

DARSWEIL L. ROGERS, COMMISSIONER
WADE R. FOWLER, JR., COMMISSIONER
EVELYN O. SHAW, COMMISSIONER
RONNA ROWE GARRETT, COMMISSIONER
ELAINA L. BALL, CEO/GENERAL MANAGER



FAYETTEVILLE PUBLIC WORKS COMMISSION
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PUBLIC WORKS COMMISSION
MEETING OF WEDNESDAY, SEPTEMBER 8, 2021
8:30 A.M.

AGENDA

I. REGULAR BUSINESS

- A. Call to order
- B. Approval of Agenda

II. CONSENT ITEMS

(See Tab 1)

- A. Approve Minutes of meeting of August 11, 2021
- B. Approve Minutes of meeting of August 25, 2021
- C. Adopt PWC Resolution PWC2021.28 as modified.

Resolution PWC2021.28 is modified by removing #7 from the original resolution.

- D. Adopt PWC Resolution PWC2021.29 to declare personal property described as one (1) 2007 International 7400 (Digger Derrick), VIN #1HTWDAAR37J466966 as surplus and sell by public auction.

COMMENTS: North Carolina General Statute 160A-270 permits the sale of personal property with an estimated value of \$30,000 or more by public auction upon authorization by the governing board

- E. Adopt PWC Ordinances – PWCORD2021-34 and PWCORD2021-35

- ❖ PWCORD2021-34 amends the Substation Rebuild CPF to add a project that will fund the purchase of land for POD V 230-66 kV Substation property.
- ❖ PWCORD2021-35 amends the Electric Rate Stabilization Fund to authorize a transfer to reimburse the GF for the \$5.00/MWh catch up adjustment to the energy rate for August – December.

- F. Approve PWC Ordinance – PWCORD2021-36 – Amendment #3 to the Electric Fund.

This ordinance increases the Fund by \$4,350,000 to a total of \$298.9 million. The purpose of this amendment is to recognize an increase in the Duke Energy Progress (DEP) actual energy rate over their estimated rate for calendar year 2021. PWC recognized DEP's actual monthly energy costs from January – July 2021 trending higher than the 2021 billing rate and cost pressures to the rate likely to continue through December based on current market conditions. This would result in a significant true-up payment due to DEP with interest. To lessen the impact of interest costs to PWC, PWC and DEP agreed upon an adjustment to the billed energy rate of \$5/MWh to be applied to the remaining 5 months of this calendar year. PWC intends to utilize the Electric Rate Stabilization Fund to fund this increase. An explanation of amended items is listed below:

Electric Fund

- Electric Fund Revenue: Total Electric Fund Revenue increased \$4,350,000.
 - o The Transfer from Electric Rate Stabilization Fund (ERSF) increased by \$4,350,000 to provide funding for the additional DEP energy costs.
- Electric Fund Expenditures: Total Electric Fund Expenditures increased \$4,350,000.
 - o Operating Expenses increased \$4,350,000 in due to the additional \$5/MWh from DEP.

END OF CONSENT

- III. CLOSED SESSION PURSUANT TO NORTH CAROLINA GENERAL STATUTES 143-318.11(A)(4) TO DISCUSS ECONOMIC DEVELOPMENT MATTERS
- IV. CAPE FEAR REGIONAL THEATRE DISCUSSION AND RESOLUTION
(PWC2021.30) *(See Tab 2)*
- V. STRATEGIC PRIORITY DISCUSSION – CUSTOMER SATISFACTION
Presented by: Mark Brown, Chief Customer Officer
- VI. GENERAL MANAGER REPORT *(See Tab 3)*
- A. Open Commission Requests
- VII. COMMISSIONER/LIAISON COMMENTS
- VIII. REPORTS AND INFORMATION *(See Tab 4)*
- A. Personnel Report – August 2021
 - B. Position Vacancies
 - C. Approved N.C. Department of Transportation Encroachment Agreement(s):

September 8, 2021

- Encr. 19502 – install. of water and sewer main on NC Hwy 59 (Hope Mills Rd. for Shops on Main
- D. Actions by City Council during the meeting of August 23, 2021, related to PWC:
 - Approved Bid Recommendation – One (1) 19,000 GVW Cab & Chassis with Flatbed & Valve Unit
 - Approved Bid Recommendation – Cable 1/0 AL & 750 MC AL
 - Adopted Preliminary Resolution Authorizing The Filing of an Application with the LGC Requesting the LGC Sell Bonds at a Competitive Sale and Approving of the Financing Team

IX. ADJOURN

D R A F T

PUBLIC WORKS COMMISSION
MEETING OF WEDNESDAY AUGUST 11, 2021
8:30 AM

Present: Wade R. Fowler, Jr., Chairman
Evelyn O. Shaw, Vice Chairwoman
Darsweil L. Rogers, Secretary
Ronna Rowe Garrett, Treasurer

Others Present: Elaina L. Ball, CEO/General Manager
Telly Whitfield, Assistant City Manager
Chris Davis, City Council Liaison
Michael Boose, Cumberland County Commissioner, Liaison

Absent: Scott Meszaros, Hope Mills Town Manager
Media

REGULAR BUSINESS

Chairman Wade Fowler called the meeting of Wednesday, August 11, 2021, to order

APPROVAL OF AGENDA

Upon motion by Commissioner Shaw, seconded by Commissioner Garrett, the agenda was unanimously approved.

CONSENT ITEMS

Upon motion by Commissioner Rogers, seconded by Commissioner Shaw, Consent Items were unanimously approved.

- A. Approve Minutes of meeting of July 28, 2021
- B. Approve bid recommendation to award bid for purchase of One (1) 19,000 GVW Cab & Chassis with Flatbed & Valve Unit to Cooper Ford, Carthage, NC, the lowest responsive, responsible bidder in the total amount of \$135,416.00 and forward to City Council for approval.

The (1) One 19,000 GVW Cab & Chassis with Flatbed & Valve Unit is budgeted in FY2022 Operating Capital for \$140,000. (Budget Code 002.0620.802.392000.2206203137).

Bids were received July 28, 2021, as follows:

<u>Bidders</u>	<u>Total Cost</u>
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Cooper Ford, Carthage, NC	\$135,416.00
Piedmont Truck Center, Inc., Greensboro NC	\$137,317.00

COMMENTS: Bids were solicited from eight (8) vendors with two (2) vendors responding. Since this is the purchase of equipment, award can be made from the two bids received. SDBE/Local Participation: Cooper Ford, Carthage, NC, is not a local business and is not classified as a SDBE, Minority or Woman Owned business.

- C. Approve bid recommendation to award bid for purchase of Cable 1/0 AL & 750 MCM AL to WESCO Distribution Inc., Clayton, NC, the lowest responsive, responsible bidder in the total amount of \$994,544.00 and forward to City Council for approval.

The Cable 1/0 AL & 750 MCM AL is budgeted in Warehouse Inventory.

Bids were received July 28, 2021, as follows:

BIDDERS	Cable 1/0	MCM AL	Manufacturer	Total Cost
WESCO Distribution Inc, Clayton, NC	\$507,200.00	\$487,344.00	Okonite	\$ 994,544.00
Border States Electric, Greenville, SC	\$564,000.00	\$510,840.00	Prysmian	\$1,074,840.00
NEXGEN Power Inc, Gardena, CA	\$600,000.00	\$489,720.00	Daewon	\$1,089,720.00
Border States Electric, Greenville, SC	\$914,000.00	\$920,700.00	Kerite	\$1,834,700.00

COMMENTS: Notice of bids were advertised on July 16, 2021, with a bid opening of July 28, 2021. Bids were solicited from four (4) vendors with (3) vendors responding. WESCO Distribution Inc., Clayton, NC, is not a local business and is not classified as a SDBE, Minority or Woman Owned business.

END OF CONSENT

PWC SERIES 2021 REVENUE BONDS DISCUSSION

Presented by: Rhonda Haskins, Chief Financial Officer

Ms. Ball stated we have planned in our long term financial forecast to have a bond issuance this fall. David Cheatwood, our Bond Counsel, Jonathon Charleston, and Keshia Harris, his assistant is here (virtually).

Ms. Haskins stated PWC has a total of \$286M of debt outstanding, consisting of three series of Revenue Bonds and multiple SRF loans. PWC also has several SRF loans that have been approved.

This debt portfolio has an average life of 10.720 years, an average coupon of 3.664%, a 10-year payout ratio of 48% with a final maturity in FY2044.

Ms. Haskins stated PWC is proposing to issue a series of new money Revenue Bonds (the “Series 2021 Bonds”) to fund various improvements to its combined utility system, including annexation projects, rehab/replacement of water and sewer lines, lift station upgrades and treatment plant improvements, as well as several electric projects.

Based on bids in hand, unit price contracts and current estimates, the total cost of these projects is approximately \$98.2 million. Of this amount, approximately 77% has been bid or is subject to a unit price contract. Approximately \$24 million will be reimbursement at closing. Ms. Haskins stated the LGC looks for a 70% bid that you have assurance in pricing and assurance the project will go forward, as well as other things that could complicate if bonds are issued and then the projects are delayed. Ms. Ball and Ms. Haskins responded to questions from Commissioners.

Fayetteville PWC would propose to fund the projects on a 25-year period with interest only payments through FY2023 (of which one year would be capitalized), a year of structured principal in 2024, and principal repayment on a level annual debt service basis beginning in FY2025.

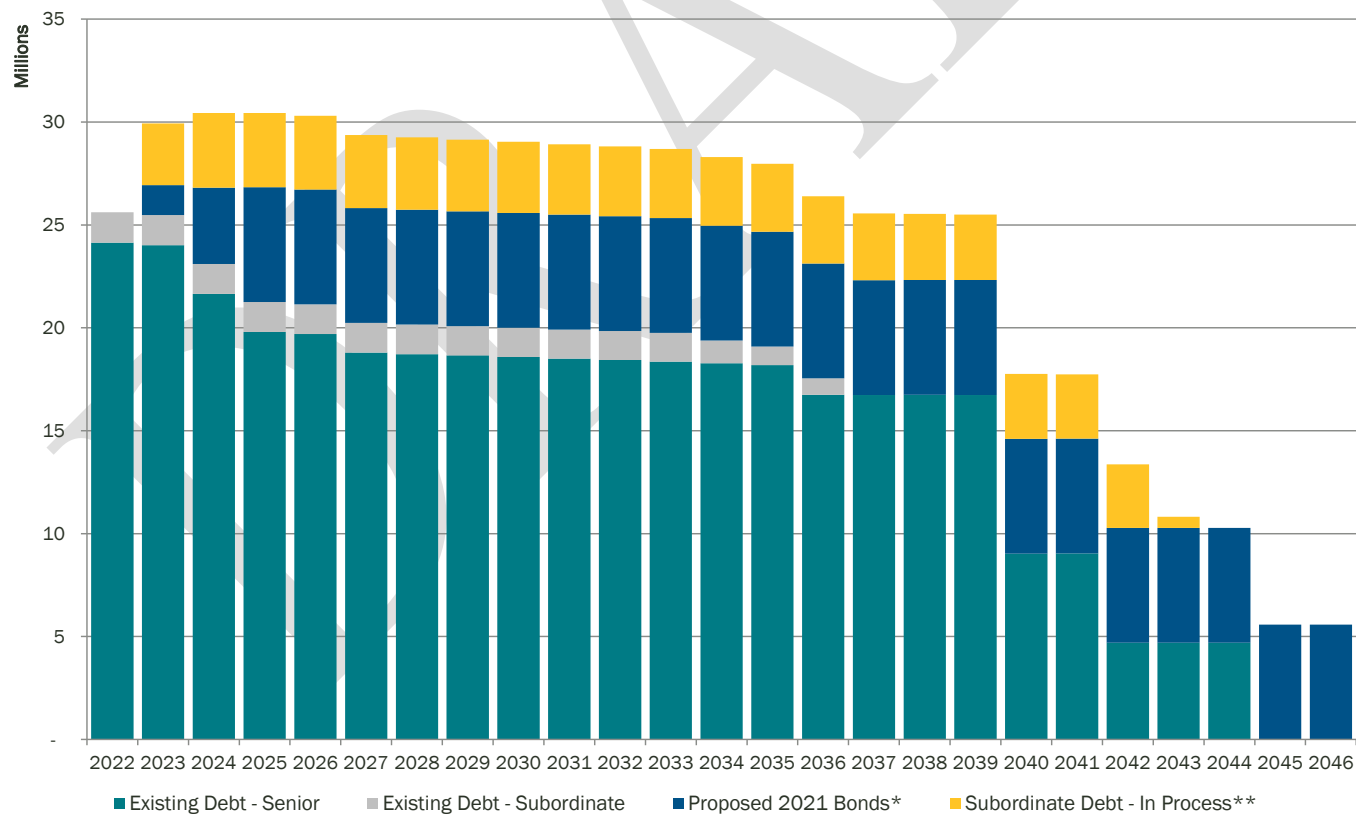
Fayetteville PWC would like to sell the Series 2021 Bonds in the public market on a competitive basis like we have done on its last three revenue bond issues.

New Money Assumptions:

- Closing Date: November 4, 2021
- First Interest: March 1, 2022
- Capitalized Interest: Through September 1, 2022
- First Principal: March 1, 2024
- Final Principal: March 1, 2046
- Amortization: Level Annual Debt Service
- Interest Rates: Estimated Market Rates – currently estimated just over 2%.

Commissioner Rogers asked for clarification on the purpose of the resolution. Ms. Haskins explained the resolution, its purpose, and the not-to-exceed amount in the resolution.

Resulting Debt Service Structure



Series 2014 Bonds – Refunding Opportunity

- First Tryon and Fayetteville PWC have been monitoring a potential taxable advance refunding of all or a portion of the callable maturities of Fayetteville PWC's Series 2014 Bonds.
- A refunding of all callable maturities (2025-2039) is currently estimated to yield net present value savings of approximately \$4.535 million or 5.22%.
 - Fayetteville PWC has the opportunity to analyze the savings generated by each maturity and only refund the most optimal subset of maturities, if desired.
- The Local Government Commission's minimum required net present savings threshold for an advanced refunding is 3%.
 - However, for a taxable advanced refunding, issuers typically set a higher minimum percentage threshold (i.e., 5%) although a recommended minimum threshold for this refunding is 8%.
- In addition to % savings, given that this is an advance refunding, negative arbitrage in the escrow and the ratio of net present value savings to negative arbitrage are important factors.
 - A recommended minimum net present value savings to negative arbitrage ratio is 2:1.
- If Fayetteville PWC waited until December 2023 when it is eligible to refund the Series 2014 Bonds on a tax-exempt basis and rates held steady, it would realize net present value savings of \$16.2 million or 18.7%.
 - It is estimated that tax-exempt rates could rise approximately 1.50% over current rates and Fayetteville PWC would be able to realize the same level of savings as a taxable advanced refunding today.

As the bonds will not be sold until late October and given ever-changing market conditions, Fayetteville PWC would still like to have the flexibility to continue evaluating this refunding opportunity by having the City include it in its approvals. Discussion ensued.

Financing Schedule

Date	Task
August 11	Fayetteville PWC Meeting – Request City Adopt Findings Resolution and Approve Submission of LGC Application
By August 12	Distribute 1 st Draft of Bond Documents / POS
By August 12	Distribute 1 st Draft of Agreed Upon Procedures (“AUP”) Letter
By August 20	Submit Joint Legislative Committee Letter
August 23	City Council Meeting – Adopt Findings Resolution and Approve Submission of LGC Application
By September 7	Submit LGC Application
September 9	Distribute 2 nd Draft of Documents / AUP Letter
Week of September 20	Rating Calls
September 22	Fayetteville PWC Meeting – Request City Adopt Bond Order

September 27	City Council Meeting – Adopt Bond Order
By October 1	Distribute Revised Draft of POS
October 5	LGC Approval
By October 6	Receive Ratings
October 8	Post Preliminary Official Statement / Notice of Sale
October 19	Pricing
November 3	Pre-Closing
November 4	Closing

Ms. Haskins read the following:

PWC Resolution – PWC2021.27 - Resolution Making Certain Findings and Determinations, Authorizing the Filing of an Application with the Local Government Commission, Requesting the Local Government Commission to Sell Bonds at a Competitive Sale and Approving the Financing Team All in Connection with the Issuance of Revenue Bonds by the City Of Fayetteville, North Carolina

Commissioner Rogers motioned to approve the resolution as read. Motion was seconded by Commissioner Shaw and unanimously approved.

GENERAL MANAGER REPORT

Oracle C2M

Ms. Ball stated we recently upgraded our customer financial system to the Oracle C2M Solution. This is the upgraded version of our previous Customer Care & Billing system, which also integrates the Meter Data Management (MDM) system. Overall, the project went really well. She thanked all the teams who participated in the project. We have been live for more than a week, and we are working through some bugs which is normal in such an upgrade. Ms. Ball stated we are eager to deploy new functionality now that we have the latest version of Oracle's Customer Care Solution.

NC City & County Communicators in Excellence

PWC received the following awards from the NC City and County Communicators in Excellence. We received first place in Employee and External Newsletters and Silver Circle Materials. We also received second place in Citizen Participation in the Recent PWC Day

COVID

Ms. Ball stated we have reset our COVID protocols we had relaxed per CDC guidelines. We recently reinstated full masking in our workplace and vehicles. This is in response to a recent surge in cases in the county and in the state. The Delta variant is highly transmissible. We have had an uptick in cases as well as quarantine activities. We are an essential workplace, and we must keep the power and water flowing. We must keep our workforce healthy so we can perform these essential services for our community. We have also been working to encourage our employees to get vaccinated. We have approximately 650 employees, and in our most recent count we had 215 employees who have been vaccinated and shared their vaccination status with our medical personnel. This is akin to what is going in our community.

Ms. Ball went on to state as a next step we have announced an additional incentive. If employees are willing to get a full series of the vaccine, we will allow eight additional hours floating holiday that will expire on June 30, 2022. The intent is to give employees an additional incentive to get vaccinated. We are working with the health department to schedule additional onsite clinics. We have had two so far, and we will schedule more in August/September. The spirit is to limit or minimize the spread amongst our workforce, and should we have a hurricane or major event that requires all hands on deck to respond to the event and minimize the spread of the virus.

Commissioner Shaw asked Ms. Ball given the fact that our organization is essential and critical, and since other organizations have moved to mandatory vaccinations, what is your thinking of the need for PWC to move to mandatory vaccinations, and what are the legal ramifications.

Ms. Ball responded that she has visited multiple times with our outside legal counsel, and she has conveyed to us that the Dept. of Justice and the EEOC have both issued updated guidance that the emergency use authorization does not present a legal barrier to mandating the vaccine. So, having that guidance mitigates some of the risks, if we want to take that step and mandate the vaccine. That is the latest legal guidance, however, we have had discussions as the Senior Leadership Team and decided the incentives are the best next step. Independent of a mandate or not, we will ensure as an organization if an employee has a health or religious objection or need, we will have a process to evaluate that and provide an exception process. The key message today is to wear a mask and if you are able, to get a vaccine. Ms. Ball went on to state that mandates are still on the table. Additional discussion ensued.

Commissioner Garrett stated she believes it is unfortunate you have to incentivize employees to become vaccinated. It is very generous to give eight hours of time. She asked if staff has quantified how much that will cost. Additional discussion ensued.

Commissioner Rogers asked what we will do if we lose employees if we mandate the vaccine. Ms. Ball discussed some conversations she has had, and additional discussion ensued.

CFRT

Ms. Ball stated we will bring back the Cape Fear Regional Theatre matter. Staff has had internal discussions around our legal review of contributions. We will likely bring back a recommendation a sponsorship policy, which will give the Commission more clarity concerning sponsorships. We will also bring back a resolution as requested by the Commission.

Mr. Noland thanked the Water Resources Engineering, the Finance Department and Ms. Ball for their work relative through the 2021 Bond issuance.

COMMISSIONER/LIAISON COMMENTS

Commissioner Boose

Commissioner Boose stated the County has ARPA (American Recovery Plan Act) funds.

City Council Member Davis

Council Member Davis stated this is an opportunity for the City, County, PWC and the School System to utilize funds that do not come out of our coffers to impact this part of our community. Commissioner Fowler

stated they have had a preliminary discussion with the City, County, and School System to discuss ARPA funds. There was nothing established in the meeting however it was an opening salvo. Additional discussion ensued.

Commissioner Garrett requested a discussion to determine the monies that are available to the entities. Ms. Ball stated about \$265M has come to the region, and the school system is receiving ½ of it. The County is receiving \$65M, and the City is receiving \$40M. PWC is not eligible for the funds.

REPORTS AND INFORMATION

- A. Personnel Report – July 2021
- B. Position Vacancies
- C. Approved N.C. Department of Transportation Encroachment Agreement(s):
 - Encr. 19172 – install SDR-21 water service & DI sewer service @ US401 (Ramsey St.) and US401 bypass (Country Club Dr.)
 - Encr. 19187 – install 1” P.E. water line @ US401 (Ramsey St.) and SR1600 (McArthur Rd.)

CLOSED SESSION PURSUANT TO NORTH CAROLINA GENERAL STATUTES 143.318(A)(1) TO DISCUSS CONFIDENTIAL INFORMATION IN ACCORDANCE WITH N.C.G.S. §132-1.2(1)

Commissioner Shaw motioned to go into Closed Session Pursuant To North Carolina General Statutes 143.318(A)(1) To Discuss Confidential Information In Accordance With N.C.G.S. §132-1.2(1). Motion was seconded by Commissioner Garrett, and unanimously approved at 9:18 am.

There being no further discussion, upon motion by Commissioner Rogers, seconded by Commissioner Shaw, the meeting returned to open session at 11:03 am.

Commissioner Rogers motioned to amend the agenda by adding a closed session for personnel matters, in accordance with NCGS 143-318.11(A)(6). Motion seconded by Commissioner Garrett, and unanimously approved at 11:03 am.

CLOSED SESSION PURSUANT TO N.C. GENERAL STATUTES 143-318.11(A)(6) FOR PERSONNEL MATTERS

Commissioner Rogers motioned to go into Closed Session In Accordance with NCGS 143-318.11(a)(6) for Personnel Matters. Motion was seconded by Commissioner Garrett and unanimously approved at 11:04 am.

There being no further business, the Commission returned to open session at 11:40 am (approximately).

ADJOURNMENT

There being no further business, the Commission adjourned at 11:41 am (approximately).

D R A F T

PUBLIC WORKS COMMISSION
MEETING OF WEDNESDAY AUGUST 25, 2021
8:30 AM

Present: Wade R. Fowler, Jr., Chairman
Evelyn O. Shaw, Vice Chairwoman
Darsweil L. Rogers, Secretary
Ronna Rowe Garrett, Treasurer

Others Present: Elaina L. Ball, CEO/General Manager
Telly Whitfield, Assistant City Manager
Chris Davis, City Council Liaison

Absent: Scott Meszaros, Hope Mills Town Manager
Michael Boose, Cumberland County Commissioner, Liaison
Media

REGULAR BUSINESS

Chairman Wade Fowler called the meeting of Wednesday, August 25, 2021, to order

APPROVAL OF AGENDA

Upon motion by Commissioner Rogers, seconded by Commissioner Shaw, the agenda was unanimously approved.

CONSENT ITEMS

Upon motion by Commissioner Shaw, seconded by Commissioner Garrett, Consent Items were unanimously approved.

- A. Approve bid recommendation to award contract for the Water Main Encasements Under Railroads (Bruner St., Deep Creek Rd., Langdon St., and Pine St.) to T. A. Loving Company, Goldsboro, NC the lowest responsive, responsible bidder in the total amount of \$2,061,265.00, and forward to City Council for approval.

This project consists of replacing uncased sections of existing water mains crossing CSX railroad right-of-way, with new cased ductile iron piping, valves, hydrants, and related appurtenances. The existing water mains are of varying sizes and materials and are located on four (4) sites. This project also includes the abandonment of the uncased sections of water mains.

The Water Main Encasements Under Railroads (Bruner St., Deep Creek Rd., Langdon St., and Pine St.) project is a budgeted item. Funding is provided in WS-8 (CPR1000100) in the amount of \$967,114.77 is available in FY22, \$1,010,000.00 is budgeted in FY23, and \$1,010,000.00 is budgeted in FY24

Bids were received June 24, 2021, as follows:

Bidders

Total Cost

T.A. Loving Company, Goldsboro, NC

\$2,061,265.00

COMMENTS: Notice of the bid was advertised on April 29, 2021 with an original bid opening date of June 2, 2021. Addendum No. 1 was issued on May 26, 2021 to provide Contract Document Revisions and a list of attendees of the Mandatory Pre-Bid Meeting. Addendum No. 2 was issued on June 8, 2021 to Re-Advertise the project with a new bid opening date of June 24, 2021, as the originally scheduled bid opening failed to produce three (3) bids. **SDBE/Local:** T.A. Loving Company is a firm based in Goldsboro, NC that also has a local office in Fayetteville, NC, and pays Cumberland County taxes. They anticipate \$4,000.00 in SDBE spend with Crowder Trucking, Fayetteville, NC for hauling needs.

B. Approve PWC Ordinance - PWCORD2021-33

PWCORD2021-33 is an Electric and W/WW Fund amendment changing the fund balances as follows: The Electric Fund is increasing by \$26,072,900 to \$294.5 million and the W/WW Fund is increasing \$1,648,500 to \$142.3 million.

Within this budget amendment are increases in expenditures referred to as “encumbrance carryforward”. This is a governmental budgeting term that basically means that an expenditure was committed via a purchase order in the prior year’s budget, was not fully completed in the prior year as anticipated, and will be completed in this fiscal year with carryforward funds from the prior year. Section 3 of the Budget Ordinance adopted for FY2022 allows for these carryovers.

Aside from the purchase order encumbrance carryforward, an explanation of amended items is listed below.

Electric Fund

- Electric Fund Revenue: Total Electric Fund Revenue increased \$26,072,900.
 - o Operating revenue increased by \$781,700 for the Pole Attachment Make Ready Project with an offset in operating expenses.
 - o The \$22.6 million coal ash adjustment credit received in June 2021 was reclassified as a Notes Receivable and Interest Income.
 - o Appropriation from Net Position increased by \$2,667,300 as a net result of revenue and expense adjustments.
- Electric Fund Expenditures: Total Electric Fund Expenditures increased \$26,072,900.
 - o The impact of the purchase order encumbrance carryforward from FY21 to FY22 was \$3,819,600 as follows. Capital Expenditures increased \$1,532,000 for capital projects not completed by fiscal year end and Operating Expenditures increased \$2,287,600 for professional services-related expenses.

C. Adopt PWC Resolution – PWC2021.28 – Resolution of the Fayetteville Public Works Commission to Direct the Filing of an Application for State Loan Assistance

Attached is a resolution directing the filing of State Revolving Loan applications for additional funding for the P.O. Hoffer WTP Expansion Phase 3 Residuals project and the Rockfish Creek WRF Expansion Phase 3 project which are currently estimated at approximately \$20.8 Million and \$80.1M, respectively.

END OF CONSENT

DISCUSSION OF STRATEGIC PLAN

Presented by: Elaina L. Ball, CEO/General Manager

Ms. Ball discussed PWC's Strategic Plan. She reminded the Commission in early 2020, PWC engaged a consultant, Hometown Connections to update its Strategic Plan. The team established the organization's mission statement, vision statement and worked collaboratively to update the values for the organization. Feedback was obtained by the Community Advisory Group. Business units Strengths, Weaknesses and Threat Analysis (SWOT) were conducted.

This year we continued this work. We selected seven strategic priorities in conjunction with the Commission. Ms. Ball stated each year we will review how we are performing with our goals and initiatives and make annual adjustments to the plan as necessary.

Ms. Ball highlighted what she is seeing in the industry. She stated our industry is undergoing a tremendous amount of change. We have traditionally provided commodities for over 100 years. We provide electrons and water. We are seeing rapid repowering on the generation side to cleaner technology. We are seeing battery storage and other types of technology come to compete with natural gas as well as other types of generation.

On the distribution side, we are seeing more of an interest in customers owning more of their energy storage as well as PV. The utility has done a good job in providing reliable service to our customers. We have some things we can do to improve and enhance our service and help customers with the services they want.

We see electrification coming. She went on to discuss other gas companies who are putting down significant dollars in electrification, as well as other industries.

On the water and wastewater side it is not as dramatic, however one of the single largest risks is watching out for the quality and the supply of our water. She mentioned emerging contaminants, new regulations around lead and copper which will be a significant pull on the organization. Moreover, just ensuring we are watching upstream to ensure our water supply is as high quality as it can be, and we are protecting the supply in the reason from inter-basin transfer and actions like it. Our biggest challenge will be to continue funding the system. The utility has very strong bond ratings and the ability to fund these challenges.

Ms. Ball went on to discuss the **Strategic Plan**.

Vision - *We aspire to be recognized as the best utility in the United States.*

Mission - *We deliver safe, reliable, and affordable electricity, water and wastewater services to our customers that reside in Fayetteville and many surrounding areas in Cumberland County, North Carolina.*

Values

Customer Focused

Dedicated to Service

Caring & Inclusive

Safety Focused

Innovative

Fiscally Responsibility

Committed to Excellence

Transparent

Strategic Priority Descriptions

Ms. Ball described the seven priorities we will focus on.

Community Engagement

We aspire to be exceptional corporate citizens. We are active civically and support causes that lift the citizens and important causes to our region. We seek opportunities to have the greatest impact to our region to grow the vibrancy and livability of our community.

Commissioner Fowler stated it is key for us to survive as a utility. It is critical that we are in the community and it is seen that the utility is run by the community's neighbors.

Economic Development

We encourage growth of economic opportunities for our region and actively participate in recruiting new businesses to our region. We maintain competitive and attractive utility services to encourage economic investment in our region. We actively seek out opportunities to partner with regional suppliers to accomplish the work of the utility.

Customer Satisfaction

Ms. Ball stated we exist because of our customers.

We have our customers at the heart of our decision making and our service delivery. We aspire to achieve industry leading performance in customer experience. We meet our customers where they want to be served. Our goal is to deliver products, options and services to our customers that are offered in retail competitive regions.

Operational Excellence

Our utility services deliver safe and reliable electricity, water, and waste-water supply. We strive to have top quartile safety, quality, and reliability metrics for our utility services.

Conservation

We understand the impact of our operations and the consumption of utilities have on our region's natural resources. We seek to continually improve our operations to minimize waste and deliver programs to help customers conserve as well as programs that enable us to preserve resources and habitat in the region in which we operate and serve.

Financial Health

Maintaining a financially healthy utility is essential to keeping our cost of borrowing low and keeping our customers' bills affordable. Our financial health is also key to supporting the City of Fayetteville through our transfer which goes to support important city services such as fire and police. We strive to maintain investment grade bond ratings, sufficient reserves to weather downturns and to maintain safe and reliable utility service delivery.

Engaged Employees

Our strategic plan and the excellent service we aspire to deliver are accomplished solely through the dedicated service by our employees. We seek to attract, retain, and grow an engaged workforce that is equipped with the capabilities to deliver excellence.

STRATEGIC GOALS/KPIs

Customer Satisfaction

Goal

- Achieve top quartile Customer Satisfaction as measured by Escalent Residential and Business Electric and Water Customer Satisfaction Survey.

Key Initiatives

- Establish baseline customer satisfaction for PWC customer segments.
- Develop a customer satisfaction improvement plan.
- Select and implement taskforce recommendations on new customer offerings.
- Expand customer payment options, reduce convenience fees
- Develop new rate options based on products provided in competitive retail markets.
- Implement customer communication enhancements (outages, electric high bill alerts).

Discussion ensued on the elements of the Customer Satisfaction Survey.

Operational Excellence

Goals

- Achieve top quartile System Average Interruption Duration Index (SAIDI)
- Phishing Click Rate <1%
- Water Plant Turbidity <0.1
- OSHA incident rate below 2.2
- DART incident rate below 1.7

Key Initiatives

- Develop safety culture and safety performance to ensure that safety is FIRST and never second (benchmark performance, update training, implement root cause analysis, formalize/automate safety reporting processes.)
- Benchmark utility performance through AWWA and APPA.
- Identify and implement improvements from benchmark to drive enhanced reliability and quality.
- Execute CIP and Operating Capital system projects for reliability
- Enhance cybersecurity and phishing campaigns to increase user awareness.
- Complete Electric and Water Resources SCADA Cybersecurity project.
- Implement AWWA Water Audit Software.

Financial Health

Goals

- Achieve an AA Bond rating by all 3 agencies with a stable or positive outlook
- Maintain 120 days of reserve for budgeted GAAP expenses
- Butler Warner Availability Factor > 1.0
- Measure and improve capital expenditures plan to actual performance

Key Initiatives

- Optimize savings opportunities in debt borrowings and grant offerings.
- Define and develop meaningful and accountable budget performance reporting.
- Complete an Integrated Resource Plan to determine future power resources.
- Maximize BWGP contractual performance/availability factor.
- Supply Chain improvement initiative-create efficiencies in processes for planning and procurement.
- Re-establish Commodity Purchasing program to maximize savings on water and electric materials

Conservation

Goals

- Measure, plan and deploy demand side management programs to reduce coincident peak (CP) energy usage.
- Steward water quality by supporting water quality efforts in the region.

Key Initiatives

- Develop tracking mechanism for all sources of coincident peak reduction (system resources, customer programs, TOU, etc.)
- Expand Conservation Voltage Reduction Project.
- Increase deployment of thermostats, load control switches and hot water heating controllers. Develop a marketing plan to support the deployment plan.
- Develop master plan for Electric Vehicle charging.
- Develop new community solar project.
- Develop net metering rates that fairly compensate production without cross customer subsidies.
- Convert Medium Power Rate to combination of TOU and CP rate structures.
- Partner where possible to find solutions for industrial pollution in the region.
- Continue to steward water supply and protect against inter-basin transfers.
- Develop Poultry and Swine Waste REC project.

Ms. Ball responded to questions from Commissioner Rogers regarding timing and collaboration of EVs. He also asked if companies are interested in solar and net metering. Ms. Ball stated staff will bring back a net metering solution for the Commission to consider.

Employee Engagement

Goals

- 90% employee participation of the Gallup Q12 Survey to identify areas of improvement within the organization.
- Create and implement Career Choice Program based on the Developmental Training program.

Key Initiatives

- Develop and implement plan to increase employee engagement through Gallup Q12 survey.
- Train and develop Management team with knowledge and strategies for creating an engaging culture by promoting engagement, offering advice, collecting best practices, and supporting managers' engagement efforts.
- Set up semi-annual Gallup surveys to employees to monitor results.
- Identify career paths within all divisions by positions within departments.
- Identify skill set and educational requirements for all positions.
- Create skill set development and educational development through PWC University platform.
- Partner with local colleges/universities to provide educational opportunities on and offsite.
- Implement internal job shadowing program.

Community Engagement

Goal

- Establish a Community Engagement baseline measure (hours)

Key Initiatives

- Create defined employee engagement program.
- Identify new community engagement opportunities.
- Implement social listening tool.
- Leverage earned media to increase community knowledge of PWC services.
- Incorporate Can-Do branding campaign in PWC brand.
- Continue existing stakeholder engagement.
- Continue existing community support activities.

Economic Development

Goals

- Establish a small, diverse, and local business program to expand procurement opportunities with PWC.
- 64% of Phase V Sewer Connections available by end of FY 2022. Develop a milestone plan for 100% completion of Phase V.

Key Initiatives

- Establish goals and definitions for the local, diverse, and small business program and identify a list of local vendors on a vendor qualification basis.
- Conduct Availability/Disparity Study and use the results of the Disparity Study to identify local vendors who can provide products and services for PWC and to inform program design.
- Prioritize FCEDC Shovel Ready water and sewer extensions to promote site development.
- Develop a milestone plan to monitor and communicate completion of Phase V.

Next Steps

- Finalize Written Strategic Plan/Milestone Plan
- Communicate to organization and stakeholders
- Complete Corporate KPI dashboard and publish monthly
- Implement and monitor progress
- Review and adjust initiatives as needed

Ms. Ball stated each Officer, as well as their team members will discuss with the Board some of these key priorities, industry trends and discuss in more detail the strategic priorities.

Commissioner Fowler requested for staff to offer to make this presentation to the City Council.

Commissioner Shaw asked who will determine a project is a priority project when prioritizing Shovel Ready water and sewer extensions to promote site development. Ms. Ball stated PWC will retain absolute independence in determining what, if any support would be given for this type of approach. Ms. Ball also stated staff will adjust the key initiative to broaden the language. Additional discussion ensued,

PERFORMANCE MANAGEMENT DISCUSSION

Presented by: Elaina L. Ball, CEO/General Manager
David Pistrui, Acumen Dynamics
Darrell Kleinke, Acumen Dynamics

Ms. Ball stated in support of the Strategic Plans goals, PWC enlisted the help of Acumen Dynamics to help us change how we manage performance. For the last eight years, we've had a performance system as part of our Oracle System. PWC has conducted performance reviews on a continuous basis throughout the year based on employees' anniversary or promotion date. Performance reviews have been based on attributes without specific ties to an employee's role. We plan to establish organizational goals and objectives and align performance to those goals.

She stated in this fiscal year we will be setting performance management to an annual cycle and will be setting annual compensation administration in conjunction to that cycle.

Ms. Ball introduced Mr. Pistrucci and Mr. Kleinke.

Mr. Kleinke delineated the development of the Performance Scorecard.

Introduction Stage

Introduced concepts, established the timetable, and provided examples of goals and objectives.

Intermediate Stage

Each executive created Statements of Goals and Objectives (SGOs) tied to the key initiatives that were just discussed.

Prototype Performance Scorecards (PS) were generated and socialized amongst the executive team.

Pre-Launch Stage

Primary and secondary data sources were identified to operationalize the measures.

Refined, synthesized, and operationalized individual Performance Score cards for each executive team member are ready. The pre-launch SGO's were refined to be appropriate for daily use and evolution

Development of Professional Scorecard

Mr. Pistrucci stated they have been using the TTI Assessment battery. They have been working with the Executive Team utilizing the Individual TTI. SWOT analysis and assessment data was used to support SGO development.

They created individual executive team Personal and Professional Development Plans (PDPs). Integrated TTI results into the PS's including summative measures and metrics, expressed as KPI's for Executives.

Operationalizing the Performance Scorecards

Synthesized, operationalized, and socialized Performance Scorecard prototypes across the executive team.

Executives have begun cascading the individual Performance Scorecards down into the executive business units.

Regrouped executive team for further iteration of Performance Scorecards to strengthen framework and consistency.

Mr. Pistrucci and Ms. Ball responded to questions from Commissioner Garrett regarding the Executive's Professional Growth, and TTI results.

Performance Scorecard - Goals & Measures

Below are the performance measures with the weight-factors provided by the Commission and Executive Staff. Staff responded to questions from Commissioner Rogers relating to cascading the performance score cards down through their organization.

Operational Excellence (25%)

Financial Health (25%)

Economic Development (5%)

Community Engagement (5%)

Engaged Employees (20%)

Consumer Satisfaction (15%)

Conservation (5%)

Mr. Kleinke provided examples of the Performance Scorecards.

Mr. Pistrucci discussed the behavioral categories below.

- Execution/Accountability
- Communication
- Interpersonal Relationships
- Professionalism
- Leadership
- Collaboration

Ms. Ball delineated the next steps:

1. Implementation of the Human Capital Management System (Oracle HCM)
2. Configure and deploy the Performance Management Module in the HCM
3. Develop and cascade goals within the HCM
4. Conduct annual performance reviews based on metrics and attributes
5. Conduct compensation reviews based on annual performance

Commissioners thanked Ms. Ball, Staff, Mr. Pistrucci and Mr. Kleinke for the presentation.

CAPE FEAR REGIONAL THEATRE DISCUSSION

Presented by: Elaina L. Ball, CEO/General Manager

Ms. Ball stated she and Ms. Justice-Hinson met on Friday with CFRT to get additional details from them regarding their project. She stated details have been shared with the Commission.

Ms. Ball described PWC's authority relative to charitable giving. She stated our Charter is explicit about support for sponsorships and activities that are tied to energy and water conservation. If the Commission is inclined to support the project, staff can bring it back in the form of a resolution. Staff's recommendation is that we also send a resolution to the City Council for approval and condition it based on future budget availability if the Commission chooses to have it as a multi-year contribution.

Commissioner Fowler stated CFRT requested a certain amount, and it would be the staff's responsibility to determine how much deals with conservation and energy use, and what value would be provided to us, and based on that to provide a cap, and forward the request to the City.

Staff also responded to questions from Council Member Davis. He asked for clarity as to the parameters of the charter that set the guidelines relative to charitable giving. Ms. Ball responded that the charter gives authority to afford support of charitable giving expressly specific energy, water conservation and educational features. Ms. Ball also gave examples of the projects that CFRT are planning. Additional discussion ensued.

Based on the Commissions' concurrence, Ms. Ball will draft a resolution and return to the Commission.

GENERAL MANAGER REPORT

COVID

Ms. Ball stated as of the last count we are up to 258 vaccinated employees from 215. However, we are in a state of emergency as a community from a health care prospective. Our health care system is overloaded with cases. It is incumbent for all of us to take every action we can to help curb the spread of the disease.

We are holding an onsite clinic today in the Skills Lab. She thanked the HR team for organizing it. The health department has stated they will come as many times as we need them to come. As of last Friday, 34 employees were isolated and 11 with confirmed cases. Two employees were vaccinated.

Ms. Ball reiterated the vaccine does not make you immune to the disease, but it helps to lessen the impact.

Upcoming Budget Amendments

Next month we will likely bring a budget amendment forward. There are two primary drivers that will be included in the budget amendment. The Duke Progress System average energy rate has been trending above the forecast, so we will likely need an adjustment. In the last three months they have been 10% above forecast. Ms. Ball gave additional stats. She stated this is why we have the rate stabilization fund. When we experience things like this, we have this fund so when we make our budget adjustment so we can protect customers from these spikes.

The other project that will likely be in the amendment is to move funds from a substation capital project fund to support closing on property for a 5th point of delivery. We have three points of delivery on our transmission system with our interconnection with Duke. We are building a 4th down south and the 5th will be to the north part of our system to support system reliability and growth.

Other Items of Interest

Finance Team Awarded GFOA Certificate of Achievement for Excellence in Financial Reporting

We have a survey out to gage the interest level of our customers regarding expansion of community solar. We are already subscribed, and we are gathering a waiting list. This may be another project.

The disparity consultant is conducting an informational webinar for the public tonight, from 5pm to 6:30 pm. There are links available.

Our time lapse video on the building of our solar farm was featured on CBS this morning. We will circulate the link.

The Red Cross was running low on water this week because of the Fort Bragg deployments as well as several multi-family structure fires. We provided them with water so that they would be ready for storm and emergency response. We have a really good relationship with Red Cross

Tomorrow the United Way Campaign kicks off. Many employees will be over at Snyder Memorial Church to package 25,000 meals for Urban Ministries. She thanked the PWC team members in advance for helping to package meals.

COMMISSIONER/LIAISON COMMENTS

Commissioner Shaw

Commissioner Shaw asked if PWC has considered if any Afghan refugees are brought into our area, and if a possible request from the governor comes, how we may assist. Discussion ensued on possible ways or avenues PWC can help if called upon.

Commissioner Rogers

Commissioner Rogers stated he attended the ElectriCities conference last week and it was one of the more meaningful conferences he has attended. They had the attendees engaged and thinking about the future.

Commissioner Fowler

Commissioner Fowler stated though he is not a doctor if someone is vaccinated or unvaccinated, there are treatments available. He mentioned one, and encouraged individuals to get treated if infected with the virus.

REPORTS AND INFORMATION

- A. Payment Analysis thru July 2021
- B. Purchase Orders – July 2021
- C. Position Vacancies
- D. Approved N.C. Department of Transportation Encroachment Agreement(s):
 - Encr. #18815 – install of 12” watermain, 8” sewer main and 1” copper water lateral @ SR3828 (Robeson Street)
 - Encr. #18827 – install of 24” RJPVC sanitary sewer bypass main @ SR2350 (Research Drive).
- E. Actions by City Council during the meeting of August 9, 2021, related to PWC:
 - Approved Resolution Accepting an Amended State Loan Offer under the NC Water Revolving Loan and Grant Act of 1987
 - Approved Bid Recommendation – Replace Standby Power Generator at the Rockfish Water Reclamation Facility
 - Approved Bid Recommendation – Prefabricated Relay Control House for the Black & Decker 69 to 15kV Substation
 - Approved Bid Recommendation – Five (5) 16,000 GVW 4x4 with Enclosed Body
 - Approved Bid Recommendation – One (1) 35,000 lb. Rubber Tire Loader

- Approved Bid Recommendation – Relay Control Switchboards for the Black & Decker 69 to 15kV Substation

ADJOURNMENT

There being no further discussion, upon motion by Commissioner Rogers, seconded by Commissioner Shaw and unanimously approved, the meeting adjourned at 10:06 am.

DRAFT

**RESOLUTION OF THE FAYETTEVILLE PUBLIC WORKS COMMISSION TO
DIRECT THE FILING OF AN APPLICATION FOR STATE LOAN
ASSISTANCE**

WHEREAS, The Federal Clean Water Act Amendments of 1987 and the North Carolina Water Infrastructure Act of 2005 (NCGS 159G) have authorized the making of loans and grants to aid eligible units of government in financing the cost of construction of a drinking water treatment works project and a wastewater treatment project, and

WHEREAS, The Fayetteville Public Works Commission (“COMMISSION”) has need for and intends to construct a drinking water treatment works project and a wastewater treatment project in the attached Exhibit A, and

WHEREAS, The COMMISSION intends to request state loan assistance for the project,

NOW THEREFORE BE IT RESOLVED BY THE COMMISSION THAT:

1. The COMMISSION will arrange financing for all remaining costs of the projects, if approved for a State loan award.
2. The COMMISSION will adopt and place into effect on or before completion of the projects a schedule of fees and charges and other available funds which will provide adequate funds for proper operation, maintenance, and administration of the system and the repayment of all principal and interest on the debt.
3. The COMMISSION agrees to include in the loan agreement a provision authorizing the State Treasurer, upon failure of the COMMISSION to make scheduled repayment of the loan, to withhold from the COMMISSION any State funds that would otherwise be distributed to the COMMISSION in an amount sufficient to pay all sums then due and payable to the State as a repayment of the loan.
4. The COMMISSION will provide for efficient operation and maintenance of the projects on completion of construction thereof.
5. Elaina Ball, CEO/General Manager of the COMMISSION, the Authorized Official, and successors so titled, is hereby authorized to execute and file an application on behalf of the COMMISSION with the State of North Carolina for a loan to aid in the construction of the projects described above, furnish such information as the appropriate State agency may request in connection with such application or the projects, to make the assurances as contained above, and to execute such other documents as may be required in connection with the application.

6. The COMMISSION has substantially complied or will substantially comply with all Federal, State, and local laws, rules, regulations, and ordinances applicable to the projects and to Federal and State grants and loans pertaining thereto.

ADOPTED this 8th day of September 2021.

FAYETTEVILLE PUBLIC WORKS COMMISSION

Wade R. Fowler Jr., Chairman

ATTEST:

Darsweil Rogers, Secretary

Exhibit A

<u>Drinking Water Treatment Works Project</u>	<u>Cost Estimate</u>
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P.O. Hoffer WTP Expansion Phase 3 Residuals	\$20,839,031
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<u>Wastewater Treatment Project</u>	<u>Cost Estimate</u>
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Rockfish Creek WRF Expansion Phase 3	\$80,072,000
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CERTIFICATION BY RECORDING OFFICER

The undersigned duly qualified and acting Clerk to the PWC Board of the Fayetteville Public Works Commission does hereby certify: That the above/attached resolution is a true and correct copy of the resolution authorizing the filing of an application with the State of North Carolina, as regularly adopted at a legally convened meeting of the COMMISSION duly held on the 8th day of September, 2021; and, further, that such resolution has been fully recorded in the journal of proceedings and records in my office. IN WITNESS WHEREOF, I have hereunto set my hand this _____ day of _____, 20____.

(Signature of Recording Officer)

(Title of Recording Officer)

**PUBLIC WORKS COMMISSION
ACTION REQUEST FORM**

TO: Elaina L. Ball, CEO/General Manager

DATE: 8/24/2021

FROM: Trent Ensley, Procurement Manager

.....
ACTION REQUESTED: Adopt PWC Resolution No. PWC2021.29 to declare personal property described as one (1) 2007 International 7400 (Digger Derrick) VIN # 1HTWDAAR37J466966, as surplus and sell by public auction.

COMMENTS: North Carolina General Statute 160A-270 permits the sale of personal property with an estimated value of \$30,000 or more by public auction upon authorization by the governing board.

.....
ACTION BY COMMISSION

APPROVED _____ **REJECTED** _____
DATE _____

**RESOLUTION TO DECLARE PERSONAL PROPERTY AS SURPLUS
AND AUTHORIZE SALE OF PROPERTY BY PUBLIC AUCTION**

WHEREAS, the Public Works Commission of the City of Fayetteville, hereinafter referred to as Commission, owns personal property described as one (1) 2007 International 7400 (Digger Derrick), VIN #1HTWDAAR37J466966; that is surplus to its needs; and

WHEREAS, North Carolina General Statute § 160A-270 permits the Commission to sell personal property with an estimated value of \$30,000 or more by public auction upon approval by the Commission and after publication of a notice announcing the auction.

NOW THEREFORE BE IT RESOLVED BY THE COMMISSION THAT:

1. The Commission declares the property described as one (1) 2007 International 7400 (Digger Derrick), VIN # 1HTWDAAR37J466966, as surplus and authorizes its sale by electronic auction.
2. The auction will be conducted electronically through GovDeals on the website www.govdeals.com, beginning Monday, September 20, 2021.
3. The terms of the sale are (a) that the property is sold in its current condition, as is, and the Commission gives no warranty with respect to the usability of the property; (b) that the buyer will pay the full amount of his or her bid by the close of business not later than 5 business days from the time and date of the Buyer's Certificate, whether in cash or with a certified check or cashier's check, and (c) such other terms of sale as may be posted on the GovDeals website.
4. The Chief Administrative Officer of the Public Works Commission is hereby authorized to dispose of the property of the auction on behalf of the Commission.

Adopted this _____ day of _____, 2021, at Fayetteville, North Carolina.

**PUBLIC WORKS COMMISSION OF THE
CITY OF FAYETTEVILLE, NORTH CAROLINA**

Wade R. Fowler Jr., Chairman

ATTEST:

Darsweil Rogers, Secretary

DARSWEIL L. ROGERS, COMMISSIONER
WADE R. FOWLER, JR., COMMISSIONER
EVELYN O. SHAW, COMMISSIONER
RONNA ROWE GARRETT, COMMISSIONER
ELAINA L. BALL, CEO/GENERAL MANAGER



FAYETTEVILLE PUBLIC WORKS COMMISSION
955 OLD WILMINGTON RD
P.O. BOX 1089
FAYETTEVILLE, NORTH CAROLINA 28302-1089
TELEPHONE (910) 483-1401
WWW.FAYPWC.COM

September 8, 2021

MEMO TO: Elaina L. Ball, CEO/General Manager
MEMO FROM: Rhonda Haskins, Chief Financial Officer
SUBJECT: Capital Project Fund (CPF) Budget Ordinances

Attached are the CPF budget ordinance amendments for Commission action at the September 8th meeting and below is a summary explaining the purpose of each:

- PWCORD2021-34 amends the Substation Rebuild CPF to add a project that will fund the purchase of land for POD V 230-66 kV Substation property.
- PWCORD2021-35 amends the Electric Rate Stabilization Fund to authorize a transfer to reimburse the GF for the \$5.00/mWh catch up adjustment to the energy rate for August – December.

Staff recommends that the Commission adopt the attached budget CPF ordinance amendments.

CAPITAL PROJECT ORDINANCE
SUBSTATION REBUILD CAPITAL PROJECT FUND
AMENDMENT #7
PWCORD2021-34

BE IT ORDAINED by the Fayetteville Public Works Commission (PWC) that pursuant to Section 13.2 of Chapter 159 of the General Statutes of North Carolina, the following capital project ordinance is hereby amended:

Section 1. The amendment authorized is to the Substation Rebuild Capital Project Fund, adopted August 27, 2017 by PWC, for funding upgrades of several existing substations to increase capacity and utilize Intelligent Electronic Devices technology, as well as to build a new substation to service growing areas and reduce circuit loading on the existing

Section 2. The officers of this unit are hereby directed to proceed with the project within the budget contained herein.

Section 3. The following revenues are anticipated to be available to complete the project:

	Current Budget	Amendment	Revised Budget
Transfer from Electric Fund	\$ 49,433,000	\$ 2,750,000	\$ 52,183,000

Section 4. The following amounts are appropriated for the project:

	Current Budget	Amendment	Revised Budget
Project Expenditures	\$ 49,433,000	\$ 2,750,000	\$ 52,183,000

Section 5. Copies of this capital project ordinance amendment shall be made available to the PWC budget officer and finance officer.

Adopted this 8th day of September, 2021.

Substation Rebuild CPF Project Listing - Budget Amendment #7

CIP Reference #	Description	Total
	Fenix 67-25 kV Substation Capacity Additions	\$ 2,775,000
FY 22 - EL27	Bordeaux 67-12 kV Substation Rebuild	2,250,000
FY 22 - EL29	Cumberland Road 66-12 kV Substation Rebuild	2,350,000
FY 22 - EL30	PO Hoffer 66-12 kV Substation Rebuild	2,750,000
FY 22 - EL31	FTI 66-12 kV Substation Rebuild and Relocation	3,750,000
	POD III Relaying Upgrade	1,300,000
FY 22 - EL33	Distribution Substation 66-12 kV Power Transformer	11,212,000
FY 22 - EL34	230-67 kV Auto-Transformer	5,579,000
FY 22 - EL35	POD IV 230-66kV Substation	17,467,000
	Total from Amendment #6	\$ 49,433,000
	New Projects & Increases/(Decreases) to existing projects:	
FY 22 - EL36	POD V 230-66kV Substation	2,750,000
	Total Increases/(Decreases)	\$ 2,750,000
	Revised Project List	
	Fenix 67-25 kV Substation Capacity Additions	\$ 2,775,000
FY 22 - EL27	Bordeaux 67-12 kV Substation Rebuild	2,250,000
FY 22 - EL29	Cumberland Road 66-12 kV Substation Rebuild	2,350,000
FY 22 - EL30	PO Hoffer 66-12 kV Substation Rebuild	2,750,000
FY 22 - EL31	FTI 66-12 kV Substation Rebuild and Relocation	3,750,000
	POD III Relaying Upgrade	1,300,000
FY 22 - EL33	Distribution Substation 66-12 kV Power Transformer	11,212,000
FY 22 - EL34	230-67 kV Auto-Transformer	5,579,000
FY 22 - EL35	POD IV 230-66kV Substation	17,467,000
FY 22 - EL36	POD V 230-66kV Substation	2,750,000
	Revised Total -Amendment #7	\$ 52,183,000

CAPITAL PROJECT ORDINANCE AMENDMENT
ELECTRIC UTILITY SYSTEM RATE STABILIZATION FUND AMENDMENT #41
PWCORD2021-35

BE IT ORDAINED by the Commissioners of the Fayetteville Public Works Commission (PWC) that pursuant to Chapter 159 of the General Statutes of North Carolina, the following capital project fund ordinance is hereby amended:

Section 1. The amendment authorized is to the Electric Utility System Rate Stabilization Fund (ERSF) adopted April 8, 1998 and April 20, 1998 by PWC and the City of Fayetteville, NC (CITY), respectively, as amended, for the accumulation of funds to maintain electric rate competitiveness and rate stability.

Section 2. This fund will remain operational until the Commissioners of PWC determine the need for such fund no longer exist.

Section 3. The following revenues and other financing sources are anticipated to be available and authorized to be accumulated by PWC for the ERSF:

	Listed As	Amendment	Revised
Transfer from Electric General Fund	\$ 87,954,226	\$ -	\$ 87,954,226
Transfer from Electric General Fund - WPCA	3,861,615	-	3,861,615
Transfer from Electric General Fund - True-Up Credits	9,648,492	-	9,648,492
Rate Stabilization Transfer	4,169,725	-	4,169,725
Interest Income	8,390,000	-	8,390,000
	<u>\$ 114,024,058</u>	<u>\$ -</u>	<u>\$ 114,024,058</u>

Section 4. The following uses of accumulated funds are authorized:

	Listed As	Amendment	Revised
Transfer to Electric Fund - Pre-2013	\$ 5,000,000	\$ -	\$ 5,000,000
Transfer to Electric Fund - 2013 and forward	50,604,000	4,350,000	54,954,000
Tfer to Electric Fd-City Interlocal Agreement-COVID19	4,000,000	-	4,000,000
Transfer to Electric Fund - Duke Energy True-Up	5,852,511	-	5,852,511
Advance to Water/Wastewater Fund	9,800,000	-	9,800,000
Appropriated Net Assets	38,767,547	(4,350,000)	34,417,547
	<u>\$ 114,024,058</u>	<u>\$ -</u>	<u>\$ 114,024,058</u>

Section 5. Copies of this budget ordinance amendment shall be made available to the PWC budget officer and finance officer.

Adopted this 8th day of September 2021.

September 1, 2021

MEMO TO: Elaina Ball, CEO/General Manager

MEMO FROM: Rhonda Haskins, Chief Financial Officer

SUBJECT: FY 2022 Electric Fund Budget Amendment #3 PWCORD2021-36

Attached is a budget ordinance amendment #3 to the Electric Fund for Commission action at the September 9th meeting increasing the Fund by \$4,350,000 to a total of \$298.9 million.

The purpose of this amendment is to recognize an increase in the Duke Energy Progress (DEP) actual energy rate over their estimated rate for calendar year 2021. PWC recognized DEP's actual monthly energy costs from January – July 2021 trending higher than the 2021 billing rate and cost pressures to the rate likely to continue through December based on current market conditions. This would result in a significant true-up payment due to DEP with interest. To lessen the impact of interest costs to PWC, PWC and DEP agreed upon an adjustment to the billed energy rate of \$5/MWh to be applied to the remaining 5 months of this calendar year. PWC intends to utilize the Electric Rate Stabilization Fund to fund this increase. An explanation of amended items is listed below:

Electric Fund

- **Electric Fund Revenue:** Total Electric Fund Revenue increased \$4,350,000.
 - The Transfer from Electric Rate Stabilization Fund (ERSF) increased by \$4,350,000 to provide funding for the additional DEP energy costs.
- **Electric Fund Expenditures:** Total Electric Fund Expenditures increased \$4,350,000.
 - Operating Expenses increased \$4,350,000 in due to the additional \$5/MWh from DEP.

Staff recommends that the Commission adopt the attached budget ordinance amendment PWCORD2021-36.

FY 2022 AMENDMENT #3 BUDGET ORDINANCE (PWCORD2021-36)

BE IT ORDAINED BY THE COMMISSIONERS OF THE FAYETTEVILLE PUBLIC WORKS COMMISSION (PWC):

That the Fayetteville Public Works Commission Budget Ordinance adopted June 9, 2021 is hereby amended as follows:

Section 1. It is estimated that the following revenues and other financing sources will be available during the fiscal year beginning July 1, 2021, and ending June 30, 2022, to meet the appropriations listed in Section 2.

	Listed As	Revision	Revised Amount
<u>Schedule A: Electric Fund</u>			
Electric Revenues	\$ 201,167,900	\$ -	\$ 201,167,900
Operating and Other Revenues	17,494,100	-	17,494,100
BWGP Lease Payment	12,644,000	-	12,644,000
Customer Contributions	3,578,900	-	3,578,900
Budgetary Appropriations	59,652,900	4,350,000	64,002,900
Total Estimated Electric Fund Revenues	\$ 294,537,800	\$ 4,350,000	\$ 298,887,800
<u>Schedule B: Water and Wastewater Fund</u>			
Water Revenues	\$ 52,142,500	\$ -	\$ 52,142,500
Wastewater Revenues	56,988,600	-	56,988,600
Operating and Other Revenues	7,756,800	-	7,756,800
Customer Contributions	2,516,600	-	2,516,600
Intergovernmental Revenue - Assessments	2,611,900	-	2,611,900
Budgetary Appropriations	20,234,900	-	20,234,900
Total Est Water and Wastewater Fund Revenues	\$ 142,251,300	\$ -	\$ 142,251,300
Grand Total	\$ 436,789,100	\$ 4,350,000	\$ 441,139,100

Section 2. The following amounts are hereby appropriated for the operations of the Fayetteville Public Works Commission and its activities for the fiscal year beginning July 1, 2021, and ending June 30, 2022, according to the following schedules:

	Listed As	Revision	Revised Amount
<u>Schedule A: Electric Fund</u>			
Operating Expenditures	\$ 203,414,300	\$ 4,350,000	\$ 207,764,300
Debt Service	1,941,300	-	1,941,300
Capital	37,476,000	-	37,476,000
Payment in Lieu of Taxes - City	11,853,200	-	11,853,200
Intergovernmental Expenditure - Economic Development	-	-	-
Intergovernmental Expenditure - Other	-	-	-
Budgetary Appropriations	39,853,000	-	39,853,000
Total Estimated Electric Fund Expenditures	\$ 294,537,800	\$ 4,350,000	\$ 298,887,800
<u>Schedule B: Water and Wastewater Fund</u>			
Operating Expenditures	\$ 73,747,300	\$ -	\$ 73,747,300
Debt Service	23,444,400	-	23,444,400
Capital	34,193,000	-	34,193,000
Budgetary Appropriations	10,866,600	-	10,866,600
Total Est Water and Wastewater Fund Expenditures	\$ 142,251,300	\$ -	\$ 142,251,300
Grand Total	\$ 436,789,100	\$ 4,350,000	\$ 441,139,100

Section 3. That appropriations herein authorized shall have the amount of outstanding purchase orders as of June 30, 2021, added to each appropriation as it appears in order to account for the payment against the fiscal year in which it is paid

Adopted this 8th day of September 2021.

ELECTRIC & W/WW FUNDS SUMMARY

DESCRIPTION	ADOPTED ORIGINAL BUDGET FY 2022	BUDGET AMD #1 FY 2022	BUDGET AMD #2 FY 2022	BUDGET AMD #3 FY 2022	PROPOSED AMENDED BUDGET FY 2022
ELECTRIC FUND:					
REVENUES	\$229,896,000	\$235,000	\$1,175,000	\$0	\$231,306,000
CONTRIBUTIONS AND/OR GRANTS	3,578,900	0	0	0	3,578,900
REMITTANCES FROM CITY	0	0	0	0	0
APPR. FROM RATE STABILIZATION FUND	7,860,600	(2,181,900)	0	4,350,000	10,028,700
TRANSFER FROM ELECTRIC CAPITAL RESERVE	3,939,700	0	0	0	3,939,700
TRANSFER FROM BWGP STARTUP COST RES	1,692,600	0	0	0	1,692,600
TRANSFER FROM REPS	4,610,400	0	0	0	4,610,400
TRANSFER FROM COAL ASH RESERVE	2,782,300	4,272,900	0	0	7,055,200
TRANSFER FROM BUDGET CARRYOVER	0	0	0	0	0
NOTES RECEIVABLE - COAL ASH ADJUSTMENT CREDIT	0	0	22,230,600	0	22,230,600
APPR. FROM ELECTRIC NET POSITION	10,302,100	1,476,300	2,667,300	0	14,445,700
TOTAL REVENUES ELECTRIC	\$264,662,600	\$3,802,300	\$26,072,900	\$4,350,000	\$298,887,800
EXPENDITURES	\$56,526,300	\$22,200	\$2,304,400	\$0	\$58,852,900
PURCHASED POWER & GENERATION	144,583,500	(22,623,900)	22,629,800	4,350,000	148,939,400
BOND INTEREST EXPENSE	827,200	0	0	0	827,200
BOND INTEREST AMORTIZATION	(88,800)	0	0	0	(88,800)
OTHER FINANCE COST	23,500	0	0	0	23,500
INTEREST - LEASES	37,300	0	0	0	37,300
PAYMENT IN LIEU OF TAXES - CITY	11,853,200	0	0	0	11,853,200
INTERGOVERNMENTAL EXPENDITURE - ECONOMIC DEVELOPMENT	0	0	0	0	0
INTERGOVERNMENTAL EXPENDITURE - OTHER	0	0	0	0	0
CAPITAL EXPENDITURES	35,944,000	0	1,532,000	0	37,476,000
TOTAL DEBT RELATED PAYMENTS	1,114,100	0	0	0	1,114,100
APPR. TO RATE STABILIZATION FUND	250,000	13,062,100	0	0	13,312,100
APPR. TO ELECTRIC CAPITAL RESERVE	0	0	0	0	0
TRANSFER TO REPS RESERVE	2,298,800	0	0	0	2,298,800
BWGP START COST RESERVE	50,000	0	0	0	50,000
TRANSFER TO BUDGET CARRYOVER RESERVE	0	0	0	0	0
TRANSFER TO ANNEXATION PH V RESERVE - CITY FUND PORTION	4,903,200	0	0	0	4,903,200
TRANSFER TO COAL ASH RESERVE	2,782,300	13,341,900	(393,300)	0	15,730,900
TRANSFER TO ELECTRIC SUBSTATION REBUILD	2,500,000	0	0	0	2,500,000
TRANSFER TO TRANS EQUIPMENT CPF	823,000	0	0	0	823,000
TRANS TO DOT E RAEFORD RD CPF	235,000	0	0	0	235,000
TRANSFER TO FLEET MAINTENANCE FUND	0	0	0	0	0
LOAN TO WATER/WASTEWATER FUND	0	0	0	0	0
APPR. TO ELECTRIC NET POSITION	0	0	0	0	0
TOTAL EXPENDITURES ELECTRIC	\$264,662,600	\$3,802,300	\$26,072,900	\$4,350,000	\$298,887,800
WATER & WASTEWATER FUND:					
REVENUES	\$116,887,900	\$0	\$0	\$0	\$116,887,900
CONTRIBUTIONS AND GRANTS	2,516,600	0	0	0	2,516,600
REMITTANCES FROM CITY	2,611,900	0	0	0	2,611,900
TRANSFER FROM W/WW CAPITAL PROJ.	0	0	0	0	0
APPR. FROM ANNEX PH V RES. FUND	4,777,500	0	0	0	4,777,500
TRANSFER FROM CAPITALIZED INTEREST FUND	0	0	0	0	0
APPR. FROM RATE STABILIZATION FUND	8,300,000	0	0	0	8,300,000
LOAN FROM ELECTRIC FUND	0	0	0	0	0
TRANSFER FROM BUDGET CARRYOVER RES	0	0	0	0	0
APPR. FROM W/WW NET POSITION	5,531,100	(22,200)	1,648,500	0	7,157,400
TOTAL REVENUES WATER & WASTEWATER	\$140,625,000	(\$22,200)	\$1,648,500	\$0	\$142,251,300
EXPENDITURES	\$73,341,700	(\$22,200)	\$972,500	\$0	\$74,292,000
BOND INTEREST EXPENSE	9,336,400	0	0	0	9,336,400
BOND INTEREST EXPENSE - CITY ANNEX.	0	0	0	0	0
BOND INTEREST - AMORTIZATION	(826,200)	0	0	0	(826,200)
LOAN INTEREST EXPENSE	85,700	0	0	0	85,700

ELECTRIC & W/WW FUNDS SUMMARY

DESCRIPTION	ADOPTED ORIGINAL BUDGET FY 2022	BUDGET AMD #1 FY 2022	BUDGET AMD #2 FY 2022	BUDGET AMD #3 FY 2022	PROPOSED AMENDED BUDGET FY 2022
OTHER FINANCE COST	244,200	0	0	0	244,200
INTEREST - LEASES	37,300	0	0	0	37,300
CAPITAL EXPENDITURES	33,517,000	0	676,000	0	34,193,000
DEBT RELATED PAYMENTS	12,636,100	0	0	0	12,636,100
BOND PRINCIPAL PAYMENTS - CITY ANNEX.	0	0	0	0	0
LOAN PRINCIPAL PAYMENTS	1,386,200	0	0	0	1,386,200
TOTAL CONTRACTS PAYABLE PAYMENT	0	0	0	0	0
APPR. TO RATE STABILIZATION FUND	250,000	0	0	0	250,000
APPR. TO W/WW CAPITAL RESERVE	0	0	0	0	0
APPR. TO ANNEXATION PHASE V RESERVE	2,138,700	0	0	0	2,138,700
TRANSFER TO ANNEXATION PHASE V RESERVE	2,500,000	0	0	0	2,500,000
TRANSFER TO NCDOT RESERVE	5,977,900	0	0	0	5,977,900
TRANSFER TO TRANS EQUIPMENT CPF	0	0	0	0	0
TRFR TO HURRICANE MATTHEW FUND	0	0	0	0	0
BUDGET CARRYOVER RESERVE	0	0	0	0	0
APPR. TO W/WW NET POSITION	0	0	0	0	0
TOTAL EXPEND. WATER & WASTEWATER	\$140,625,000	(\$22,200)	\$1,648,500	\$0	\$142,251,300
TOTAL ELECTRIC & W/WW	\$405,287,600	\$3,780,100	\$27,721,400	\$4,350,000	\$441,139,100

**RESOLUTION REGARDING SPONSORSHIP OF
CAPE FEAR REGIONAL THEATRE**

WHEREAS, the Fayetteville Public Works Commission (PWC) is a public authority under North Carolina law that supplies utility-related goods and services to retail and wholesale customers in Fayetteville and surrounding communities;

WHEREAS, PWC has determined that a sponsorship of the Cape Fear Regional Theatre's (CFRT's) theater construction project to facilitate the incorporation of energy efficiency and conservation measures and promote community goodwill is in the best interest of the City and the public and is consistent with PWC's constitutional and statutory requirements to serve the public interest in a manner consistent with PWC's purposes; and

WHEREAS, PWC has further determined that a sponsorship of the CFRT's theater construction project to facilitate the incorporation of energy efficiency and conservation measures and promote community goodwill is consistent with the existing sponsorship policies of PWC and the City.

**THEREFORE, LET IT BE RESOLVED BY THE COMMISSIONERS OF
THE FAYETTEVILLE PUBLIC WORKS COMMISSION THAT:**

1. Subject to the approval of the City Council of the City of Fayetteville and the negotiation and execution of a sponsorship agreement consistent with this Resolution, PWC shall sponsor CFRT's theater construction project to facilitate the incorporation of energy efficiency and conservation measures-in an amount not to exceed two hundred fifty thousand dollars (\$250,000). The sponsorship will be paid in five (5) consecutive annual installments of fifty thousand dollars (\$50,000) on July 1 each year beginning in 2022. Each installment payment will be contingent upon (a) successful attainment and continuation of CFRT's state legislative financial match, (b) this Commission's annual budget appropriation for the sponsorship agreement, which appropriation may be granted or denied by the Commission acting in its sole discretion in each applicable fiscal year, and (c) compliance by CFRT with all material covenants of the sponsorship agreement

2. This matter shall be referred to the City Council of the City of Fayetteville for their concurrence in accordance Section 6A.7(7) of the Charter.

3. If the City Council of the City of Fayetteville approves the sponsorship, then the CEO/General Manager of the Fayetteville Public Works Commission, acting on its behalf, shall be authorized and directed to negotiate and execute a sponsorship agreement with CFRT that identifies the utility-related projects to be paid with sponsorship funds, identifies the specific manner in which community goodwill for PWC and the City will be

promoted, and ensures compliance with Section 1 of this Resolution and applicable law so that the sponsorship funds are utilized for public services consistent with PWC's purposes.

ADOPTED this ____ day of September, 2021.

FAYETTEVILLE PUBLIC WORKS COMMISSION

Wade R. Fowler, Jr., Chairman

ATTEST:

Darsweil Rogers, Secretary

Open Commission Requests

As of 9-8-21

<u>Commission Meeting Date</u>	<u>Presentation/Discussion Item</u>	<u>Presenter (Staff)</u>
To be Determined	Report Key Ratios Across all Reporting Agencies Requested by: Commissioner Rogers 10/9/19	R. Haskins

PREVIOUSLY CLOSED COMMISSION REQUESTS HAVE BEEN ARCHIVED

August 2021

Personnel Report

<i>DIVISION</i>	<i>AUTHORIZED POSITIONS</i>	<i>ACTUAL EMPLOYEES</i>	<i>Part -time Employees</i>	<i>CONTRACT POSITIONS</i>	<i>VACANT POSITIONS</i>	<i>Temp Staff</i>
MANAGEMENT						
Executive	4	4				
Legal Administration	1	1				
Customer Programs Admin	1	1				
Human Resources Admin	1	1				
Communications/Comm Rel	1	1				
Corporate Services Admin	1	1				
Information Tech Admin	1	1				
Financial Administration	1	1				
Water Administration	1	1				
Electric Administration	1	1				
Total	13	13	0	0	0	
LEGAL						
Legal	2	2				
Total	2	2	0	0	0	
COMM/COMM REL						
Communications/Comm Relations	4	4				
Total	4	4	0	0	0	
HUMAN RESOURCES						
Human Resources	8	7			1	
Medical	1	1				1
Safety	1	1				
Total	10	9	0	0	1	1
CUSTOMER PROGRAMS						
Programs Call Center	11	10			1	2
Development & Marketing	5	5				
Water Meter Shop	2	2				
Electric Meter Shop	2	2				
Utility Field Services	17	16			1	
Meter Data Management	7	7				
Total	44	42	0	0	2	2
CORPORATE SERVICES						
Project Management	20	18			2	
Warehouse	14	13			1	
Fleet Maintenance	28	27			1	
Facilities Maintenance	7	7				
Total	69	65			4	
INFORMATION TECHNOLOGY						
IT Admin	5	4			1	
IT Infrastructure & Support	12	12				
IT Applications	10	9			1	
IT DevOps	6	6				1
Total	33	31	0	0	2	1

August 2021

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DIVISION	AUTHORIZED POSITIONS	ACTUAL EMPLOYEES	Part -time Employees	CONTRACT POSITIONS	VACANT POSITIONS	Staff by Temp Agency
FINANCIAL						or Part-time
Accounting	16	16				
Payroll	2	2				
Accounts Receivable	3	3				
Customer Accts Call Center	33	*34			*1	
Customer Service Center	15	14			1	
Cust Billing & Collection	14	13			1	2
Risk Management	4	4				
Environmental Compl	1	1				
Property & ROW Mgmt	5	5				2
Internal Auditing	2	2				
Budget	2	1			1	
Rates & Planning	2	2				
Financial Planning Admin	5	5				
Purchasing	7	7				
Total	111	108	0	0	3	4
WATER RESOURCES						
W/R Engineering	38	*37			2	1
W/R Construction	106	103			3	
P.O. Hoffer Plant	11	10			1	
Glenville Lake Plant	8	*10				2
W/WW Facilities Maint.	26	26				
Cross Creek Plant	12	12				
Rockfish Plant	9	9				
Residuals Management	2	2				
Environmental Services	1	1				
Laboratory	6	6				
W/R Environ. Sys. Prot.	4	4				
Watersheds	2	2				
Total	225	219	0	0	6	3
DIVISION	AUTHORIZED POSITIONS	ACTUAL EMPLOYEES	Part -time Employees	CONTRACT POSITIONS	VACANT POSITIONS	Staff by Temp Agency
ELECTRIC						
Electrical Engineering	23	23				1
Fiber	2	2				
Electric Construction	86	80			6	
Substation	15	14			1	
Apparatus Repair Shop	5	5				
CT Metering Crews	4	4				
Compliance	3	3				
Power Supply SEPA	0	0				
Power Supply Progress Energy	0	0				
Generation	26	*29				
Total	164	157		0	7	1
TOTAL	675	650	0	0	25	12

*2 temporary overstaff in Customer Service

*1 temporary overstaff in W/R Engineering pending a retirement

*2 temporary overstaff at Glenville pending retirements

*3 temporary overstaff in Generation

DARSWEIL L. ROGERS, COMMISSIONER
WADE R. FOWLER, JR., COMMISSIONER
EVELYN O. SHAW, COMMISSIONER
RONNA ROWE GARRETT, COMMISSIONER
ELAINA L. BALL, CEO/GENERAL MANAGER



FAYETTEVILLE PUBLIC WORKS COMMISSION
955 OLD WILMINGTON RD
P.O. BOX 1089
FAYETTEVILLE, NORTH CAROLINA 28302-1089
TELEPHONE (910) 483-1401
WWW.FAYPWC.COM

August 24, 2021

MEMO TO: ALL PWC EMPLOYEES
FROM: Adrian Clarke
Adrian.Clarke@faypwc.com

SUBJECT: Job Vacancy

POSITION: PROJECT MANAGER

DEPARTMENT: Corporate Development

HOURS: MONDAY-FRIDAY 8AM TO 5PM

GRADE LEVEL: 415 - \$88,777.60 To \$110,972.00

QUALIFICATIONS & DUTIES: Any "regular" employee may apply to the Human Resources Department. Please log into EBS, I-Recruitment, Employee Candidate to apply for this position no later than 5pm, September 8th, 2021.

SUPERVISORS, PLEASE POST ON BULLETIN BOARD

DARSWEIL L. ROGERS, COMMISSIONER
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August 27, 2021

MEMO TO: ALL PWC EMPLOYEES

FROM: Rhonda Fokes
rhonda.fokes@faypwc.com

SUBJECT: Job Vacancy

POSITION: Utility Field Service Technician

DEPARTMENT: 0322 –Utility Field Services

HOURS: Monday – Friday 8am – 5pm
Extended hours and on-call as
required

GRADE LEVEL: 403 \$16.28 - \$20.35/Hourly

Qualifications & Duties: Any “regular” employee may apply to the Human Resources Department by logging into EBS/I-Recruitment/Employee Candidate to apply for this position by 5pm September 10, 2021.

SUPERVISORS, PLEASE POST ON BULLETIN BOARD

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DARSWEIL L. ROGERS, COMMISSIONER
WADE R. FOWLER, JR., COMMISSIONER
EVELYN O. SHAW, COMMISSIONER
D. RALPH HUFF, III, COMMISSIONER
ELAINA L. BALL, CEO/GENERAL MANAGER



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955 OLD WILMINGTON RD
P.O. BOX 1089
FAYETTEVILLE, NORTH CAROLINA 28302-1089
TELEPHONE (910) 483-1401
WWW.FAYPWC.COM

September 3, 2021

MEMO TO: ALL PWC EMPLOYEES

FROM: Rhonda Fokes
rhonda.fokes@faypwc.com

SUBJECT: Job Vacancy

POSITION: Financial Rates Analyst

DEPARTMENT: 0472 - Rates

HOURS: Monday – Friday 8:00am – 5:00pm
Extended hours may be required

GRADE LEVEL: 414X \$85,247.28- \$106,559.10 annually

Qualifications and duties: Any regular employee may apply to the Human Resources Department by logging into EBS/i-Recruitment/Employee Candidate to apply for this position by 5pm, September 10, 2021.

SUPERVISORS, PLEASE POST ON BULLETIN BOARD

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