78)	0
05030 PUMP STATIONS: CONERROSS PS	\$0.00	\$0.00	\$0.00	0	\$69.75	0	\$0.00	(\$69.75)	0
05040 PUMP STATIONS: CRYOVAC PS	\$0.00	\$0.00	\$0.00	0	\$335.34	0	\$0.00	(\$335.34)	0
05050 PUMP STATIONS: DAVIS CRK 1 PS	\$0.00	\$0.00	\$0.00	0	\$3,260.45	0	\$0.00	(\$3,260.45)	0

010 OJRSA FUND
005 EXPENSES
00601 CONVEYANCE SYSTEM

Oconee Joint Rsa
Expenditure Report
Level 4 Summary for April 2026

Accounts	Budget Appropriation	Supplemental Appropriation	Adjusted Budget	Curr Pct	Year To Date Expenditures	YTD Pct	Encumbered Balance	Unencumbered Balance	Une Pct
05080 PUMP STATIONS: HALFWAY BR PS	\$0.00	\$0.00	\$0.00	0	\$1,025.00	0	\$0.00	(\$1,025.00)	0
05090 PUMP STATIONS: ISS PS	\$0.00	\$0.00	\$0.00	0	\$4,791.34	0	\$0.00	(\$4,791.34)	0
05100 PUMP STATIONS: MARTIN CREEK PS	\$0.00	\$0.00	\$0.00	0	\$46,766.38	0	\$0.00	(\$46,766.38)	0
05110 PUMP STATIONS: MILLBROOK PS	\$0.00	\$0.00	\$0.00	0	\$152.54	0	\$0.00	(\$152.54)	0
05130 PUMP STATIONS: PERKINS PS	\$0.00	\$0.00	\$0.00	0	\$2,802.13	0	\$0.00	(\$2,802.13)	0
05140 PUMP STATIONS: SENECA PS	\$0.00	\$0.00	\$0.00	0	\$10,965.11	0	\$0.00	(\$10,965.11)	0
05150 PUMP STATIONS: SPEEDS PS	\$0.00	\$0.00	\$0.00	0	\$11,436.65	0	\$28.56	(\$11,465.21)	0
05160 PUMP STATIONS: WEXFORD PS	\$0.00	\$0.00	\$0.00	0	\$3,400.91	0	\$0.00	(\$3,400.91)	0
05210 DUCK POND ROAD PS	\$0.00	\$0.00	\$0.00	0	\$17,050.10	0	\$0.00	(\$17,050.10)	0
05230 GRAVITY SEWER & FORCE MAINS	\$145,000.00	\$0.00	\$145,000.00	1	\$139,733.21	96	\$55.78	\$5,211.01	4
Total Conveyance System	\$964,407.00	\$0.00	\$964,407.00	8	\$866,213.39	90	\$8,563.28	\$89,630.33	9
00701 WRF OPERATIONS									
02400 SUPPLIES/TOOLS	\$6,500.00	\$0.00	\$6,500.00	2	\$6,698.74	103	\$117.01	(\$315.75)	(5)
02411 TECHNOLOGY: SCADA	\$6,511.00	\$0.00	\$6,511.00	0	\$2,757.60	42	\$0.00	\$3,753.40	58
02430 SERVICES: PROFESSIONAL/CONSULT	\$15,750.00	\$0.00	\$15,750.00	40	\$21,135.69	134	\$0.00	(\$5,385.69)	(34)
02451 CHEMICALS: CHLORINE	\$74,160.00	\$0.00	\$74,160.00	0	\$60,214.23	81	\$0.00	\$13,945.77	19
02452 CHEMICALS: POLYMER	\$66,000.00	\$0.00	\$66,000.00	15	\$44,766.12	68	\$0.00	\$21,233.88	32
02454 CHEMICALS: SODIUM BISULFITE	\$25,000.00	\$0.00	\$25,000.00	0	\$14,670.19	59	\$0.00	\$10,329.81	41
02457 CHEMICALS: OTHER	\$6,800.00	\$0.00	\$6,800.00	0	\$4,854.30	71	\$0.00	\$1,945.70	29
02470 GARBAGE	\$396.00	\$0.00	\$396.00	7	\$277.50	70	\$0.00	\$118.50	30
02480 NATURAL GAS	\$1,590.00	\$0.00	\$1,590.00	8	\$1,579.26	99	\$0.00	\$10.74	1
02490 ELECTRICITY	\$337,080.00	\$0.00	\$337,080.00	9	\$287,578.95	85	\$0.00	\$49,501.05	15
02500 WATER	\$5,300.00	\$0.00	\$5,300.00	25	\$14,214.85	268	\$0.00	(\$8,914.85)	(168)
02510 SLUDGE DISPOSAL	\$185,389.00	\$0.00	\$185,389.00	10	\$189,800.75	102	\$0.00	(\$4,411.75)	(2)
02540 EQUIPMENT RENTALS	\$5,000.00	\$0.00	\$5,000.00	0	\$962.48	19	\$0.00	\$4,037.52	81
02550 BUILDINGS & GROUNDS	\$17,900.00	\$0.00	\$17,900.00	20	\$9,580.23	54	\$0.00	\$8,319.77	46
02590 ROLLING STOCK & EQUIPMENT	\$29,000.00	\$0.00	\$29,000.00	0	\$25,310.42	87	\$0.00	\$3,689.58	13
03000 WATER RECLAMATION FACILITY	\$919,919.00	\$0.00	\$919,919.00	1	\$213,504.88	23	\$1,688.49	\$704,725.63	77
Total Wrf Operations	\$1,702,295.00	\$0.00	\$1,702,295.00	5	\$897,906.19	53	\$1,805.50	\$802,583.31	47
00801 PRETREATMENT									
01300 PAYROLL: SALARIES	\$82,469.00	\$0.00	\$82,469.00	8	\$69,883.89	85	\$0.00	\$12,585.11	15
01380 PAYROLL: RETIREMENT	\$15,306.00	\$0.00	\$15,306.00	0	\$11,709.62	77	\$0.00	\$3,596.38	23
02220 GROUP INSURANCE	\$8,347.00	\$0.00	\$8,347.00	8	\$6,891.41	83	\$0.00	\$1,455.59	17
02300 LICENSES/CERTIFS/MEMBERSHIPS	\$4,110.00	\$0.00	\$4,110.00	0	\$1,654.99	40	\$0.00	\$2,455.01	60
02380 OFFICE SUPPLIES	\$4,500.00	\$0.00	\$4,500.00	0	\$6,647.76	148	\$0.00	(\$2,147.76)	(48)
02410 TECHNOLOGY: PHONES/INTERNET/TV	\$1,335.00	\$0.00	\$1,335.00	6	\$447.91	34	\$0.00	\$887.09	66
02430 SERVICES: PROFESSIONAL/CONSULT	\$42,498.00	\$0.00	\$42,498.00	20	\$40,413.00	95	\$0.00	\$2,085.00	5
Total Pretreatment	\$158,565.00	\$0.00	\$158,565.00	10	\$137,648.58	87	\$0.00	\$20,916.42	13

**010 OJRSA FUND
005 EXPENSES
00901 LABORATORY**

**Oconee Joint Rsa
Expenditure Report
Level 4 Summary for April 2026**

Accounts	Budget Appropriation	Supplemental Appropriation	Adjusted Budget	Curr Pct	Year To Date Expenditures	YTD Pct	Encumbered Balance	Unencumbered Balance	Une Pct
00901 LABORATORY									
02400 SUPPLIES/TOOLS	\$6,200.00	\$0.00	\$6,200.00	0	\$12,677.51	204	\$0.00	(\$6,477.51)	(104)
02430 SERVICES: PROFESSIONAL/CONSULT	\$47,230.00	\$0.00	\$47,230.00	7	\$40,713.09	86	\$0.00	\$6,516.91	14
02456 CHEMICALS: LABORATORY	\$5,400.00	\$0.00	\$5,400.00	0	\$9,844.59	182	\$0.00	(\$4,444.59)	(82)
Total Laboratory	\$58,830.00	\$0.00	\$58,830.00	5	\$63,235.19	107	\$0.00	(\$4,405.19)	(7)
01201 CONTRACT OPERATIONS									
02411 TECHNOLOGY: SCADA	\$2,202.00	\$0.00	\$2,202.00	0	\$1,603.74	73	\$0.00	\$598.26	27
02430 SERVICES: PROFESSIONAL/CONSULT	\$5,100.00	\$0.00	\$5,100.00	0	\$100.00	2	\$0.00	\$5,000.00	98
02490 ELECTRICITY	\$0.00	\$0.00	\$0.00	0	\$0.00	0	\$0.00	\$0.00	0
02500 WATER	\$630.00	\$0.00	\$630.00	6	\$413.87	66	\$0.00	\$216.13	34
02521 FUEL: GENERATORS	\$500.00	\$0.00	\$500.00	0	\$0.00	0	\$0.00	\$500.00	100
02550 BUILDINGS & GROUNDS	\$500.00	\$0.00	\$500.00	0	\$0.00	0	\$0.00	\$500.00	100
05170 PUMP STATIONS: GCCP-PS	\$10,500.00	\$0.00	\$10,500.00	7	\$8,369.81	80	\$10.07	\$2,120.12	20
Total Contract Operations	\$19,432.00	\$0.00	\$19,432.00	4	\$10,487.42	54	\$10.07	\$8,934.51	46
01301 RETAIL SERVICES									
02400 SUPPLIES/TOOLS	\$500.00	\$0.00	\$500.00	0	\$0.00	0	\$0.00	\$500.00	100
02411 TECHNOLOGY: SCADA	\$1,370.00	\$0.00	\$1,370.00	0	\$1,414.80	103	\$0.00	(\$44.80)	(3)
02430 SERVICES: PROFESSIONAL/CONSULT	\$93,337.00	\$0.00	\$93,337.00	0	\$30,841.67	33	\$0.00	\$62,495.33	67
02490 ELECTRICITY	\$8,820.00	\$0.00	\$8,820.00	18	\$8,468.94	96	\$0.00	\$351.06	4
02500 WATER	\$1,050.00	\$0.00	\$1,050.00	0	\$0.00	0	\$0.00	\$1,050.00	100
05000 PUMP STATIONS	\$725.00	\$0.00	\$725.00	0	\$0.00	0	\$0.00	\$725.00	100
05180 PUMP STATIONS: WELCOME CTR	\$0.00	\$0.00	\$0.00	0	\$893.09	0	\$0.00	(\$893.09)	0
Total Retail Services	\$105,802.00	\$0.00	\$105,802.00	1	\$41,618.50	39	\$0.00	\$64,183.50	61
01401 CAPITAL PROJECTS									
06050 SEWER SOUTH PHASE II	\$0.00	(\$1,982,040.00)	(\$1,982,040.00)	0	\$1,976,561.95	(100)	\$0.00	(\$3,958,601.95)	200
06071 SENECA PS & FM UPGRADE/SPEEDS	\$80,000.00	\$0.00	\$80,000.00	0	\$118,000.00	148	\$0.00	(\$38,000.00)	(48)
Total Capital Projects	\$80,000.00	(\$1,982,040.00)	(\$1,902,040.00)	0	\$2,094,561.95	0	\$0.00	(\$3,996,601.95)	0
01501 CONTINGENCY FUND									
00002 CONTINGENCY EXPENSES	\$8,556,158.00	\$0.00	\$8,556,158.00	0	\$0.00	0	\$0.00	\$8,556,158.00	100
09009 COLLECTION SYSTEM REHAB	\$0.00	(\$159,000.00)	(\$159,000.00)	(1)	\$2,384,765.44	(1500)	\$0.00	(\$2,543,765.44)	1600
09011 DEWATERING EQUIP REPLACEMENT	\$0.00	\$0.00	\$0.00	0	\$603,562.34	0	\$0.00	(\$603,562.34)	0
09014 MH1A-MH29 GRAVITY SEWER REHAB	\$0.00	\$0.00	\$0.00	0	\$31,500.00	0	\$0.00	(\$31,500.00)	0
09015 SPEEDS CRK FORCE MAIN REPLACE	\$0.00	\$0.00	\$0.00	0	\$3,072.00	0	\$0.00	(\$3,072.00)	0
Total Contingency Fund	\$8,556,158.00	(\$159,000.00)	\$8,397,158.00	2	\$3,022,899.78	36	\$0.00	\$5,374,258.22	64
Total EXPENSES	\$16,190,911.00	(\$2,141,040.00)	\$14,049,871.00	5	\$10,717,792.69	76	\$11,277.26	\$3,320,801.05	24
Total OJRSA FUND	\$16,190,911.00	(\$2,141,040.00)	\$14,049,871.00	5	\$10,717,792.69	76	\$11,277.26	\$3,320,801.05	24
TOTAL ALL FUNDS	\$16,190,911.00	(\$2,141,040.00)	\$14,049,871.00	5	\$10,717,792.69	76	\$11,277.26	\$3,320,801.05	24



Fiscal Year 2026 Fund Transfer Authorization

June 1, 2026 Board Meeting

OPERATIONS & MAINTENANCE FUND		Current (\$)	Incr/ Decr (\$)	Amended (\$)	Note
O&M FUND REVENUES					
	Dept Total	6,759,426	0	NO CHANGE	
401/501/801/1201 Departments					
O&M FUND EXPENSES		6,759,426	564,000	7,323,426	
101/201/501 Administration (not including depreciation)	Dept Total	3,306,560	0	NO CHANGE	
601 Conveyance System	Dept Total	964,406	0	NO CHANGE	
701 WRF Operations	Dept Total	1,702,295	0	NO CHANGE	
801 Pretreatment	Dept Total	158,565	0	NO CHANGE	
901 Laboratory	Dept Total	58,830	0	NO CHANGE	
1201 Contract Operations (I-85 Sewer)	Dept Total	19,432	0	NO CHANGE	
1401 O&M Capital Improvement Projects (No GL Code) Fund Transfer to Capital Projects Fund (CPF)	Dept Total	549,338	564,000 564,000	1,113,338	[A]

RESTRICTED AND OTHER FUNDS		Current (\$)	Incr/ Decr (\$)	Amended (\$)	Note
FUND REVENUES					
1001 RETAIL IMPACT FUND (RESTRICTED USE)		5,000	0	NO CHANGE	
1101 WHOLESALE IMPACT FUND (RESTRICTED USE)		976,000	0	NO CHANGE	
1301/1401 RETAIL OPERATIONS & MAINTENANCE FUND (UNRESTRICTED USE)		105,802	0	NO CHANGE	
1501 CAPITAL PROJECTS FUND (RESTRICTED USE) (No GL Code) Fund Transfer from Wholesale O&M Fund (WO&M)		8,715,158	564,000 564,000	9,279,158	[A]
FUND EXPENSES					
1001 RETAIL IMPACT FUND (RESTRICTED USE)		0	0	NO CHANGE	
1101 WHOLESALE IMPACT FUND (RESTRICTED USE)		0	0	NO CHANGE	
1301/1401 RETAIL OPERATIONS & MAINTENANCE FUND (UNRESTRICTED USE)		1,889,178	0	NO CHANGE	
1501 CAPITAL PROJECTS FUND (RESTRICTED USE)		8,715,158	0	NO CHANGE	

NOTES

[A] Fund balance transfer from Wholesale Operation & Maintenance Fund (WO&M) to Capital Projects Fund (CPF) to fund current and future improvement projects.



Compensation Benchmarking Study

Executive Summary



Originally Presented February 27, 2026
Presented to OJRSA Commission May 4, 2026

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PURPOSE OF THE STUDY

OJRSA engaged FGP HR Consulting to conduct a comprehensive compensation benchmarking study to evaluate market competitiveness, internal equity, and long-term sustainability of the Authority's compensation program. The goal was to ensure OJRSA remains well positioned to recruit and retain qualified employees while maintaining fiscal responsibility and public trust.

The study reviewed all positions across the organization using current job descriptions and incumbent pay data. External market comparisons were made using Economic Research Institute (ERI) data and the AWWA 2025 Compensation Survey for medium water and wastewater utilities.

OVERALL MARKET POSITION

The analysis shows that OJRSA's compensation program is generally positioned between the 40th and 55th percentile of the regional labor market. This positioning is typical and appropriate for a public utility authority.

- Administrative and entry-level positions are generally competitive.
- Executive and leadership roles are appropriately benchmarked to organizational size and revenue.
- Several licensed, technical, and supervisory roles are positioned below market medians.

KEY FINDINGS AND WORKFORCE RISK

The study identified pay gaps in roles that are critical to operations and difficult to recruit in today's labor market, including:

- Instrumentation & Electronics Technician
- Maintenance Supervisor
- Laboratory Analyst
- Certain operations and conveyance supervisory roles

These positions compete directly with manufacturing, engineering firms, and private utilities. Prolonged vacancies or turnover in these roles increase operational risk, overtime costs, contractor reliance, and potential regulatory exposure.

Compression was also identified in certain career progressions, where pay differences between advanced technical roles and supervisors are narrow, potentially affecting morale and advancement incentives.

FINANCIAL IMPACT AND BUDGET CONSIDERATIONS

The recommended salary ranges provide a structured framework for compensation management.

Importantly:

- Immediate across-the-board pay increases are not required
- Implementation can be phased over multiple budget cycles
- Priority can be given to:
 - New hires
 - Promotions

RECOMMENDATIONS FOR BOARD ACTION

FGP recommends that the Commission take the following actions:

- Adopt the proposed salary range structure as the official framework for pay administration.

- Affirm a compensation philosophy targeting approximately the 50th percentile of the regional labor market, with flexibility for hard-to-fill technical roles.
- Direct management to use the new ranges for all hiring, promotions, and compensation decisions.
- Support annual merit increases as a separate, performance-based component, including during years when compensation studies occur.
- Review the compensation structure every 2-3 years to maintain market alignment.

WHAT THIS MEANS GOING FORWARD

- ✓ The study establishes clarity, consistency, and transparency in compensation decisions.
- ✓ It strengthens OJRSA's ability to recruit and retain skilled employees.
- ✓ It provides the Board with a defensible, market-based framework that balances competitiveness with fiscal responsibility.
- ✓ Detailed position data and implementation tools are available in the full report for management use.

RANGE RECOMMENDATION

Job Title	Minimum of Recommended Band	Midpoint of Recommended Band	Maximum of Recommended Band	Spread	Range
Apprentice- ALL	\$18.00	\$19.50	\$21.00	\$3.00	NE 1
Collection System Trainee	\$19.10	\$22.00	\$24.89	\$5.79	NE 2
Water Reclamation Operator Trainee	\$19.10	\$22.00	\$24.89	\$5.79	NE 2
Records Clerk	\$19.10	\$22.00	\$24.89	\$5.79	NE 2
Maintenance Tech I	\$21.95	\$25.09	\$28.23	\$6.28	NE 3
Collection System Tech I	\$21.95	\$25.09	\$28.23	\$6.28	NE 3
Water Reclamation Operator I	\$21.95	\$25.09	\$28.23	\$6.28	NE 3
Maintenance Tech II	\$23.47	\$27.42	\$31.36	\$7.89	NE 4
Collection System Tech II	\$23.47	\$27.42	\$31.36	\$7.89	NE 4
Maintenance Tech III	\$25.29	\$29.47	\$33.65	\$8.36	NE 5
Collection System Tech III	\$25.29	\$29.47	\$33.65	\$8.36	NE 5
Asset & Purchasing Coordinator	\$25.29	\$29.47	\$33.65	\$8.36	NE 5
Commercial Pretreatment Inspector	\$25.29	\$29.47	\$33.65	\$8.36	NE 5
Water Reclamation Operator II	\$25.29	\$29.47	\$33.65	\$8.36	NE 5
Laboratory Analyst	\$24.40	\$30.04	\$35.67	\$11.27	NE 6
Water Reclamation Operator III	\$24.40	\$30.04	\$35.67	\$11.27	NE 6
Instrumentation & Electronics Tech	\$27.40	\$33.90	\$40.39	\$12.98	NE 7
Conveyance System Supervisor	\$31.52	\$38.52	\$44.75	\$13.23	NE 8

Job Title	Minimum of Recommended Band	Midpoint of Recommended Band	Maximum of Recommended Band	Spread	Range
WRO Supervisor	\$32.28	\$39.99	\$47.71	\$15.44	NE 9
Maintenance Supervisor	\$32.28	\$39.99	\$47.71	\$15.44	NE 9
Finance & Administration Manager	\$64,265	\$77,396	\$90,527	\$26,262	EX 1
Utility Project Coordinator	\$64,265	\$77,396	\$90,527	\$26,262	EX 1
Regulatory Services Coordinator	\$71,197	\$86,711	\$102,225	\$31,027	EX 2
Operations Director	\$93,784	\$116,420	\$139,055	\$45,271	EX 4
Assistant Director	\$99,443	\$127,193	\$149,593	\$50,150	EX 5
Executive Director	\$114,502	\$141,902	\$167,298	\$52,796	EX 6

MERIT PAY IMPLEMENTATION FOR OJRSA

To ensure clarity and consistency in the administration of employee compensation, this section outlines recommended practices for implementing merit pay in conjunction with periodic compensation and salary range updates. This guidance is intended to address differing interpretations regarding the interaction between market-based compensation adjustments, cost-of-living considerations, and annual merit increases.

Distinction Between Market Adjustments and Merit Pay

FGP's compensation study methodology is grounded in analysis of external labor market data to ensure that OJRSA's pay ranges remain competitive relative to comparable employers. This approach focuses exclusively on market positioning and does not inherently account for cost-of-living adjustments (COLAs) or individual employee performance.

Merit pay, by contrast, is intended to recognize individual performance, skill growth, and sustained contribution and therefore serves a distinct purpose from market-driven range updates. For this reason, FGP's framework treats merit pay as a separate and ongoing component of the overall compensation program.

Recommended Annual Merit Pay Practice

FGP recommends that OJRSA consider implementing a structured merit pay program every year, including during years in which formal compensation or salary range studies are conducted. Under this approach:

- Salary range updates address external market competitiveness.
- Merit increases reward internal performance and progression within those ranges.
- Employees whose pay remains within the established range after market adjustments may still be eligible for merit increases based on performance.

This differs from prior interpretations under earlier compensation studies, which assumed that multi-year market updates implicitly covered cost-of-living changes and therefore replaced the need for merit increases during those update years. While that approach is valid if explicitly adopted, it reflects a different compensation philosophy than the one recommended here.

Cost-of-Living Considerations

If OJRSA wishes to formally address cost-of-living changes as a distinct element of pay movement, this can be accomplished by budgeting for a separate COLA or general adjustment pool, independent of both market updates and merit increases. As a planning reference, some organizations allocate approximately 2%-3% of total payroll annually for general wage growth related to inflationary pressures, subject to financial capacity and economic conditions.

Whether implemented as a standalone adjustment or incorporated into overall annual increase budgeting, it is important that COLAs be clearly differentiated from merit increases to preserve the integrity of performance-based rewards.

Economic Exceptions

As with any compensation framework, exceptional economic conditions may warrant deviation from standard practice. In periods of significant economic downturn (e.g., recession or prolonged high unemployment), OJRSA may determine that salary adjustments, merit increases, or COLAs should be limited or suspended altogether. Such decisions should be explicitly documented and communicated to ensure transparency.

Summary Guidance

In summary, FGP recommends the following principles for merit pay implementation at OJRSA:

- Maintain annual merit increases as a consistent feature of the compensation program, including during compensation study years.
- Treat market adjustments, merit increases, and COLAs as distinct tools with separate purposes.
- Clearly communicate the rationale and structure of each adjustment to reduce misunderstandings among leadership, employees, and stakeholders.
- Revisit and reaffirm this philosophy periodically to ensure alignment with organizational goals and financial realities.

CLOSING

FGP appreciates the opportunity to partner with OJRSA on this important initiative. Establishing a structured and competitive compensation program will strengthen the Authority's ability to recruit and retain qualified employees, support organizational growth, and maintain public trust through fair and transparent pay practices.

Sincerely,



Carrie Cavanaugh SPHR, SHRM-SCP, CCP
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Find Great People
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CONCERN: Overtime pay for emergencies during the workday

What the handbook currently says

Relevant language is in Section 6.4 - Emergency Response for Non-Exempt Employees:

- Call-back pay at 1.5x applies ONLY if the employee has been relieved of duty and left work
- If an emergency arises before the employee leaves, even if past normal hours, pay is straight time until 40 hours is exceeded
- This creates the 5:00 vs. 5:01 problem you described

This is very clearly written – but very rigid.

Gap / issue

- The policy does not allow discretion for bona fide emergencies that extend the workday
- It treats emergencies differently based purely on whether the employee stepped off property
- This is driving employee dissatisfaction and perceived unfairness

Revision Recommendation

Section 6.4 - Emergency Response for Non-Exempt Employees (Revised)

Emergency Response for Non-Exempt Employees

Returning to Work for Emergency Response ("Call-Back")

Call-back pay for non-exempt employees shall be computed at a rate of one-and-one-half (1.5) times the employee's regular rate of pay for actual time worked during an emergency call-in that lasts longer than one (1) hour. If less than one (1) hour is required for all call-ins during a single workday, the employee shall receive a minimum of one (1) hour of pay at the regular rate, unless the call-back results in overtime in the workweek. To be eligible for call-back pay at one-and-one-half (1.5) times the regular rate under this policy, the employee must have already been relieved of duty for the day and must have left the worksite.

Emergency Work Extending Beyond the Normal Workday

If an emergency arises while a non-exempt employee is still on duty or before the employee has been relieved of work for the day, time worked beyond the employee's regularly scheduled work hours shall ordinarily be compensated at the employee's regular rate of pay unless and until the total hours worked exceed forty (40) hours in the workweek.

However, when a bona fide emergency occurs during the workday that:

- materially disrupts normal operations,
- presents an imminent risk to regulatory compliance, public health, environmental protection, or critical infrastructure, and
- requires immediate continued response beyond the employee's normal workday,

the Executive Director, upon recommendation of the Operations Director when practicable, may authorize compensation at one-and-one-half (1.5) times the employee's regular rate of pay for hours worked beyond the employee's normally scheduled workday even if the employee has not yet exceeded forty (40) hours in the workweek.

Such authorization by the Executive Director:

- must be approved within 48 hours of completion of the emergency work;
- shall be made on a case-by-case basis; and
- does not create a precedent, entitlement, or ongoing expectation of premium pay.

Non-emergency work that extends beyond normal work hours does not qualify for premium pay under this subsection unless otherwise required by law.

Emergency Response Not Requiring Return to Work

When a non-exempt employee is required to perform emergency response work that does not require returning to an OJRSA facility, the employee shall be paid the regular rate for actual time worked, with a minimum of fifteen (15) minutes per incident.

CONCERN: Family Sick Leave - 40 hours per calendar year

What the handbook currently says

Section 7.2.3 - Sick Leave → Family Sick Leave:

- Employees may use up to 40 hours per calendar year
- Clear definition of “immediate family”
- Additional documentation required after 3 consecutive days or >48 hours in rolling 12 months

Assessment

- This is clear, compliant, and conservative
- The policy reflects exactly what you described historically
- This is not out of step with many public-sector employers

Where the issue really lies

This is not a compliance problem – it’s an expectation/morale issue.

Revision Recommendation

Section 7.2.3 - Sick Leave (Revised Subsections Only)

Use of Sick Leave

Sick Leave may be used when an employee is unable to work due to personal illness or injury, medical, dental, or eye care appointments, or when the employee’s presence at work may endanger the health or safety of others.

Sick Leave is charged in quarter-hour, half-hour, hour, and full-day increments and may not be used before it is accrued.

Family Sick Leave

Employees who earn Sick Leave under this Policy may use up to forty (40) hours of accrued Sick Leave per calendar year to care for an ill member of their immediate family.

For purposes of this section, “immediate family” means the employee’s:

- spouse;
- child (including step-child);
- parent (including step-parent);
- sibling;
- grandparent;
- grandchild; or
- legal guardian.

Step-siblings, step-grandparents, and step-grandchildren are not considered immediate family for purposes of Family Sick Leave.

Exhaustion of Family Sick Leave and Use of Other Leave

Once an employee has exhausted the forty (40) hours of Family Sick Leave available in a calendar year, the employee may, with supervisory approval, use Vacation Leave, to care for an ill family member.

Employees are typically not entitled to use additional Sick Leave for family illness beyond the forty (40) hour annual limit. Approval to use other accrued paid leave shall be subject to operational needs and standard leave approval requirements.

Use of Additional Paid Leave for Catastrophic Illness

Employees may be approved to use additional Sick Leave or other paid leave for an immediate family member's "catastrophic illness." A catastrophic illness is an illness or injury that has life-threatening consequences or is a permanent or long-term disability that requires specialized care or attention that often includes severe financial hardships. A terminal diagnosis is also considered a catastrophic illness.

Under extreme circumstances, when a member of the immediate family is facing a catastrophic illness, the employee can apply to the Board of Commissioners in writing for the use of additional Sick Leave and/or other paid leave to care for an immediate family member; however, the use of additional paid leave to be considered by the board shall not exceed an additional 160 hours per calendar year on top of the Family Sick Leave (total of 200 hours per calendar year). In a case where time is of the essence, the OJRSA Executive Committee can consider such an application. The decision by the Board or Executive Committee shall be final for use of additional paid leave in the calendar year of the employee's request. The employee must submit a new application in writing for use of additional paid leave in a new calendar year even if the employee has not used the maximum approved paid leave in the prior calendar year.

Nothing in this Sick Leave policy guarantees approval of additional paid leave, nor does it create an entitlement beyond accrued leave balances.

Notification and Documentation Requirements

To use Family Sick Leave, employees must:

- Notify their supervisor at least thirty (30) minutes prior to the scheduled start of the shift (Operators must notify at least one (1) hour prior), and
- Provide the reason for the absence.

If the absence extends beyond two (2) consecutive workdays, the employee must keep the supervisor informed of the anticipated return-to-work date.

Medical Certification / Doctor's Notes

OJRSA may require reasonable medical certification to support the use of Sick Leave, Family Sick Leave, or Additional Paid Leave for Catastrophic Illness in limited and appropriate circumstances. Medical documentation requested under this section shall be limited to information necessary to verify the need for leave or, when applicable, the employee's ability to safely return to work. OJRSA will not require the disclosure of diagnoses or detailed medical information unless required by law, or allowed by law and deemed necessary under the circumstances.

Medical certification may be required when:

- An employee is absent for three (3) or more consecutive scheduled workdays;
- An employee has used more than forty-eight (48) hours of Sick Leave, including Family Sick Leave, in a rolling backward twelve (12) month period;

- There is a legitimate safety or fitness-for-duty concern related to the employee's condition, medication use, or job duties; or
- A return-to-work clearance is necessary following hospitalization, medical restrictions, or extended illness.

Medical certification will not be required for routine, short-term absences of one (1) or two (2) consecutive workdays unless one of the conditions above applies.

At OJRSA's discretion, and upon request by the employee, the agency may allow up to one (1) additional Sick Leave day beyond the return-to-work date stated in a medical certification without requiring a new physician's note, provided no operational or safety concern exists.

Failure to provide requested medical certification within a reasonable timeframe may result in denial of Sick Leave, conversion to another applicable leave category, or corrective action consistent with this Policy and applicable law.

CONCERN: Doctor's notes for sick time

What the handbook currently says

Doctor's notes can be required when:

- Absence ≥ 3 consecutive days
- Employee has used >48 sick hours in a rolling 12-month period
- OR "for any other reason the agency determines such certification is warranted"

Risk area

That last clause is extremely broad and could:

- Create inconsistent enforcement
- Become problematic in ADA/FMLA-adjacent scenarios
- Feel punitive to employees

Revision Recommendation

Medical Certification / Doctor's Notes

OJRSA may require reasonable medical certification to support the use of Sick Leave, Family Sick Leave, or Additional Paid Leave for Catastrophic Injury in certain circumstances. Any medical documentation requested under this section shall be limited to information necessary to verify the need for leave and, when applicable, the employee's ability to safely return to work, including the nature and extent of any job restrictions. OJRSA will not require employees to disclose diagnoses or detailed medical information unless otherwise required by law, or allowed by law and deemed necessary under the circumstances.

Medical certification may be required under the following circumstances:

- **Extended Absences**
When an employee is absent for three (3) or more consecutive scheduled workdays due to personal illness, injury, Family Sick Leave, or Additional Paid Leave for Catastrophic Illness.
- **Patterns or Excessive Use of Sick Leave**
When an employee has used more than forty-eight (48) hours of Sick Leave, including Family Sick Leave, in a rolling backward twelve (12) month period.
- **Fitness-for-Duty or Safety Concerns**
When OJRSA has a legitimate concern that an employee's illness, injury, medication use, or medical condition may:
 - prevent the employee from safely or effectively performing job duties including the essential functions of the position, or
 - pose a direct safety risk to the employee, co-workers, the public, or OJRSA operations.
- **Return-to-Work Clearance**
When an absence involves hospitalization, medical restrictions, or a condition requiring confirmation that the employee is able to resume full duties or identified temporary restrictions.

OJRSA typically directs employees when to provide medical certifications. Under certain circumstances, such as when an employee is undergoing ongoing treatment for a chronic illness (e.g., cancer treatment, physical therapy) a single medical certification certifying the reason for an extended absence or recurring treatments/doctor visits may be sufficient.

Medical certification shall not be required for:

- Routine, short-term, or infrequent Sick Leave absences of one (1) or two (2) consecutive workdays, unless one of the conditions above applies.

At OJRSA's discretion, and upon request by the employee, the agency may allow up to one (1) additional Sick Leave day beyond the return-to-work date stated in a medical certification without requiring a new physician's note, provided the extension does not present operational or safety concerns.

Failure to provide requested medical certification within a reasonable timeframe may result in Sick Leave being denied and additional leave counted against attendance, or converted to another applicable leave category and may subject the employee to corrective action, consistent with this policy and applicable law.

Nothing in this section limits OJRSA's obligations under the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Pregnant Workers Fairness Act, or other applicable state or federal laws.

CONCERN: Donated Sick Leave

Recommendation: Eliminate the Donated Sick Leave Policy

I recommend eliminating the Donated Sick Leave policy in its entirety, rather than revising or moderately liberalizing it, and relying instead on:

The enhanced Sick Leave / Family Sick Leave framework you've already approved (including:

- 40 hours of Family Sick Leave,
- use of other available paid leave as mentioned in the "CONCERN: Family Sick Leave - 40 hours per calendar year" of this document (pages 3-5),
- blanket physician certifications for chronic/ongoing conditions),
- Discretionary Leave Without Pay (LWOP) when appropriate,
- Existing FMLA and ADA accommodation obligations.

This approach aligns better with administrative consistency, risk management, equity across employees, and leadership trust, while still providing compassionate flexibility.

Why Elimination Is a Better Option Than Revision

Donated Leave Programs Create More Risk Than Value for Small or Specialized Agencies like OJRSA:

- Small workforce
- Highly interdependent operations
- Safety-sensitive roles

donated leave programs tend to create:

- Administrative complexity
- Equity concerns
- Implicit pressure on coworkers to donate
- Emotional fallout when donations fall short

Even a well-drafted donated leave policy often:

- Is used rarely
- Requires exceptions anyway
- Becomes a morale issue rather than a morale benefit

In short: high effort, low return.

CONCERN: PPE - Safety boot reimbursement (\$160)

What the handbook currently says

Section 3.6.2 - PPE Allowance and Reimbursement Program:

- Safety boots reimbursed up to \$160 annually
- Must meet OSHA standards
- Receipt + documentation required

Issue

This is:

- Legally defensible
- Practically outdated

\$160 no longer covers quality safety boots for wastewater, mechanical, or confined-space work.

Revision Recommendation

Section 3.6.2 - PPE Allowance and Reimbursement Program (Revised)

For certain Personal Protective Equipment ("PPE") that is required for employee safety, or encouraged due to the nature of the work, but which requires individual sizing, fit, or prescription, OJRSA provides an allowance and reimbursement program subject to the terms of this section.

Employees assigned to safety-sensitive positions, as defined in the current version of the OJRSA Safety Manual, are eligible to receive reimbursement for qualifying PPE purchases as outlined below. Reimbursement is limited to the maximum authorized amount for each item and frequency listed. If the employee's actual cost is less than the maximum authorized amount, reimbursement shall be limited to the actual cost incurred.

All reimbursement requests must be supported by appropriate documentation and are subject to review and approval by the Office Manager or other position delegated with Human Resources or payroll responsibilities.

Table 1 - PPE Items Eligible for Reimbursement

PPE Item	Maximum Reimbursement	Frequency	Notes / Restrictions
Safety Boots / Safety Shoes	\$225	Once every twelve (12) months based on the employee's date of hire or last approved reimbursement	Must meet OSHA requirements as defined in 29 CFR 1910.136 (Foot Protection). Employee must submit a receipt and documentation demonstrating compliance with OSHA standards.
Prescription Safety Glasses	\$200	Once every twenty-four (24) months	OJRSA does not pay for eye exams. Glasses must meet OSHA requirements; receipt, prescription, and compliance documentation required.

CONCERN: Fully paid retiree insurance - sunseting

What the handbook currently says

Section 7.5.2 - Insurance:

- OJRSA pays 100% of retiree premiums
- Ends at Medicare eligibility
- No subsidy for spouse/dependents
- Explicitly says the benefit can be changed at any time

Issue

- Grandfather current employees
- Sunset date of June 30, 2026
- Medicare eligibility cutoff (well worded)
- Explicit non-subsidization of Medicare supplement plans

Revision Recommendation

Section 7.5.2 - Insurance (Retiree Health Benefits) (Revised)

Insurance - Retiree Health Benefits

OJRSA offers access to retiree group health insurance coverage, including health, dental, and vision benefits, through the South Carolina Public Employee Benefit Administration ("PEBA"), subject to PEBA eligibility requirements and policies applicable to optional government employers.

Sunset of Employer-Paid Retiree Insurance

OJRSA shall discontinue eligibility for employer-paid retiree group health insurance benefits for employees who are hired after June 30, 2026.

Employees who are actively employed by OJRSA as of June 30, 2026, and who later retire directly from OJRSA without a break in service, shall be grandfathered for purposes of employer-paid retiree insurance, subject to the limitations below.

- An employee who separates from OJRSA employment prior to retirement and later returns to employment in any capacity shall not be eligible for grandfathered retiree insurance benefits.

Duration and Limits of Employer-Paid Coverage

For employees who are grandfathered under this section:

- OJRSA shall pay one hundred percent (100%) of the employer-approved retiree group health insurance premium for retiree-only coverage until the earlier of:
 - the retiree's eligibility for Medicare, or
 - the retiree attaining age sixty-five (65).

Upon Medicare eligibility or attainment of age sixty-five (65), whichever occurs first, OJRSA's obligation to pay retiree insurance premiums shall cease.

If PEBA or its insurers offer Medicare, Medicare supplement, Medicare Advantage, or similar plans:

- OJRSA shall not subsidize or contribute toward any such coverage; and
- the retiree shall be responsible for one hundred percent (100%) of all costs for such coverage.

Dependents and Other Coverage

OJRSA shall not pay any portion of insurance premiums for retirees' spouses, dependents, or other eligible family members, regardless of PEBA eligibility.

Reservation of Rights

Retiree insurance benefits are not vested, do not create a contractual right, and can be changed or discontinued by PEBA. OJRSA reserves the right to amend, modify, suspend, or terminate retiree insurance benefits at any time, including in response to changes in PEBA policies, insurer offerings, or applicable law. OJRSA reserves the right to change or stop its payment of retiree group health insurance premiums at any time.

CONCERN: Holidays vs. vacation accrual

What the handbook currently says

- 11 paid holidays
- Vacation accrual already adjusted accordingly
- Language is consistent across Sections 6 and 7

No structural issue. If staff push back, this is a communication issue, not a policy problem.

CONCERN: Hazard pay for severe weather

What the handbook currently says

Requires essential staff to report or shelter

- Pays all compensable time worked
- Explicitly states sheltering under 24 hours is paid; under certain conditions sleep time may be excluded (see #10)

Issue

Leadership position is sound. There is no hazard pay, and the handbook does not promise one.

- I would not add hazard pay
- I might add one sentence clarifying that weather duty is an inherent function of the role

Revision Recommendation

Section 5.5 - Inclement Weather and Other Emergency Situations (Revised)

Due to the critical services provided by the Oconee Joint Regional Sewer Authority ("OJRSA") in protecting public health, the environment, and regulatory compliance, OJRSA facilities must remain staffed as necessary during inclement weather, natural disasters, and other emergency or abnormal operational events.

Certain positions at OJRSA are designated as Essential and may be required to report to work, remain on duty, or shelter onsite during such events. **Performance of duties during inclement weather, emergency conditions, or other abnormal operational events is an inherent and essential function of roles designated as Essential.**

5.5.1 Reporting to Work

Employees designated by the Executive Director or their designee(s) are expected to report to work as scheduled during inclement weather or emergency conditions unless otherwise directed.

Due to the nature of emergency events, employee schedules may be modified, extended, or adjusted as necessary to maintain continuity of operations and regulatory compliance.

Nonessential Employees who are scheduled to work but do not feel comfortable traveling due to weather conditions may elect to use accrued Vacation Leave or may take Leave Without Pay, subject to approval. However, the Executive Director may require a Nonessential Employee to report to work when weather conditions reasonably permit, based on operational needs.

When it is critical that an Essential Employee report to work during inclement weather and the employee is unable to safely travel, OJRSA may arrange transportation at its discretion.

5.5.2 Sheltering at Work

Inclement weather or emergency conditions may require certain employees to remain at an OJRSA facility or other designated location to ensure continuity of operations.

Employees who are required to shelter at work shall be compensated in accordance with applicable sections of this Policy governing compensable time, emergency duty, and overtime, including Sections 5.5.2, 6.4, and 6.6, as applicable based on employee classification.

Requirements related to sheltering, duration of duty, relief periods, and operational expectations shall be communicated by management during the course of the emergency or as soon as practicable.

CONCERN: Standby / on-call pay

What the handbook currently says

Section 6.7 - On-Call Availability Pay:

- \$15/day
- Paid whether called in or not
- Clear pro-ration example
- No exempt eligibility

This is actually clean and well-documented.

Whether the rate is competitive is a budget and labor-market question, not a compliance issue. If anything, the clarity here is a strength.

CONCERN: Sleeping while onsite during emergencies

What the handbook currently says

- <24 hours → all time paid
- ≥24 hours → sleep time excluded up to 8 hours if 5 uninterrupted hours provided (problematic)

Issue

The language assumes agreement and does not clearly require:

- An express or implied agreement
- Adequate sleeping facilities
- Tracking of interruptions

If employees are required to remain onsite during emergencies under 24 hours and allowed to sleep, that time must be paid in full.

Revision Recommendation

Section 5.5.2 - Sheltering at Work (Revised)

Sheltering at Work

Inclement weather, natural disasters, or other emergency or abnormal operational events may require certain employees to remain at an OJRSA facility or other designated location (such as a county emergency operations center) to ensure continuity of operations and compliance with regulatory requirements.

Non-Exempt Employees

A non-exempt employee who is required to remain on duty or remain on OJRSA premises for less than twenty-four (24) consecutive hours shall be compensated for all time on duty, including time permitted for sleep, rest, or personal activities.

A non-exempt employee who is required to remain on duty for twenty-four (24) consecutive hours or more shall be compensated for all hours worked. A bona fide sleep period of up to eight (8) hours may be excluded from compensable time only if all of the following conditions are met:

- Adequate sleeping facilities are provided by OJRSA;
- The employee is provided a reasonable opportunity for uninterrupted sleep;
- The employee is provided at least five (5) hours of sleep during the sleep period without being interrupted by a call to duty; and
-

This Sheltering at Work policy and the non-exempt employee's signature to this Employee Handbook constitute an express agreement to a non-compensable sleep period when the above conditions are met. A non-exempt employee's failure to object in writing to this Sheltering at Work policy separately creates an implied agreement to a non-compensable sleep period when the above conditions are met.

If the sleep period is interrupted by a call to duty such that the employee does not receive at least five (5) uninterrupted hours of sleep, the entire sleep period shall be considered hours worked.

Exempt Employees

Exempt employees who are required to shelter at an OJRSA facility or other designated location during an emergency shall be compensated in accordance with Section 6.6 of this Policy.

Nothing in this section alters OJRSA's right to designate Essential and Nonessential Employees or to modify staffing requirements based on operational needs.

AREAS OF CONCERN WITHIN THE HANDBOOK NOT DISCUSSED BY OJRSA

Polygraph / Lie Detector Language (Section 2.4 - Investigations)

"Employees may be asked to submit to a polygraph (lie detector) examination."

Why this is a problem

- The federal Employee Polygraph Protection Act (EPPA) generally prohibits private employers—and many public employers acting as employers—from requiring or even requesting polygraphs, with very narrow exemptions.

Even if OJRSA technically qualifies for an exemption, this language is:

- Overbroad
- Legally outdated
- Extremely inflammatory if ever cited

Recommendation

Remove entirely or replace with:

"To the extent permitted by applicable law..."

This is one of the *strongest red flags* in the document.

Priority: Immediate

Automatic “Deemed Resignation” for Refusal to Sign Documents Section 4.1 - Employee Conduct

“...If he/she refuses to sign the document, he/she will be relieved of duty without pay... will be presumed to have resigned.”

Why this is risky

- Refusing to sign ≠ refusal to acknowledge receipt.
- This may undermine at-will language by making termination look procedurally improper.

Best practice

- Employees acknowledge receipt, not agreement
- Refusal should be documented by management—not treated as resignation

Recommendation

Suggested fix Replace “presumed to have resigned” with:

- “Failure to acknowledge receipt may result in corrective action, up to and including termination.”

Priority: High

Discipline Language Conflicting with Grievance Rights- Sections 4.1 (Discipline) and 2.19 (Grievance and Appeals)

You state:

- OJRSA may impose *any level of discipline including termination for a first offense*
- Yet grievances are barred for:
 - Compensation
 - Evaluations
 - Oral reprimands

Employees could reasonably interpret that they have grievance rights for termination—but the absolute discretion language undermines that.

Recommendation

Add a clarifying sentence such as:

- “Nothing in this policy creates a guarantee of progressive discipline or appeal rights beyond those explicitly stated herein.”

Priority: Medium-High

LGC Comment: I’m fine with the recommended addition, but note that the grievance policy allows for grievance of terminations so I’m not clear on where the conflict lies.

Overly Broad "Confidentiality" Provisions Sections 4.6 and 8.3

Language could be read to:

- Prohibit discussion of wages or working conditions
- Restrict lawful whistleblowing

This is problematic under NLRA principles (which increasingly apply even to public entities in practice).

Recommendation

Add a standard savings clause:

- "Nothing in this policy prohibits employees from discussing wages, hours, or other terms and conditions of employment, or from reporting concerns to governmental agencies as permitted by law."

Priority: Medium

Statement: "Employees are prohibited from working remotely" Sections 5.2 and 6.9

Multiple sections repeat variations of:

- "Remote work not allowed"
- "Only in extraordinary circumstances"

Rigid language conflicts with ADA reasonable accommodation obligations, even though you reference accommodations elsewhere. This could be cited against OJRSA if remote work is later approved as an accommodation.

Recommendation

Add: "This policy does not limit OJRSA's obligation to consider reasonable accommodations under applicable law."

Priority: Medium

LGC Comment: I suggest combining 5.2 "Remote Work" and 6.9 "Working from Home" because of the significant overlap in their terms. I'm ok with the recommended addition but a good practice to prevent granting work from home as a reasonable accommodation is to add to job descriptions (where appropriate) that working on-site is an essential job function. In practice, you may still have to consider working from home as a reasonable accommodation but this helps ensure work from home is a last resort, and arguably allows you to deny work from home as a reasonable accommodation (understanding that accommodation is a case by case determination).

Leave Without Pay + Job Protection Confusion Section 7.2.9 - Leave Without Pay

You state:

- Leave Without Pay may be granted
- No guarantee the position will be held
- But later mention returning to comparable roles

Employees may confuse discretionary LWOP with job-protected leave.

Recommendation

Clearly distinguish:

- FMLA-protected leave
- ADA accommodation leave
- Discretionary LWOP

Priority: Medium

LGC Comment: I suggest adding the following language at the end of current 7.2.9.

"Leave without pay is intended to apply in extraordinary circumstances of an employee's need for more leave (paid or unpaid) than provided in all other leave policies. The amount of leave and terms and conditions governing leave without pay are in OJRSA's sole discretion and will be communicated to employees. Leave without pay may be the same as or run concurrently with other forms of leave, including leave under the Family and Medical Leave Act, and any leave which may be provided to accommodate an employee's disability."

Definitions Are Scattered

Definitions currently appear:

- In footnotes
- Embedded in policy sections
- Defined inconsistently (e.g., “Immediate Family”, “Essential Employee”)

Recommendation

Add a Section 1: Definitions in the next revision cycle.

Priority: Low (Strategic)

On-Call Pay vs “Engaged to Wait”

The policy is decent, but:

- Response-time requirements (45 minutes)
- Vehicle rules
- Alcohol/drug prohibitions

...combined *could* suggest employees are more restricted than the policy acknowledges.

You’re probably okay today—but this is an area to watch as hours-based claims evolve.

Priority: Monitor

LGC Comment: You all may have subsequently discussed this, but to Chris’s comment, Carrie is flagging that employees could argue that while they are on on-call duty, their ability to use their time freely is so restricted that all time during their on-call week should be compensable. Essentially, they have to report within 45 minutes and not have been drinking so they can’t travel more than 45 minutes away or have a drink with dinner, etc., and so they should be paid b/c of these limitations.

As I recall from the last Handbook review, we determined that the restrictions imposed balance OJRSA’s needs with the fewest restrictions on employee time as possible. Carrie is right that we should continually monitor this, including thinking through ways OJRSA’s needs might allow the employee more flexibility with their time, or limiting their continuous time on-call. For example, instead of week-long on-call periods, move to 48 hour periods, where OJRSA’s exposure to unpaid on-call time is more limited if an employee were to challenge this.

OJRSA Fiscal Year 2027 Comprehensive Budget Request

The annual budget for the Oconee Joint Regional Sewer Authority (“OJRSA”) 2026-2027 fiscal year (the “FY 2027 Budget”) includes funding for operations, capital improvements, and other requirements necessary to comply with safety standards, federal and state laws and regulations, and operating permits for the existing wastewater trunk sewer and treatment system which serves the municipalities of Seneca, Walhalla, Westminster, and West Union and their surrounding communities (collectively the “Wholesale Sewer System”), as well as the Retail Sewer System (commonly referred to as the “I-85 Corridor Retail Sewer System” or “Sewer South Phase II”). The budgets and funds as described herein are as established by the *OJRSA Financial and Accounting Policy* and other applicable policies as adopted by the OJRSA Board of Commissioners (“Board”).

This draft budget is to be considered to the OJRSA Finance & Administration Committee at their May 26, 2026 meeting and the Board of Commissioners at its June 1, 2026 meeting.

As approved by the Board, changes to the rates and fees assessed by the OJRSA are included in this request and all revenues associated with the FY 2027 Budget include these proposed rates. If these rates and fees are modified by the Board as part of the budget consideration process, then the annual budget will also need to be adjusted to reflect these changes.

Fiscal Year 2027 for the OJRSA begins July 1, 2026 and ends June 30, 2027.

Customer Information

The tables below use the average number of customers and flow billed per month from March 2025 through February 2026.

Table 1: Number of customers by type in Wholesale Sewer System

Customer Type	March 2025-February 2026 (Average/Month)	March 2024-February 2025 (Average/Month)	Customer Change from Previous (Numerical Average / Percent)
Residential Customers	8,269	8,027	+242 / ↑3.015%
Nonresidential Customers	1,543	1,527	+16 / ↑1.031%
Combined Customers	9,812	9,554	+258 / ↑2.700%

Table 2: Usage by type in the Wholesale Sewer System

Usage Type	March 2025-February 2026 (Average Gallons/Month)	March 2024-February 2025 (Average Gallons/Month)	Usage Change from Previous (Average Gallons/Month / Percent)
Residential Volume	30,998,281	31,030,274	-31,993 / ↓0.103%
Nonresidential Volume	27,717,957	30,190,749	-2,472,793 / ↓8.191%
Combined Volume	58,716,238	61,221,023	-2,524,792 / ↓4.124%

ANNUAL OPERATING BUDGETS (UNRESTRICTED FUND)

The OJRSA maintains two unrestricted funds for O&M—one for the Wholesale Sewer System and one for the Retail Sewer System. The purpose of the two separate Operations & Maintenance (“O&M”) budgets is to pay for operating expenses associated with the OJRSA’s wholesale and retail wastewater conveyance and treatment systems. In accordance with intergovernmental agreements between Oconee County and other entities, neither of these funds can subsidize the O&M of the other.

Wholesale Operations & Maintenance Fund

OJRSA Fiscal Year 2027 Comprehensive Budget Request

The proposed Wholesale O&M (“WO&M”) Budget is balanced and anticipated revenues equal expenses (\$7,106,002 revenues¹ vs. \$7,106,002 expenses²).

Wholesale Operations & Maintenance Fund Revenues

The OJRSA generates all of its operating revenue from fees. The agency does not receive *ad valorem*³ funding from the cities or county, nor can it legally impose such a tax or use collected impact fees to fund operations or capital improvements. The agency may occasionally receive grants or other in-kind capital contributions from local, state, or federal agencies or other parties, and if such funding is received (or anticipated to be received), then it will be identified within this summary and the proposed budget.

Anticipated revenue for WO&M is \$6,702,249, which is an increase of \$53,537 (0.8%) from FY 2026. Carryforward funds of \$385,700 will also be included. No WO&M fund balance is to be used.

User Fees

Customer user fees are the primary source of OJRSA WO&M revenue. Including a proposed 5% increase, user fees are conservatively projected to increase by \$33,362 (+0.5%) during FY 2027.⁴ Information regarding users and usage is included in Table 1 and Table 2 of this document.

A breakdown of the proposed user rates is included in Table 3 below. There is a 5% proposed increase to the volumetric rate user fees for FY 2027; however, a rate consultant that performed the Regional Sewer Feasibility Planning Study advised in 2025 that the OJRSA increase rates considerably in the coming years in order to fulfill operation and maintenance obligations, complete necessary improvements, and expansion projects over the next 10 years.⁵

Table 3: User fees and anticipated revenues

	Per Sewer Customer	Anticipated Annual Revenue	Change from Previous Year
Residential User Fees			
Base Rate (per water meter)	\$10.00/month	\$989,680	\$27,523 (2.86%)
Volumetric Rate	\$5.94/1,000 gallons	\$2,204,034	\$101,912 (4.85%)
Nonresidential User Fees			
Base Rate (per water meter)	\$15.00/month	\$276,738	\$2,825 (1.03%)
Volumetric Rate	\$8.13/1,000 gallons	\$2,690,643	-\$98,913 (-3.55%)
Other User Fees (Well Users, etc.)			
Res Base Rate (per well)	\$10.00/month	\$120	\$0 (0%)
Res Flat Rate	\$26.67/month	\$320	\$15 (4.90%)
	TOTAL	\$6,161,534	\$33,361 (0.54%)

Other Revenues Worth Noting

- Retail Wastewater Treatment Services: This is a new line item for FY 2027 and accounts for the transfer of funds from the Retail O&M Fund (“RO&M”) to WO&M to pay for treatment costs

¹ Includes Carryforward from Previous Year (\$385,700). No fund balance (also referred to as “net position,” “fund balance,” “retained earnings,” or “savings”) funds, American Rescue Plan Act (“ARPA”) funds, grants, taxes, or other outside public or private funds are used to supplement the FY 2027 WO&M Fund budget.

² Includes \$500,000 transfer to other funds but not \$1,392,982 in depreciation. Including depreciation, WO&M expenses are \$8,498,984.

³ Taxes imposed on real or personal property, such as vehicles and homes.

⁴ 5% increase on volumetric (per gallon) fees only as discussed at May 4, 2026 board meeting. “Conservatively projected” means that it is assumed that residential usage will decrease by 0.25% and nonresidential users and usage will decrease by 0.50% during the budget year. This approach represents a reduction of usage for reasons such as active or passive conservation efforts by the users, water meters underreporting usage, etc.

⁵ Willdan Financial Services presented this to the Commissioners on March 6, 2025. In sum, Willdan stated the OJRSA should consider 74% increases for FYs 2026 and 2027 due to complete the highest priority capital considerations using pay-as-you-go (“paygo”) funding. The issuance of debt would reduce the amount of increase needed. See the meeting minutes for more information.

OJRSA Fiscal Year 2027 Comprehensive Budget Request

associated with the Retail Sewer System.⁶

- Industry Reimbursement: The OJRSA Industrial Pretreatment Program is entirely funded by the permitted industrial customers that utilize the agency’s treatment works. More information about how this program is funded can be found in the *OJRSA Schedule of Fees*.
- Intergovernmental Reimbursement: This line shows the anticipated revenues expected for the OJRSA operating and maintaining the Golden Corner Commerce Park Pump Station and associated force mains for Oconee County. This is separate from RO&M Fund revenues, which will be addressed later within this document.
- Fund Balance Use: The OJRSA does not anticipate the use of fund balance—also referred to as “net position,” “fund balance,” “retained earnings,” or “savings”—during FY 2027.
- Carryforward Expenditures: \$385,000 in FY 2026 budgeted expenses for fully completed contractual and/or project obligations will carry over into FY 2027, which is to fund the remaining anticipated expenses associated with the rehabilitation of Final Clarifier #3. These “revenues” are to be offset by equal expenses in the proposed WO&M Budget.

Wholesale Operations & Maintenance Fund Expenses

Not including depreciation, anticipated expenses for the WO&M Budget are \$7,106,002, which is an increase of \$346,576 (+5.1%) from FY 2026.⁷ When coupled with inflation⁸, the 2021 DHEC Consent Order⁹ requirements, workforce shortages, and a considerable number of facilities and equipment components that are inoperable or beyond its useful life, the OJRSA must be selective as to what tasks and projects to perform, meaning we continue to conduct business from a reactionary position. The FY 2027 Budget was prepared conservatively with a small contingency to account for price increases included in some estimates¹⁰; however, the agency will continue to prioritize work associated with the 2021 DHEC Consent Order and restoring full functionality of the Coneross Creek Water Reclamation Facility over projects solely focused on serving growth unless directed by the Board of Commissioners.

Administration (Total: \$3,261,347, not including depreciation or fund transfers out)¹¹

Including transfers to other funds, the Administration Department budget decreased by \$45,214 (-1.4%) from FY 2026. Department line items of emphasis:

- Salaries and Benefits Study: Find Great People (“FGP”) performed a compensation and benefits assessment, which was presented to the Board on May 4, 2026.
 - OJRSA’s overall compensation is generally competitive for a public utility, with most roles positioned around the 40th to 55th percentile of the regional market; administrative, entry-level, and leadership roles are generally aligned with market expectations. A summary of the findings include:
 - Several licensed, technical, and supervisory positions—including Instrumentation & Electronics Technician, Maintenance Supervisor, Laboratory Analyst, and certain operations/conveyance supervisors—are below market, contributing to recruitment and retention challenges, higher turnover risk, and potential morale issues from pay compression.

⁶ Rate based on *2026 Rate Study for Municipal Wastewater, Hauled Waste, and Industrial Surcharges, Revision 1* report specific to OJRSA by Goldie Associates, May 15, 2026.

⁷ Includes transfers to other funds totaling \$500,000. If these are not included, the WO&M expenses are \$6,606,002. All fund transfers proposed in this year’s budget request are to be spent on or saved for capital projects and/or equipment replacement.

⁸ Consumer Price Index rose [2.7% for the United States](#) and [2.3% for the Southeast](#) during calendar year 2025.

⁹ The OJRSA agreed to address deficiencies in its system due to sanitary sewer overflows (“SSOs”) in a Consent Order executed with the South Carolina Department of Health and Environmental Control (“DHEC”) in 2021. SCDHEC has since dissolved into two agencies on July 1, 2024, and the department that now oversees environmental regulations and compliance is now the South Carolina Department of Environmental Services (“DES”).

¹⁰ OJRSA practice is to receive as many cost estimates from vendors as possible when developing the budget, but some of these may have been received many months earlier. Many of these include contingency to cover these increases, which is typically in the range of 2-3%.

¹¹ There are no budgeted fund transfers to the Wholesale Impact Fund, Retail Impact Fund, or Retail O&M Fund. Depreciation expense is \$1,392,982. If these are to be included, the department expense would be \$4,654,329.

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- Administrative and entry-level positions are generally competitive.
 - FGP also provided considerations in benefit changes, which will be presented to the Board following legal review in a comprehensive update to the *OJRSA Personnel Policy Manual*.
- Payroll increased by \$64,415 (+4.8%), which fully funds the FGP compensation and merit recommendations. Changes to wages also affect other employee costs, such as overtime, FICA, Medicare, and retirement.
- Commissioner Expenses increased by 12.2% to account for additional meetings associated with the sewer reconstitution process.
- Insurance - Property/General increased by \$30,015 (+27.5%) due to rising costs in building & personal property, automobile liability, and general tort liability and sewer backup policy coverages.
- Safety is anticipated to decrease by \$14,071 (-27.9%) because the OJRSA completed the agency-wide arc flash assessment required by National Fire Protection Association 70E Standard for Electrical Safety in the Workplace. These studies, which must be conducted a maximum of every five years (or whenever a change warrants reexamination), are required at the treatment plant and all pump stations as required by OSHA per 29 CFR 1910.303, 1910.335, etc.
- Administrative Services are anticipated to increase by \$28,626 (+10.2%), which includes legal and financial assistance with the sewer reconstitution process.

Conveyance System (Total: \$1,409,343)

The Conveyance System Department budget increased by \$444,937 (+46.1%) from FY 2026. Department line items of emphasis:

- Professional & Contract Services remains at lower levels than in previous years. OJRSA leadership staff determined there was not a need to fund additional sewer CCTV, cleaning, and assessments during FY 2026 or FY 2027 because funds were not yet available to perform the design and construction to rehabilitate the conveyance system for the portions of the sewer that were inspected during FY 2024 and FY 2025 (OJRSA sewer from manhole COS-002 to COS-030, entire OJRSA basin upstream of Martin Creek PS, and the remaining portion of the Southern Westminster Trunk Sewer).
- Equipment Rentals will decrease by \$10,000 (-66.7%) because the OJRSA has budgeted to purchase an excavator. If that purchase is not approved, then it will be necessary to increase this line item by \$10,000.
- Rolling Stock & Equipment requests include:
 - Excavator – Caterpillar 306 (or equivalent) to be purchased using state procurement resources
 - Two new service trucks to replace existing units that are well beyond their useful life and require extensive, expensive repairs.¹² These will be purchased using state procurement resources.
- R&M: Flow Meter Stations is projected to increase by \$52,005 (from \$0 in FY 2026) in order to install improved ventilation at all stations. There will also be a new meter installed at the Miller Branch location.
- R&M: Pump Stations is expected to increase by \$202,222 (+89.7%). Besides general maintenance costs, it includes the following special purchases and projects:
 - Rotating assemblies for Pumps #4 and #5 at Coneross Creek PS
 - Replacement of four valves and two check valves at Coneross Creek PS
 - Replace the third (and final) motor base at Martin Creek PS
 - Replacement of four valves and two check valves at Perkins Creek PS
- R&M: Gravity & Force Mains decreased by \$10,000 (-6.9%) due to less reliance on contractors to make certain repairs to pipelines and appurtenances. If the purchase of the excavator is not

¹² One truck is a 2011 ¾-ton unit and the other is a 2018 ¾-ton unit but both have in excess of 110,000 miles. OJRSA plans to keep the 2018.

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approved, then this line item will need to increase by \$10,000.

Water Reclamation Facility (Total: \$1,691,345)

The overall Water Reclamation Facility (“WRF”) Department budget decreased by \$10,949 (-0.6%) from FY 2026. Department line items of emphasis:

- Professional & Contract Services should increase by \$15,564 (+98.8%) to fund transformer and switchgear cleaning and inspections and to execute a contract with Huber for bar screen maintenance.
- Chemicals:
 - Disinfection (PAA/Chlorine) and Polymer are expected to increase due to cost increases.
 - Other chemicals are expected to increase by \$75,140 (+1,105.0%) to account for the purchase of the EcoSorb odor neutralizing product to address Cross Creek Plantation odor complaints.
- Equipment Rentals will increase by \$7,000 (+140.0%) to fund the rental of a crane to lift plant equipment for repairs and replacement.
- Buildings & Grounds are expected to increase by \$147,600 (+824.6%) to replace and rehabilitate the roof and siding on the metal dewatering building and brick solids building.
- Rolling Stock & Equipment requests include:
 - Lull-style extended boom material handler that will be used to load, unload, and transport various pieces of equipment at the site. Estimated cost for a used machine is \$60,000.
 - EcoSorb 1,200 CFM Vapor Phase System to neutralize odors as a response to complaints from Cross Creek Plantation Residents. This unit costs \$91,500.¹³
- R&M: Water Reclamation Facility is projected to decrease by \$410,719 (-44.6%) during the coming year but there are a considerable number of items requested for funding in the Capital Projects Fund budget. Below are the items of note for the WO&M WRF budget request:
 - CIP Priority 1A Item: Completion of the rehabilitation of Final Clarifier #3 as approved by the Board in FY 2026 (to be funded using FY 2026 carryforward funds)
 - Disinfection system Teledyne Meter upgrade

Pretreatment (Total: \$168,750)

The Pretreatment Department budget increased by \$10,185 (+6.4%) from FY 2026. All expenses incurred that are associated with the industrial pretreatment program are charged to those facilities discharging under the requirements of an OJRSA-issued Industrial Wastewater Discharge Permit.

Laboratory (Total: \$72,824)

The Laboratory Department budget is expected to increase by \$13,994 (+23.8%) from FY 2026.

Department line items of emphasis:

- Professional & Contract Services increased by \$11,594 (+24.5%) in order to:
 - Calibrate equipment
 - Perform *Corbicula* testing and additional sampling as required in the updated NPDES Permit
 - Perform investigative sampling for potential improper disposers within the system
 - Conduct analysis for Contaminants of Emerging Concern (e.g., PFAS/PFOA)
- Chemicals: Laboratory is expected to increase by \$2,600 (48.1%) to cover cost increases.

¹³ Between equipment and chemical costs, the EcoSorb system is expected to cost the OJRSA \$166,640 during the first year. Following Year One, the only substantial nonlabor costs should be for chemical and electricity. The unknowns associated with this purchase are: (1) how effective it will be at recommended dosing levels to address the odors, (2) additional time and expenses, such as power usage and frequency of cleaning the devices, that it will require, (3) whether additional units will be needed to fully address all sources of odor at the WRF, and (4) the expected life of the mechanical equipment.

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Contract Operations (Total: \$2,393)

These expenses are for work performed by OJRSA staff associated with operating and maintaining Oconee County's Golden Corner Commerce Park Pump Station and force mains. All costs are reimbursable by the County, including routine labor expenses (non-emergency/afterhours) at a flat rate of \$27,300¹⁴ per year and is included as a revenue item only.

Capital Improvement Projects (Total: \$500,000)

Other than to represent the transfer of money from the WO&M Fund to the Capital Projects Fund ("CPF"), there are no planned capital improvement projects ("CIP") during FY 2027.

- Fund transfer to Capital Projects Fund: There is a budgeted transfer of \$500,000 to CPF to aid with the future replacement of the Speeds Creek Pump Station force main¹⁵, a Priority 1A project as identified in the 20-year CIP, or other project as needed.

Retail Operations & Maintenance Fund

The RO&M account is to fund the construction and operation of the I-85 Corridor/Fair Play that is owned, operated, and maintained by the OJRSA. All revenues collected from this system must remain in this fund and cannot intermingle with other OJRSA funds except as necessary for operating shared assets, such as utilizing the Coneross Creek Water Reclamation Facility for treatment. If revenues do not equal or exceed expenses, then Oconee County is responsible for "making the budget whole" per various intergovernmental agreements because the Member Cities and their customers cannot subsidize this enterprise.

Information regarding users and usage is included in Table 4 below.

Table 4: Retail Sewer System user and usage data

Usage Type	March 2025-February 2026 (Average/Month)	March 2024-February 2025 (Average/Month)	Usage Change from Previous (Average/Month)
Number of Customers	2	0	+2
Volume	225,100 gallons	2,000 gallons	+223,100 gallons / ↑11,155.00%

Note: There is currently not a separate capital fund for the retail sewer system and all capital expenditures are paid from RO&M.

Retail Operations & Maintenance Fund Revenues

Anticipated revenues for RO&M is \$131,661. There is no use of fund balance or carryforward during the coming budget year. The majority of this revenue is to be paid through reimbursement from Oconee County as it is not anticipated that the \$21,060 collected from user fees will be greater the expenses associated with this system.¹⁶

Retail Operations & Maintenance Fund Expenses

FY 2027 expenses for the fund are estimated to be \$131,661, which is a decrease of \$1,956,181 (-93.7%) from the previous year. The only expenses that are anticipated beyond normal O&M are for the portion of the overall OJRSA financial audit that is necessary with this system and engineering associated with streambank stabilization and the design of a potable waterline that will serve the Welcome Center Pump Station.¹⁷

RESTRICTED FUNDS

In accordance with the *OJRSA Financial and Accounting Policy*, legal counsel's advice, and South Carolina law (as applicable), funds in restricted accounts must be used for specific purposes for which they were obtained.

¹⁴ 5% increase from FY 2026.

¹⁵ The preliminary design of the force main is currently underway; however, the anticipated cost to replace this asset will exceed \$3 million.

¹⁶ These revenues received from Oconee County are separate from those collected in the WO&M Fund for contract sewer operations.

¹⁷ Engineering costs were approved by authorization of Amanda Brock, Oconee County Administrator, on Davis & Floyd AMENDMENT TO OWNER-ENGINEER AGREEMENT: AMENDMENT No. 3 as executed by OJRSA and Ms. Brock on February 10, 2025.

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Capital Projects Fund

The Capital Projects Fund is primarily used for the purpose of performing capital projects and restoring or replacing inoperable or obsolete units of the system.

OJRSA Operations leadership staff believe these projects proposed for FY 2027 will help restore the Coneross Creek Water Reclamation Facility to full operational status and maintain compliance with its Permit to Operate at the rated 7.8 million gallons per day treatment capacity.

Capital Projects Fund Revenue

Anticipated revenues for CPF is \$500,000.¹⁸ Carryforward funds of \$2,906,281 and fund balance of \$323,740 will be used to balance the budget. The sole source of revenue for FY 2027 is the transfer from the WO&M Fund . The carryforward expenditures are associated with the remaining SCIIP project (Dewatering Equipment Replacement), which is to be completed in late summer.

Capital Projects Fund Expenses

Budgeted expenses totaling \$3,730,021 include the projects associated with the WRF:

- Flow Equalization: Pull aerator for future evaluation to possibly rebuild
- Aeration:
 - CIP Priority 1A Aeration gate replacement
 - CIP Priority 1A Aeration motor repair/replacement
 - Gearbox drive rebuilds (two)
- Biological Reactor Basin (Nitrification Process¹⁹):
 - Oxidic (aerobic) & anoxic motor mixer installation
 - Anoxic mixer rebuild
- Utility Water: Pump Replacement
- Digesters / Sludge Storage Tanks:
 - Pull #1 mixer for future evaluation to possibly rebuild
 - Four 4" sludge valves and two 10" sludge valve installation
- Solids Handling: Complete the installation of screw presses, which began during FY 2026 and is funded by SCIIP grant

Wholesale Impact Fund

Impact fee collection and usage is subject to South Carolina Code of Law Section 6-1-1080 et al. and the OJRSA Impact Fee Policy. These funds cannot be used to pay for operations and maintenance and may only be used for qualifying capital projects per law and policy.

The Wholesale Impact Fund ("WIF") Budget as presented includes revenue of \$1,600,000 from the collection of impact fees, industrial unused capacity fees, and interest earned on investments.

There are no WIF expenditures planned for FY 2027.

Retail Impact Fund

Impact fee collection and usage is subject to South Carolina Code of Law Section 6-1-1080 et al. and the OJRSA Impact Fee Policy. These funds cannot be used to pay for operations and maintenance and may only be used for qualifying capital projects per law and policy.

The Retail Impact Fund ("RIF") Budget as presented includes revenue of \$5,000 from the collection of impact fees, industrial unused capacity fees, and interest earned on investments.

¹⁸ Transfer from WO&M.

¹⁹ Conversion of nitrogen compounds (primarily ammonia) to nitrites and nitrates during the aerobic phase and ultimately to nitrogen gas in the anoxic process.

OJRSA Fiscal Year 2027 Comprehensive Budget Request

There are no RIF expenditures planned for FY 2027.

Capital Projects

The basis for the current Capital Projects Plan was formally approved by the Board on December 6, 2021 and has been amended as part of the budget process on occasion. Table 5 (starting on page 9) includes the current list and includes projects identified by OJRSA staff, Consent Order consultants, and as stated in in the [Oconee County & Western Anderson County Sewer Master Plan \(July 2024\)](#)²⁰.

The projects identified in the table are listed by priority based on Consent Order needs, criticality, equipment lifecycle, and growth. When initially developed, there were three priorities; however, when performing the rate/financial cost of service study in 2025, Willdan Financial Services recommended that it would be best to break this down further into either four or five priority levels. OJRSA staff determined it would be best to use four but to break the highest priority items—Priority 1—into two subcategories, Priority 1A and Priority 1B, with the primary difference being that growth would also be a considerable factor.²¹

[SEE FOLLOWING PAGE FOR TABLES]

²⁰ Presented to the OJRSA board on July 1, 2024 by Weston & Sampson/Bolton & Menk.

²¹ One other exception is the Martin Creek Pump Station hydrogen sulfide control system, which is listed as a Priority 1B project. The OJRSA has sustained numerous breaks on the force main associated with this facility as well as considerable odor complaints from those in the area of the force main discharge near the intersection of Wells Highway and Friendship Road. Although this project is important, it was deemed slightly less so than those in the Priority 1A list because the OJRSA has installed a temporary sodium hypochlorite chemical feed at the station to address the odor issue.

Table 5: Oconee Joint Regional Sewer Authority 20-Year Capital Improvement Plan & Rehabilitation Plan as included in Willdan Financial Services rate/cost of service study as presented to the OJRSA Board of Commissioners on March 6, 2025..Priorities: 1A-Critical O&M/Consent Order with No Growth (with a few exceptions to address include largescale equipment replacement, such as at the WRF) 1B-Critical O&M/Consent Order with Growth 2-Approaching End of Life with No Growth 3- Approaching End of Life with Growth 4- Growth Only

Priority	Project	Included in FY 2027 Budget?	Fiscal Year(s) to Perform ²²	Location	Driver(s)	Likely Funding Source(s)	Consent Order Project?	Significant O&M Cost?
1A	Systemwide Improvements (Rehab 100% of System Plus Misc. Gravity Sewer Improvements)	NO	ALL FYs	Conveyance	O&M	Primary Debt	YES	No
	CCTV/Cleaning	NO	ALL FYs	Conveyance	O&M	Annual (O&M)	YES	YES
	Engineering/Flow Metering	YES	ALL FYs	Conveyance	O&M	Annual (O&M)	YES	YES
	GIS/Hydraulic Model/Mapping	YES	ALL FYs	Conveyance	O&M	Annual (O&M)	YES	YES
	Coneross Influent PS Replace Soft Starts	NO	FY2026	WRF	O&M	Annual (O&M)	No	No
	Primary Clarifiers: Prim Clarifier Sludge #3 Pump Replacement	NO	FY2026	WRF	O&M	Annual (O&M)	No	No
	Choestoea Creek PS Replacement	NO	FY2026-FY2027	Conveyance	O&M	Cash &/or Debt	YES	No
	Pelham Creek PS Replacement CAN BE ELIMINATED BY DAVIS CREEK SEWER PROJECT	NO	FY2026-FY2027	Conveyance	Growth/O&M	Cash &/or Debt	No	No
	Speeds Creek Force Main Replacement	DESIGN - YES	FY2026-FY2027	Conveyance	Growth/O&M	Cash &/or Debt	YES	No
	Aeration: Gate Replacements	YES	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Aeration: Motor Repair / Replacement / Gearbox Drive Rebuild	YES	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Biological Reactor Basin: Valve / Gate Replacements	NO	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Digesters / Sludge Holding Tanks: Mixer Replacement for #1	PARTIAL	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Digesters / Sludge Holding Tanks: Replace Blowers	NO	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Electrical: Backup Power - Portable Generator Connection (inc. Engineering) ²³	NO	FY2026-FY2027	WRF	Growth/O&M	Cash &/or Debt	No	No
	Flow Equalization & Storage: Day Tank Mixing and Control Equipment	PARTIAL	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Secondary Clarifier #3: Rebuild / Replace Mechanical Equipment	YES	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Coneross Influent PS Flood Protection	NO	FY2027-FY2028	WRF	O&M	Cash &/or Debt	No	No
Digesters / Sludge Holding Tanks: Repair Decanter System	NO	FY2029-FY2030	WRF	O&M	Cash &/or Debt	No	No	
ISS PS Replacement	NO	FY2033-FY2034	Conveyance	O&M	Cash &/or Debt	No	No	
1B	Martin Creek H2S Control	NO	FY2026-FY2027	Conveyance	O&M	Cash &/or Debt	No	YES
	Millbrook PS Upgrade CAN BE ELIMINATED BY DAVIS CREEK SEWER PROJECT	NO	FY2026-FY2027	Conveyance	Growth/O&M	Cash &/or Debt	No	YES
	Perkins Creek PS Replacement	NO	FY2026-FY2027	Conveyance	Growth/O&M	Primary Debt	YES	No
	Seneca Creek PS Upgrade POSSIBLE ELIMINATION BY DAVIS CREEK SEWER PROJECT	NO	FY2026-FY2027	Conveyance	Growth/O&M	Primary Debt	No	YES
	Coneross Creek WRF Upgrade Phase 1 (Upgrade to 10.4 mgd) ²⁴	NO	FY2027-FY2032	WRF	Growth	Primary Debt	No	YES
	Martin Creek Pump Station & Force Main	NO	FY2034-FY2035	Conveyance	Growth/O&M	Primary Debt	YES	No
2	Septage Receiving Station: Rehabilitation	NO	FY2026	WRF	O&M	Cash &/or Debt	No	No
	Digesters / Sludge Holding Tanks: Blower Room Repairs	NO	FY2026-FY2027	WRF	O&M	Annual (O&M)	No	No
	Primary Clarifiers: Scum Pump #2 Replacement	NO	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Secondary Clarifiers: Replace RAS Valves and Check Valves	NO	FY2026-FY2027	WRF	O&M	Cash &/or Debt	No	No
	Primary Clarifiers: Rehabilitate Distribution Box	NO	FY2027-FY2028	WRF	O&M	Cash &/or Debt	No	No
	Cane Creek PS Upgrade	NO	FY2031-FY2032	Conveyance	O&M	Cash &/or Debt	No	No
	Cryovac PS Upgrade	NO	FY2032-FY2033	Conveyance	O&M	Cash &/or Debt	No	No
	Speeds Creek PS Replacement	NO	FY2034-FY2035	Conveyance	Growth/O&M	Primary Debt	No	No
Wexford PS Replacement	NO	FY2034-FY2035	Conveyance	O&M	Cash &/or Debt	No	No	
3	US 123 / 76 West Seneca RR Bridge Crossing / Bottleneck	NO	FY2026-FY2027	Conveyance	Growth/O&M	Cash &/or Debt	No	No
	Davis Creek Road Gravity Sewer / PS Elimination	NO	FY2026-FY2028	Conveyance	Growth/O&M	Primary Debt	No	No

²² According to 2024 Oconee County and Western Anderson County Sewer Master Plan

²³ Project may not be necessary as Blue Ridge Electric Cooperative is considering the installation of a second circuit that may be able to serve the plant.

²⁴ If items in FY 2027 Capital Projects Fund are completed, the WRF expansion can be moved to Priority 4 as all nonfunctioning components will have been replaced or rehabilitated since the master plan was developed during FY 2024.

4	Davis Creek Road No. 1 Pump Station & Force Main (Newry Area development)	NO	FY2026-FY2028	Conveyance	Growth	Primary Debt	No	YES
	Martin Creek Gravity Sewer (needed to serve Newry Area development)	NO	FY2026-FY2028	Conveyance	Growth	Primary Debt	No	No
	Newry Area Pump Station & Force Main	NO	FY2026-FY2029	Conveyance	Growth	Primary Debt	No	YES
	Richland Creek Trunk Sewer Extension	NO	FY2026-FY2029	Conveyance	Growth	Primary Debt	No	No
	Richland Road Gravity Sewer	NO	FY2027-FY2028	Conveyance	Growth	Cash &/or Debt	No	No
	Primary Clarifiers: Alkalinity Control	NO	FY2029-FY2030	WRF	O&M	Cash &/or Debt	No	YES
	West Perkins Creek Gravity Sewer	NO	FY2032-FY2034	Conveyance	Growth	Primary Debt	No	No
	Lower Westminster Gravity Sewer	NO	FY2036-FY2038	Conveyance	Growth	Cash &/or Debt	No	No
	Shiloh Road Gravity Sewer	NO	FY2036-FY2037	Conveyance	Growth	Cash &/or Debt	No	No
	Flat Rock Downstream Gravity Sewer	NO	FY2040-FY2042	Conveyance	Growth	Cash &/or Debt	No	No
	Coneross Creek WRF Upgrade Phase 2 (Upgrade to 13.0 mgd)	NO	FY2040-FY2045	WRF	Growth	Primary Debt	No	YES
	Lower Seneca Creek Sewer Improvements	NO	FY2041-FY2043	Conveyance	Growth	Primary Debt	No	YES
	Choestoea Creek Gravity Sewer	NO	FY2042-FY2044	Conveyance	Growth	Cash &/or Debt	No	No
	West Oak Sewer Extension	NO	FY2042-FY2044	Conveyance	Growth	Primary Debt	No	YES
Valley View Sewer Improvements	NO	FY2043-FY2045	Conveyance	Growth	Primary Debt	No	YES	
N/A	I-85 Region Sewer OCONEE COUNTY FUNDED (2022 Dollars: \$16,000,000)	NO	TBD	Conveyance	Growth	Oconee Co	No	YES

	FY 2027	FY 2026 Supp #3	Δ\$ from FY 2026 Final	Δ% from FY 2026 Final	
O&M REVENUES					
401-01770	Connection (Tap) Fees	0	0	0.0%	
401-01790	Unrestricted Interest	30,000	25,000	5,000	20.0%
401-01800	Sale of Assets	15,000	0	15,000	0.0%
401-01810	Fair Market Adjustment	0	0	0	0.0%
401-01820	Grants - Non-Retail Sewer	0	0	0	0.0%
401-01830	Hauled Waste Services	220,339	213,502	6,837	3.2%
401-01840	Other Revenue	42,286	41,269	1,016	2.5%
401-01910	User Fees	6,161,534	6,128,172	33,362	0.5%
401-01920	Contributed Capital	0	0	0	0.0%
401-01940	Retail Wastewater Treatment Services <i>(Transfer From RO&M)</i>	18,053	0	18,053	0.0%
801-01850	Industry Reimbursement	202,500	190,278	12,222	6.4%
1201-01900	Intergovernmental Reimbursement <i>Contract Operations & Retail Sewer</i>	30,591	50,491	(19,900)	-39.4%
	Fund Balance Use <i>Use of retained funds to balance budget</i>	0	0	0	0.0%
	Carryforward Expenditures <i>Carryover from Previous Year for Budgeted Items</i>	385,700	110,714	274,986	248.4%
	TOTAL O&M REVENUES	7,106,002	6,759,426	346,576	5.1%
O&M EXPENSES					
ADMINISTRATION					
		3,261,347	3,306,560	(45,214)	-1.4%
501-01140	Depreciation <i>Not included in budget request but must be accounted for</i>	1,392,982	1,238,863	154,119	12.4%
501-01300	Payroll: Salaries <i>Does not include Pretreatment</i>	1,396,267	1,331,852	64,415	4.8%
501-01310	Overtime	40,275	35,892	4,384	12.2%
501-01350	Payroll: FICA 6.2% / Medicare 1.45% <i>Includes Pretreatment</i>	116,729	110,941	5,788	5.2%
501-01380	Payroll: Retirement 18.56% <i>Does not include Pretreatment</i>	266,622	253,853	12,769	5.0%
501-02200	Commissioner Expenses	16,020	13,140	2,880	21.9%
501-02220	Group Health Insurance <i>Does not include Pretreatment</i>	256,487	264,245	(7,758)	-2.9%
501-02250	Insurance - Property/General	139,201	109,186	30,015	27.5%
501-02260	Employee Uniforms & Wellness	27,225	34,987	(7,762)	-22.2%
501-02300	Licenses/Certifications/Memberships	36,840	47,668	(10,828)	-22.7%
501-02320	Events & Meeting Expenses	3,720	4,400	(680)	-15.5%
501-02370	Safety	36,284	50,355	(14,071)	-27.9%
501-02380	Office Supplies <i>and Software</i>	281,299	298,788	(17,489)	-5.9%
501-02410	Technology: Phones/Internet/TV	21,132	16,500	4,632	28.1%
501-02420	Administration Services	309,039	280,413	28,626	10.2%
501-02530	R&M: Vehicles, Trailers, & Equipment	106,600	116,000	(9,400)	-8.1%
501-02560	Fees & Penalties	4,464	4,339	125	2.9%
501-02580	Grants/Loans Matching <i>(to Member Cities)</i>	0	0	0	0.0%
501-02590	Rolling Stock & Equipment	3,142	84,000	(80,859)	-96.3%
501-02440	O&M Contingency	200,000	250,000	(50,000)	-20.0%
	Transfer to Retail Impact Fund	0	0		
	Transfer to Wholesale Impact Fund	0	0		
	Transfer to Retail (Sewer South) Fund (O&M/CapEx) Fund	0	0		
	CONVEYANCE SYSTEM	1,409,343	964,406	444,937	46.1%
601-02400	Supplies/Tools	34,746	57,342	(22,596)	-39.4%
601-02411	Technology: SCADA	24,284	22,043	2,242	10.2%
601-02430	Professional & Contract Services	131,820	142,556	(10,736)	-7.5%
601-02450	Chemicals: Sodium Hypochlorite <i>Odor and corrosion control</i>	31,990	26,061	5,929	22.8%
601-02455	Chemicals: Herbicides & Pesticides	2,000	2,000	0	0.0%
601-02457	Chemicals: Other	0	0	0	0.0%
601-02490	Electricity	283,636	279,840	3,796	1.4%
601-02500	Water	9,865	11,130	(1,265)	-11.4%
601-02540	Equipment Rentals	5,000	15,000	(10,000)	-66.7%
601-02550	Buildings & Grounds	0	6,000	(6,000)	-100.0%
601-02590	Rolling Stock & Equipment	271,365	32,025	239,340	747.4%
601-04000	R&M: Flow Monitor Stations	52,005	0	52,005	0.0%
601-05000	R&M: Pump Stations	427,632	225,410	202,222	89.7%
601-05230	R&M: Gravity & Force Mains	135,000	145,000	(10,000)	-6.9%
	WATER RECLAMATION FACILITY	1,691,345	1,702,295	(10,949)	-0.6%
701-02400	Supplies/Tools	8,500	6,500	2,000	30.8%

	FY 2027	FY 2026 Supp #3	Δ\$ from FY 2026 Final	Δ% from FY 2026 Final
701-02411 Technology: SCADA	6,540	6,511	29	0.5%
701-02430 Professional & Contract Services	31,314	15,750	15,564	98.8%
701-02450 Chemicals: Sodium Hypochlorite	0	0	0	0.0%
701-02451 Chemicals: Disinfection (PAA/Chlorine)	88,128	74,160	13,968	18.8%
701-02452 Chemicals: Polymer	75,000	66,000	9,000	13.6%
701-02454 Chemicals: Dechlorination/Neutralization (Sodium Bisulfite)	0	25,000	(25,000)	-100.0%
701-02455 Chemicals: Herbicides & Pesticides	2,000	0	2,000	0.0%
701-02457 Chemicals: Other	81,940	6,800	75,140	1,105.0%
701-02470 Garbage	378	396	(18)	-4.5%
701-02480 Natural Gas	2,023	1,590	433	27.2%
701-02490 Electricity	368,168	337,080	31,088	9.2%
701-02500 Water	5,300	5,300	0	0.0%
701-02510 Biosolids Disposal	183,855	185,389	(1,534)	-0.8%
701-02540 Equipment Rentals	12,000	5,000	7,000	140.0%
701-02550 Buildings & Grounds	165,500	17,900	147,600	824.6%
701-02590 Rolling Stock & Equipment	151,500	29,000	122,500	422.4%
701-03000 R&M: Water Reclamation Facility	509,200	919,919	(410,719)	-44.6%
PRETREATMENT <i>Most Regulatory Services Coordinator expenses</i>	168,750	158,565	10,185	6.4%
801-01300 Payroll: Salaries	89,326	82,469	6,857	8.3%
801-01380 Payroll: Retirement <i>18.56%</i>	16,579	15,306	1,273	8.3%
801-01350 Payroll: FICA <i>6.2%</i> / Medicare <i>1.45%</i> <i>Included with 501-01350</i>	0	0	0	0.0%
801-02220 Group Health Insurance	8,611	8,347	264	3.2%
801-02230 Unemployment Insurance <i>Included with 501-02250 FY 2026</i>	0	0	0	0.0%
801-02240 Workers' Compensation <i>Included with 501-02250 FY 2026</i>	0	0	0	0.0%
801-02260 Employee Wellness <i>Included with 501-02260 FY 2026</i>	0	0	0	0.0%
801-02270 Uniforms	0	0	0	0.0%
801-02300 Licenses/Certifications/Memberships	4,115	4,110	5	0.1%
801-02330 Legal	0	0	0	0.0%
801-02380 Office Supplies	8,810	4,500	4,310	95.8%
801-02400 Supplies/Tools	0	0	0	0.0%
801-02410 Technology: Phones/Internet/TV	562	1,335	(773)	-57.9%
801-02430 Professional & Contract Services	40,748	42,498	(1,750)	-4.1%
801-02590 Rolling Stock & Equipment	0	0	0	0.0%
LABORATORY	72,824	58,830	13,994	23.8%
901-02400 Supplies/Tools	6,000	6,200	(200)	-3.2%
901-02430 Professional & Contract Services	58,824	47,230	11,594	24.5%
901-02456 Chemicals: Laboratory	8,000	5,400	2,600	48.1%
CONTRACT OPERATIONS <i>GCCP PS/FMs/Gravity Sewer Only</i>	2,393	19,432	(17,039)	-87.7%
1201-02400 Supplies/Tools <i>GCCP PS/FMs/Gravity Sewer Only</i>	0	0	0	0.0%
1201-02411 Technology: SCADA <i>GCCP Only</i>	708	2,202	(1,494)	-67.8%
1201-02430 Professional & Contract Services <i>GCCP PS/FMs/Gravity Sewer Only</i>	1,111	5,100	(3,989)	-78.2%
1201-02490 Electricity <i>GCCP PS/FMs Only Paid directly by Oconee County</i>	0	0	0	0.0%
1201-02500 Water <i>GCCP PS/FMs Only</i>	574	630	(56)	-8.9%
1201-02521 Fuel: Generators <i>GCCP PS Only</i>	0	500	(500)	-100.0%
1201-02550 Buildings & Grounds <i>GCCP PS/FMs/Gravity Sewer Only</i>	0	500	(500)	-100.0%
1201-05000 R&M: Pump Stations <i>GCCP PS/FMs Only</i>	0	10,500	(10,500)	-100.0%
1201-05230 R&M: Gravity & Force Mains <i>GCCP PS/FMs/Gravity Sewer Only</i>	0	0	0	0.0%
O&M CAPITAL IMPROVEMENT PROJECTS	500,000	549,338	(49,338)	-9.0%
1401-XXXXX CIP: Conveyance System	0	80,000	(80,000)	-100.0%
1401-XXXXX CIP: Water Reclamation Facility	0	0	0	0.0%
1401-XXXXX CIP: Other	0	0	0	0.0%
Fund Transfer to Capital Projects Fund	500,000	469,338	30,662	6.5%
TOTAL WHOLESALE O&M EXPENSES (w/o Depreciation)	7,106,002	6,759,426	346,576	5.1%
WHOLESALE O&M FUND ±	0	0		

CAPITAL PROJECTS FUND (RESTRICTED)

Capital Projects Fund Revenues

	FY 2027	FY 2026 Supp #1	Δ\$ from FY 2026 Final	Δ% from FY 2026 Final
1501-01780 Restricted Interest - Capital Projects	0	0	0	0.0%
1501-01822 Grants - Non-Retail Sewer	0	0	0	0.0%
1501-01840 Other Revenue - Capital Projects	0	7,773,098	(7,773,098)	-100.0%
Fund Transfers In - Capital Projects	500,000	453,060	46,940	10.4%
Fund Balance Use - CPF <i>Use of fund balance to balance budget</i>	323,740	159,000	164,740	103.6%
Carryforward Expenditures - CPF <i>Carryover from Previous Year for Budgeted Items</i>	2,906,281	330,000	2,576,281	780.7%
TOTAL CAPITAL PROJECTS FUND REVENUES/CARRYOVER	3,730,021	8,715,158	(4,985,137)	-57.2%

Capital Projects Fund Restricted Expenses

1501-XXXXX Capital Projects Expenses	3,730,021	8,715,158	(4,985,137)	-57.2%
TOTAL CAPITAL PROJECTS FUND EXPENSES	3,730,021	8,556,158	(4,826,137)	-56.4%

Capital Projects Fund ±

0 0

WHOLESALE IMPACT FUND (RESTRICTED)

Wholesale Impact Fund Revenues

	FY 2026	FY 2026	Δ\$ from FY 2025 Final	Δ% from FY 2025 Final
1101-01780 Restricted Interest - Wholesale Impact Fund	150,000	100,000	50,000	50.0%
1101-01880 Wholesale Impact Fund Fees	1,600,000	800,000	800,000	100.0%
1101-01980 Unused Capacity Fees - Wholesale Impact Fund	90,000	76,000	14,000	18.4%
Other Fund Transfer In	0	0	0	0.0%
Fund Balance Use - Wholesale Impact Fund	0	0	0	0.0%
Carryover from Previous Year - Wholesale Impact Fund	0	0	0	0.0%
TOTAL WHOLESALE IMPACT FUND REVENUES	1,840,000	976,000	864,000	88.5%

Wholesale Impact Fund Expenses

1101-XXXXX Wholesale Special Expansion Fund Projects	0	0	0	0.0%
TOTAL WHOLESALE IMPACT FUND EXPENSES	0	0	0	0.0%

Wholesale Impact Fund ±

1,840,000 976,000

RETAIL OPERATIONS & MAINTENANCE FUND (UNRESTRICTED)

Retail Operations & Maintenance Fund Revenues *Non-Contract Operation Gravity/PS/FM Sewer*

	FY 2026	FY 2026 Supp #1,2	Δ\$ from FY 2025 Final	Δ% from FY 2025 Final
1301-01910 User Fees - Retail O&M	21,060	270	20,789	7,688.7%
1301-01770 Connection (Tap) Fees - Retail O&M	0	0	0	0.0%
1301-01780 Unrestricted Interest - Retail O&M	0	0	0	0.0%
1301-01821 Grants - Retail O&M	0	0	0	0.0%
1301-01900 Intergov. Reimbursement - Retail O&M	31,952	105,532	(73,581)	-69.7%
Other Fund Transfer In	0	0	0	0.0%
Fund Balance Use - Retail Sewer System	0	0	0	0.0%
Carryover from Previous Year - Retail Sewer System	78,650	0	78,650	0.0%
TOTAL RETAIL O&M FUND REVENUES	131,661	105,802	25,859	24.4%

Retail Operations & Maintenance Fund Expenses *Non-Contract Operation Gravity/PS/FM Sewer*

01301 TOTAL RETAIL OPERATIONS & MAINTENANCE FUND

1301-01140 Depreciation - Retail O&M <i>Not included in budget request but must be accounted for</i>	0	0		
1301-02400 Supplies/Tools - Retail O&M	9,152	500	8,652	1,730.4%
1301-02411 Technology: SCADA - Retail O&M	1,416	1,370	46	3.4%
1301-02430 Professional & Contract Services - Retail O&M	92,729	93,337	(609)	-0.7%
1301-02490 Electricity - Retail O&M	9,587	8,820	767	8.7%
1301-02500 Water - Retail O&M	0	1,050	(1,050)	-100.0%
1301-05230 R&M: Gravity & Force Mains - Retail O&M	0	0	0	0.0%
1301-02550 Buildings & Grounds - Retail O&M	0	0	0	0.0%
1301-05000 R&M: Pump Stations - Retail O&M	725	725	0	0.0%
1301-XXXXX Retail Sewer Treatment Transfer to WO&M Fund	18,053	0	18,053	0.0%

01401 CIP PROJECTS - RETAIL OPERATIONS & MAINTENANCE FUND

1401-XXXXX CIP: Sewer South Phase II	0	1,982,040	(1,982,040)	-100.0%
TOTAL RETAIL O&M FUND EXPENSES (w/o Depreciation)	131,661	2,087,842	(1,956,181)	-93.7%

Retail O&M Fund ±

0 0

RETAIL IMPACT FUND (RESTRICTED)

Retail Impact Fund Revenues

	FY 2026	FY 2026	Δ\$ from FY 2025 Final	Δ% from FY 2025 Final
1001-01780 Restricted Interest - Retail Impact Fund	0	0	0	0.0%
1001-01880 Retail Impact Fund Fees	5,000	5,000	0	0.0%
1001-01980 Unused Capacity Fees - Retail Impact Fund	0	0	0	0.0%
Fund Balance Use - Retail Impact Fund	0	0	0	0.0%
TOTAL RETAIL IMPACT FUND REVENUES	5,000	5,000	0	0.0%

Retail Impact Fund Expenses

1001-XXXXX Retail Special Expansion Fund Projects	0	0	0	0.0%
TOTAL RETAIL IMPACT FUND EXPENSES	0	0	0	0.0%

Retail Impact Fund ±

5,000 **5,000**

DRAFT

OJRSA Schedule of Fees

July 1, 2026

Adoption and Approval as Policy

Adoption

The *OJRSA Schedule of Fees* (Policy) shall become effective on July 1, 2026 in accordance with *OJRSA Resolution 2026-XX*.

These fees shall be in full force and effect from and after passage, approval, and publication, as provided by law.

Non-substantive Changes to Policy

Certain portions of this Policy, such as additions and/or corrections to internet addresses and links, illustrations, referenced forms, and as noted elsewhere within may be updated as necessary by the OJRSA Executive Director without being considered a substantive change to this Policy. Non-substantive changes shall not be documented in the Revision History table.

Definitions, Acronyms, and Format

This section of the *OJRSA Schedule of Fees* contains definitions, acronyms, abbreviations, and formatting that are specific to this document.

Definitions

Administrative Fee shall mean a fee that covers employe time spent on a task, time researching a project, meetings with consultants, preparing invoices or records, travel, basic postage and copies, etc. *Note: This fee is separate from the Administrative Pretreatment Fee.*

Administrative Pretreatment Fee shall mean a fee that covers general labor and incidental costs incurred by OJRSA, including those serving in agency's pretreatment program and other OJRSA staff as necessary, as well as general use materials used by the program (e.g., fuel for vehicles, general office supplies, electricity and other utilities for program, etc.). If specific industries require substantial time by other OJRSA staff, then the industries the work is performed for shall be billed for this time based on the median hourly wages of the lowest pay classification staff member(s) who have the necessary skills and training to perform the tasks along with all other costs associated with the task.

Calendar Day shall mean all days, including weekends and holidays.

Capacity Permit shall mean a Permit for OJRSA Wastewater System Capacity (or other document that serves this purpose) issued to a User or facility after January 1, 1990.

Commercial shall mean a company or organization occupied with or engaged in commerce or work intended for commerce. Examples include food service establishments, grocery stores, banks, hotels, office space, retail shops, multi-family developments, etc.

Customer shall mean a User who, according to the records of a Member City, Town of West Union, Oconee County, or the OJRSA, receives wastewater service at a site that is directly or indirectly served by the OJRSA via a sewer service connection.

Domestic Wastewater shall mean wastewater that originates from activities such as restroom usage, bathing, food preparation, laundry, etc.

Equivalent Residential Unit shall mean a standardized unit of measurement used in wastewater planning to represent the average daily wastewater flow or demand generated by a typical single-family residence. It serves as a baseline for comparing and calculating the wastewater contribution of various types of properties—residential, commercial, institutional, or industrial—on a consistent basis. As stated in the *OJRSA Impact Fee Policy*, the OJRSA considers one (1) ERU to equal three hundred gallons per day (300 gpd). shall mean unit of measure used to express the amount of wastewater discharged by a typical fulltime single family residence. The OJRSA considers one ERU to equal the current gallons per day for residences (or single family residence or equivalent thereof) as listed in the current version of *South Carolina Regulation 61-67 Appendix A Unit Contributory Loadings to All Domestic Wastewater Treatment Facilities*.

Fiscal Year shall mean the accounting period for which the OJRSA operates, which is July 1 through June 30.

OJRSA Schedule of Fees

July 1, 2026

FOG Control Device shall mean FOG interceptors, FOG traps, or other OJRSA approved means of removing fats, oils, and grease from the wastewater conveyance and treatment system.

FOG Generator shall mean facilities that generate fats, oils, and grease.

Hauled Waste shall mean transported waste materials and products including, but not limited to waste from vessels, chemical and/or portable toilets, campers, trailers, septic tanks, FOG interceptors, FOG traps, and vacuum pump tank trucks.

Illegal Tap shall mean any tap or connection made on an OJRSA pipe, manhole, or other facility without written authorization from the OJRSA is considered an illegal tap. The property owner as identified by Oconee County tax records as of the date the connection was discovered is responsible for these costs. Deficiencies are defined as any methods and/or materials that are not approved by the OJRSA in its current version of the *OJRSA Sewer Use Regulation*, *OJRSA Development Policy*, or other OJRSA policy. Illegal connections are also subject to South Carolina Code of Law Title 6 Section 11-280 and others as appropriate.

Impact Fee shall mean the initial charge for the allocation of wastewater treatment and transportation capacity based upon the greater of the user's permitted or projected volume of wastewater discharge or contribution to the system. The collection and use of these fees are governed by the *OJRSA Impact Fee Policy*.

Industrial User (or Industrial) shall mean a user that introduces pollutants from any non-domestic wastewater source as regulated by the Federal Water Pollution Control Act (also known as the Clean Water Act), Title 40 of the Code of Federal Regulations, and/or applicable state/local laws and regulations.

Institution (or Institutional) shall mean an organization that provides services to the public or a specific sector of the public. Examples include schools, places of worship, medical facilities, prisons, etc.

Landfill Leachate shall mean a liquid that is formed when fluid from any source (e.g., rain, groundwater, wet paint, etc.) filters through wastes placed in a landfill. When this fluid comes in contact with buried wastes, it leaches, or draws out, chemicals or constituents from those wastes.

May is permissive. Shall is mandatory and requires compliance.

Master Meter shall mean a water meter that serves multiple tenants. This practice is often utilized in conjunction with multi-family developments (e.g., apartments, condominiums, etc.), subdivisions, and mobile home parks but can include other types of users.

Member Cities shall mean the cities of Seneca, Walhalla, and Westminster and others as defined by legally binding Intergovernmental Agreement(s).

Multi-Family Development shall mean a structure or complex of buildings intended for multiple families to reside in for extended periods of time. Examples include apartments, townhomes, condominiums, duplexes/multiplexes, etc. *Multi-family developments where each residential unit is served by its own water meter is considered a Residential User.*

Non-Domestic Wastewater shall mean wastewater from the production, manufacturing, or processing operations of certain Nonresidential Users, the discharge of which exceeds normal domestic wastewater maximum allowable concentration limits.

Nonresidential User (or Nonresidential) shall mean any use other than a Residential User, which may include, but is not limited to: Food Service Establishments, Industrial Users, health care facilities, religious establishments, educational facilities, assisted living facilities, office facilities, and other commercial establishments. *It shall also include apartments, condominiums, and other multi-unit housing complexes served by a Master Meter and/or with a common sewer service lateral or system serving multiple units prior to connecting with a public sewer.*

Nonroutine Work shall mean any work performed that is not defined as Routine Work, including work performed outside of normal business hours and emergency underground utility locates. *Complaint investigations are considered Nonroutine Work.*

Oconee County Sewer Commission shall mean an autonomous commission of Oconee County government and predecessor of the Oconee Joint Regional Sewer Authority.

Residential User (or Residential) shall mean an independent residential structure that sits on its own land and is intended to be used as a single unit with unshared utilities. Includes traditional detached homes, mobile homes, Multi-Family Developments (*if units have individual sewer plumbing that is not combined prior to connection to the public sewer system*), and recreational vehicle ("RV")/camper site with an individual water meter and sewer connection. It shall not include those served by a Master Meter or those defined as a Nonresidential User.

OJRSA Schedule of Fees

July 1, 2026

Retail Service Area shall mean the area where the OJRSA provides the following services for customers within this area: wastewater collection, trunk conveyance, and treatment. These services may be provided on systems which the OJRSA owns or operates as a contractor for a separate owner. These areas are not owned, operated, nor maintained by a Member City. See Figure 1 (page 4) for more information.

Routine Work shall mean all work performed regularly, repeatedly, and according to a standard procedure. This work is (or can be) scheduled and is performed during normal business hours and includes, but is not limited to: general site inspections, preventative maintenance of equipment, maintenance or replenishment of chemical feed systems, grounds and rights-of-way cutting or herbicide application, nonemergency underground utility locates, nonemergency fueling of generators, and transporting trailers used for bar screen operations. Similar work that is performed outside of normal business hours, if necessary, shall be considered Nonroutine Work. Complaint investigations are considered Nonroutine Work.

Shall is mandatory and requires compliance. May is permissive.

South Carolina Department of Environmental Services (SCDES) shall mean the government agency, or its successor agency, responsible for protecting the State of South Carolina's air, land, and water resources as authorized under multiple state and federal laws. Prior to July 1, 2024, the agency responsible for these functions was the South Carolina Department of Health and Environmental Control.

Special Pretreatment Device shall mean equipment used to reduce, remove, or alter the nature of pollutants in wastewater prior to entering the Public Sewer (as defined in the *OJRSA Sewer Use Regulation*). Such devices include, but are not limited to: FOG Control Devices, Oil/Water Interceptors, Sand/Oil Interceptors, Hair Trap/Interceptors, Lint Interceptors, Plaster Interceptors. Pretreatment Systems, and others as necessary to protect the conveyance system, treatment facility, and/or to comply with NPDES permit requirements.

Summer Usage shall mean any practice where the water provider offers a sewer credit during certain periods of the year (typically summer) for consideration of water that may not enter the sewer system.

Surcharge shall mean a charge for sewer service and treatment service for wastes having characteristics different from sanitary wastes and for which additional charges must be assessed in order to compensate for additional expenses and impacts incurred.

User shall mean any person or entity who directly or indirectly discharges, causes, or permits the discharge of domestic or nondomestic wastewater to any wastewater conveyance system directly or indirectly connected to an OJRSA facility. Users consist of Residential and Nonresidential Users as defined herein. A User can have water and/or sewer service provided by a Member City, OJRSA, or can be a Well Customer.

Well Customer shall mean a Customer that utilizes sewer service that receives potable or non-potable water from any hole that is drilled, dug, or excavated. Such Customers shall be classified as Residential or Nonresidential Users.

Wholesale Service Area shall mean the area where the retail wastewater and drinking water services are owned, operated, and maintained by a Member City. The OJRSA provides trunk wastewater conveyance and treatment services only in this area. See Figure 1 (page 4) for more information.

Acronyms and Abbreviations

e.g.: Exempli Gratia, Latin for "for example"
 ERU: Equivalent Residential Unit
 FEMA: Federal Emergency Management Agency or any successor agency
 FOG: Fats, Oils, and Grease
 FOIA: Freedom of Information Act
 FY: Fiscal Year
 gal: Gallons (unit of volume)
 GIS: Geographic Information System
 gpd: Gallons per Day (unit of flow)
 gpm: Gallons per Month (unit of volume)
 GSA: United States General Services Administration or any successor agency

IU: Industrial User
 lb: Pound (unit of mass)
 mg/L: Milligrams per Liter (unit of concentration)
 O&P: Operations & Planning
 OCSC: Oconee Count Sewer Commission
 OJRSA: Oconee Joint Regional Sewer Authority
 POV: Privately Owned Vehicle
 SCDES: South Carolina Department of Environmental Services (or successor agency)
 SUR: *OJRSA Sewer Use Regulation*
 TKN: Total Kjeldahl Nitrogen

OJRSA Schedule of Fees

July 1, 2026

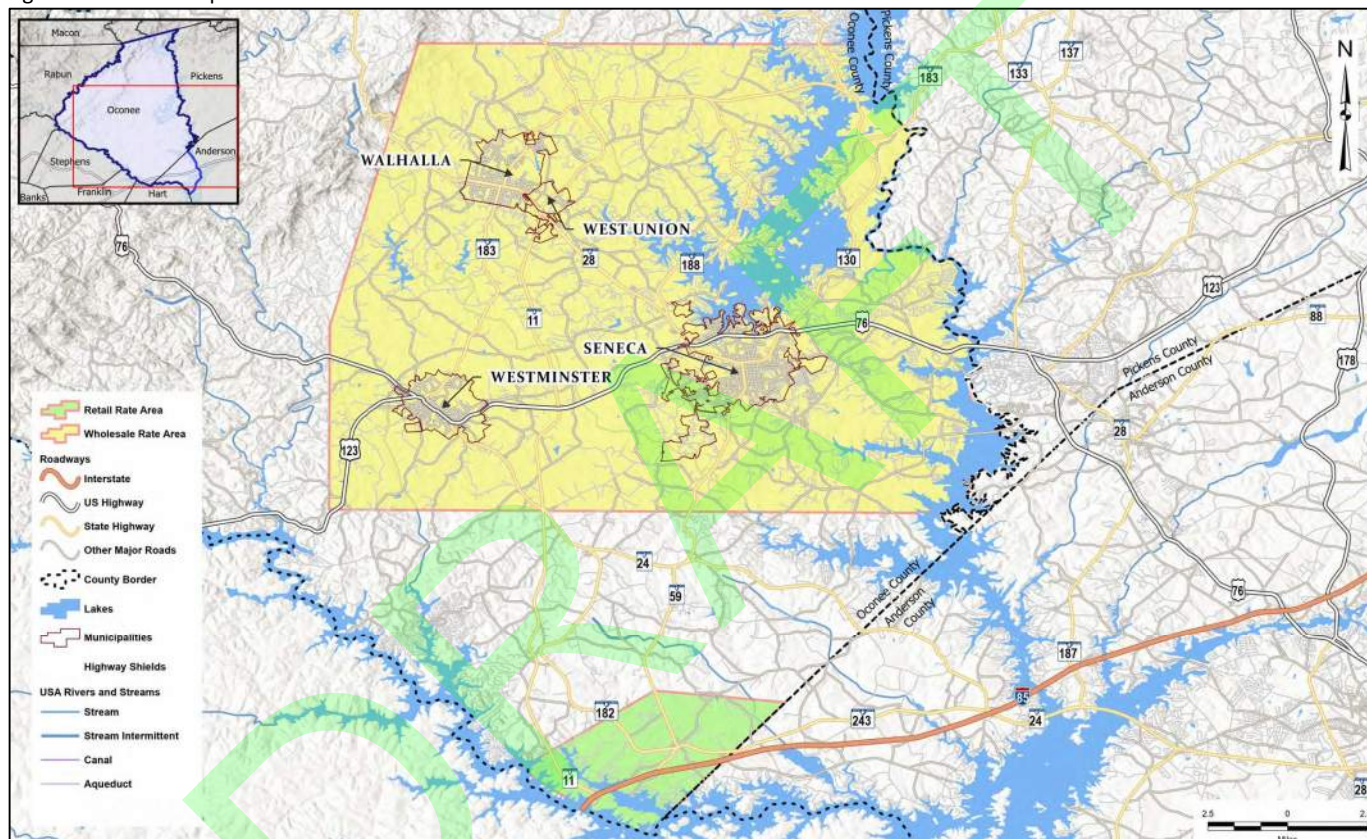
Document Format

This document contains fonts and styles that have certain meaning, such as a reference to other sections or materials. Below is a list of the text formats used within and what they represent in the *OJRSA Schedule of Fees*.

- BOLD CAPITAL LETTERS** Important point of emphasis
- Dashed Underline Name of a form to use for documenting a task referenced in the document
- Italics* Title of books, manuals, and other documents
- MIX-SIZED CAPITAL LETTERS Name of sections or appendices in a book, manual, or other document
- Underlined Italics A note of caution or warning

Service Area Map

Figure 1: General map of the Wholesale and Retail service areas



Section 1 Residential User Rates

Residential Users are subject to fees as listed this section. See the map (Figure 1) on page 4 for more information regarding the Wholesale and Retail Service Areas.

Table 1: Residential User fees

<p>Residential User monthly sewer fees</p>	<p>WHOLESALE SERVICE AREA: Base rate of \$10.00 per month per water meter plus <u>\$5-665.94</u> volumetric rate per 1,000 gallons used (rounded in accordance with water provider policy)</p> <p>RETAIL SERVICE AREA: Base rate in accordance with meter size as shown below:</p> <ul style="list-style-type: none"> • 5/8-inch or 3/4-inch \$20.00 per month • 1-inch \$50.00 per month • 1.5-inch \$100.00 per month • 2-inch \$160.00 per month
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OJRSA Schedule of Fees

July 1, 2026

	<ul style="list-style-type: none"> • 3-inch \$320.00 per month • 4-inch \$500.00 per month • 6-inch \$1,000.00 per month • 8-inch \$1,600.00 per month <p>plus the per month Administration Fee imposed by the water provider plus \$6.797.04 volumetric rate per 1,000 gallons used (rounded in accordance with water provider policy)</p>
Residential Well Customer monthly sewer fees (no retail sewer/water provider, no water or sewer meter)	<p>WHOLESALE SERVICE AREA: Base rate of \$10.00 per well per month plus flat volumetric rate of \$25.4726.73¹ per well per month (Total of \$35.4736.73 per month)</p> <p>RETAIL SERVICE AREA: Base rate of \$20.00 per well per month plus flat volumetric rate of \$30.1531.68² plus the per month Administration Fee imposed by the water provider (Total of \$50.1551.68 plus water provider fee per month)</p>
Impact Fees	As detailed in SECTION 3

Section 2 Nonresidential User Rates

Nonresidential Users, which include Commercial, Industrial, Institutional, and Master Meter Multi-Family Developments, are subject to fees as listed this section. See map (Figure 1) on page 4 for more information regarding the Wholesale and Retail Service Areas.

2.1 General Nonresidential User Fees

Table 2: General Nonresidential User fees

Nonresidential User monthly sewer fees	<p>WHOLESALE SERVICE AREA: Base rate of \$15.00 per month per water meter plus \$7.748.13 volumetric rate per 1,000 gallons used (rounded in accordance with water provider policy)</p> <p>RETAIL SERVICE AREA: Base rate in accordance with meter size as shown below:</p> <ul style="list-style-type: none"> • 5/8-inch or 3/4-inch \$20.00 per month • 1-inch \$50.00 per month • 1.5-inch \$100.00 per month • 2-inch \$160.00 per month • 3-inch \$320.00 per month • 4-inch \$500.00 per month • 6-inch \$1,000.00 per month • 8-inch \$1,600.00 per month <p>plus the per month Administration Fee imposed by the water provider plus \$6.797.04 volumetric rate per 1,000 gallons used (rounded in accordance with water provider policy)</p>
Nonresidential Well Customer monthly sewer fees (No Retail Sewer/Water Provider, no water meter)	<p>WHOLESALE SERVICE AREA: Base rate of \$15.00 per well per month plus volumetric rate to be determined on a case-by-case basis, possibly by use of a sewer meter³</p> <p>RETAIL SERVICE AREA: To be determined on a case-by-case basis. All fees shall include an applicable base fee, volumetric fee (possibly determined by use of a sewer meter³), and per month Administration Fee imposed by the water provider.</p>
Impact Fees	As detailed in SECTION 3

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2.2 Special Pretreatment Fees

Generators requiring Special Pretreatment Devices (as defined in the *OJRSA Sewer Use Regulation*) shall pay as listed in this section.

Table 3: Special pretreatment fees

Special Pretreatment Device User Permit Application review and processing	No fee
Special Pretreatment Device User Permit renewal	No fee
Routine and follow-up compliance inspections and administrative tasks	No fee
All laboratory analyses fees associated with a facility that is regulated by the OJRSA	Actual analysis costs incurred by OJRSA (including those if an outside laboratory is used) + 15% Administrative Fee (only if outside laboratory is used)
Special Pretreatment Device design and specifications review and approval fee for new, replacement, or modification	\$20.00 per <u>review per device</u> (one-time fee covers any future reviews necessary)
New, replacement, or modification inspection of a Special Pretreatment Device	Charged per hour with a one (1) hour minimum. Based on the hourly wage of the lowest pay classification of the Technical Services staff member(s) who has the necessary skills and training to perform the task. The rate used shall be the midpoint of the current FY pay range + benefits costs at 34% of wage + small SUV according to current FEMA Rate Schedule (or GSA mileage rate for POV , if applicable).
Variance inspections for a Special Pretreatment Device	Same as fee for Section 2.2 "New, replacement, or modification inspection of a Special Pretreatment Device"

2.3 Industrial and Other Nonresidential User Fees

Including other Nonresidential User fees, Industrial Users are subject to fees as listed this section. Fees based on ~~April 18, 2025~~ May 15, 2026 recommendation from Goldie Associates (consultant) after evaluation of program and/or treatment costs at facility(ies).

Table 4: Other Industrial and Nonresidential User fees

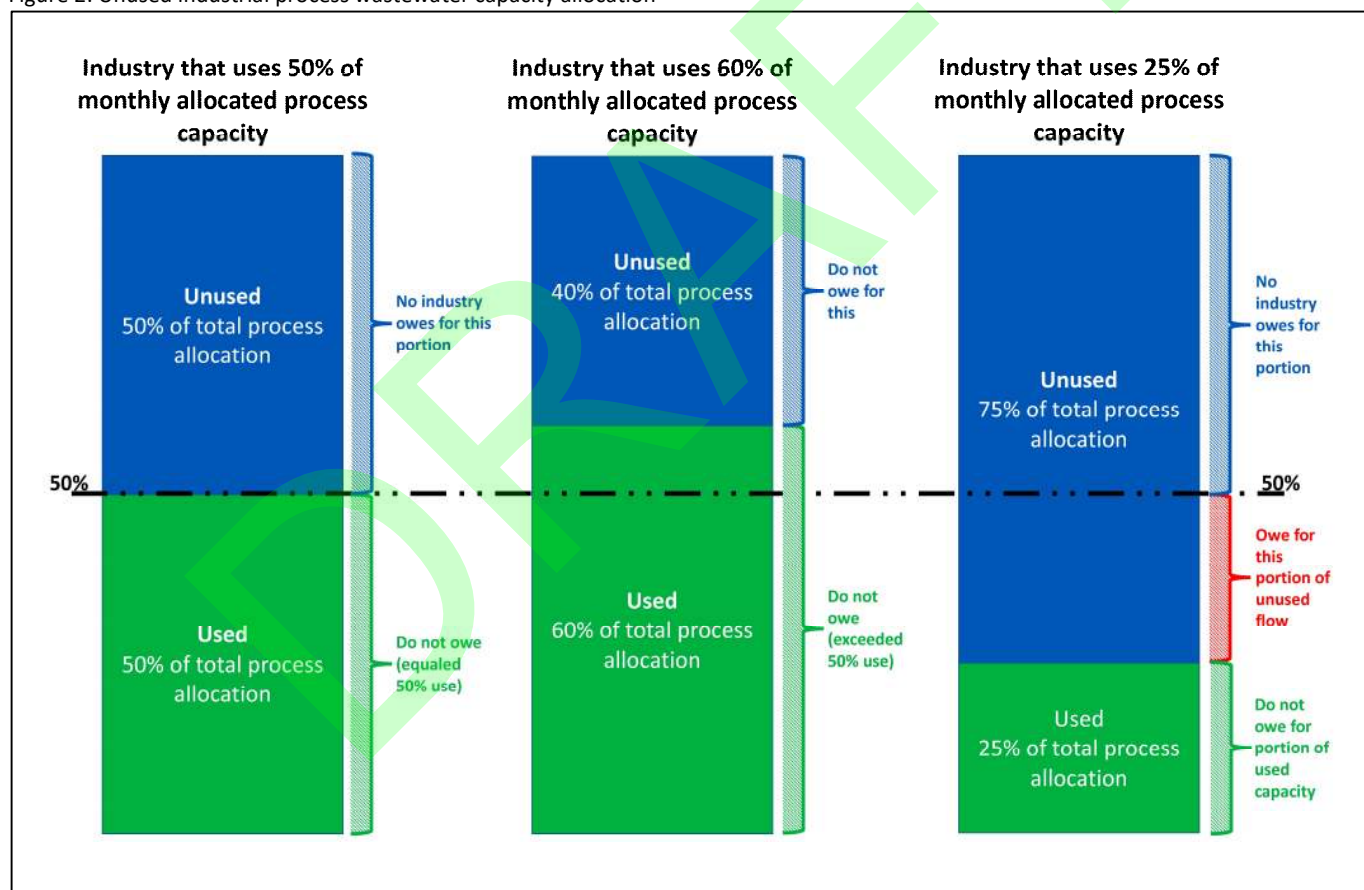
Industrial Pretreatment Permit Application Processing	No fee
Industrial Pretreatment Permit Renewal	No fee
Nonsignificant Source Wastewater Discharge Permit Application	No fee
Nonsignificant Source Wastewater Discharge Permit	No fee
Other permits not explicitly listed in this Schedule of Fees	No fee
Calculation of Surcharges	\$30.00 per quarter for periods when calculations are necessary
Biochemical Oxygen Demand (BOD) Surcharge	\$0.00 for concentration of 0-250 mg/L \$0.30 per pound above 250 mg/L ^{4,5}
Chemical Oxygen Demand (COD) Surcharge	\$0.00 for concentration of 0-750 mg/L \$0.30 per pound above 750 mg/L ^{4,5}
Phosphorus (P) Surcharge	\$0.00 for concentration of 0-7 mg/L \$0.40 per pound above 7 mg/L ⁴
Total Kjeldahl Nitrogen (TKN) ⁶ Surcharge	\$0.00 for concentration of 0-30 mg/L \$0.40 per pound above 30 mg/L ⁴
Total Suspended Solids (TSS) Surcharge	\$0.00 for concentration of 0-250 mg/L \$0.50 per pound above 250 mg/L ⁴
Flow (gpd) Surcharge	Same volumetric rate as stated in SECTION 2.1 Nonresidential User Monthly Fees Wholesale Service Area per 1,000 gallons above permitted limit (rounded up to the next 1,000 gallons)
Late Discharge Monitoring Report from low volume dischargers and Industrial Users	\$100.00 the first day late and \$50.00 per business day thereafter until report is received and Notice of Violation or other

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	enforcement action as required by the <i>OJRSA Sewer Use Regulation</i> .
Unused capacity fee for Industrial Users <i>See illustration in Figure 2 for general information</i>	<ul style="list-style-type: none"> • Average monthly discharge of 50% or more ($\geq 50\%$) of their capacity as stated on the industry's current <i>Significant Industrial Wastewater Discharge Permit</i> as issued by OJRSA - \$0.00 per month when the facility's total flow discharged for the month is at least 50% of their total monthly allocated flow.^{7,8} • Average monthly discharge of less than 50% ($< 50\%$) of their capacity as stated on the industry's current <i>Significant Industrial Wastewater Discharge Permit</i> as issued by OJRSA. - \$2.00 per 1,000 gallons of not utilized by the industry between the industry's actual total monthly discharge and 50% of their permitted monthly discharge. [NOTE: <i>The permitted industry is only paying for unused process wastewater capacity for the volume range of 0% to 50% of the amount as listed on their OJRSA-issued Significant Industrial Wastewater Discharge Permit.</i>]^{7,8}

Figure 2: Unused industrial process wastewater capacity allocation



2.4 Industrial Pretreatment Billing Expense Billing

Industries subject to OJRSA industrial pretreatment requirements must pay program fees using the following methodology:

- A. Quarterly billing:
 1. Base fee: $1/x$ (where x is equal to the number of Industrial Users that have a *Significant Industrial Wastewater Discharge Permit* during that quarter) of the salary and benefits expensed for the designated Pretreatment Coordinator (and additional dedicated department staff, if applicable);
 2. Items related to materials or services procured for the industry, such as: licenses/certifications/memberships; seminars/workshops/training; legal; public relations and advertising; mailing/shipping; office supplies;

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- supplies/tools; technology (phones/internet/ television); professional and service contracts; and rolling stock and equipment;
3. Hours and benefits that other OJRSA employees spend working on items associated with the industry;
 4. Surcharge fees for flow and particular chemical exceedances as stated in SECTION 2.3 Table 4;
 5. Unused monthly capacity fees as stated in SECTION 2.3 Table 4; and
 6. Twenty percent (20%) administration fee on SECTION 2.4 Paragraphs A.1, A.2, and A.3 only.⁹
- B. A 10% late fee is added every 30 days the invoice has not been paid.
- C. Penalties and fines associated with enforcement action are to be paid invoiced at the time expense is incurred.

2.5 Hauled Waste Program Fees

Fees are supportive of the *OJRSA Sewer Use Regulation* and other requirements and are subject to the OJRSA's acceptance of any or all products as stated within the Regulation and/or availability to accept at the Water Reclamation Facility for treatment or disposal. Fees based on ~~April 18, 2025~~ May 15, 2026 recommendation from Goldie Associates (consultant) after evaluation of program and/or treatment costs at facility(ies).

Table 5: Hauled waste program fees

Hauled Waste Disposal Permit	\$120.00 per year (prorated based on the permit effective date) ^{10,11}
Sanitary sewage from septic tank	\$200.00 per 1,000 gallons (rounded up to the next 1,000 gallons; if the OJRSA can meter the discharge, then the fee will be \$0.185 per gallon) ¹²
Hauled liquid treatment plant waste (e.g., sludge from package treatment plant)	\$200.00 per 1,000 gallons (rounded up to the next 1,000 gallons; if the OJRSA can meter the discharge, then the fee will be \$0.185 per gallon) ¹²
Portable toilet waste	\$75.00 per 1,000 gallons (rounded up to the next 1,000 gallons; if the OJRSA can meter the discharge, then the fee will be \$0.066 per gallon). ¹²
Hauled waste solids	<ul style="list-style-type: none"> • Current tipping fee (in tons or pounds, rounded up to next ton or billable weight/volume as charged by the landfill or final disposal site) + current transportation costs (as charged by third-party waste hauler) + 25% Administrative Fee. <u>Since this fee can change with little to no notice by the landfill or hauler, it is suggested to call 864-972-3900 and request the current fee prior to delivery of hauled waste solids to OJRSA.</u> • If solids can be weighed by certified scale either independently owned or owned by OJRSA, then OJRSA will bill based on partial weight of load using the same calculation as above but with actual weight instead of rounded.
Landfill leachate	Same <u>volumetric rate</u> as stated in SECTION 2.1 Nonresidential User monthly sewer fees per 1,000 gallons (rounded up to the next 1,000 gallons) + Calculation of Surcharge fee (as stated in SECTION 2.3 + Surcharge rates (as stated in SECTION 2.3)
Grease	Per <i>OJRSA Sewer Use Regulation</i> , the OJRSA no longer accepts grease as of October 1, 2023
Afterhours acceptance fee as stated in SECTION 10.2(A)(2) of the <i>OJRSA Sewer Use Regulation</i>	\$150.00 <u>per delivery</u> + other disposal costs based on product received as stated within SECTION 2.5 Table 5
Sampling and analysis of hauled waste	\$25.00 per analysis + applicable contract lab costs
Failure to clean OJRSA manual bar screen at hauled waste discharge locations	\$50.00 per delivery for first offense, \$100 for second offense, and \$500 for third and subsequent offenses ¹²

Section 3 Impact Fees

- A. Impact Fees, including refunds and appeals of such fees, are subject to requirements as stated in the *OJRSA Impact Fee Policy*.

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- ~~A.B.~~ Fees established in this Policy are based Weston & Sampson April 3, 2025 memorandum titled “Impact Fee Analysis – SCDES Contributory Loadings”.
- ~~C.~~ The minimal Impact Fee to be assessed per sewer connection shall be one (1) Equivalent Residential Unit (ERU), which shall equal 300 gallons per day (gpd).
- ~~B.D.~~ This Policy applies when a developer requests water and/or sewer service with the retail utility provider. The OJRSA will not approve the establishment of water or sewer service nor the issuance of a building permit until all fees are paid.
- ~~C.E.~~ Impact Fees are based on the *OJRSA Schedule of Fees* at the time an Application for Capacity in the OJRSA Sewer System form is completed by the owner/developer.
 - 1. Impact Fees are in Table 6.
 - 2. If there is a Board-approved change to Impact Fees within twenty (20) calendar days of when OJRSA has notified the developer of their Impact Fees that are due and that submitted plans have already been approved by OJRSA, then the developer has ten (10) calendar days beyond the date the fees change (inclusive of the first day of the change) to pay the Impact Fees that were presented; otherwise the new Impact Fee rates shall apply.
- ~~D.F.~~ Impact Fees collected are held in a restricted fund and are to be used only for specific projects and purposes allowed by law and OJRSA policy. (See the *OJRSA Impact Fee Policy* and *OJRSA Financial and Accounting Policy*).
- ~~E.G.~~ Fees shall be based on SECTION ~~7~~TABLE 243.3 of *OJRSA Development Impact Fee Policy* as approved by the OJRSA Board of Commissioners.
- ~~F.~~ Subdivisions
 - 1. ~~For Subdivisions Constructed Prior to July 1, 2021~~ — Homes constructed within these subdivisions will be responsible for paying a singular Impact Fee based on one residence or subdivision lot as stated in Table 6.
 - 2. ~~For Subdivisions Planned or Constructed After July 1, 2021~~ — Prior to the OJRSA issuing a Willingness & Ability to Serve, Commitment to Own, Commitment to Own & Operate, or other such letter required by the South Carolina Department of Environmental Services (SCDES) that is necessary for the permitting of a wastewater collection system extension serving a development, the owner/developer shall pay Impact Fees for all lots within the subdivision. These fees shall be based on the number of lots multiplied by the fee for one residence or subdivision lot as stated in Table 6.
- ~~G.~~ Customers Using Unmetered Connections or Groundwater Wells
 - 1. ~~Unmetered Residential Connections~~ — Residential Users directly or indirectly connected to a OJRSA wastewater conveyance system or treatment facility that use wells or other unmetered connections for their water supply shall be charged an Impact Fee for each well that is connected to the sewer system at the same rate as one residence or subdivision lot as listed in Table 6.
 - 2. ~~Unmetered Nonresidential Customers~~ — Nonresidential customers directly or indirectly connected to the OJRSA wastewater conveyance system or treatment facility that use wells or other unmetered connections for their water supply shall be charged an Impact Fee for each well that is connected to the sewer system. An engineer of the OJRSA’s choosing will determine the appropriate Impact Fee for each customer. Such fees made by the OJRSA’s consultant shall not establish precedence for similar circumstances that may occur in the future.
- ~~H.~~ Circumstances Not Addressed in this Policy — Unusual situations and conditions not addressed in this Policy will be considered in consultation with the OJRSA’s engineer on a case-by-case basis. Such decisions made by the OJRSA shall not establish precedence for similar circumstances that may occur in the future.

Table 6: Impact fees

Type of Use	FY 2026	FY 2027	FY 2028
Impact Fee for one residence or subdivision lot as per Item CC in SECTION 3.37 <u>TABLE 24</u> of <i>OJRSA Development Impact Fee Policy</i> , <u>which shall be referred to as one Equivalent Residential Unit (ERU). This includes residences or subdivision lots that are connected to sewer but are served by a well for water.</u>	\$4,100 for one ERU	\$5,910 for one ERU	\$7,720 for one ERU
Impact Fee for other uses as listed in SECTION 3.37 <u>TABLE 24</u> of <i>OJRSA Development Impact Fee Policy</i>	\$13.66/gallon	\$19.70/gallon	\$25.73/gallon
Process wastewater as listed on Industrial User Permit issued by OJRSA (<u>per acquisition of new or additional capacity, not per renewal of IU Permit</u>)	\$13.66/gallon	\$19.70/gallon	\$25.73/gallon
Other circumstances not addressed in this Policy or as defined in the <i>OJRSA Impact Fee Policy</i>	\$13.66/gallon	\$19.70/gallon	\$25.73/gallon

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Section 4 Engineering, Connection, and Inspection Fees

The OJRSA shall charge the fees as listed in ~~Table 7~~ Table 7 for engineering, plan reviews, inspection, taps/connections, and other such services. Fees based on May 22, 2025 recommendation from Weston & Sampson (consultant) after evaluation of program costs and OJRSA determination of inspection and service fees.

Table 7: Engineering and inspection fees

<p>Hydraulic modeling analysis for downstream impact caused by potential or proposed new or upsized development that will increase flow by at least 10,000 gpd or for areas of concern within the sewer system as identified in the current version of the OJRSA hydraulic model or known of areas of concerns. <i>This is to be based on This is to be based on SCDES Regulation 61-67 Appendix A Unit Contributory Loadings to All Domestic Wastewater Treatment Facilities.</i></p>	<p>Actual consultant’s fee + 25% Administrative Fee. This fee will be updated on the <u>Downstream Wastewater Modeling Analysis Request</u> form as stated at www.ojrsa.org.</p>
<p>Other developer costs not covered elsewhere in the <i>OJRSA Schedule of Fees</i> (includes studies or additional work performed by OJRSA and/or its consultants for a project)</p>	<p>For each task required, the developer shall compensate the OJRSA for the following:</p> <ul style="list-style-type: none"> • IF WORK PERFORMED SOLELY BY OJRSA STAFF: The rate used shall be the midpoint of the current year FY pay range for all staff positions involved + benefits costs at 34% of wages + equipment costs according to current FEMA Rate Schedule, GSA mileage rate for POV, and/or equipment/material purchase and/or rental fees as applicable. • IF WORK TO BE PERFORMED SOLELY BY A CONSULTANT: The fee shall be the actual consultant’s fee + 25% Administration Fee. • IF WORK IS TO BE A COMBINATION OF OJRSA STAFF AND A CONSULTANT: The fee shall be based on the actual consultant’s fee + the midpoint of the current year FY pay range for all staff positions involved + benefits costs at 34% of wages + costs of equipment used according to current FEMA Rate Schedule, GSA mileage rate for POV, and/or equipment/material purchase and/or rental fees as applicable.

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<p>Plans and specifications review¹³ <u>(unless otherwise noted, these fees are for each review, including resubmittals)</u></p>	<p><u>Single Family Homes</u></p> <ul style="list-style-type: none"> • On individual lot not located in a subdivision (unless there is a grinder pump, then only the grinder pump fee listed below is applicable) – \$0.00^{14,15,16} • To be located in a subdivision/planned development that requires gravity sewer and/or force mains installation – \$0.07 per linear foot of pipe • Pump station addition to serve development – \$300.00 per station (one review fee covers initial review of each plus resubmittals) • Grinder pumps for individual units – \$2.00 per pump <p><u>Multi-Family Development</u></p> <ul style="list-style-type: none"> • No amenities (pool, clubhouse, etc.) – \$1.85 per residential living unit • If includes amenities – \$3.10 per residential living unit • Gravity sewer and/or force main extension – \$0.07 per linear foot of pipe • Pump station addition to serve development – \$300.00 per station (one review fee covers initial review of each plus resubmittals) • Grinder pumps for individual units – \$2.00 per pump • Buildings other than residential living units and those that provide amenities (pool, clubhouse, etc.) shall be calculated as a Commercial, Industrial, and/or Institutional Facility as stated below. <p><u>Commercial, Industrial, and/or Institutional Facility</u></p> <ul style="list-style-type: none"> • Building space – \$0.04 per square foot of building space served by water and/or sewer • Gravity sewer and/or force main extension – \$0.07 per linear foot of pipe • Pump station addition to serve development – \$300.00 per station (one review fee covers initial review of each plus resubmittals) • Grinder pumps for individual units – \$2.00 per pump <p><u>Special Pretreatment Devices</u></p> <ul style="list-style-type: none"> • See Section 2.2
<p>General inspection fees (for inspections other than new, replacement, or modification inspection of a Special Pretreatment Device)</p>	<p>Charged per hour with a two (2) hour minimum. Based on the hourly wage of the lowest pay classification of the staff member(s) who has the necessary skills and training to perform the task. The rate used shall be the midpoint of the current year FY pay range + benefits costs at 34% of wage + ½-ton truck according to current FEMA Rate Schedule (or GSA mileage rate for POV, if applicable).</p> <p>For inspection fees associated with Special Pretreatment Devices, see Section 2.2.</p>

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<p>GIS and system mapping fees¹⁷ <i>This is applicable to developments installing infrastructure that requires a SCDES Construction Permit (or equivalent) and/or for onsite privately-owned wastewater infrastructure that is greater than or equal to 8-inches in diameter and/or has a privately-owned pump station and force main.</i></p> <p>This fee applies to any portion of the system served directly or indirectly by OJRSA.</p>	<p>\$250.00 Base Fee for up to 1,000 linear feet of gravity sewer and/or force main pipe + \$0.25 per additional linear foot of pipe. There is not a fee associated with pump station construction.¹⁸ <i>Note: The minimum fee due is the Base Fee.</i></p>
<p>Tap and tap maintenance fees</p>	<ul style="list-style-type: none"> • In addition to Impact Fees, all new connections that physically connect directly with the OJRSA wastewater conveyance system must pay the costs to install each tap plus 30% to fund future maintenance of connection. Actual costs are for labor, equipment, and materials and may be performed by either OJRSA or a contractor for OJRSA. • If a contractor makes connection (or installs manhole with precast service connection(s)) and they are paid directly by the developer, then the developer shall be required to pay \$200 per diameter inch of the connection to OJRSA's system for future maintenance. The contractor will not have to pay a construction tap fee to the OJRSA as the OJRSA did not incur any costs.¹⁹
<p>Disconnection from sewer system</p>	<p>\$400.00</p>
<p>Reconnection to sewer system</p>	<p>\$400.00</p>

Section 5 Contract Services Provided for Non-Wholesale OJRSA Wastewater Systems (including Retail Sewer System)

The OJRSA shall charge the fees as stated in this section for Routine and Nonroutine Work performed for other utility owners on a contractual basis.

5.1 Routine Work

Table 8: Routine Work fees

<p>Routine Work (as stated in the DEFINITIONS section)</p>	<p>\$6,500 per calendar quarter</p>
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5.2 Nonroutine Work

Nonroutine Work shall be billed in accordance with the fees listed in ~~Table 9~~ Table 9.

Table 9: Nonroutine Work fees

<p>OJRSA Personnel</p>	<p><u>ALL HOURS WORKED TO BE ROUNDED UP TO NEXT HALF HOUR. EXAMPLE: A STAFF MEMBER WORKS 5 MINUTES ON A TASK. THIS IS ROUNDED UP TO 30 MINUTES WORKED.</u></p> <p><u>Exempt Staff</u></p> <ul style="list-style-type: none"> • Work performed during normal business hours (charged in 1/10 <u>1/2</u> hour increments) – Midpoint of hourly wage of position classification(s) performing task x hours worked in 1/10 <u>1/2</u> hour increment + benefits costs at 34% of wage²⁰ • Work performed during non-business hours – (Midpoint of hourly wage of position classification(s) performing task x
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	<p>hours worked in <u>1/101/2</u> hour increment) x 1.5 (to convert wage to overtime pay) + benefits costs at 34% of wage²⁰</p> <p><u>Non-Exempt Staff</u></p> <ul style="list-style-type: none"> • Work performed during normal business hours – Midpoint of hourly wage of position classification(s) performing task x hours worked in <u>1/101/2</u> hour increment + benefits costs at 34% of wage²⁰ • Work performed during non-business hours – Midpoint of hourly wage of position classification(s) performing task x hours worked in <u>1/101/2</u> hour increment + benefits costs at 34% of wage²⁰ <p><u>Other Items</u></p> <ul style="list-style-type: none"> • General accounting – Midpoint of hourly wage of position tasked with accounts payable/receivable x 0.4 hours + benefits costs at 34% of wage²⁰ • Industrial pretreatment program – Midpoint of hourly wage of position tasked with pretreatment program oversight x hours worked in <u>1/41/2</u> hour increment + benefits costs at 34% of wage²⁰ • Engineering – Midpoint of hourly wage of position tasked with engineering or program management x hours worked in <u>1/41/2</u> hour increment + benefits costs at 34% of wage²⁰
<p>Vehicles and Equipment</p>	<ul style="list-style-type: none"> • Transportation of staff only (no work to be performed that requires tools other than those necessary for SC811 locates) – <u>GSA mileage rate for POV</u> x total mileage driven + 25% Administrative Fee • Vehicles used for performing work (other than SC811 locates) – <u>FEMA Rate Schedule</u> x total hours used (or miles mileage driven, if applicable) + 25% Administrative Fee • OJRSA vehicles or equipment not listed in <u>FEMA Rate Schedule</u> – Cost to rent comparable vehicle or unit of equipment + 25% Administrative Fee • Rental vehicles or equipment – Actual rental cost + 25% Administrative Fee
<p>Materials and services (including use of non-OJRSA personnel)</p>	<ul style="list-style-type: none"> • Materials– Actual unit cost + 25% Administrative Fee • Services provided by others – Actual cost of services + 25% Administrative Fee • Utilities paid by OJRSA – Actual cost + 25% Administrative Fee

Section 6 Other Fees and Fines

6.1 Financial and Late Fees

Table 10: Financial and late fees

<p>Credit or debit card processing</p>	<p>Customer to pay actual transaction fee charged by processing company</p>
<p>Late payments</p>	<p>All payments not received within 30 days of the issuance of the invoice will be charged a 10% late fee for every 30 days the payment is outstanding</p>
<p>Returned check (NSF) fee</p>	<p>\$30.00 per returned check</p>

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6.2 Freedom of Information Act Fees

Table 11: FOIA fees

Minutes of the meetings of the public body for the preceding six (6) months	No fee per SC Law §30-4-30(D)
Documents produced by the public body or its agent that were distributed to or reviewed by a member of the public body during a public meeting for the preceding six (6) months	No fee per SC Law §30-4-30(D)
Cumulative research and retrieval time if less than 10 minutes <i>and</i> the total number of documents requested by the FOIA requestor is 10 pages or less	No fee
Documents are in electronic format at the time a request is received	No fee for electronic files per SC Law §30-40-30(B); however, applicable research fees shall still apply. Documents will be provided for distribution once any necessary research fees have been paid.
Scanning documents to electronic format	Actual costs + contract services costs, if applicable. Fifteen percent (15%) Administrative Fee will be added to contract services costs.
Staff research, search, retrieval, redaction, and copying	Prorating of fees shall be based on increments of one-tenth quarter (1/104) of an hour and will not exceed the prorated hourly wage of lowest pay classification of the staff member(s) who has the necessary skills and training to fulfill the request.
Distribution of records methods	<ul style="list-style-type: none"> • Pick-up at OJRSA Administrative Complex – No fee²¹ • U.S. First Class Mail – Actual cost of postage²¹ • Filesharing website or email – No fee²¹ • Flash drive – Actual cost of flash drive^{21,22}
Copies	<p><u>Black & white</u></p> <ul style="list-style-type: none"> • 8.5 x 11 and 8.5 x 14 – Other applicable fees + \$0.10 per page • 11 x 17 – Other applicable fees + \$0.25 per page • Larger than 11 x 17 – Other applicable fees + \$0.50 per square foot or contract service costs + 15% Administrative Fee <p><u>Color</u></p> <ul style="list-style-type: none"> • 8.5 x 11 and 8.5 x 14 – Other applicable fees + \$0.15 per page • 11 x 17 – Other applicable fees + \$0.50 per page • Larger than 11 x 17 – Other applicable fees + \$0.50 per square foot or contract service costs + 15% Administrative Fee
Other reproduction services	Other applicable fees + actual costs + 15% Administrative Fee

6.3 Penalties and Fines

Table 12: Penalties and fines

Illegal Taps or other illegal connections	\$2,000.00 penalty + Applicable Impact Fee(s) + Tap Fee(s) + Cost of Repairs and/or Cleaning to System + General Inspection Fees + Applicable Legal Fees
Users who violate the provisions of the <i>OJRSA Sewer Use Regulation</i> or fail to abide by any rules, requirements, or procedures that OJRSA implements in support of the Regulation	As stated in SECTION 8 of the <i>OJRSA Sewer Use Regulation</i>

END OF FEES

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Section 7 Appeals of Fees and Refunds**7.1 Appealing of Fees**

A. Refer to the OJRSA Impact Fee Policy for information regarding refunds and appeals of Impact Fees.

A.B. Other than Impact Fees, any person desiring to appeal the administrative determination of fees as stated within the OJRSA Schedule of Fees as interpreted by the Executive Director may make a request ~~Items as stated within the OJRSA Schedule of Fees can be appealed~~ to the OJRSA Board of Commissioners via the agency's standing Operations & Planning (O&P) Committee by requesting that OJRSA Administration add the matter to an O&P Committee meeting agenda. Said notice of appeal to the OJRSA shall be filed with the Secretary of the Board within five (5) business days following receipt of the final administrative determination. Dates of the meetings can be found on the OJRSA website (www.ojrsa.org) but it is recommended that the requestor filing for appeal contact the OJRSA office by phone at 864-972-3900 to confirm meeting dates and times. Requestors asking for a variance of this Policy shall attend all meetings to present their case for appeal and address questions and concerns from OJRSA Commissioners and staff; however, attending the meetings is not a substitute for submitting a written appeal as stated above.

B.C. Requests for appeals ~~must be received no less than five (5) business days prior to the upcoming meeting and must be~~ ~~in~~submitted in writing to:

Oconee Joint Regional Sewer Authority
ATTN: Executive Director
623 Return Church Road
Seneca, South Carolina 29678
info@ojrsa.org

D. If the request for variance is approved by the O&P Committee, then it will proceed to the OJRSA Board of Commissioners at the next scheduled meeting for consideration. The decision made by the Board of Commissioners shall be final.

7.2 Refunds

OJRSA uses local water providers²³ for billing and collection of wastewater conveyance and treatment charges. These water providers, as agents for OJRSA, will adjust residential wastewater charges on the same basis that they follow for water use (other than any provisions made for "Summer Usage," if applicable.

Endnotes (Comments, Examples, and Fee Justification)

¹ Wholesale Residential Well Customer rate is based on estimated wastewater discharge of 150 gallons per day x 30 days per month = 4,500 gallons per month ÷ 1,000 = 4.5 thousand gallons per month x \$~~5.665.94~~ per 1,000 gallons per month = \$~~25.4726.73~~.

² Retail Residential Well Customer rate is based on estimated wastewater discharge of 150 gallons per day x 30 days per month = 4,500 gallons per month ÷ 1,000 = 4.5 thousand gallons per month x \$~~6.707.04~~ per 1,000 gallons per month = \$~~30.1531.68~~.

³ To be determined by a special meter to measure water discharged to sewer ("sewer meter") or other means as recommended by a qualified engineering and/or rate consultant and approved by OJRSA Administration.

⁴ The formula for calculating surcharges is: (Monthly Concentration Average for Monitoring Parameter minus Surcharge Concentration Threshold for Same Parameter) x 8.34 conversion factor x (Total Flow for the Month in Gallons ÷ 1,000,000 Gallons) x Surcharge Rate = Surcharge Amount Due in Dollars NOTE: If an industry samples less frequently than monthly (i.e., quarterly), then the monthly average calculation will continue each month until the next month the parameter is sampled.

The following calculation uses fictitious fees for demonstration purposes only (This example uses fees for BOD; however, the same formula applies for all monitored parameters. Fee calculations shall use those listed in the current OJRSA Schedule of Fees) – An industry has a monthly BOD average concentration of 500 mg/L. The total flow for the month is 310,000 gallons and the threshold limit for BOD is 250 mg/L. The BOD surcharge rate is \$0.30/lb of BOD.
Step 1: (500 mg/L - 250 mg/L) x 8.34 x (310,000 gal/month ÷ 1,000,000 gal) x \$0.30/lb of BOD = BOD Surcharge Fee
Step 2: 250 mg/L x 8.34 x 0.310 million gal/month x \$0.30/lb of BOD = BOD Surcharge Fee
BOD Surcharge Fee Due = \$193.91

⁵ An industry will not be charged both BOD and COD, the surcharge will be calculated for both BOD and COD and the industry will be charged the higher rate.

⁶ The sum of organic nitrogen, ammonia (NH₃), and ammonium (NH₄⁺) in wastewater. TKN does not include Nitrate (NO₃⁻) and Nitrite (NO₂⁻).

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⁷ Total Industrial User capacity per month is equal to the facility's Permitted Allocated Capacity per day multiplied by the number of days for each month individually (e.g., 31 days for January, 28 days for February, etc.).

The following calculation uses fictitious fees for demonstration purposes only (*Fee calculations shall use those listed in the current OJRSA Schedule of Fees*) – An industry is permitted for a maximum allocation of 20,000 gpd of process wastewater discharge. In January (31 days in the month), they discharge a total of 176,700 gallons. The Unused Capacity threshold is 50% (meaning if they do not average greater than or equal to 50% of their allocated maximum discharge as stated on the permit, then they are subject to paying an unused capacity fee for that month for the unused volume between their actual monthly discharge and 50% of their permitted volume). The rate is \$1.50/1,000 gallons, which is prorated (not rounded to nearest 1,000 gallons).

Step 1: Determine if the industry is subject to an unused process wastewater allocation capacity fee. Is the facility's monthly discharge at least 50% of their allocation of 20,000 gpd?

20,000 gpd x 31 days = 620,000 gal per month of maximum permitted discharge

176,700 gal actually discharged in January ÷ 620,000 gal max allowed x 100 = 28.5% usage of capacity

This facility DID NOT meet or exceed 50% of their discharge, so they will owe an unused capacity fee. (They would have needed to discharge at least 310,000 gallons in January to reach the 50% threshold.)

Step 2: Determine the amount of fee owed.

((Total Capacity Per Month x Allowed Percentage) – Total Monthly Discharge) ÷ 1,000 gal x \$1.50/1,000 gal = Fee Owed for Month

((620,000 gpM x 50%) – 176,700 gpM) ÷ 1,000 gal x \$1.50/1,000 gal = \$199.95 owed for January

⁸ Unused Industrial User capacity fees are collected for the purpose of treatment and conveyance system expansion and are held in the restricted Impact Fee Fund in accordance with the *OJRSA Impact Fee Policy* and *OJRSA Financial and Accounting Policy* for the Wholesale or Retail Service Area, as appropriate, to be used in accordance with the *OJRSA Impact Fee Policy*.

⁹ Industrial pretreatment expense billing Administrative Fee covers incidentals and general labor spent by other OJRSA staff that are involved in the pretreatment program as necessary, as well as general use materials used by the program collectively (e.g., fuel used for vehicle, general office supplies, electricity and other utilities for program, etc.). If specific industries require substantial time by other OJRSA staff, then the industries that the work is performed for shall be billed for this time based on the hourly wages of the lowest pay classification staff member(s) who have the necessary skills and training to perform the tasks.

¹⁰ Hauled Waste Disposal Permit fee is based on the calendar year (January through December), not the Fiscal Year. If waste hauler is issued a Hauled Waste Disposal Permit (HWDP), then they must pay for the entire month the HWDP is applied for. Providing the waste hauler is in good standing with the OJRSA, the HWDP will remain valid through December 31 of that year. Amount owed if HWDP is obtained anytime during that month (e.g., if they apply for the HWDP on May 31, they must pay the amount for May as shown in the list within this footnote):

January = \$120.00	May = \$80.00	September = \$40.00
February = \$110.00	June = \$70.00	October = \$30.00
March = \$100.00	July = \$60.00	November = \$20.00
April \$90.00	August = \$50.00	December = \$10.00

¹¹ There are no refunds issued on Hauled Waste Disposal Permits.

¹² Waste hauler also subject to other enforcement actions as stated in the *OJRSA Sewer Use Regulation* and other applicable regulations and policies.

¹³ Plan reviews based on average time and labor costs for an OJRSA staff member and/or third-party consultant employed by OJRSA to perform such functions.

¹⁴ For each review, including resubmittals. If the owner/developer changes the plans after the initial review or corrections must be made per the *OJRSA Sewer Use Regulation*, *OJRSA Development Policy*, other OJRSA policy, or requirements imposed by a Member City or other governmental agency, the fee must be paid for each review thereafter.

¹⁵ There are no fees for projects that are designed and installed by a Member City when they are paying for the installation themselves, such as if a city is installing a main line extension entirely at their own expense and is not funded by a developer or other party. In most cases, the projects that meet this exemption are when a Member City is installing infrastructure to replace or rehabilitate existing facilities or when they are extending their own system at their own expense (and not as a pay-in-advance or reimbursement project by third-party(ies)). Appeals can be made by the Member City to the OJRSA Board of Commissioners in accordance with the process stated within ~~SECTION 7~~ of the *OJRSA Schedule of Fees* to determine if this fee should be waived for other projects.

¹⁶ Or in a subdivision that received a Permit for OJRSA Wastewater System Capacity (or equivalent) prior to January 1, 2020. These were considered at the time the original subdivision plans were reviewed.

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¹⁷ This fee is used for the OJRSA to incorporate data from the record drawings and other supporting documents (e.g., GPS devices, surveys, etc.) into its Geographic Information System map, which is used for hydraulic modeling, manage and track work orders, asset management, planning, etc.

¹⁸ The following calculation uses fictitious fees for demonstration purposes only (*Fee calculations shall use those listed in the current OJRSA Schedule of Fees*) – A project has been designed that has a 900 linear feet of gravity sewer pipe, 400 feet of force main pipe, and one (1) pump station. The Base Fee for the first 1,000 linear feet of total pipe is \$200.00 and the fee per additional linear foot of pipe is \$0.25/foot. There is no cost for the pump station.

Step 1: 900 feet of gravity + 400 feet of force main = 1,300 total linear feet of pipe for project

Step 2: 1,300 total linear feet – 1,000 linear feet for base rate = 300 linear feet above the base

Step 3: \$200.00 Base Fee + (300 linear feet x \$0.25/foot) + (1 pump station x \$0.00) = GIS fee due

Step 4: \$200 + \$75 + \$0 = GIS fee due

GIS Fee Due = \$275.00

¹⁹ Fee to pay for future maintenance of connection. The following calculation uses fictitious fees for demonstration purposes only (*Fee calculations shall use those listed in the current OJRSA Schedule of Fees*) – A contractor will bore into an existing OJRSA manhole to make one (1) 4-inch pipe diameter service connection. The Tap Maintenance Fee Due at the time is \$200/inch diameter. (*OR* contractor shall set a doghouse manhole on existing OJRSA pipeline with one (1) 4-inch pipe diameter service connection.)

Step 1: \$200/inch diameter x 4-inch pipe diameter = Tap Maintenance Fee Due

Step 2: \$800 = Tap Maintenance Fee Due

²⁰ “Benefits fee” is a general term that covers employer costs for South Carolina Retirement System expenses, Social Security, Medicare, insurance, etc.

²¹ All copying, staff time, and other applicable fees must be paid prior to distribution of requested materials.

²² Device must be provided by the OJRSA to avoid risk of potential viruses that may be on flash drives belonging to the requester.

²³ Water providers include the City of Seneca (Seneca Light and Water), City of Walhalla, City of Westminster, Town of West Union, and Pioneer Rural Water District.

OJRSA Schedule of Fees

July 1, 2026

Revision History

As this document is an extension of the *OJRSA Sewer Use Regulation*, previous editions must be maintained in accordance with the *OJRSA Records Retention Policy*.

Revision Number	Effective Date	Description of Changes
0000	02/18/1980	Initial sewer user fees developed and approved by OCSC Board.
0001	08/04/1980	Hauled waste disposal fee modified.
0002	06/19/1984	Sewer use fees increased.
0003	01/01/1985	Revised sewer treatment fees developed and approved by OCSC Board via resolution approved on 01/07/1985.
0004	07/01/1985	Resolution approved on 01/07/1985 expired and rate structure changed.
0005	08/28/1989	Approved annual industry permitting fee on 08/28/1989.
0006	01/01/1990	Oconee County Ordinance [19]89-6 established Impact Fee for treatment capacity for future renovation, modernization, and expansion. OCSC approved on 08/28/1989.
0007	09/10/1990	Approved 2% late fee.
0008	10/07/1996	Approved increase of septic tank waste disposal and treatment fees.
0009	04/07/1997	Approved industrial surcharge fees.
0010	06/05/2000	Hauled waste fee increase approved.
0011	07/03/2006	Approved increase to Impact Fees and established a tap fee.
0012	04/01/2008	Approved addition of a "Transportation and Trunk Line Impact Fee."
0013	05/05/2008	Hauled waste fees increase based on percent increase on Member City fees.
0014	02/02/2009	Approved 20% Administrative Fee for permitted Industrial Users.
0015	10/03/2011	<i>OJRSA Schedule of Fees</i> updated.
0016	10/05/2015	Impact Fee calculation method changed.
0017	12/04/2017	Added fee for acceptance of portable toilet waste.
0018	11/06/2018	Inclusion of additional fees for credit card transactions, returned check, fats oils and grease program, engineering services, and FOIA. Approved by OJRSA Board on 11/05/2018.
0019	02/04/2019	Approved industrial facility flow surcharge and revised biosolids disposal fees.
0020	04/09/2021	Revised hauled waste program fees per <i>OJRSA Resolution 2021-11 Hauled Waste Policy Update</i> .
0021	07/01/2021	Revised Impact Fees per <i>OJRSA Resolution 2021-12 Impact Fee Policy Update</i> .
0022	10/01/2021	Approved comprehensive fee update on 09/13/2021.
0023	07/01/2022	Established unused capacity fee for Industrial Users. Includes other minor modifications.
0024	07/01/2023	Eliminated pro rata share model for user fees and established base plus volumetric model for Residential and Nonresidential Users.
0025	01/01/2024	Revised Impact Fees per <i>OJRSA Resolution 2024-04</i> .
0026	03/04/2024	Board approved newly established Retail Service Area rates.
0027	05/06/2024	Board approved updated fees per <i>OJRSA Resolution 2024-10</i> .
0028	06/02/2025	Board approved updated fees per <i>OJRSA Resolution 2025-05</i> .
0029	XXXXXXXX	Board approved updated fees per <i>OJRSA Resolution 2025-XX</i> .

END OF REVISIONS