

Attachment #3

Sewerage and Drainage Utility Fund

Draft 2025 – 2029 Financial Plan (based on Scenario 1)

Capital Plan

2025 Service Enhancements

CORPORATION OF THE CITY OF NEW WESTMINSTER SEWER FUND BUDGET (DRAFT) *

Regent Schange Schange Schange 2026 2027 2028 2029 202		2025			Budget Projections								
Utility Rates \$35,854,000 \$5,754,000 \$48,20,000 \$41,820,000 \$49,1530 \$506,278 \$449,822 \$13,102 \$463,316 \$477,16 \$491,532 \$506,278 \$506,278 \$20,000 \$2,000 \$2,000 \$20,000		Budget	\$	Change		2026		2027		2028		2029	
Sale of Services	REVENUE												
Capital Contributions and DCC's Capital Capital Contributions and DCC's Capital	Utility Rates	\$ 35,854,000	\$	5,754,000	\$	38,722,000	\$	41,820,000	\$	45,165,000	\$	48,779,000	
Cher Revenue Count	Sale of Services	449,822		13,102		463,316		477,216		491,532		506,278	
Total Revenue	Capital Contributions and DCC's	4,611,207		(600,891)		2,477,000		2,091,249		411,249		300,000	
Salaries, Benefits and Training	Other Revenue	20,000		-		20,000		20,000		20,000		20,000	
Salaries, Benefits and Training Contracted Services	Total Revenues	40,935,029		5,166,211		41,682,316		44,408,465		46,087,781		49,605,278	
Salaries, Benefits and Training Contracted Services													
Contracted Services 1,188,522 1,184,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,188,522 1,184,521 1,184,700 1,185,													
Supplies and Materials	,			132,298									
Utility Purchases and Levies				-									
Amortization Z,661,000 267,000 2,787,000 2,955,000 3,066,000 3,287,000	• •	214,609		-		ŕ		•		•		,	
Total Expenses 24,942,064 5,773,724 26,042,309 27,615,346 29,742,462 31,877,077	•	19,328,209		5,374,426						3,066,000			
INCREASE IN TOTAL EQUITY 15,992,965 (607,513) 15,640,007 16,793,119 16,345,319 17,728,201 Reconciliation to Financial Equity													
Reconciliation to Financial Equity	Total Expenses	24,942,064		5,773,724		26,042,309		27,615,346		29,742,462		31,877,077	
Reconciliation to Financial Equity													
Amortization and Accretion Expense	INCREASE IN TOTAL EQUITY	15,992,965		(607,513)		15,640,007		16,793,119		16,345,319		17,728,201	
Amortization and Accretion Expense													
Capital Expenses (19,322,996) 236,321 (10,447,645) (10,689,271) (12,324,271) (15,214,000) Transfer from/(to) Other Funds 340,000 - 340,000 340,000	• •	2 664 000		267.000		2 707 000		2.055.000		2.000.000		2 207 000	
Transfer from/(to) Other Funds 340,000 - 340,000 340,000	•			•									
Internal Charges (1,866,231) - (1,895,466) (1,922,418) (1,948,197) (1,948,				236,321				. , , ,					
Internal Recoveries 325,430 - 346,735 369,531 393,923 393,923		•		_		•		•		•		•	
CHANGE IN FINANCIAL EQUITY (Reserves) (1,869,832) (104,193) 6,770,631 7,845,961 5,872,775 4,586,927 Financial Equity , beginning of year 41,413,684 9,244,520 39,543,852 46,314,483 54,160,444 60,033,219 FINANCIAL EQUITY (Reserves), end of year SEWER FUND CAPITAL BUDGET CAPITAL EXPENSES Vehicles/Equipment Sewer Infrastructure \$ 67,768	· ·			-									
Financial Equity , beginning of year 41,413,684 9,244,520 39,543,852 46,314,483 54,160,444 60,033,219 FINANCIAL EQUITY (Reserves), end of year \$ 39,543,852 \$ 9,140,327 \$ 46,314,483 \$ 54,160,444 \$ 60,033,219 \$ 64,620,146 SEWER FUND CAPITAL BUDGET CAPITAL EXPENSES Vehicles/Equipment \$ 67,768 \$ (72,232) \$ 135,000 \$ 680,000 \$ 200,000 \$ 320,000 \$ Sewer Infrastructure 18,733,731 (685,585) 10,147,645 9,954,271 11,914,271 14,644,000	internal Recoveries	325,430				346,735		369,531		393,923		393,923	
Financial Equity , beginning of year 41,413,684 9,244,520 39,543,852 46,314,483 54,160,444 60,033,219 FINANCIAL EQUITY (Reserves), end of year \$ 39,543,852 \$ 9,140,327 \$ 46,314,483 \$ 54,160,444 \$ 60,033,219 \$ 64,620,146 SEWER FUND CAPITAL BUDGET CAPITAL EXPENSES Vehicles/Equipment \$ 67,768 \$ (72,232) \$ 135,000 \$ 680,000 \$ 200,000 \$ 320,000 \$ Sewer Infrastructure 18,733,731 (685,585) 10,147,645 9,954,271 11,914,271 14,644,000	CHANGE IN FINANCIAL FOLLITY (Peserves)	(1 960 922)		(10/ 102)		6 770 621		7 9/15 061		5 972 775		A 586 027	
FINANCIAL EQUITY (Reserves), end of year \$\\\\\$39,543,852 \\\$9,140,327 \\\$46,314,483 \\\$54,160,444 \\\$60,033,219 \\\$64,620,146\$ SEWER FUND CAPITAL BUDGET CAPITAL EXPENSES Vehicles/Equipment \\\$67,768 \\\$(72,232) \\\$135,000 \\\$680,000 \\\$200,000 \\\$320,000 \\\$Sewer Infrastructure \\\$18,733,731 \\((685,585) \)10,147,645 \\99,954,271 \\\$11,914,271 \\\$14,644,000	CHANGE IN FINANCIAL EQUITY (Reserves)	(1,803,832)		(104,193)		0,770,031		7,043,301		3,672,773		4,380,327	
FINANCIAL EQUITY (Reserves), end of year \$\\\\\$39,543,852 \\\$9,140,327 \\\$46,314,483 \\\$54,160,444 \\\$60,033,219 \\\$64,620,146\$ SEWER FUND CAPITAL BUDGET CAPITAL EXPENSES Vehicles/Equipment \\\$67,768 \\\$(72,232) \\\$135,000 \\\$680,000 \\\$200,000 \\\$320,000 \\\$Sewer Infrastructure \\\$18,733,731 \\((685,585) \)10,147,645 \\99,954,271 \\\$11,914,271 \\\$14,644,000	Financial Equity , beginning of year	41.413.684		9.244.520		39.543.852		46.314.483		54.160.444		60.033.219	
SEWER FUND CAPITAL BUDGET CAPITAL EXPENSES Vehicles/Equipment \$ 67,768 \$ (72,232) \$ 135,000 \$ 680,000 \$ 200,000 \$ 320,000 Sewer Infrastructure 18,733,731 (685,585) 10,147,645 9,954,271 11,914,271 14,644,000		,,						,		- 1,200,111			
Vehicles/Equipment \$ 67,768 Sewer Infrastructure \$ 67,768 (685,585) \$ (72,232) \$ 135,000 \$ 680,000 \$ 200,000 \$ 320,000	FINANCIAL EQUITY (Reserves), end of year	\$ 39,543,852	\$	9,140,327	\$	46,314,483	\$	54,160,444	\$	60,033,219	\$	64,620,146	
Vehicles/Equipment \$ 67,768 Sewer Infrastructure \$ 67,768 (685,585) \$ (72,232) \$ 135,000 \$ 680,000 \$ 200,000 \$ 320,000													
Vehicles/Equipment \$ 67,768 \$ (72,232) \$ 135,000 \$ 680,000 \$ 200,000 \$ 320,000 Sewer Infrastructure 18,733,731 (685,585) 10,147,645 9,954,271 11,914,271 14,644,000		SEWER	SEWER FUND CAPITAL BUDGET										
Sewer Infrastructure 18,733,731 (685,585) 10,147,645 9,954,271 11,914,271 14,644,000	CAPITAL EXPENSES												
	Vehicles/Equipment	\$ 67,768	\$	(72,232)	\$	135,000	\$	680,000	\$	200,000	\$	320,000	
Total Capital Expenses \$ 19,322,996 \$ (236,321) \$ 10,447,645 \$ 10,689,271 \$ 12,324,271 \$ 15,214,000	Sewer Infrastructure	18,733,731		(685,585)		10,147,645		9,954,271		11,914,271		14,644,000	
	Total Capital Expenses	\$ 19,322,996	\$	(236,321)	\$	10,447,645	\$	10,689,271	\$	12,324,271	\$	15,214,000	
FUNDING SOURCES	FUNDING SOURCES												
Reserve Funds \$ 14,711,789 \$ 364,570 \$ 7,970,645 \$ 8,598,022 \$ 11,913,022 \$ 14,914,000	Reserve Funds	\$ 14,711,789	\$	364,570	\$	7,970,645	\$	8,598,022	\$	11,913,022	\$	14,914,000	
Development Cost Charges 77,170 (432,942) 355,000 411,249 411,249 300,000	Development Cost Charges	77,170		(432,942)		355,000		411,249		411,249		300,000	
Contributions 4,534,037 (167,949) 2,122,000 1,680,000 -	Contributions	4,534,037		(167,949)		2,122,000		1,680,000		<u>-</u>			
Total Capital Funding \$ 19,322,996 \$ (236,321) \$ 10,447,645 \$ 10,689,271 \$ 12,324,271 \$ 15,214,000	Total Capital Funding	\$ 19,322,996	\$	(236,321)	\$	10,447,645	\$	10,689,271	\$	12,324,271	\$	15,214,000	

^{*} Based on Scenario 1: 18% in 2025 and 8%/year thereafter

DRAFT 2025 - 2029 Capital Plan - Sewer Fund

2023-2026 5 year Total Dept 2025 Forecast 2026 Forecast 2027 Forecast 2028 Forecast 2029 Forecast BU# Item # **Projects Project Description** Strategic Priority (2025-2029) Name Spend Spend Spend Spend Spend Scope/Outcome: Annual allocation for operational replacement or upgrade of minor equipment within the sewer collection system. 05 Asset Management 10190 Sewer Equipment and 10190 SEW 20.000 20.000 20.000 20.000 20.000 100.000 Timeline: Implementation and Infrastructure Furniture Expected Completion: Ongoing Scope/Outcome: Ongoing yearly program - to rehabilitate problem manholes; includes rebenching, grouting and installing ladders/rungs. 05 Asset Management 2 10197 10197 Sewer Manhole Refurbishing SEW 104,528 50,000 100,000 100,000 354,528 Timeline: Implementation and Infrastructure **Expected Completion: Ongoing** Scope/Outcome: System studies and pre-design for future sewer projects. 05 Asset Management 3 10349 50,275 30,000 30,000 140,275 10349 Sewer Consulting Studies SEW Timeline: Planning 30.000 and Infrastructure Expected Completion: Ongoing Scope/Outcome: Rehabilitation of city wide sewer mains identified in previous year's CCTV program. Locations and type of rehabilitation to be completed based on CCTV results. Types of rehabilitation treatment include CIPP, spot repair, open cut, and pipe bursting. 05 Asset Management 4 10354 10354 Sewer Rehabilitation Program 3.531.812 1.300.000 1.700.000 2.000.000 3.500.000 12.031.812 and Infrastructure Timeline: Implementation Expected Completion: Ongoing Scope/Outcome: To carry out sewer trench pavement restoration. 10355 Sewermain Trench 05 Asset Management 10355 5 SEW Timeline: Implementation 525,000 350,000 500,000 550,000 1,925,000 Restoration and Infrastructure Expected Completion: Ongoing Scope/Outcome: Replace old catch basins with curb inlets. 10502 Sewer-Catchbasin 05 Asset Management 10502 60,000 6 SEW Timeline: Implementation 30.000 30.000 60.000 180.000 Replacement and Infrastructure Expected Completion: Ongoing Scope/Outcome: Rehab or replace service connections identified as part of operations and maintenance. Operationally connection issues including root egress, settlement, connections in poor condition, broken/failed connections etc. identified through operations inspections. 05 Asset Management 10504 10504 Sewer-Service Rehabilitation 449,396 449,396 and Infrastructure Timeline: Implementation Expected Completion: On-going Scope/Outcome: Assessing data gap and integrating GIS data into AM & Financial Plans, developing and maintaining AM framework, policy, LOS, strategy, strategic and tactical plans, measurements and reports for Sewer assets. 05 Asset Management 32,993 10,000 8 10634 10634 Sewer Asset Management SEW 60,000 10,000 10,000 122,993 and Infrastructure Timeline: Planning Expected Completion: Ongoing Scope/Outcome: Replace old sanitary pump stations and equipment upgrades including power-smart and/or safety enhancement; QB (SA-28) replacement and Rousseau/Sanitary Pump Station (SA-18) replacement in 2024. Ongoing pre-design on SA-11, 12, 14, 22. 10637 Sewer San Sewer Pump 05 Asset Management 10637 SEW 9 1,987,416 900,000 500,000 500,000 2,500,000 6,387,416 Upgrades and Infrastructure Timeline: Implementation **Expected Completion: Ongoing**

DRAFT 2025 - 2029 Capital Plan - Sewer Fund

2023-2026 2025 Forecast 2026 Forecast 2027 Forecast 2028 Forecast 2029 Forecast 5 year Total Dept BU# Projects **Project Description** Item # (2025-2029) Name Strategic Priority Spend Spend Spend Spend Spend Scope/Outcome: Annual update to the City drainage and sanitary sewer model by incorporating annual changes to the system. The computer model is also used for the master sewer servicing study. 05 Asset Management 10 10881 10881 Annual Sewer Modeling Work SEW 41,360 25,000 100,000 25,000 191,360 and Infrastructure Timeline: Planning Expected Completion: Ongoing Scope/Outcome: Stanley Street Collapsed culvert (\$220K), Boyn Street ditch infill contributions 05 Asset Management 400.000 11 10943 10943 Drainage Program SEW 450,000 250.000 400,000 500,000 2,000,000 Timeline: Implementation and Infrastructure Expected Completion: Ongoing Scope/Outcome: A systematic plan to replace old sanitary pump station control equipment. Including SA-15 emergency backup Gen Set Installation 05 Asset Management 12 11256 SEW 200,000 200,000 11256 QB Sewer Syst kiosk Upgrade Timeline: Implementation and Infrastructure Expected Completion: 2025 Scope/Outcome: To install equipment and monitor Combined Sewer Overflows to meet new federal regulations. Federal Wastewater Systems Effluent Regulations (P.C. 2012-942) under the Fisheries Act require municipalities with wastewater systems to install continuous monitoring equipment and regular sampling to effluent. The scope also include analytical 05 Asset Management 13 11491 64,247 35,000 35,000 165,000 299,247 11491 CSO Monitoring Program SEW work for CSO compliance report under the federal regulations. and Infrastructure Timeline: Planning Expected Completion: Ongoing Scope/Outcome: For the replacement of unit 937. This is a 2000 covered utility trailer used by the sewers dept. This trailer will be over 24 years old and will be scheduled for replacement. Timeline: Implementation Expected Completion: 2026 Project Scope/Outcome: 05 Asset Management 14 11647 11647 Repl Utility Trailer Unit 937 SEW 20,000 20,000 U937 - Utility Trailer and Infrastructure Year: 2000 KM's - XXXX Use - Sewers Utility equipment Procurement - Electric: NA Goods Ordering Year: 2026 Goods Receipt Timing:2026 Estimated In Service Date: 2026 02 Homes and 15 12589 12589 Hybrid/Electric Psngr Vehicle SEW New EV Vehicle 47,768 47,768 **Housing Options** Scope/Outcome: Implementation of Dyke Improvements for Poplar Landing dyke improvements and dyke repair behind the casino and Lowes. Grant funded to \$800K. Received \$400K already. Permitting concerns have delayed the project and added significant cost to the project 05 Asset Management 16 11758 11758 Flood Management (dyking) SEW 1.081.055 981.055 2.062.109 and Infrastructure Timeline: Implementation Expected Completion: 2026

DRAFT 2025 - 2029 Capital Plan - Sewer Fund

2023-2026 2025 Forecast 2026 Forecast 2027 Forecast 2028 Forecast 2029 Forecast 5 year Total Dept BU# **Project Description** Item # **Projects** (2025-2029) Name Strategic Priority Spend Spend Spend Spend Spend Scope/Outcome: The existing drainage pump station is deficient in meeting the runoff demand and growth needs. The existing station equipment is at the end of its service life. 05 Asset Management 17 12080 SEW 315,619 315,619 12080 Boundary pump station and Infrastructure Timeline: Implementation Expected Completion: 2024 Scope/Outcome: Assessment and update of existing sewer model to current requirement. 05 Asset Management 18 12098 12098 Sewer Model Review SEW Timeline: Planning 10,400 25,000 35.400 and Infrastructure Expected Completion: 2026 Scope/Outcome: Implement the annual Integrated Storm Water Management Plan (ISWMP) program. West End GI implementaion 2024-2028. 05 Asset Management 12100 12100 ISWMP Implementation 100,000 900,000 704,271 704,271 250,000 2,658,541 19 SEW Timeline: Implementation and Infrastructure Expected Completion: Ongoing Scope/Outcome: New SCADA Master Terminal Unit and Tech Support 05 Asset Management 20 12101 12101 SCADA Capital Upgrade SEW Timeline: Implementation 290,771 300,000 400,000 400,000 500,000 1,890,771 and Infrastructure Expected Completion: Ongoing Scope/Outcome: To develop and operation maintenance management system for sewer utility. 12106 Maintenance Management 05 Asset Management 21 12106 SEW 10,000 10,000 10,000 10,000 20,000 60,000 Timeline: Planning and Infrastructure Expected Completion: Ongoing Scope/Outcome: Annual CCTV Sewer Inspection Program to inform capital rehabilitation/renewal program. 05 Asset Management 12162 CCTV Sewer Inspection 12162 SEW 300.000 300.000 22 Timeline: Planning Program and Infrastructure Expected Completion: On-going Scope/Outcome: Beach St Canal from Stanley to Mercer St (QD15). Payment to developer. Developer delivered sewer mains through DCC program 05 Asset Management 23 12296 12296 Beach St Canal QD15 SEW 61,400 61,400 Timeline: Implementation and Infrastructure Expected Completion: 2026 Scope/Outcome: DCC Program Update Drainage/Sanitary Component) 12352 Drainage/Sanitary DCC Prog 05 Asset Management 24 12352 SEW Timeline: Planning 12,222 5,000 35,000 52,222 Upd and Infrastructure Expected Completion: 2027 Scope/Outcome: To conduct a recurring condition assessment (approximately every 3-5 years) for the City's pump stations, that would also be used as inputs in the preparation of the Sewer Asset Management Plan updates 05 Asset Management 12447 Sew & Drain Pump Cond Asses 25 190 100.380 25 12447 25 190 50.000 The last comprehensive pump station condition assessment was completed in Q2 2023. The and Infrastructure next condition assessment would start approximately in 2027/2028, and would be approximately completed by 2028/2029. Scope/Outcome: Annual city wide sewer separation program to fulfill LWMP commitment of separating 1.5% of the total combined sewers per year. West End Utilities Project (ICIP Grant funded) 12460 West-End Sewer Sep Prog 23-05 Asset Management 12460 SEW 9,842,945 4,100,000 4,000,000 17,942,945 26 27 Timeline: 2024-2027 and Infrastructure Expected Completion: 2027

DRAFT 2025 - 2029 Capital Plan - Sewer Fund

2023-2026 2025 Forecast 2026 Forecast 2027 Forecast 2028 Forecast 2029 Forecast 5 year Total Dept BU# Projects **Project Description** Item # (2025-2029) Name Strategic Priority Spend Spend Spend Spend Spend Scope/Outcome: Replacement of Unit #935 a 1999 portable Generator on trailer. This Unit will be 25yrs old and due for scheduled replacement 05 Asset Management 27 A0132 A0132 rpl Genset Unit 935 SEW 95.000 95.000 Timeline: Implementation and Infrastructure Expected Completion: 2026 Scope/Outcome: Replacement of Unit #936 a 1999 portable Generator on a trailer. This Unit will be 25yrs old and is due for scheduled replacement 05 Asset Management 28 A0133 A0133 rpl Genset Unit 936 SEW 180,000 180,000 Timeline: Implementation and Infrastructure Expected Completion: 2026 Scope/Outcome: The existing drainage pump station is deficient in meeting the runoff demand and growth needs. The existing station equipment is at the end of its service life. A0817 Stanley Street Pump Station 05 Asset Management 29 A0817 SEW 1,200,000 600,000 1,800,000 Timeline: Implementation and Infrastructure Upgrade Expected Completion: 2028 Scope/Outcome: Annual city wide sewer separation program to fulfill LWMP commitment of 05 Asset Management 15,034,000 30 A0818 A0818 Sewer Sep Prog 2027-2028 SEW 700,000 2,250,000 6,000,000 6,084,000 separating 1.5% of the total combined sewers per year. (2027-2034 renewal) and Infrastructure Scope/Outcome: Replacement of Unit #909 a 2015 step van used for Sewer maintenance crews. This Unit will be 12yrs old and due for scheduled replacement A0821 rpl 2015 Ford F59 ITB Step 05 Asset Management 31 A0821 220,000 100,000 320,000 SEW Van - Unit 909 Timeline: Implementation and Infrastructure Expected Completion: 2027 Scope/Outcome: Replacement of Unit #910 a 2015 step van used for Sewer maintenance crews. This Unit will be 12yrs old and due for scheduled replacement A0822 rpl 2015 Ford F59 ITB Step 05 Asset Management 32 A0822 SEW 220,000 100,000 320,000 Van - Unit 910 Timeline: Implementation and Infrastructure Expected Completion: 2027 Scope/Outcome: Replacement of Unit #911 a 2015 step van used for Sewer maintenance crews. This Unit will be 12yrs old and due for scheduled replacement A0823 rpl 2015 Ford F59 ITB Step 05 Asset Management 33 A0823 SEW 220,000 100,000 320,000 Van - Unit 911 Timeline: Implementation and Infrastructure Expected Completion: 2027 19,322,996 10,447,645 10,689,271 12,324,271 15,214,000 67,998,182

2025 Operating Budget Service Enhancement Requests and Funding Opportunities

Department: Utility - Sewer Fund

	Funding Sources													
Dept	Division	Requester	Business Unit	Object Account	Description	Background and Explanation of Funding	Permanent Funding (Yes / No)	Funding Source	Total Additional Funding in Business Unit	Estimated Budget Start Quarter	2025 Net Funding	Notes		
ENG - Sewer	Design and Construction	Kwaku Agyare- Manu	A0818	Capital	Manager D&C	Funding to support the Manager of Design and Construction in Engineering.	No	Capital Projec	t \$ 70,067	Q2	\$ 52,550	Funding to support the Manager of Design and Construction in Engineering. 11765 (33%) & A0818 (33%) & 12550 (33%). 3-Year TFT role.		
ENG - Sewer	Public Works	Gabe Beliveau	9510	8130	Auxiliary to fulltime	Auxiliary Salary budget moved to Regular Salaries to accommodate position request	Yes	Budget Transfe	r \$ 70,000	Q2	\$ 52,500			
									\$ 140,067		\$ 105,050			

	Operating Service Enhancement Requests																			
Dept	Division	Requester	Business Unit	Object Account	Description	Background and Explanation of Need	Strategic Priority	Council Endorsement (Yes / No)	Permanent Request (Yes / No)	Employee Position Type	# of FTE Addition	Salary Compensation	Salary Related Costs	Consulting or Contracted Services	Supplies & Materials / Other Costs	Employee Benefits Cost (\$/FTE)	Total Operating Enhancement Request in Business Unit	Estimated Budget Start Quarter	2025 Net Impact	Notes
ENG - Sewer	1	Kwaku Agyare- Manu	A0818	Capital	NEW TFT - FUNDED FROM CAPITAL - Manager D&C	Funding to support the Manager of Design and Construction in Engineering.	Asset Management and Infrastructure	No	No	TFT	0.33	\$ 53,333			\$ 1,667	\$ 15,067	\$ 70,067	Q2	\$ 52,550	Funding to support the Manager of Design and Construction in Engineering. 11765 (33%) & A0818 (33%) & 12550 (33%). 3-Year TFT role.
ENG - Sewer	Public Works	Gabe Beliveau	9510	8110	(TET) to Labourer 2	Conversion of Auxiliary work force who would qualify under classification of Temporary Full Time under the new Collective Agreement to a Rgular Full Time position as Labourer 2	Core Business / Not applicable	No	Yes	RFT	1.00	\$ 70,000				\$ 19,775	\$ 89,775	Q2	\$ 67,331	Conversion of TFT Auxiliary staff to RFT Labourer 2
											1.33	\$ 123,333	\$ -	\$ -	\$ 1,667	\$ 34,842	\$ 159,842		\$ 119,881	