

1	Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.
		8000	SOLID WASTE SERVICES	8900		
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MISSION

Solid Waste Services is committed to providing quality refuse collection and solid waste processing and disposal services to the citizens of the Municipality of Anchorage in an efficient, responsive, economically sound, environmentally responsive and safe manner.

GOALS

- 1. Provide a high level of service at a reasonable cost.
- 2. Promote community involvement and be responsive to the needs and concerns of municipal citizens.
- 3. Plan and prepare for future refuse collection and solid waste processing and disposal needs.
- 4. Meet or exceed federal, state and local environmental regulations and expectations.
- 5. Provide for the safety of the public and solid waste employees at all solid waste facilities.
- 6. Emphasize positive employee and customer relations.
- 7. Minimize the quantity of solid waste being generated and disposed.

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FACTORS DRIVING THE UTILITY

- 1. Population growth within the Municipality. Increases in population have resulted in increased quantities of solid waste.
- 2. Cirizen habits and attitudes relative to waste generation and disposal. Municipal residents currently dispose an average of 6.8 pounds of waste per person per day. This rate is higher than national averages and has been increasing in recent years.
- 3. Level of construction activity within the Municipality of Anchorage. A 1984 study showed that construction-demolition materials comprised 20% of the waste generated within the Municipality. Any significant change in local construction activity could impact the level of solid waste services necessary.
- 4. Federal and state regulations. Federal Environmental Protection Agency and State Department of Environmental Conservation permitting regulations will require extensive environmental monitoring and protection devices at current and future solid waste facilities.
- 5. Role of federal and state governments in hazardous waste disposal. In past years resources have been provided by both federal and state agencies to collect and dispose hazardous waste generated by household and small business sources. Future availability of these resources is unknown.
- 6. Community participation in hazardous waste disposal programs. Citizen participation in hazardous waste collection and disposal programs has risen in recent years. Continued public demand for a safe and readily available means of disposing of potentially hazardous materials will impact local public sector involvement.
- 7. Community participation in recycling programs. Public opinion surveys have indicated a strong public desire for recycling alternatives to traditional landfilling methods. Public participation in pilot programs will determine future resource commitments.
- 8. Cooperation of public and private organizations in approving the proposed site for the Anchorage Regional Landfill. A start date of October 1986, for operation of the Anchorage Regional Landfill is dependent on cooperation and support from the military, native corporations, state and federal regulatory agencies and the general public.

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- 9. Level of funding from state and federal sources. Anticipated cutbacks in state and federal funding will require service reductions or increased levels of local funding.
- 10. Land use patterns within the refuse collection service area. The trend in recent years has been toward higher population density and increased numbers of multiple family dwellings. This results in a larger percentage of customers being serviced with dumpsters and front loading collection vehicles.
- Private sector involvement in solid waste services. With the role of solid waste services expanding in the areas of waste transfer, recycling and hazardous waste, opportunities may exist for private sector involvement.
- 12. Performance of Municipal staff organizations. Centralized staff departments such as Labor Relations and Cash Management can have significant impacts on the cost of doing business. Organizational changes decentralizing support functions will impact the utility.

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PLANNING ASSUMPTIONS

The following assumptions have been used in developing the Solid Waste Services 1986-1991 long-range plans. It is recognized that some of these assumptions may change over time. The stated assumptions represent the best data available at this time.

- 1. The Anchorage Regional Landfill will be located on the proposed Ft. Richardson site and will be operational by October 1, 1986.
- 2. The Anchorage Regional Landfill will be a limited access facility.
- 3. A transfer facility will be constructed in Anchorage.
- 4. State funding will not be available for solid waste services or facilities.
- 5. All required capital financing will be secured through long-term debt.
- 6. The Anchorage population will continue to grow at a moderate rate.
- 7. Low-to-moderate inflation will continue with no real increase or decrease in wages or the costs of goods and services.
- 8. Federal and state regulations will significantly increase the cost of developing and operating the Anchorage Regional Landfill.
- 9. Increasing the level of employee training will result in a higher level of morale and productivity.
- 10. Increased numbers of multiple family dwellings will impact collection methods.
- ll. Recycling activities will play an increasingly significant role in refuse collection and solid waste processing and disposal.
- 12. Increased local resources will be directed to the management of hazardous waste.
- 13. Ft. Richardson and Elmendorf AFB will utilize the Anchorage Regional Landfill.

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OBJECTIVES/PROGRAMS

General Manager

- 1. Improve communication with customers and community.
 - Promote community involvement in the selection of sites for solid waste transfer and recycling facilities through public meeting and multi-media advertisement.
 - Involve the Anchorage Solid Waste Commission in the development and modification of solid waste policies, programs and facilities.
 - Educate the general public on the availability of existing and planned solid waste programs and services.
 - Develop and implement a program to provide departmental speakers to interested civic groups, clubs and organizations.
- 2. Improve organizational communication and install a positive "we are here to serve you" attitude.
 - Meet with Solid Waste management personnel individually to communicate organizational goals, objectives and programs.
 - Develop and maintain performance standards that clearly define the role of each manager.
 - Attend weekly Administrative Council and Public Utilities Administration staff meetings.
 - Conduct weekly meetings of Solid Waste management staff.
 - Conduct two team building sessions involving all Solid Waste management staff.
 - Coordinate solid waste activities with other departments.

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- Maintain a high level of motivation among Solid Waste employees.
 - Recognize and reward employees for outstanding achievements within the department.
 - Support employee self-development and improvement by encouraging participation in Municipal training classes, membership in professional and community service organizations and enrollment in local educational institutions.
 - Involve employees at all levels in the decision-making process by encouraging team building and two-way communication.
- 4. Ensure existing departmental services and programs are efficient and cost effective.
 - Monitor departmental fiscal reporting systems to ensure a high degree of fiscal responsibility while providing essential services to solid waste customers.
 - Monitor departmental productivity and business reporting systems to ensure departmental objectives and programs are accomplished in a manner consistent with Municipal goals and competitive with industry standards.
- 5. Ensure that the future solid waste needs of Municipal residents are met in a manner consistent with the department's mission and goals.
 - Monitor the development and implementation of technological changes within the solid waste industry.
 - Research and evaluate alternative methods for improving solid waste services.
 - Continue to plan and implement facilities, programs and projects designed to improve productivity and delivery of service.
 - Monitor proposed regulatory changes impacting solid waste services, influence when appropriate and implement when necessary.

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Finance and Administration

- Provide for financial integrity and control.
 - Conduct comprehensive review of Municipal code provisions dealing with solid waste services, clarify and update where necessary.
 - Develop a five-year user fee plan which provides for an adequate return on rate base to ensure financial stability of the utility.
 - Develop in-house monthly financial reports to provide management with timely information on budgetary status.
 - Develop computer application to automate the distribution of costs to the functional utility service categories.
 - Develop written procedures for the control and replacement of all solid waste inventories.
 - Evaluate the feasibility of in-house accounting and financial statement preparation.
- 2. Maximize the use of automation to improve office productivity.
 - Develop a five-year business systems plan.
 - Develop software application to be used in budget forecasting.

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- Evaluate in-house equipment management systems and replace current system if results indicate the need.
- Conduct systems analysis of the collection and use of solid waste operating statistics.
- Maintain all existing computer hardware and software to minimize downtime and maximize benefit to the user.

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- 3. Improve budget development and forecasting techniques.
 - Involve employees at all levels of the organization in the budget development and execution process.
 - Clearly communicate and assign responsibility for the accomplishment of budget programs to individual managers.
 - Use the quarterly business report to track the status of budget programs and financial performance.
- 4. Improve the efficiency of the customer billing and customer service functions.
 - Review, document and implement an authorization system for the issuance of disposal permits.
 - Document and implement standard procedures for responding to customer requests for historical billing records.
 - Evaluate the feasibility of an independent customer billing, collections and customer service system.
 - Automate the storage and retrieval of all customer records.
 - Promptly and politely respond to all requests for service.

Engineering and Planning

- 1. Ensure that all Municipal landfills are environmentally safe.
 - Evaluate existing solid waste facilities, environmental data and environmental monitoring programs.
 - Establish the desired level of monitoring appropriate for each facility.
 - Install equipment, collect and analyze data, and implement corrective measures.

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- 2. Eliminate the mishandling of hazardous waste within the Municipality of Anchorage.
 - Cooperate and support the Alaska Department of Environmental Conservation in the annual collection of small quantities of hazardous waste.
 - Implement the Hazardous Waste Management Plan.
 - Investigate the use of waste oil for heating buildings at the Anchorage Regional Landfill.
- 3. Ensure that the future solid waste collection and disposal needs of Municipal citizens are satisfied.
 - Administer the design and construction contracts for the Anchorage Regional Landfill.
 - Administer the design and construction contracts for the recommended transfer facility.
 - Develop and implement transitional operating plans for phasing into new facilities.
 - Plan, locate, develop and implement, if practical, construction-demolition disposal sites.
 - Evaluate and implement, if desirable, contracts for the development, ownership and operation of solid waste transfer facilities.
 - Promote privatization of recycling facilities and programs. Seek to further reduce transportation costs to processing sites in the Pacific Northwest.
- 4. Implement a waste-to-energy resource recovery plant when it becomes economically advantageous.
 - Develop economic model to evaluate resource recovery on an ongoing basis.
 - Monitor economic factors such as the cost of fossil fuels and electricity, cost of capital, and the probability of non-Municipal development. Update the model when factors change.
 - Monitor and evaluate non-economic factors such as changes in resource recovery technology.

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Operations

- l. Provide refuse collection within the certificated service area and solid waste processing and disposal to all Municipal residents.
 - Provide weekly residential and commercial can/bag collection service to 12,350 residential customers in 1986.
 - Provide weekly containerized collection service to 1,700 commercial and multi-family residential customers in 1986.
 - Dispose of approximately 275,000 tons of waste at the Merrill Field and Anchorage Regional Landfill and approximately 20,000 tons at the Peters Creek Landfill in 1986.
 - Transfer approximately 2,000 tons of waste from the Girdwood Transfer Facility to Municipal land-fills in 1986.
 - Maintain and repair a fleet of 84 vehicles used in the collection, transportation and disposal of solid waste.
- 2. Increase employee morale and performance standards with each employee.
 - Set goals, objectives and performance standards with each employee.
 - Cross train employees to allow for fill-in of absent employees, improved knowledge of departmental operations and to better prepare employees for promotional opportunities.
 - Conduct regularly scheduled meetings to communicate department policies and decisions to all employees.
 - Establish management advisory teams.
- 3. Improve safety awareness and decrease accidents.
 - Continue to conduct a safety award program.

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- Develop and implement an employee fitness program emphasizing the relationship between employee fitness, attitude, productivity and on-the-job injuries.
- Retro-fit all refuse containers with lightweight plastic lids.
- Develop and conduct employee training in identifying and disposing of hazardous waste.
- Maintain and expand Material Safety Data Sheet notebook.
- Supply and explain a hazardous waste directory to each employee.
- 4. Follow sound environmental practices in refuse collection and disposal.
 - Contain collected refuse through continued enforcement of the covered load ordinance and the prompt collection of windblown litter in the vicinity of Municipal waste disposal sites.
 - Monitor vehicles emissions for compliance with local standards.
 - Continue operation of waste oil and asbestos disposal programs.
 - Develop operations manual and implement employee training programs at all Municipal disposal facilities.
- 5. Maintain and improve upon an effective and efficient operation.
 - Educate employees on the proper use of equipment and tools.
 - Use effective employee scheduling to maximize productivity and eliminate unnecessary overtime.
 - Improve landfill compaction densities by increasing the use of compaction equipment and personnel thus extending the life of existing landfills.
 - Evaluate results of pilot program using side load collection vehicles for residential collection and expand program if results justify.

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- Conduct commercial route evaluation, analysis and improvement through productivity reporting and employee interviews.
- Investigate the use of computers in the route development and analysis.
- 6. Increase the quantity of waste diverted from landfill through recycling activities.
 - Deliver the recycle van to shopping centers located throughout the Municipality on a rotating weekend schedule.
 - Evaluate and improve the recycle theme park at the Municipal shredder plant.
 - Encourage private sector participation in recycle activities.

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MANPOWER FORECAST

DIVISION	1985	1986	1987	1988	1989	1990	1991
Manager	2	4a	4	4	4	4	4
Finance/Admin.	6	6 ^b	9£	9	9	9	9
Engineering	2	2	2	2	2	2	2
Operations Collections Disposal Vehicle Maint.	1 30 32 6	2c 30 50d 10e	2 30 48g 10	2 30 48 10	2 30 48 10	2 30 50 ^h 10	2 30 50 10
TOTAL:	79	104	105	105	105	107	107

- a Transfer Receptionist from Finance/Admin and add a Utility Management Assistant.
- b Transfer Receptionist to Manager and add Programmer Analyst.
- c Add Office Associate to support Operations and Finance/Admin Manager.
- d Add 2 Scalehouse Attendants, 17 Truck Drivers and 4 Plant positions at the shredder/transfer station, add 4 positions at the Anchorage Regional Landfill, add 2 plant workers and 1 Scalehouse Attendant at the landfill receiving station, delete 11 plant positions at the shredder facility and delete 1 Scalehouse Attendant at the Peters Creek Landfill.
- e Add l Mechanic and l Equipment Serviceman at the Anchorage Regional Landfill and l Mechanic and l Equipment Serviceman at the Anchorage Transfer Facility.
- f Add two Customer Service Representatives and a Senior Accountant to support Solid Waste Services customer billing and accounting.
- g Delete 2 positions at the Shredder Plant.
- h Add 2 positions at the Anchorage Regional Landfill.

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				1985	· h			
PERSONNEL RESOL	JRCES		NGE & STEP	PRO-FOF		1986 PROPOSED	1986 A	DOPTED
General Foreman			16N/D-E	1		1		
Working Foreman			24J	1				
Repair Technician		:	21J	1		1		
Refuse Equipment Operator			21J	8		8		
Loadpacker Driver			18J	5		5		
Light Equipment Operator		<u> </u>	15J	4		4		
Swamper			12J	8 +	2T	8 + 2T		
TOTAL				28 +	2T	28 + 2T		
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PUBLIC UTILITIES	8000	SOLID WASTI	E SERVICES	8902	PR	OCESSING & DISPO	SAL	8920
PERSONNEL RESOU	RCES		RANGE & STEP	1985 PRO-FORMA		1986 PROPOSED	1986 ADOPTE	
General Foreman			16N/F	1		1		
Landfill Supervisor			16N/C	0				
Working Foreman			24J	1		<u> </u>		
Refuse Disposal Leadman			22J	1		1		
Technician II			22J	1		1		
Technician I			21J	1		1		
Utilityman III			21J	10		17 + 10T		
Utilityman II			15J	3		3		
Utilityman I			12J	6 +	lT	5		
Lead Weigh Station Attenda	int		11J	1		1		
Weigh Station Attendant			10J	5 +	1T	8		*
TOTAL				30 + 3	2T	40 + 10T		
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RESOURCE IMPACTS

Growth Factors	1986	1987	1988	1989	1990	1991
Tons Collected Billed Customers	52,885 13,950	53,330 14,025	53,775 14,100	54,313 14,250	54,856 14,400	55,405 14,550
Bond Sales	0	0	0	0	0	0
Grants Anticipated	0	0	0	0	0	0
Personnel Increases	0	0	0	0	O	0
TOTAL Personnel	28+2T	28+2T	28 + 2T	28+2T	28+2T	28 + 2T
Revenue	6,153,000	6,966,200	7,025,200	7,089,800	7,484,300	7,553,400
Expenses	5,983,000	6,653,000	6,852,590	7,058,170	7,269,910	7,488,010
Net Income Regulatory	170,000	313,200	<u>172,610</u>	31,630	214,390	65,390
Possible Rate Increase	15%	15%	NC	NC	5%	NC

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STATISTICAL PERFORMANCE TRENDS

	1980	1981	1982	1983	1984	Pro Forma 1985	Budget 1986
Waste Collected (Tons)	38,114	40,691	45,319	47,167	48,990	50,900	52,885
Residential Services	11,468	11,677	11,772	11,881	12,060	12,160	12,260
Billed Customers	12,824	13,106	13,383	13,592	13,650	13,800	13,950
Municipal Owned Containers	1,347	1,651	1,819	1,901	1,951	2,051	2,150
Average Commercial Dumpster Collections Per Week	5,239	5,382	5,505	5,626	5,744	5,890	6,040
Cost/Customer Percent Change	\$197.24 6.4	\$205.60 4.2	\$251.19 22.2	\$285.21 13.5	\$345.73 21.2	\$391.12 13.1	\$428.92 9.7
Cost/Collected Ton Percent Change	\$ 66.36 5.7	\$ 65.16 -1.8	\$ 74.17 13.8	\$ 82.19 10.8	\$ 95.33 17.2	\$106.04 10.1	\$113.14 6.7
Tons Collected/Employee Percent Change	1,314	1,427 8.6	1,563 9.5	1,627 4.1	1,689 3.8	1,755 3.9	1,824 3.9

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PUBLIC UTILITIES	8000	SOLID WAS	ASTE SERVICES 8900			REFUSE COLLECTION		
		MU	NICIPALITY OF ANCHORAG FINANCIAL DATA	SE.			895	
LINE ITEM DESC	CRIPTION		1984 ACTUAL	1985 PRO-FOF	₹MA	1986 PROPOSED	1986 ADOPTED	
KEY FINANCIAL RATIOS								
Operating Income			555,500	106	,100	286,400		
Operating Revenue		5,028,800	5,260	,700	6,033,400			
Operating Margin	11.0%		2.0%	4.7%				
Operating Expense (Cont	4,083,700	4,709	,400	5,183,300				
Operating Revenue			5,028,800	5,260	,700	6,033,400		
Operating Ratio			81.2%	89	9.5%	86.0%		
Debt/Equity Ration			41/59	4.	1/59	39/61		
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Fund 0560 is an enterprise fund providing refuse collection services within the City Service area. It is a semi-regulated utility in that only service area boundaries are regulated by the Alaska Public Utilities Commission. Financial regulation and rate approval is within the authority of the Anchorage Assembly. Fund 0561 is a capital improvement fund which accounts for all capital assets purchased for refuse collections purposes.

Operating Budget

The Refuse Collection budget increases by 10.8 percent in 1986. The largest single increase is in charges from Solid Waste Administration which account for 3.2 percent. This is primarily due to costs associated with the planned customer billing and accounts receivable functions. These costs will in part be offset by decreases in existing chargebacks during 1986 because of a mid-year implementation of the new system. Significant reductions in charges from Utility Customer Service and Municipal Information Systems are expected to occur in 1987. Another 2 percent is a result of an increase in depreciation expenses also associated with the customer billing and accounts receivable functions. The planned rate increase for Solid Waste Disposal will result in a 3 percent increase in cost for the Refuse Collection Utility. The remaining 2.6 percent is a result of inflationary increases for continued goods and services.

Capital Budget

Capital expenditures planned for 1986 consist of \$586,000 for replacement of vehicles and equipment and \$359,000 for the purchase of equipment and software to implement the planned customer billing and accounts receivable functions. All funding will come from prior year operational income and accumulated depreciation.

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		N	MUNIC	IPALITY OF ANCHORAGE FINANCIAL DATA					
LINE ITEM DESCRIPT	ION			1984 ACTUAL	1985 PRO-FORMA		1986 PROPOSED	1986 A	DOPTED
Operating Budget									
Revenue				5,211,000	5,440	,000	6,153,000		
Expense				4,719,000	5,397	,000	5,983,000		
Net Income - Governmental			-	492,000	43	,000	170,000		
Adjustments			_	0		0	0		
Net Income - Regulatory			_	492,000	43,000		170,000		
Capital Budget Project Category			ARRAN (ARRA) - MARTIN (ARRA)						
Buildings Equipment				53,000 418,000	0 648,000		0 945,000		
Total Capital			=	471,000	648	,000	945,000		
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		MUNI	CIPALITY OF ANCHORA	GE				<u>, L</u>
			FINANCIAL DATA					
			1984	1985				
LINE ITEM DESCRIPT	ION		ACTUAL	PRO-FOF	RMA	1986 PROPOSED	1986 AD	OPTED
STATEMENT OF REVENUE AND E	XPENSE	ļ						
Commercial Collections			2,809,000	2,957	,900	3,401,600		
Residential Collections			1,688,000	1,688		1,941,200		
Other Collections			9,900		,000	8,000		
Container Rental Fees			182,700		,800	210,100		
Contracted Services			339,200		,000	472,500		
TOTAL OPERATING REVENUE	-	5,028,800	5,260		6,033,400		······································	
ADED ANTINO PRODUCE			,	,	ĺ	, ,		
OPERATING EXPENSE Personal Services			1 570 000	1 700				
Supplies			1,578,800	1,738		1,790,600		
Other Services and Charges			14,200		,500	18,400		
			1,360,500	1,624		1,828,200		
Charges From Other Departme			1,130,200	1,327		1,524,600		
Depreciation (Non-Contribut			389,600	445	,100	558,700		
Municipal Utility Service	Assessme:	nts	-0-		-0-	26,500		
TOTAL OPERATING EXPENSE			4,473,300	5,154	,500	5,747,000		
OPERATING INCOME (Loss)			555,500	106,200		286,400		
NON-OPERATING REVENUE								
Sale of Property		f	8,600	10	,000	0		
Short-Term Interest			173,900		,400	* 1		
TOTAL NON-OPERATING REVEN	IIIE	-	182,500		,400	120,000		
	101		102,500	179	,400	120,000		
NON-OPERATING EXPENSE								
Interest on Long-Term Debt			246,000	242.	900	236,400		
TOTAL NON-OPERATING EXPEN	ISE	-	246,000		900	236,400		
NON-OPERATING INCOME (Los	ss)	_	(63,500)	(63	,500)	(116,400)		
NET INCOME (Loss)			492,000	42.	,700	170,000	,	

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LINE ITEM DESCRIPT	ION		1984 ACTUAL	1985 PRO-FOF	зма	1986 PROPOSED	1986 AD	OPTED
STATEMENT OF SOURCES AND U	SES OF C	CASH FUNDS					***************************************	
SOURCES OF CASH FUNDS:								
Net Income (Loss) Depreciation Net Change Current Asset Net Change Current Liab TOTAL SOURCE OF CASH FU	ilities		492,000 389,600 (220,700) (101,000) 559,900	445	,600 ,100 0 0 ,700	170,000 558,700 0 0 728,700		
USES OF CASH FUNDS:						·		
Additions to Plant Bond Principal Payment Net Change Special Funds			471,000 25,000 (59,200)	648,000 25,000 0		945,000 25,000 0		
TOTAL USES OF CASH FUND	S		436,800	673	,000	970,000		
Net Increase (Decrease)	In Cash	Funds	123,100	(185	,300)	(241,300)		
Cash Balance January 1			1,228,900	1,352	,000	1,166,700		
Cash Balance December 31			1,352,000	1,166	,700	925,400		
DETAIL OF CASH BALANCE:								
Equity in General Cash Po Equity in Construction Ca Bond Redemption Reserve	ash Pool	THE PROPERTY OF THE PROPERTY O	821,100 245,900 285,000	43	,700 ,000 ,000	624,700 15,700 285,000		
TOTAL CASH DECEMBER 31			1,352,000	1,166	,700	925,400		

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		MUI	NICIPALITY OF ANCHORA FINANCIAL DATA	GE			***************************************
LINE ITEM DESCI	RIPTION		1984 ACTUAL	1985 PRO-FOR	MA	1986 PROPOSED	1986 ADOPTED
STATEMENT OF CHANGES IN	FUND EQUIT	<u>Y</u>					
Balance January 1			2,152,400	2,644,	, 400	2,687,000	
Net Income (Loss)			492,000	42,	,600	170,000	
Balance December 31			2,644,400	2,687,	,000	2,857,000	
Detail of Fund Equity							
Retained Earnings			2,507,300	2,549,	,900	2,719,900	
Contributed Capital			137,100	137,	,100	137,100	
Total Fund Equity Decemb	er 31		2,644,400	2,687,	,000	2,857,000	
							,
		namana pangungan					
				····			

Public Utilities	Unit No.	Utility			Unit No.	Division			Unit No.
PUBLIC UTILITIES	8000	SOLID W	ASTE	SERVICES	8900	R	EFUSE COLLECTION		8950
		!	MUNIC	IPALITY OF ANCHORAGE FINANCIAL DATA				7-7-William	1
LINE ITEM DESC	RIPTION			1984 ACTUAL	1985 PRO-FOF	₹МА	1986 PROPOSED	1986 AD	OPTED
STATEMENT OF DEBT SERVIC	E COVERAGE	,							
Income Available for D	ebt Servic	e		1,127,600	730	,700	991,600		
Debt Service Requirement				271,000	267	,9 00	261,400		
Debt Coverage				4.2		2.7	3.8		
NET PROFIT MARGIN									
Net Income				492,000	42	,600	170,000		
Operating Revenue			_	5,028,800	5,260	,700	6,033,400		
Net Profit Margin			=	9.8%	(0.8%	2.8%		
								,	
							To the state of th		

Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8900	REFUSE COLLECTION	8950

1986 CAPITAL IMPROVEMENT BUDGET FINANCIAL SUMMARY

	Total		FUNDING SOURCE	
Project Category	Project Cost	Bonds	<u>Operations</u>	Grants
Equipment	945	0	945	0
TOTAL	945	0	945	0

Dollars in Thousands

	BUDO	GET YEAR PROJECTS				
Utility REFUSE COLLECTION	-				(000))
DECLIFET CATEGORY				Fl	JNDING	
PROJECT CATEGORY	PROJECT TITLE	LOCATION	BONDS G-G O BONDS R-REV.BONDS	OPERATIONS	GRANTS F =FEDERAL S =STATE	TOTAL
Equipment Dollars in Thousands	Vehicle Replacement Containers Office Equipment Office Automation	Refuse Building Various Refuse Building Refuse Building	0 0 0 0	502 74 10 359	0 0 0 0	502 74 10 359
PREPARED BYJeff	DATE 7/10/85	TOTAL	0 G O R	945	0 F 0 S	945

Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8900	REFUSE COLLECTION	8950
	·			1	

1986-1991 CAPITAL IMPROVEMENT BUDGET FINANCIAL SUMMARY

		ANNU	AL PRO	JECT C	OST			FUNDING SOURCE		Total
Project Category	1986	1987	1988	1989	1990	1991	Bonds	<u>Operations</u>	Grants	Program
Equipment	945	541	590	702	697	863	0	4,338	0	4,338
TOTAL	945	541	590	702	697	863	0	4,338	0	4,338
Source of Funds Revenue Bonds GO Bonds	0	0	0	0	0	0	0 0	0 0	0 0	0 0
Operations State Grant Federal Grant	945 0 0	541 0 0	590 0 0	702 0 0	6 97 0 0	863 0 0	0 0 0	4,338 0 0	0 0 0	4,338 0
TOTAL	945	541	590	702	697	863	0	4,338	0	4,338

Dollars in Thousands

	FL	JTURE CAPITAL PROJECTS					
Utility REFUSE COLLECTION						(000)	
PROJECT CATEGORY	PROJECT TITLE	LOCATION			UDGET BY YEA	AR	
		200////01/	1987	1988	1989	1990	1991
Equipment Dollars in Thousands		Refuse Building Various Refuse Building Refuse Building TOTAL	405 76 10 50 541	450 79 11 50 590	560 81 11 50 702	552 83 12 50 697	465 86 12 300 863
PREPARED BY	ource of Funding	G.O. BONDS REVENUE BONDS OPERATIONS STATE GRANTS FEDERAL GRANTS TOTAL	0 0 541 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 863 0 863

Utilities	Unit No Utility	У			Unit No	Division			Unit N
PUBLIC UTILITIES	8000 SOLID WASTE SERVICES					PRO	CESSING AND	DISPOSAL	8920
			RESOURCE	TMDACTIC					
			KESOUKCE	THEACLS					
Growth Factors	198	6	1987	1988		989	1990	1991	
Population	244	,032	253,320	259,447	7 2	267,778	276,446	283,361	
Tons Disposed		,220	324,440	339,060		352,010	366,270	375,280	
Bonds Anticipation Notes	16,000	,000	0	(0	0	0,5,200	
G.O. Bonds		0	14,500,000	3,500,000)	0	Ö	0	
Revenue Bonds		0	0	4,722,000		08,000	1,279,000	1,401,000	
Grants Anticipated		0	0	, ,		75,000	0	0	
Personnel Increases	1	0+8T	(2)	NO	2	NC	2	NC	
TOTAL Personnel	40	+10T	38+10T	38+107	Γ	38+10T	40+10T	40+10T	
Revenue	7,826	,000	10,840,000	11,314,000) 11,7	46,000	11,796,000	12,146,000	
Expenses	7,669	,000	10,650,000	11,219,000	11,3	86,000	11,631,000	11,767,000	
Net Income Regulatory	<u>157</u>	,000	190,000	95,000)	360,000	165,000	379,000	
Possible Rate Increase									
Residential									
Percent		NC	NC	NO		NC	NC	NC	
User Fee	·	/Car	NC	\$3/Car		NC	NC	NC	
Commercial	\$5/Pi	скир		\$6/Pickup)				
Percent		71	NC	NC		NC	(3)	NC	
User Fee	\$36	/Ton1	NC	NO		NC	\$35/Ton	NC NC	

l - Rate to be effective with the opening of the Anchorage Regional Landfill and Anchorage Transfer Facility planned for October 1, 1986.

Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8902	PROCESSING & DISPOSAL	8920

STATISTICAL PERFORMANCE TRENDS

TONS DISPOSED	1980	1981	1982	1983	1984	Pro Forma 1985	Budget 1986
Anchorage	161,041	198,521	227,391	265,830	263,425	273,320	286,233
Eagle River	0	670	15,305	34,488	20,094	22,320	23,990
TOTAL TONS DISPOSED	161,041	199,191	242,696	300,318	283,519	295,640	310,223
Vehicles Utilitizing Disposal Site	131,655	149,742	209,855	273,024	216,233	227,760	236,630
Cost/Ton Disposed Percent Change	\$12.00 37.2	\$13.05 8.8	\$14.66 12.3	\$12.59 -14.1	\$17.03 35.3	\$21.05 23.6	\$24.96 18.6
Tons Disposed/Employee Percent Change	6,442 -0.4	7,968 23.7	9,708 21.8	12,013 23.7	10,310 -14.2	9,537 -7.5	7,386 -22.5
Employee (FTE)	25	25	25	25	27.5	31	42

Public Utilities	Unit No.	Utility		Unit No.	Division			Unit No.
PUBLIC UTILITIES	8000	SOLID WA	STE SERVICES	8902	PF	ROCESSING & DISP	OSAL	892
	***************************************	ML	INICIPALITY OF ANCHORAGI FINANCIAL DATA		<u></u>			
LINE ITEM DESC	RIPTION		1984 ACTUAL	1985				
KEY FINANCIAL RATIOS			ACTOAL	PRO-FOR	IMA	1986 PROPOSED	1986 ADC	PTED
Operating Income			(36,800)	(16	0,100)	897,900		
Operating Revenue	-			5,34	4,500	6,836,400		
Operating Margin			-0.79%		3.00%	13.13%		
Operating Expense (Controllable)		4,161,100	4,84	4,700	4,866,400		PROVINCE STATEMENT OF STATEMENT	
Operating Revenue			4,687,300	5,34	4,500	6,836,400		
Operating Ratio			88.77%	9	0.65%	71.18%		
Debt/Equity Ratio			43/57	61	0/40	53/47		
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						T T T T T T T T T T T T T T T T T T T		

Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.	1
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8902	PROCESSING & DISPOSAL	8920	l
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Fund 0562 is an enterprise fund providing solid waste processing and disposal services to Municipal residents on an areawide basis. The Merrill field and Peters Creek Landfills, the Municipal Shredder Facility and the Girdwood Transfer Facility are all operated by the utility.

During 1986 a significant change is planned with the closure of the Merrill Field and Peters Creek Landfills, the opening of the new Anchorage Regional Landfill, and the conversion of the Shredder Plant to a Transfer Facility. The Alaska Public Utilities Commission takes no direct role in the regulation of the utility. The Anchorage Assembly provides financial regulation and rate approval. Solid Waste Processing and disposal receives no financial support from property taxes. User fees will account for 87 percent of all solid waste revenues in 1986. The remaining 13 percent will come from interest income earned on operating and construction cash balances. Fund 0563 is a capital improvement fund which accounts for all capital assets purchased for solid waste processing and disposal purposes.

Operating Budget

The Processing and Disposal budget will increase by 24.4 percent in 1986. The specific adjustments resulting in the net change are as follows:

o	Cost reductions associated with closing the Merrill Field Landfill and the Municipal Shredder	\$(1,188,300)	(19.1)%
0	Cost increases associated with the opening of the Anchorage Regional Landfill	\$ 1,483,200	23.8%
0	Cost increases associated with the opening of the Anchorage Transfer Facility	\$ 1,225,400	19.7%
	TOTAL ADJUSTMENTS	\$ 1,520,300	24.4%

NOTE: All figures include an inflationary adjustment of approximately 2.5%.

Capital Budget

Capital expenditures planned for 1986 consist of \$11,254,000 to supply the balance of the funding necessary for Phase I of the Anchorage Regional Landfill, \$6,746,000 to design and construct the Anchorage Transfer Station and \$245,000 to fund the scheduled replacement of solid waste equipment. Funding for the Landfill and Transfer Station is to come from general obligation bonds. Funding for the scheduled replacement will come from accumulated depreciation.

Public Utilities	Unit No.	Utility		Unit No.	Division	**************************************		Unit No.
PUBLIC UTILITIES	8000	SOLID WAS	TE SERVICES	8902	P	ROCESSING AND DI	SPOSAL	8920
		MUI	VICIPALITY OF ANCHORA FINANCIAL DATA	GE				
LINE ITEM DESCRIP	TION		1984 ACTUAL	1985 PRO-FOF		1986 PROPOSED	1986 AF	OPTED
Operating Budget							1000 /	OFFE
Revenue			5,019,000	6,267,	000	7,826,000		
Expense			5,017,000	6,223,	000	7,743,000		
Net Income - Governmental		2,000	44,	000	83,000			
Adjustments			47,000	47,	000	74,000		
Net Income - Regulatory			49,000	91,	000	157,000	***************************************	
Capital Budget Project Category								
Buildings Equipment Other			1,319,000 464,000 0	985, 15,	000 000 0	16,238,000 3,727,000 0		
Total Capital			1,783,000	1,000,	000	19,965,000		
							,	

ublic Utilities	Unit No.	ility	Unit No.	Division			Unit No
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	WASTE SERVICES 8902 PROCESSING & DI			OSAL	892
		MUNICIPALITY OF AND					<u> </u>
		FINANCIAL DAT	<u> </u>	-		······································	
		1984	1985				***
LINE ITEM DESC	CRIPTION	ACTUAL.	PRO-FOR	MA	1986 PROPOSED	1986 AE	OOPTED
STATEMENT OF REVENUE AN	D EXPENSE			наадаан адуминаадаа			,
OBT DAMENO DEVIENUE		W					
OPERATING REVENUE Disposal Fee		4,609,600	5,344,	500	6,836,400		
Sale of Materials		77,700	2,2 , .	0	0		
TOTAL OPERATING REVENUE		4,687,300	5,344,	500	6,836,400		
OPERATING EXPENSE							
Personal Services		1,740,500	1,865,		1,668,300		
Supplies		804,200	807,		755,700		
Other Services and Cha		880,500	1,121,		1,186,500		
Charges From Other Dep		735,900	1,050,		1,255,900		
Depreciation (Non-Cont		563,000	659,9		1,072,100		
TOTAL OPERATING EXPENSE		4,724,100	5,504,6	600	5,938,500		
OPERATING INCOME (Loss)		(36,800)	(160,	100)	897,900		
NON-OPERATING REVENUE				Ì			
Tax Revenue		0		0	0		
Revenue From Other Gove	ernments	168,600	372,		0		
Interest Revenue		148,600	550,0		990,000		
Other Revenue		14,200		0	0	***************************************	
TOTAL NON-OPERATING REV	ENUE	331,400	922,	500	990,000		
NON-OPERATING EXPENSE							
Interest on Long-Term		245,800	671,0		1,730,800		
TOTAL NON-OPERATING EXP	ENSE	245,800	671,0	000	1,730,800		
NON-OPERATING INCOME (Lo	oss)	85,600	251,		(740,800)		
NET INCOME - REGULATORY		48,800	91,		157,100		
LESS AMORTIZATION ON CO		• • • • • • • • • • • • • • • • • • •	47,4		74,400		
NET INCOME - GOVERNMENTA	AL	1,400	44,0	000	82,700		

Public Utilities	Unit No	Utility		Unit No.	Division			Unit No.
PUBLIC UTILITIES	8000	SOLID WA	STE SERVICES	8902	2	PROCESSING & DISP	OSAL	892
		MUN	ICIPALITY OF ANCHORAGI FINANCIAL DATA	E	-t			
		I	······································					
LINE ITEM DESCRIPTI	ON		1984 ACTUAL	1985 PRO-FOF	RMA	1986 PROPOSED	1986 AD	OPTED
STATEMENT OF SOURCES AND U	JSES OF	CASH FUNDS			***************************************			
SOURCES OF CASH FUNDS:								
Net Income (Loss)		1	1,400		4,000	82,700		
Depreciation (Incl. Cont	. Cap.))	610,400		7,300	1,146,500		
Grants	-		692,700		0,000	705,900		
Bond Anticipation Notes		0	•	0	16,000,000			
Bonds		0	5,22	0,000	0			
Net Change Current Asset		49,600	•	0	0			
Net Change Current Liab	ilities	3	1,068,400		0	0		
TOTAL SOURCE OF CASH I	TOTAL SOURCE OF CASH FUNDS		2,422,500	6,67	1,300	17,935,100	V / / / · · · · · · · · · · · · · · · · 	
USES OF CASH FUNDS:								
Additions to Plant			1,783,100	1,00	0,000	19,965,000		
Bond Principal Payment			652,100		2,100	847,100		
Bond Financing Costs			403,400		0	320,000		
Net Change Special Fund			(245,800)		0	0		
TOTAL USES OF CASH FUN	iDS		2,592,800	1,65	2,100	21,132,100		
Net Increase (Decrease) In	Cash E	unds	(170,300)	5,01	9,200	(3,197,000)		
Cash Balance January 1			1,698,300	1,52	8,000	6,547,200		
Cash Balance December 31			1,528,000	6,54	7,200	3,350,200		
DETAIL OF CASH BALANCE:								
Equity in General Cash P	ool		1,022,200	1 12	1,400	1 502 500		
Equity in Construction C		1	505,800		5,800	1,503,500		
and the state of t				J, 42	2,000	1,846,700		
TOTAL CASH DECEMBER 31	TOTAL CASH DECEMBER 31		1,528,000	6,54	7,200	3,350,200		

Public Utilities	Unit No.	Utility		Unit No.	Division			Unit No.
PUBLIC UTILITIES	8000	SOLID WAS	TE SERVICES	8902	PI	ROCESSING & DISPO	SAL	8920
		MUI	NICIPALITY OF ANCHORA FINANCIAL DATA	GE				
LINE ITEM DESC	RIPTION		1984 ACTUAL	1985 PRO-FOR	ма	1986 PROPOSED	1986 AC	OPTED
STATEMENT OF CHANGES IN	FUND EQUIT	<u> Y</u>						
Balance January 1			4,119,400	4,813	,400	5,557,400		
Net Income (Loss) Contributed Capital					,000 ,000	82,700 705,900		
Balance December 31			4,813,400	5,557	,400	6,346,000		
Detail of Fund Equity								
-				24				
Retained Earnings			3,746,100	3,837	,500	3,994,600		
Contributed Capital			1,067,300	1,719	,900	2,351,400		······································
Total Fund Equity Decemb	per 31		4,813,400	5,557	,400	6,346,000		
NET PROFIT MARGIN								
Net Income			1,400	44.	,000	82,700		
Operating Revenue		-	4,687,300	5,344	,500	6,836,400		
Net Profit Margin			0.03%	0.	82%	1.21%		
							,	

Public Utilities	Unit No	Utility	Unit No	Division	Unit No.
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8902	PROCESSING & DISPOSAL	8920

1986 CAPITAL IMPROVEMENT BUDGET FINANCIAL SUMMARY

	Total	FU	NDING SOURCE	
Project Category	Project Cost	Bonds	Operations	Grants
Equipment	245	0	245	0
Improvements	18,000	18,000(G)	0	0
Other	0	0	0	0
TOTAL	18,245	18,000(G)	245	0

Dollars in Thousands

· · · · · · · · · · · · · · · · · · ·	BUC	GET YEAR PROJECTS				
Utility PROCESSING & DISPOS.	AL				(000)	
				FL	JNDING	
PROJECT CATEGORY	PROJECT TITLE	LOCATION	BONDS G=G O BONDS R=REV BONDS	OPERATIONS	GRANTS F * FEDERAL S = STATE	TOTAL
Improvements Equipment Dollars in Thousands	Anchorage Transfer Facility Equipment Replacement	Shredder Site Landfill/Transfer	6,746 0	0 245	0	6,746 245
Dollars in Indusands						
PREPARED BY Jeff	7/10/85	TOTAL	6,746 _G	245	0 F O S	6,991

CARRYOVER CAPITAL PROJECTS

Unity PROCESSING & DISPOSAL

PROJECT CATEGORY		***************************************	BUDGET	DEVICE !	****
PROJECT CATEGORY	PROJECT TITLE	LOCATION	BUDGET AMOUNT	REVISION AMOUNT	REVISED BUDGET
mprovements	Anchorage Regional Landfill	Ft. Richardson		11,254	11,25
	(6,720 previously appropriated)				
	Source of Funding				
	556.55 Or running	G.O. BONDS REVENUE BONDS		11,254	11,2
		OPERATIONS STATE GRANTS	***************************************	0	
EPARED BYJeff	DATE7/10/85	FEDERAL GRANTS TOTAL		11,254	11,2

	Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.
	PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8902	PROCESSING & DISPOSAL	8920
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1986-1991 CAPITAL IMPROVEMENT BUDGET FINANCIAL SUMMARY

				PROJECT	COST		Fl	INDING SOURCE		Total
Project Category	1986	1987	1988	1989	1990	1991	Bonds	Operations	Grants	Progra
Equipment	245	457	485	575	262	250	0	2,274	0	2,274
Improvements	18,000	0	4,722	4,883	1,279	1,401	18,000(G) 12,110(R)	0	175(5)	30,285
Other	0	425	0	0	0	0	0	425	0	425
TOTAL	18,245	882	5,207	5,458	1,541	1,651	30,110	2,699	175	32,984
Source of Funds										
Revenue Bonds	0	0	4,722	4,708	1,279	1,401	12,110	0	0	12,110
GO Bonds	18,000	0	0	0	0	0	18,000	0	0	18,000
Operations	245	882	485	575	262	250	0	2,699	0	2,699
State Grant	0	0	0	175	0	0	0	0	175	175
Federal Grant	0	0	0	0	0	0	0	0	0	0
TOTAL	18,245	882	5,207	5,458	1,541	1,651	30,110	2,699	175	32,984

Dollars in Thousands

Jeff

PREPARED BY __

FUTURE	CAPITAL	PROJECTS
OUNL	UMPLIME	rnuscus

	FU	TURE CAPITAL PROJECTS					
Utility PROCESSING & DIS	POSAL					(000)	
PROJECT CATEGORY	PROJECT TITLE	LOCATION		В	UDGET BY YEA	R	
		LOCATION	1987	1986	1989	1990	1991
Improvements	Anchorage Regional Landfill Resource Recovery	Ft. Richardson Ft. Richardson	0	4 , 722	4,708 175	1,279	1,401
Paulomont	ĺ					0	0
Equipment	Equipment Replacement	Landfill/Transfer	457	485	575	262	250
Other	Merrill Field Rehabilitation	Merrill Field	300	0	0	0	0
	Peters Creek Rehabilitation	Peters Creek	125	0	0	0	0
Dollars in Thousan							
PREPARED BY	Source of Funding Jeff DATE 7/1	G.O. BONDS REVENUE BONDS OPERATIONS STATE GRANTS FEDERAL GRANTS	0 0 882 0	0 4,722 485 0	0 4,708 575 0	0 1,279 262 0	0 1,401 250 0

TOTAL

____ DATE ____7/10/85

Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8906		

Fund 0566 is an internal service fund which provides the Solid Waste Services Department with administrative and equipment maintenance services. One hundred percent of the costs incurred by this fund are charged to either Processing and Disposal, Fund 0562/0563 or to Refuse Collection, Fund 0560/0561.

Administration

The budget unit cost for Solid Waste Administration is planned to increase by 28 percent in 1986. Just over 15 percent, or \$136,300 is associated with the planned assumption of customer billing and accounts receivable activities. These functions are presently performed by Utility Customer Service and Municipal Data Processing. Solid Waste Services is planning a cooperative effort with the Anchorage Water and Wastewater Utility with the resulting process expected to produce a higher level of customer service at a lower cost to the rate payer. An additional 11 percent is a result of the establishment of a Utility Management Assistant to provide an increased level of public information and customer relations and the establishment of an Office Associate to provide clerical support to the Operations and Finance/Administration Manager. The remaining 2 percent increase is the result of inflationary impacts.

Public Utilities	Unit No.	Utility		Unit No	Division	ivision		
PUBLIC UTILITIES	8000	SOLID WAST	E SERVICES	8906	AD	MINISTRATION		Unit No. 8910
FINANCIAL RESOUF	RCES		1984 ACTUAL	1985 PRO-FOR	МА	1986 PROPOSED	1986 ADOPTED	
Personal Services Supplies Other Services Debt Service Capital Outlay TOTAL DIRECT COST	Emply Oth		461,000 3,700 49,000 0 0	711,	000 200 0 0	823,100 38,700 89,800 0 0		
Intragovernmental Charges	93,600	181,	200	194,100	*************************************	·		
BUDGET UNIT COST			607,300	893,	100	1,145,700		
Intragovernmental Charges	607,300	893,100		1,145,700				
FUNCTION COST		0	0		0			
								
PERSONNEL RESOU	RCES		RANGE & STEP	BUDGE.	r	PROPOSED	ADOP"	TED
Utility General Manager Finance/Administration Man Operations Manager Projects Manager Civil Engineer III Senior Administrative Off: Senior Office Associate Accounting Clerk III Accounting Clerk I/II Office Assistant Utility Management Assistant Programmer Analyst Office Associate	22E 21E 21E 21E 17NF 15NB 10NF 10D 9B-F 7D 17NC 16NC 9C		1 1 1 1 1 1 1 2 1 0 0	1 1 1 1 1 1 2 1 1 1				
TOTAL		1			11	14		

Public Utilities	Unit No.	Utility	Unit No.	Division	Unit No.
PUBLIC UTILITIES	8000	SOLID WASTE SERVICES	8906		

Fund 0566 is an internal service fund which provides the Solid Waste Services Department with administrative and equipment maintenance services. One hundred percent of the costs incurred by this fund are charged to either Processing and Disposal, Fund 0562/0563 or to Refuse Collection, Fund 0560/0561.

Equipment Maintenance

1 / 2 / 2 / 2 / 20

The budget unit cost for Equipment Maintenance is planned to increase by 16 percent in 1986. Approximately 14 percent is due to the increased support required by the new landfill and transfer facility. Two Mechanics and two Equipment Servicemen are required to maintain the additional equipment. The remaining 2 percent is caused by inflationary impacts.

Public Utilities	Unit No	Utility		Unit No		Uni	iit No	
PUBLIC UTILITIES	8000	SOLID WAST	E SERVICES	8906	VE	HICLE MAINTENANCE	89	
FINANCIAL RESOU	RCES		1984 ACTUAL	1985 PAO-FORM	ИA	1986 PROPOSED	1986 ADOPTS	ED
Personal Services Supplies Other Services Debt Service Capital Outlay	Supplies Other Services Debt Service				359,400 414,000 548,100 657,400 169,100 179,800 0 0 0 0			
			976,900	1,076,6	500	1,251,200		
Intragovernmental Charges	23,600	31,2	200	35,300		····		
BUDGET UNIT COST	BUDGET UNIT COST			1,107,800		1,286,500		
Intragovernmental Charges	Intragovernmental Charges To Others			1,107,800		1,286,500		
FUNCTION COST	FUNCTION COST		0	0		0		
PERSONNEL RESOL	JRCES		RANGE & STEP	BUDGET		PROPOSED	ADOPTED	<u></u>
Working Foreman Mechanic Warehouseman Equipment Serviceman I	Working Foreman Mechanic Warehouseman				1 2 1 2	1 4 1 4		
TOTAL					6	10		