

STATE OF COLORADO

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Colorado Department
of Public Health
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MEMORANDUM

TO: Water and Wastewater Facility Operator Certification Board
FROM: Jackie Whelan, Division Liaison
Water Quality Control Division
DATE: October 17, 2012
SUBJECT: Calendar Year 2011 Facility Operator Certification Program Annual Report

The Division is pleased to present the Year 2011 Facility Operator Certification Program Annual Report to the Water and Wastewater Facility Operators Certification Board.

This is the first annual program report to the Board. The report follows the basic reporting requirements for the operator certification annual report to EPA, but this report includes data for all water and wastewater facilities to provide the Board with a comprehensive overview of program activities.

As the title indicates the report covers calendar year 2011 and includes data for the previous four years for comparison and trending purposes.



Colorado Department
of Public Health
and Environment

Facility Operator Certification Water Quality Control Division

Facility Operator Certification Program Calendar Year 2011 Annual Report

**Submitted to the
Water and Wastewater Facility Operators Certification Board
October 17, 2012**

*Dedicated to protecting and improving the health
and environment for the people of Colorado.*

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Introduction

Operator certification is an important step in protecting public health and the environment by promoting compliance with the Safe Drinking Water Act (SDWA), the Clean Water Act (CWA), and federal and state implementing regulations.

In 1959 the State Health Department formed an Advisory Committee on Certification of Water and Sewage Plant Operators in Colorado. The advisory committee recommended establishing a policy for a voluntary program for certification of qualified operators of water and sewage treatment plants. The certification of treatment plant operators remained voluntary until the 1970s.

In the early 1970s, the water and wastewater treatment plant operator certification program became a mandatory program with legislation that created the Colorado Certification Board. The Colorado Certification Board adopted *100-Regulations, Certification of Water Treatment Plant and Wastewater Treatment Plant Operators* in July 1973. The name of the Board was later changed to the Water and Wastewater Facility Operator Certification Board (Board).

The water distribution and wastewater collection operator certification remained a voluntary certification program until 1999 when the U.S. Environmental Protection Agency (EPA) issued operator certification program guidelines specifying minimum standards for certification and recertification of the operators of community and non-transient non-community public water systems, which included distribution system operators.

In 2000, the Colorado statute was modified to require certified operators for all water and wastewater treatment plants, water distribution systems, and wastewater collection systems to meet all the requirements of the “Final Guidelines for the Certification and Recertification of the Operators of Community and Non-Transient Non-Community Public Water Systems,” 64 FR 5916 (Guidelines).

The goal of the operator certification program is to ensure that skilled professionals are overseeing the treatment and distribution of safe drinking water and the collection and treatment of wastewater prior to discharge into waters of the State. The State of Colorado’s Operator Certification Program was approved by EPA as consistent with the Guidelines on June 22, 2001.

Purpose of this Report

This is the first annual program report to the Board. The report follows the basic reporting requirements for the operator certification annual report to EPA for community and non-transient non-community water systems. This report includes data for all water and wastewater facilities to provide the Board with a comprehensive overview of program activities.

The report covers calendar year 2011 and includes data for the previous four years for comparison and trending purposes. Historical information was reported using various reporting periods, for example state fiscal year or federal fiscal year rather than calendar year. For ease of reporting between the program groups, beginning with calendar year 2011 all data will be

reported for calendar years where possible. Because the state fiscal year is July 1 to June 30, some historical data includes part of 2006 for state fiscal year 2007.

The sources of data used to compile this report are the Facility Operator Program EPA Annual Reports 2006 – 2011, the contractors’ annual reports to the Board, and the Division’s fiscal, compliance, and facility operator certification records, unless otherwise noted.

Organizational Information

The Water and Wastewater Facility Operators Certification Board (Board) is a governor-appointed board that represents a variety of water and wastewater professionals. The Board is established by Article 9 of Title 25, C.R.S. The Board has promulgated *Regulation 100 Water and Wastewater Facility Operators Certification Requirements* pursuant to sections 25-9-101 through 110, C.R.S. and in particular section 25-9-101, C.R.S.

The Board contracts the operator certification and examination aspects of the Program to non-profit organizations comprised of subject matter experts (SME) who volunteer their time and expertise, this is a unique configuration. The non-profit organizations also review and approve training courses to meet the professional development requirements for certification renewal. These contractors subcontract daily operations to Total Events and Management Services, Inc. (TEAMS). TEAMS manages the Operator Certification Program Office (OCPO), which oversees the daily operations of operator certification.

The Water Quality Control Division (Division) is responsible for compliance and enforcement of the requirement that every water and wastewater facility be under the supervision of a certified operator holding a certificate equal to or greater than the classification of the facility. The Division is also responsible for the classification of all water and wastewater facilities and for the investigation of complaints of misconduct by certified operators in the performance of their duties. The Facility Operator Certification supervisor within the Division serves as the Division liaison and staff to the Board. The workgroup serves as liaison between the Division, the Board, certified operators, and facility owners providing compliance assistance, regulation implementation, outreach and education.

The facility operator certification program is made up of four distinct groups that have interrelated responsibilities for activities within the program. The table below describes which group or groups have a primary role or responsibility associated with various activities as currently assigned by statute, regulation, or contract.

Table 1 - Responsibilities of the Board, Administrator, Division, and Contractors

| | Application Review | Application Appeal | Training Unit Approval | Examinations | Compliance & Enforcement | Facility Penalty Appeal | Outreach & Education | Facility Classification | Facility Classification Appeals | Disciplinary Actions | Regulation & Policy Revisions |
|---------------------|--------------------|--------------------|------------------------|--------------|--------------------------|-------------------------|----------------------|-------------------------|---------------------------------|----------------------|-------------------------------|
| Board | | X | | | | X | | | X | X | X |
| Board Administrator | | X | | | | X | | | X | | X |
| Division | | | | | X | X | X | X | X | X | X |
| Contractors | X | X | X | X | | | X | | | | |

Facility Compliance

Article 9 of Title 25, C.R.S., requires “every water treatment facility, domestic or industrial wastewater treatment facility, wastewater collection system and water distribution system be under the supervision of a certified operator, holding a certificate in a class equal to or higher than the class of the facility or system.” Section 100.6, Regulation 100, 5 CCR 1003-2, lists permitted wastewater facilities that are exempt from this requirement and those facilities are not counted in the compliance data below.

Table 2 – Drinking Water System Compliance Data, Calendar Years 2007 to 2011

| | Number of Facilities Tracked | Compliant | Non-compliant | Compliance Rate |
|---|------------------------------|-----------|---------------|-----------------|
| <i>Community Water Systems</i> | | | | |
| 2007 | 901 | 853 | 48 | 95% |
| 2008 | 902 | 880 | 22 | 97% |
| 2009 | 926 | 914 | 12 | 98% |
| 2010 | 927 | 916 | 11 | 98% |
| 2011 | 933 | 916 | 17 | 98% |
| <i>Non-Transient, Non-Community Water Systems</i> | | | | |
| 2007 | 178 | 173 | 5 | 97% |
| 2008 | 171 | 168 | 3 | 98% |
| 2009 | 179 | 178 | 1 | 99% |
| 2010 | 184 | 182 | 2 | 98% |
| 2011 | 182 | 180 | 2 | 98% |
| <i>Transient, Non-Community Water Systems</i> | | | | |
| 2007 | 706 | 662 | 44 | 94% |
| 2008 | 741 | 717 | 24 | 97% |
| 2009 | 778 | 761 | 17 | 98% |
| 2010 | 767 | 750 | 17 | 98% |
| 2011 | 782 | 746 | 36 | 95% |

Table 3 – Wastewater Facility Compliance Data, Calendar Years 2007 to 2011

| | Number of Facilities Tracked | Compliant | Non-compliant | Compliance Rate |
|------------------------------|------------------------------|-----------|---------------|-----------------|
| Domestic Wastewater | | | | |
| 2011 | 598 | 581 | 17 | 97% |
| Industrial Wastewater | | | | |
| 2011 | 129 | 127 | 2 | 98% |
| Wastewater Collection | | | | |
| 2011 | 124 | 119 | 5 | 96% |

Facility Enforcement

Notices of Violation are formal enforcement actions that are taken against the owner of facilities who fail to comply with the requirement to ensure their facility is under the supervision of a certified operator who holds a certificate in a class equal to or higher than the class of the facility or system. There were no formal actions issued in years 2006-2010. There were 4 formal actions issued in 2011. All four were Notices of Violation without Penalty.

Operator Certification

Building an educated, experienced, and professional workforce is a primary focus in operator certification. To facilitate monitoring and evaluation of certification trends, data is maintained that includes the number of exams taken, certified operator counts, training opportunities, and expense reimbursement for certifications.

In November 2011, the Board amended Regulation 100 to require applicants for examination to move through the certification levels sequentially. Previously, if an applicant met the education and experience requirements they could apply to take any level of exam regardless of current certification. Under the sequential testing schema an applicant must hold the certificate in the category and level immediately below the level they are applying for. The change to sequential testing is effective for the calendar year 2012 exam cycles.

The table below indicates the exam failure rate has averaged 46% for the past five years. Although the change to sequential testing was not an attempt to address the exam failure rates, there may be a positive change in the pass/fail rates as a result of the change in the testing schema.

Table 4 - Written Examination Pass/Fail Rates, Calendar Years 2007 to 2011, All Levels

| Exam Year | Applications Received | Applications Approved ¹ | Exams Taken | Pass | Pass Rate | Fail | Fail Rate |
|-----------|-----------------------|------------------------------------|-------------|------|-----------|------|-----------|
| 2007 | 3126 | 1469 | 2626 | 1427 | 54% | 1199 | 46% |
| 2008 | 2961 | 1508 | 2564 | 1363 | 53% | 1201 | 47% |
| 2009 | 2936 | 1468 | 2548 | 1465 | 57% | 1083 | 43% |
| 2010 | 2840 | 2739 | 2528 | 1350 | 53% | 1178 | 47% |
| 2011 | 2909 | 2787 | 2514 | 1374 | 55% | 1140 | 45% |

¹ Only treatment exams until 2010 (when the Certification Council began reporting)

Electronic testing allows operators to make an appointment to take exams at their convenience in the OCPO office. The advantages are flexibility in scheduling, quiet atmosphere, receiving the results immediately after taking the exam and, if they pass the exam, they can complete all the paperwork and receive their certificate on the same day. Data available is for 2011 only.

Table 5 - Electronic Test Summary, 2011

| Class & Level | Tests Scheduled | Failure to Show | Pass | Pass Rate | Fail | Fail Rate |
|------------------------------|-----------------|-----------------|------|-----------|------|-----------|
| <i>Water Treatment</i> | | | | | | |
| W-A | 53 | 12 | 19 | 46.3 | 22 | 53.7 |
| W-B | 33 | 1 | 17 | 53.1 | 15 | 46.9 |
| W-C | 27 | 2 | 18 | 72.0 | 7 | 28.0 |
| W-D | 53 | 4 | 36 | 73.5 | 13 | 26.5 |
| W-S | 9 | - | 8 | 88.8 | 1 | 11.2 |
| W-T | 2 | - | 2 | 100.0 | - | - |
| <i>Wastewater Treatment</i> | | | | | | |
| WW-A | 30 | 1 | 17 | 58.6 | 12 | 41.4 |
| WW-B | 19 | 2 | 8 | 47.1 | 9 | 52.9 |
| WW-C | 28 | 3 | 7 | 28.0 | 18 | 72.0 |
| WW-D | 46 | 4 | 31 | 73.8 | 11 | 26.2 |
| WW-S | 3 | 1 | 2 | 100.0 | - | - |
| IND-A | 17 | 2 | 5 | 33.3 | 10 | 66.7 |
| IND-B | - | - | - | - | - | - |
| IND-C | 3 | - | 3 | 100.0 | - | - |
| IND-D | 9 | - | 7 | 77.7 | 2 | 22.3 |
| <i>Water Distribution</i> | | | | | | |
| D-1 | 43 | 2 | 27 | 65.9 | 14 | 34.1 |
| D-2 | 19 | - | 10 | 52.6 | 9 | 47.4 |
| D-3 | 21 | - | 12 | 57.1 | 9 | 42.9 |
| D-4 | 25 | 1 | 14 | 58.3 | 10 | 41.7 |
| W-S | 6 | - | 5 | 83.3 | 1 | 16.7 |
| <i>Wastewater Collection</i> | | | | | | |
| C-1 | 22 | 1 | 17 | 80.9 | 4 | 19.1 |
| C-2 | 12 | - | 10 | 83.3 | 2 | 16.7 |
| C-3 | 10 | - | 8 | 80.0 | 2 | 20.0 |
| C-4 | 14 | 1 | 10 | 76.9 | 3 | 23.1 |
| WW-S | - | - | - | - | - | - |

Table 6 - Certificates Issued, Calendar Years 2007 to 2011

| | 2007 | 2008 | 2009 | 2010 | 2011 | Total |
|-----------------------|------|------|------|------|------|-------|
| Water Treatment | 353 | 391 | 337 | 304 | 308 | 1693 |
| Water Distribution | 331 | 441 | 348 | 372 | 334 | 1826 |
| Wastewater Treatment | 266 | 277 | 340 | 347 | 271 | 1501 |
| Wastewater Collection | 298 | 308 | 290 | 302 | 260 | 1458 |
| Small Water System | 65 | 117 | 52 | 126 | 96 | 456 |

Colorado has 5,650 active water and wastewater certified operators holding a total of 10,144 certificates.

Table 7 - Active Operator Counts, 2006 and 2011¹

| Water Treatment | | | | | | | | |
|-----------------------|------|-----|-----|-----|---------------------------------|-------|-------|-------|
| | W-A | W-B | W-C | W-D | W-S | W-T | | |
| 2006 | 697 | 239 | 592 | 814 | 539 | 63 | | |
| 2011 | 760 | 239 | 569 | 778 | 539 | 75 | | |
| Water Distribution | | | | | Wastewater Treatment | | | |
| | D-1 | D-2 | D-3 | D-4 | WW-A | WW-B | WW-C | WW-D |
| 2006 | 1046 | 556 | n/a | 830 | 528 | 138 | 404 | 648 |
| 2011 | 1079 | 604 | 139 | 865 | 580 | 146 | 401 | 671 |
| Wastewater Collection | | | | | Industrial Wastewater Treatment | | | |
| | C-1 | C-2 | C-3 | C-4 | Ind-A | Ind-B | Ind-C | Ind-D |
| 2006 | 735 | 425 | - | 603 | 97 | 28 | 139 | 115 |
| 2011 | 699 | 401 | 145 | 687 | 113 | 31 | 174 | 172 |

¹ Active operator counts not available for years 2007-2010

Table 8 - Approved Training Opportunities for Professional Development, 2006 to 2011

| | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
|----------------------------|------|------|------|------|------|------|
| Courses Offered - Once | 67 | 50 | 33 | 53 | 53 | 58 |
| Courses Offered - Multiple | 132 | 170 | 141 | 173 | 173 | 353 |
| Web-based and Home Study | 113 | 107 | 87 | 121 | 121 | 160 |
| Total | 312 | 327 | 261 | 347 | 347 | 571 |

Expense Reimbursement Grant

The Expense Reimbursement Grant is a grant from the U.S. Environmental Protection Agency to encourage certification of operators for small drinking water systems. In Colorado, the grant reimbursed applicants that worked for non-transient non-community and community water systems that serve no more than 3,300 persons per day. The Division reimbursed applicants \$230 per certified operator for the costs of training, fees, and examinations for initial certificates. After 2009 it also covered the costs of certificate renewals.

Table 9 - Expense Reimbursement Grant Number of Applicants, 2006 to 2011

| | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
|----------|------|------|------|------|------|------|
| Approved | 15 | 41 | 37 | 44 | 86 | 108 |
| Denied | - | - | - | 3 | 8 | 6 |

Disciplinary Action Investigations

The Board is authorized to take disciplinary action against a certified operator under sections 25-9-104(6) and -104(6.5) C.R.S. This authority provides the Board with discretion to reprimand a certified operator or suspend or revoke an operator's certification. As delegated in statute, the Division investigates allegations of operator misconduct and makes recommendations to the Board for action.

Complaints are received by phone, email or mail. Complaints can be made anonymously and confidentiality of the complainant is maintained throughout the investigation and disposition of the complaint. Complaints come from facility customers, Division staff from interaction and inspections, co-workers, supervisors, subordinates, etc.

Types of complaints received:

- Waterborne disease outbreak resulting from failure to properly maintain the distribution system
- Sample collection protocol not maintained
- Failure to monitor and report in compliance with the Colorado Primary Drinking Water Regulations
- Falsification of experience/education requirements on applications for examination
- Falsification of laboratory data/falsification of records
- Un-cooperative with Division staff during the investigation of an acute situation at a drinking water system while acting as the facility's operator in responsible charge

Below is a summary of the disposition of complaints received against a certified operator of misconduct in the exercise of their duties.

**Table 10 – Disciplinary Action Investigations Conducted (with Disposition)
Calendar Years 2006 to 2011**

| Type of Action | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
|---|----------|----------|----------|----------|----------|----------|
| Board Actions Taken | | | | | | |
| Letter of Reprimand | - | 1 | - | 1 | 3 | |
| Certification Suspension | - | - | - | - | - | - |
| Certification Revocation | - | - | - | - | - | - |
| Consent Agreement | - | 1 | 1 | - | 1 | - |
| Dismissed for Lack of Evidence (no action taken) | 2 | - | 2 | 1 | 4 | 1 |
| Total Investigations | 2 | 2 | 3 | 2 | 8 | 1 |

Regulation Revisions

The following table briefly identifies revisions to Regulation 100, 5 CCR 1003-2, from 2006 through 2011. For a detailed description of the changes refer to the corresponding statements of basis and purpose comprising sections 100.43-100.48, Regulation 100.

Table 11 – Regulation 100, 5 CCR 1003-2 Revisions, 2006 to 2012

| | Effective Date | Statement of Basis and Purpose |
|-------------|---------------------------------------|--------------------------------|
| 2006 | Amended 10/25/05; Effective 1/1/06 | Not available |
| | Amended 02/14/06; Effective 4/30/06 | 100.43 |
| 2007 | Amended 07/31/07; Effective 09/30/07 | 100.44 |
| 2008 | No changes | |
| 2009 | Amended 04/28/09; Effective 6/30/09 | 100.45 |
| | Amended 09/29/09; Effective 11/30/09 | 100.46 |
| 2010 | Amended 11/24/09; Effective 1/30/2010 | 100.47 |
| 2011 | Amended 11/29/11, Effective 01/30/12 | 100.48 |

Outreach and Education

The Facility Operator Certification workgroup staff routinely participates in conferences, seminars, and trainings. These specifically targeted presentations provide additional opportunities for contact with the public, businesses owners and permittees, special district and town boards, trustees, city councils and other municipal officials, and certified operators. Presentations have been given to companies that contract to provide certified operators, the Water and Wastewater Utility Councils, large metro water and wastewater special districts, and regional certified operator organizations.

The following table gives a brief outline of outreach and presentation efforts with number of staff attending and/or presenting.

Table 12 - Facility Operator Certification Staff Outreach and Education, 2007 to 2011

| Event | Staff Attending Event | | | | | |
|---|-----------------------|-----------|-----------|-----------|-----------|-----------|
| | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
| RMSAWWA Action Now Seminars (10 per year) | X | X | X | X | X | X |
| Rocky Mountain Plant Operator School: Fundamental | X | X | X | X | X | X |
| Rocky Mountain Plant Operator Schools: Intermediate-Advanced | X | X | X | X | X | X |
| Colorado Rural Water Association Conference - Colorado Springs | X | X | X | X | X | X |
| Colorado Rural Water Association Conference - Grand Junction | X | X | X | X | X | X |
| Leadville Operator School | X | X | X | X | X | X |
| Joint RMSAWWA-RMWEA Small Systems Committee Seminars | - | - | - | - | - | X |
| Colorado Environmental Health Association Conference | X | X | X | X | - | - |
| ABC Annual Conference | X | X | X | X | X | X |
| RMSAWWA-RMWEA Annual Conference | X | X | X | - | - | X |
| Colorado Distribution & Collection Short School | | | | | | X |
| Total events one or more staff attended | 18 | 18 | 18 | 17 | 16 | 19 |

Stakeholder Groups and Participation

The EPA has identified stakeholder involvement as important to the public health objectives of the program. It helps to ensure the relevancy and validity of the program, and the confidence of all interested parties. States are required to include ongoing stakeholder involvement in the revision and operations of State operator certification programs. Stakeholder involvement goes beyond public comment on rule revisions and participation in Board meetings. Examples of stakeholders include: certified operators, drinking water system owners, domestic and industrial wastewater permittees, environmental/public health groups, the general public, consumer groups, technical assistance providers, utility managers, trainers, water and wastewater professional organizations, etc.

The Facility Operator Certification workgroup is currently participating as members of the RMSAWWA/RMWEA Joint Small Systems Committee, CDPHE 2015 Public Water System Training Strategy Administrative Framework Project Task Force, and Value of Water Project.

EPA has recommended each State have a stakeholder advisory committee. The Division is committed to expanding its participation in existing organizations and other outreach activities, and to evaluating the formation of a stakeholder advisory committee.

Fiscal Information

Tables 13 and 14 describe operator certification funds as they relate to each program entity. All fees paid for individual operator certification and training unit approvals are paid to the Board's contractors. The fees assessed and collected do not reflect the actual cost of the program.

Table 13 describes the contractors' income and expenditures as reported in their annual reports to the Board.

Table 13 – Contractors' Income and Expenditures, 2006 to 2011

| <i>Contractors</i> | | | | |
|--------------------|---------------------|---------------|-----------------------|---|
| Reporting Year | Income/Expense | CECTI | Certification Council | FTE |
| CY 2006 | Income: | \$205,746.90 | \$148,240.83 | Estimated 1.5 FTE ¹ Volunteer Time |
| | Expenses: | \$219,709.32 | \$172,704.74 | |
| | Net Income: | (\$13,962.42) | (\$24,464.74) | |
| CY 2007 | Income: | \$281,597.58 | \$206,579.82 | |
| | Expenses: | \$234,353.41 | \$149,460.13 | |
| | Net Income: | \$47,244.17 | \$57,119.69 | |
| CY 2008 | Income: | \$247,511.06 | \$201,315.67 | |
| | Expenses: | \$207,158.12 | \$170,330.94 | |
| | Net Income: | \$40,352.94 | \$30,984.73 | |
| CY 2009 | Income: | \$227,434.72 | \$208,762.71 | Program Management Subcontracted to OCPO |
| | Total Expenses: | \$230,872.09 | \$199,213.02 | |
| | Net Income: | (\$3,437.37) | \$9,549.69 | |
| CY 2010 | Income: | \$289,890.73 | \$240,438.67 | |
| | Total Expenses: | \$261,310.68 | \$249,457.71 | |
| | Net Income: | \$28,580.68 | (\$9,019.04) | |
| CY2011 | Income: | \$275,276.21 | \$217,764.19 | |
| | Total Expenses: | \$269,694.97 | \$234,225.20 | |
| | Net Income: | \$5,581.24 | (\$16,461.01) | |
| | Accumulated Balance | \$238,179.57 | \$103,639.14 | |

¹ FTE- Full-time equivalent calculated as 2,080 hours per year

These expenses do not include the cost of more than 3,000 volunteer hours each year spent reviewing applications and training courses, proctoring exams, and completing other contractual

activities. Income originates from fees charged to applicants and operators as authorized by statute and Regulation 100.

Table 14 describes the Division's and the Board administrator expenses are only salary expenses. Both are paid through general funds, federal grants, and drinking water and permitted facility fees.

Table 14 – Administration and Division Income and Expenditures, 2006 to 2011

| Reporting Year | Expenses | FTE |
|---------------------------------------|----------------|--|
| <i>Board Administration</i> | | |
| SFY ¹ 2007 | Not available | 0.104 FTE 0.04 Management ² 0.1 PAIII |
| SFY 2008 | Not available | 0.104 FTE 0.04 Management 0.1 PAIII |
| SFY 2009 | Not available | 0.104 FTE 0.04 Management 0.1 PAIII |
| SFY 2010 | Not available | 0.104 FTE 0.04 Management 0.1 PAIII |
| SFY 2011 | (\$13,008.50) | 0.104 FTE 0.04 Management 0.1 PAIII |
| <i>Water Quality Control Division</i> | | |
| SFY 2006 | Not available | 1.5 FTE 1.0 - EPS II 0.5 - admin temp |
| SFY 2007 | Not available | 1.75 FTE 1.0 - EPS II 0.75 - AAII |
| SFY 2008 | (\$149,883.93) | 2.0 FTE 1.0- EPS II 1.0- EPS Intern |
| SFY 2009 | (\$170,425.39) | 2.0 FTE 1.0-EPS III 1.0-EPS I |
| SFY 2010 | (\$169,831.52) | 2.0 FTE 1.0-EPS III 1.0-EPS II |
| SFY 2011 | (\$119,043.62) | 1.86 FTE ³ 1.0-EPS II 0.33-PA I 0.53-EPS III |
| SFY 2012 | (\$227,744) | 3.0 FTE 1.0-EPS III 1.0-EPS II 0.42-PA I 0.5 GP I ⁴ |

¹ SFY – State Fiscal Year (July 1- June 30)

² Part time position 0.4 FTE - estimated 10% spend on WWFOCB

³ EPS III position full-time from July-Oct 2010 (0.33 FTE) then returned as a term-limited position 0.4 FTE from Jan-Jun 2011; PA I position part-time 0.5 FTE from July 2010 -Feb 2011

⁴ Term-limited position: 1.0 FTE from Jan-Jun 2012