CLAIRTON MUNICIPAL AUTHORITY

BOARD OF DIRECTORS MEETING

Board Meeting

December 18th 2025

Meeting called to order at 6:05 PM by Doug Ozvath.

Roll Call

	Present	Absent
Brian Koontz		X
Laurence Wulf	X	
Robert Rossi	X	
Doug Ozvath	X	
Sean Thomas	X	

<u>Administration/Professional</u>

Ryan Potts, Superintendent
Brian Melnichak, Finance Director
Joe Gianvito, P. E., KLH Engineers
Robert McTiernan, Solicitor

<u>Citizens Comments:</u>

None:

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Doug OzVath moved, and Laurence Wulf seconded the Motion to approve the minutes from November 20th 2025 Board Meeting. The motion carried 4-0.

Doug OzVath moved, and Laurence Wulf seconded the Motion to approve the paying of the bills November 19th, 2025 Thru December 18th 2025. The motion carried 4-0.

Robert Rossi moved, and Laurence Wulf seconded the Motion to approve the Year-to-Date Income Statements for Treatment and Collections. The motion carried 4-0.

Laurence Wulf moved, and Doug OzVath seconded the Motion to approve Collection System Billing Summary. The motion carried 4-0.

Dog OzVath moved, and Sean Thomas seconded the Motion to approve proposal from Maher Duessel for Auditing Serves for the year ending 12/31/2025 for both our year end Fiscal Audit and the Agreed Upon Procedures from the 2012 Waste Water Treatment Agreement at a cost of $32,475.00 The motion carried 4-0.

Laurence Wulf moved, and Robert Rossi seconded the Motion to approve 2026 CMA Budget. The Motion Carried 4-0.

Doug Ozvath moved, and Sean Thomas seconded the Motion to approve Resolution 12182025 increasing Waste Water Processing fee to $2.75 Per 1000 gallons. The motion carried 4-0.

Doug OzVath moved, and Robert Rossi seconded the Motion to approve Board Meeting dates for 2026 (Third Thursday of each month) with the re-organization meeting to be held January 15th, 2026, and authorize the advertisement of these meetings. The Motion Carried 4-0.

Doug OzVath moved, and Robert Rossi seconded the Motion to approve Additional 2% raise for the plant Superintendent effective 1/1/2026. The Motion Carried 4-0.

Doug OzVath moved, and Sean Thomas seconded the Motion to approve 3-year contract with Local Union 456 Utility Workers Union of America, A.F.L., CIO. The Motion Carried 3-0. Robert Rossi Abstained.

Robert Rossi moved, and Sean Thomas seconded the Motion to approve Pay Application No. 1 to Frankl Electric inc. for Septage receiving Station Electrical in the amount of $3,150.00 for payment. The Motion Carried 4-0.

Robert Rossi moved, and Laurence Wulf seconded the motion to adjourn. The motion carried 4-0.

SECRETARY

CLAIRTON MUNICIPAL AUTHORITY
ALLEGHENY COUNTY, PENNSYLVANIA

RESOLUTION 12182025 OF THE CLAIRTON MUNICIPAL AUTHORITY SETTING FORTH A NEW SEWAGE SERVICE CHARGE FOR ALL METERED SEWAGE WATER PROCESSED BY THE CLAIRTON MUNICIPAL AUTHORITY FROM THE CITY OF CLAIRTON AND ALL COMMUNITIES AND AUTHORITIES USING ITS FACILITIES.

WHEREAS, the Clairton Municipal Authority has prepared a budget for its current year beginning January 1, 2026; and

WHEREAS, the Clairton Municipal Authority believes that the unit tax rate now set uniformly at Two ($2.00) Dollars is inadequate to meet its fiscal/calendar year expenditures for the year beginning January 1, 2026; and

WHEREAS, the Clairton Municipal Authority has not raised sewage treatment rates since August of 2012. Also, the Clairton Municipal Authority has seen significant increases to the cost of daily operations. Clairton Municipal Authority further anticipates making significant repairs, maintenance and needed improvements to its facilities all of which will require the additional unit charge increase herein made.

NOW, THEREFORE, be it resolved as follows:

Section 1. Beginning January 1, 2026, and continuing thereafter until further amended or changed by Resolution of this Authority, for all the reasons set forth hereinbefore, does hereby change the present gallonage unit charge from 2 ($2.00) Dollars per unit to Two and 75/100 ($2.75) Dollars per unit as defined by previous Resolutions of the Clairton Municipal Authority regarding rate charges.

Section 2. The only intent of this Resolution is to raise the prescribed unit rate from Two ($2.00) Dollars per unit to Two and 75/100 ($2.75) Dollars per gallonage unit. Therefore, all previous Resolutions adopted by this Authority shall remain intact as adopted without revision or amendment other than as amended hereby.

Section 3. The Secretary of the Clairton Municipal Authority shall promptly notify all contract Municipalities or Authorities presently being serviced under a Sewage Service Agreement with Clairton Municipal Authority that the sewage rate has been increased as herein provided.

Section 4. Any Resolution of part of the Resolution in conflict herewith is hereby appealed.

RESOLVED this 18th day December, 2025, by the Board of Directors of the Clai1ion Municipal Authority.

ATTEST: CLAIRTON MUNICIPAL AUTHORITY

Robert Rossi
Secretary

Doug OzVath
Board Chairman

Certified to be a true and correct copy of a Resolution of the Clairton Municipal Authority adopted at a regular meeting of the Clairton Municipal Authority on the 18th day of December, 2025.

CMA
MEETING Check Register
For the Period From Nov 21, 2025 to Dec 18, 2025

Filter Criteria includes: Report order is by Date.

Check #	Date	Payee	Cash Account	Amount
11983	12/1/25	AMAZON CAPITAL S	10310-G	370.73
11984	12/1/25	Cardello Electric Sup	10310-G	516.00
11985	12/1/25	DRNACH ENVIRON	10310-G	5,100.00
11986	12/1/25	FAGAN SANITARY S	10310-G	210.00
11987	12/1/25	FRANK'S SHOES	10310-G	297.96
11988	12/1/25	GATEWAY ENGINE	10310-G	3,559.90
11989	12/1/25	Madison National Life	10310-G	2,115.49
11990	12/1/25	PENNSYLVANIA AM	10310-G	2,027.82
11991	12/1/25	PENNSYLVANIA ON	10310-G	202.70
11992	12/1/25	Piccolomini Contract	10310-G	32,806.00
11993	12/1/25	PITNEY BOWES GL	10310-G	1,226.91
11994	12/1/25	PRECISION COPY P	10310-G	14.74
11995	12/1/25	RC WALTER & SON	10310-G	32.37
11996	12/1/25	SHERWIN WILLIAM	10310-G	378.30
11997	12/1/25	SHILOH SERVICE, I	10310-G	1,090.00
11998	12/1/25	SNYDER BROTHER	10310-G	337.26
11999	12/1/25	Thompson Safety LL	10310-G	299.97
12000	12/1/25	TOTAL SP LLC	10310-G	120.00
12001	12/1/25	TUCKER ARENSBE	10310-G	2,064.00
12002	12/1/25	VERIZON WIRELES	10310-G	358.33
12003	12/1/25	WEX BANK	10310-G	953.38
12004	12/3/25	US POST OFFICE	10310-G	10,000.00
12076	12/18/25	AIRGAS USA, LLC	10310-G	494.50
12077	12/18/25	ALL PRO PITTSBUR	10310-G	400.00
12031	12/18/25	AMAZON CAPITAL S	10310-G	39.18
12032	12/18/25	AMERICAN WATER	10310-G	137.50
12033	12/18/25	AQUA FILTER FRES	10310-G	63.05
12034	12/18/25	Cardello Electric Sup	10310-G	430.42
12035	12/18/25	CINTAS CORP	10310-G	665.04
12036	12/18/25	COLUMBIA GAS OF	10310-G	1,490.10
12037	12/18/25	COMCAST	10310-G	1,832.09
12038	12/18/25	COMCAST BUSINES	10310-G	592.25

CMA
MEETING Check Register
For the Period From Nov 21, 2025 to Dec 18, 2025

Filter Criteria includes: Report order is by Date.

Check #	Date	Payee	Cash Account	Amount
12039	12/18/25	Commonwealth Solut	10310-G	3,000.00
12040	12/18/25	CRAWFORD ELLEN	10310-G	3,093.65
12041	12/18/25	DRNACH ENVIRON	10310-G	5,100.00
12042	12/18/25	DRV INCORPORATE	10310-G	373.20
12043	12/18/25	DUQUESNE LIGHT	10310-G	74,096.99
12044	12/18/25	PACE ANALYTICAL	10310-G	206.70
12045	12/18/25	FAYETTE PARTS SE	10310-G	318.52
12046	12/18/25	FAYETTE WASTE L	10310-G	73.09
12047	12/18/25	FedEx	10310-G	33.00
12048	12/18/25	FNB Commercial Cre	10310-G	1,062.05
12049	12/18/25	FRANK'S SHOES	10310-G	289.99
12050	12/18/25	EDWARD GASDICK	10310-G	99.99
12051	12/18/25	Gildea Group LLC	10310-G	19,530.00
12052	12/18/25	HENWIL CORPORA	10310-G	10,063.20
12053	12/18/25	Invoice Cloud Inc.	10310-G	496.80
12054	12/18/25	KLH ENGINEERS, IN	10310-G	18,099.00
12055	12/18/25	MCMASTER-CARR	10310-G	143.07
12056	12/18/25	MEIT	10310-G	36,717.91
12057	12/18/25	MULTI METALS CO	10310-G	6,950.00
12058	12/18/25	Muni-Link, Inc	10310-G	1,532.50
12059	12/18/25	PENNSYLVANIA AM	10310-G	114.21
12060	12/18/25	PA DEPARTMENT O	10310-G	51.00
12061	12/18/25	PASTORE PLUMBIN	10310-G	2,000.00
12062	12/18/25	PENNSYLVANIA ON	10310-G	22.91
12063	12/18/25	PENNSYLVANIA MU	10310-G	2,700.00
12064	12/18/25	PRECISION COPY P	10310-G	51.87
12065	12/18/25	Quill LLC	10310-G	395.05
12066	12/18/25	RC WALTER & SON	10310-G	12.17
12067	12/18/25	Republic Services #6	10310-G	14,458.37
12068	12/18/25	RONDINELLI, DEBO	10310-G	400.00
12069	12/18/25	SAMS CLUB/SYNCH	10310-G	234.12
12070	12/18/25	Selective Insurance	10310-G	10,603.00

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MEETING Check Register
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Check #	Date	Payee	Cash Account	Amount
12071	12/18/25	TASTE AND SEE CH	10310-G	371.00
12072	12/18/25	Thompson Safety LL	10310-G	159.98
12073	12/18/25	VAULT HEALTH	10310-G	101.23
12074	12/18/25	WAYNE CROUSE, I	10310-G	728,992.64
12075	12/18/25	Danielle Zubeck	10310-G	57.50
Total				**1,012,230.7**

CMA
Year to Date Income Statement
Collection Budget to Actual
For the Eleven Months Ending November 30, 2025

	Current Year Actual	Current Year Budget	Remaining Amount	Percent Expended
Revenues				
Residential Flat Rate	$ 1,345,116.76	$ 1,404,000.00	58,883.24	95.81
Commerical Flat Rate	192,989.52	404,435.16	211,445.64	47.72
Alleg Housing Flat Rate	156,288.00	171,024.00	14,736.00	91.38
School Flat Rate	29,700.00	33,960.00	4,260.00	87.46
USS Flat Rate	1,166,462.00	1,272,504.00	106,042.00	91.67
Total Debt Service Revenues	2,890,556.28	3,285,923.16	395,366.88	87.97
Total Consumption Revenues	2,112,446.64	1,700,000.00	(412,446.64)	124.26
Total Consumption Revenues	$ 2,112,446.64	$ 1,700,000.00	(412,446.64)	124.26
CTH Consumption Revenues	$ 0.00	$ 0.00	0.00	0.00
CTH Debt Service Revenues	146,300.00	0.00	(146,300.00)	0.00
CTH Penalty and Interest	0.00	0.00	0.00	0.00
Total Century Townhomes	146,300.00	0.00	(146,300.00)	0.00
Other Revenue				
Penalty	354,858.33	170,000.00	(184,858.33)	208.74
Dye Test Fees - Plumber	(65.00)	0.00	65.00	0.00
Dye Test - Application Fees	5,900.00	6,500.00	600.00	90.77
Lien Letter Fees	3,945.00	4,700.00	755.00	83.94
NSF Fees	3,213.00	300.00	(2,913.00)	1,071.00
Posting Fees -Terminations $20	65,038.36	62,500.00	(2,538.36)	104.06
Magistrate & Legal Fees	(537.00)	0.00	537.00	0.00
Notice Fee - $15	(360.00)	0.00	360.00	0.00
Vactor Rental	7,125.00	0.00	(7,125.00)	0.00
Grant	37,874.00	0.00	(37,874.00)	0.00
Miscellaneous Income	16,800.00	0.00	(16,800.00)	0.00
Interest Income	185,139.26	0.00	(185,139.26)	0.00
Investment Interest	6,297.57	0.00	(6,297.57)	0.00
Total Other Revenues	685,228.52	244,000.00	(441,228.52)	280.83
Total Revenues	$ 5,834,531.44	$ 5,229,923.16	(604,608.28)	111.56
Expenses				
Office Expenses	$ 2,484.79	$ 7,700.00	5,215.21	32.27
Billing Expense	67,936.73	91,000.00	23,063.27	74.66
Collection System Supplies	21,110.60	50,000.00	28,889.40	42.22
Equipment	10,807.03	51,200.00	40,392.97	21.11
Maintenance & Repair	21,113.24	47,300.00	26,186.76	44.64
Vehicle Expense	11,317.30	30,000.00	18,682.70	37.72
Utilities	21,838.53	34,500.00	12,661.47	63.30
Wages & Taxes	345,353.85	411,500.00	66,146.15	83.93
Employee Benefits	153,581.22	263,200.00	109,618.78	58.35
Conference & Memberships	9,317.67	21,700.00	12,382.33	42.94
Professional Services	170,810.77	158,000.00	(12,810.77)	108.11
Insurance	24,237.25	95,000.00	70,762.75	25.51
WWTP Treatment Charges	844,734.00	1,300,000.00	455,266.00	64.98
Total Operating Expenses	1,704,642.98	2,561,100.00	856,457.02	66.56

CMA
Year to Date Income Statement
Collection Budget to Actual
For the Eleven Months Ending November 30, 2025

		Current Year Actual		Current Year Budget	Remaining Amount	Percent Expended
Total Debt Payments						
Debt Pmt City of Clairton		261,132.11		454,107.12	192,975.01	57.50
Debt Pmt (full bond)		465,592.27		0.00	(465,592.27)	0.00
Debt Pmt WWTP Transfers		1,056,137.94		1,185,645.20	129,507.26	89.08
Interest Expense		157,510.17		363,742.51	206,232.34	43.30
Total Debt Payments		1,940,372.49		2,003,494.83	63,122.34	96.85
Total Expenses		3,645,015.47		4,564,594.83	919,579.36	79.85
Over/Under Budget	$	2,189,515.97	$	665,328.33	(1,524,187.64)	329.09

CMA
Year to Date Income Statement
WWTP Budget to Actual
For the Eleven Months Ending November 30, 2025

	Current Year Actual	Current Year Budget	Remaining Amount	Percent Expended
Revenues				
Clairton Collecti/Debt Service	$ 1,056,137.94	$ 1,152,150.53	96,012.59	91.67
Jefferson Hills Debt Service	1,106,452.03	897,829.68	(208,622.35)	123.24
Petersan WWTP Debt Service	954,501.58	774,522.60	(179,978.98)	123.24
South Park Debt Service	172,051.39	139,609.70	(32,441.69)	123.24
Total Debt Service Revenues	3,289,142.94	2,964,112.51	(325,030.43)	110.97
Clairton Collec/Operation/Main	844,734.00	1,375,000.00	530,266.00	61.44
Jefferson Hills Operation/Main	902,040.00	1,075,000.00	172,960.00	83.91
Petersan Operation/Maint	1,033,444.00	1,125,000.00	91,556.00	91.86
South Park Operation/Maint	235,084.00	270,000.00	34,916.00	87.07
Total Consumption Revenues	3,015,302.00	3,845,000.00	829,698.00	78.42
Other Revenue				
Sludge Acceptance	145,375.05	200,000.00	54,624.95	72.69
Collection Office Rent	0.00	12,000.00	12,000.00	0.00
Interest Income	150,003.70	150,000.00	(3.70)	100.00
Investment Interest	150,332.66	100,000.00	(50,332.66)	150.33
Capacity Fees	54,203.00	50,000.00	(4,203.00)	108.41
Total Other Revenues	499,914.41	512,000.00	12,085.59	97.64
Total Revenues	$ 6,804,359.35	$ 7,321,112.51	516,753.16	92.94
Expenses				
Office Expenses	$ 13,433.90	$ 12,925.00	(508.90)	103.94
Treatment Supplies & Chemicals	242,703.37	253,700.00	10,996.63	95.67
Treatment Sludge Disposal	174,423.55	330,000.00	155,576.45	52.86
Flow Monitoring Data & Fees	184,802.05	161,000.00	(23,802.05)	114.78
Equipment	(2,217.55)	484,000.00	486,217.55	(0.46)
Maintenance & Repair	84,486.99	191,000.00	106,513.01	44.23
Vehicle Expense	12,366.32	19,500.00	7,133.68	63.42
Utilities	781,127.23	847,750.00	66,622.77	92.14
Wages & Taxes	814,968.56	1,013,960.00	198,991.44	80.37
Employee Benefits	358,160.67	602,000.00	243,839.33	59.50
Conference & Memberships	14,821.79	34,500.00	19,678.21	42.96
Professional Services	151,642.32	276,500.00	124,857.68	54.84
Insurance	222,927.47	140,000.00	(82,927.47)	159.23
Total Operating Expenses	3,053,646.67	4,366,835.00	1,313,188.33	69.93
Total Debt Payments				
Series B Bond Interest Expense	827,056.25	1,654,112.50	827,056.25	50.00
Debt Service Coverage - 10%	0.00	307,000.00	307,000.00	0.00
Total Debt Payments	827,056.25	1,961,112.50	1,134,056.25	42.17
Total Expenses	3,880,702.92	6,327,947.50	2,447,244.58	61.33
Over/Under Budget	$ 2,923,656.43	$ 993,165.01	(1,930,491.42)	294.38

CMA

Cash Account Monthly Summary

As of: November 30, 2025

		Beginning Balance		Deposits		Disbursements		Ending Balance
Operating Accounts								
10320-T	FN-WWTP Depository	1,416,268.98	$	573,012.23	$	(593,203.75)	$	1,396,077.46
10330-C	FN-Collection Depository	3,604,277.47		406,454.45		(344,850.04)		3,665,881.88
10311-G	FN-Payroll	47,682.88		88,792.29		(98,520.57)		37,954.60
10310-G	FN-Disbursements	156,968.08		248,425.07		(248,309.46)		157,083.69
Reserved Accounts								
10331-C	FN-Collection City Pmts	1,154,612.89		85,814.89		(51,963.22)		1,188,464.56
10322-T	FN-OPEB	555,558.72		1,328.12		0.00		556,886.84
10321-T	FN-WWTP Capacity & Capital Im	668,387.17		20,244.10		0.00		688,631.27
10333-C	Collection Capital Improvement	1,266,887.63		3,077.22		0.00		1,269,964.85
10332-T	WWTP Debt Coverage	282,608.30		675.60		0.00		283,283.90
10334-T	FN-PENNVEST	169,506.26		133,838.03		(133,684.63)		169,659.66
	Total FNB Accounts	9,322,758.38	$	1,561,662.00	$	(1,470,531.67)	$	9,413,888.71
Trustee Accounts								
10400-T	Refunding bond A&B Cost	1,073.99	$	3.38	$	0.00	$	1,077.37
10402-T	2024 Refi. Bond A&B Debt Resrv	3,845,961.02		20,933.00		0.00		3,866,894.02
10403-C	2024 Bond A Debt Service	383,495.97		43,412.96		0.00		426,908.93
10404-T	2024 Bond B Debt Service	1,944,331.28		252,425.16		0.00		2,196,756.44
	Total Trustee Accounts	6,174,862.26	$	316,774.50	$	0.00	$	6,491,636.76
	Grand Total	15,497,620.64	$	1,878,436.50	$	(1,470,531.67)	$	15,905,525.47

Sewer

Sewer Receivables

Service	Description	Charges	Adjustments	Penalties	Interest	Discounts	Refunds	Adjusted Receipts	Receipts
ALLF1	Allegheny Housing Flat (Wylie)	$ 11,914.00	$ -	$ -	$ -	$ -	$ -	$ -	$ (11,914.00)
ALLF2	Allegheny Housing Flat (Reed)	$ 2,294.00	$ -	$ -	$ -	$ -	$ -	$ -	$ (2,294.00)
CNTRY	Century Town Homes Flat Rate	$ 13,300.00	$ -	$ 665.00	$ 8,605.77	$ -	$ -	$ -	$ -
COLLE	Metered Sewer Collection	$ 154,561.23	$ (1,362.59)	$ 2,447.49	$ 10,919.29	$ -	$ -	$ 2,153.90	$ (143,048.89)
COMF	Commercial Sewer Flat Rate	$ 18,000.75	$ -	$ 261.78	$ 316.40	$ -	$ -	$ 203.82	$ (15,649.31)
RESF	Residential Sewer Flat Rate	$ 125,009.20	$ (16,935.80)	$ 2,665.62	$ 9,483.57	$ -	$ -	$ 636.96	$ (109,591.85)
SSRF	School Sewer Flat Rate	$ 2,700.00	$ -	$ 135.00	$ -	$ -	$ -	$ -	$ -
USSF	USS Sewer Flat Rate	$ 106,042.00	$ -	$ -	$ -	$ -	$ -	$ -	$ (106,042.00)
PRIOR	Prior Balances	$ -	$ -	$ -	$ -	$ -	$ -	$ 0.02	$ (0.02)
Billed Collection Flat usage Charge		$ 16.00	$ -	$ -	$ -	$ -	$ -	$ -	$ -
	Sewer Receivables Totals	$ 433,837.18	$ (18,298.39)	$ 6,174.89	$ 29,325.03	$ -	$ -	$ 2,994.70	$ (388,540.07)

Sewer Direct

Service	Description	Charges	Adjustments	Penalties	Interest	Discounts	Refunds	Adjusted Receipts	Receipts
NSF Fee	NSF Fee	$0.00	$250.00	$0.00	$0.00	$0.00	$0.00	$0.00	-$209.12
POST	Posting Fee - Shut Offs	$0.00	$4,435.00	$0.00	$0.00	$0.00	$0.00	$103.00	-$4,126.50
TurnOff	Water Turn Off Fee	$0.00	$720.00	$0.00	$0.00	$0.00	$0.00	$0.00	-$748.51
TurnOn	Turn On Fee	$0.00	$360.00	$0.00	$0.00	$0.00	$0.00	$30.00	-$480.00
NOTICE	10-Day Delinquent Notice	$0.00	-$90.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	Sewer Direct Totals	$0.00	$5,675.00	$0.00	$0.00	$0.00	$0.00	$133.00	-$5,564.13

Sewer Summary

Previous Ending Balance	$	4,266,872.62
Charges	$	433,837.18
Adjustments	$	(12,623.39)
Penalties	$	6,174.89
Interest	$	29,325.03
Discounts	$	-
Refunds	$	-
Adjusted Receipts	$	3,127.70
Receipts	$	(394,104.20)
Current Balance	$	4,332,609.83

Total Receipts	-$390,976.50

Century Townhomes. The solicitor will report on this. They have paid $27, 000.00 since our meeting.

Delinquent Accounts shutoffs – In November we sent out 321 10- day delinquent notices, 0 properties were posted for shutoff, and 0 accounts were sent over to the water company for shut off and 0 was shut off.

Payment Plans – We have currently granted 198 payment plans since the updated pay plan policy was instituted. 18 plans have been satisfied, 168 plans have been dropped for non-payment, and 13 are still active.

Collections Crew Management and Reporting – The November 2025 report has been sent to you.

$Energy Fund – it looks like these funds have been exhausted. The program will resume in 2026.

The topic of rates was brought up this past month by upstream communities. It is a topic that will need to discuss for all our customers. It would be looking like rates for both the Collections and Treatment will need to be address for the beginning of the new year. We have been looking into the Treatment Plant's rate structure of $2.00 per thousand gallons. Some sort of upward adjustment will need to take place for the 2026 Fiscal year. Over the past year we have been trying to get a handle what the costs specifically that will be incurred due to the upgrade. I think to encompass all the increases we would need a $.65 to $.70 increase to the $2.00 per thousand-gallon treatment charge. **The Draft Budget assumes a treatment rate of $2.75. We have a resolution this meeting to raise the treatment rate to $2.75.**

We have been receiving more and more suggestions from vendors that they are becoming firmer on the need to move to electronic payment. I think we need to start paying some of our regular expenses electronically. I think Insurance, Sludge Hauling, and Utilities are a good place to start.

We have reached 95% disbursement on our PennVest Loan. So, CMA will be responsible for covering $1,453,427.75 in charges which will be released once final payment request is submitted and the DEP completes their final inspection.

I got some direction from a couple board members on the Tap Fee study done after the construction has been completed. We have a resolution to change our tap fees. The tapping Fee for connecting directly to the Clairton Collection System will be $1,810.00 per EDU. For all other users the fee shall be $1,658.00.

We got the Engagement Letter from Maher Duessel for auditing services for 2025. It is similar to last year.

Ryan and I have been talking about billing our flat rate fee for people who have water shut off. Does it makes sense to continue charging the residents. Also along that line, for people that have meters removed does it make sense that we are charging them the Tap Fee when they are already connected to our collection system.

It that time of year to post our next years meetings. They are still scheduled for the 3rd Thursday at 6:00 PM.

Clairton Municipal Authority
1 North State Street
Clairton, PA 15025

Telephone (412)-233-3246
Fax: (412) 233-3249

info@clairtonmunicipalauthority.org

December 19, 2025

The 2026 Clairton Municipal Authority Board of Directors Meeting Schedule is as follows:

Date	Meeting Type
1/15/2026	Board Reorganization and Regular Monthly Meeting
2/19/2026	Regular Board Meeting
3/19/2026	Regular Board Meeting
4/16/2026	Regular Board Meeting
5/21/2026	Regular Board Meeting
6/18/2026	Regular Board Meeting
7/16/2026	Regular Board Meeting
8/20/2026	Regular Board Meeting
9/17/2026	Regular Board Meeting
10/15/2026	Regular Board Meeting
11/19/2026	Regular Board Meeting
12/17/2026	Regular Board Meeting

The Workshop Session begins at 5:00PM with the regular monthly meeting to begin shortly thereafter.

Thank you,

Clairton Municipal Authority

MaherDuessel

November 3, 2025

Board of Directors
Mr. Brian Melnichak, Finance Director
Finance Director
Clairton Municipal Authority
1 North State Street
Clairton, PA 15025

Dear Directors and Mr. Melnichak:

We are pleased to confirm our understanding of the terms of our engagement and the nature and limitations of the services we are to provide for the Clairton Municipal Authority (Authority).

We will apply the procedures described in the attachment to this letter to evaluate the schedules developed as outlined in the attachment and that it is in accordance with compliance with Appendix B of the Authority's 2012 Wastewater Treatment Agreement. By signing this engagement letter, you agree to those procedures and acknowledge that the procedures to be performed are appropriate for the intended purpose of the engagement, which is satisfy the provisions of Appendix B of the Authority's 2012 Wastewater Treatment Agreement with its member participants (the Borough of Jefferson Hills, South Park Township and Peters Creek Sanitary Authority, collectively, "the member participants") for the year ended December 31, 2025. We understand this engagement is not required pursuant to law, regulation, or contract. Our engagement to apply agreed-upon procedures will be conducted in accordance with attestation standards established by the AICPA. Those standards require that we obtain your written agreement to the procedures to be applied and your acknowledgment that those procedures are appropriate for the intended purpose of the engagement, as described in this letter. A refusal to provide such agreement and acknowledgment will result in our withdrawal from the engagement. No other parties will be requested to agree to the procedures and acknowledge that the procedures performed are appropriate for their purposes. We make no representation that the procedures we will perform are appropriate for the intended purpose of the engagement or for any other purpose.

Because the agreed-upon procedures do not constitute an examination or review, we will not express an opinion or conclusion on the calculation developed as outlined in the attachment. In addition, we have no obligation to perform any procedures beyond those to which you agree.

We will issue a written report upon completion of our engagement that lists the procedures performed and our findings. Our report will be addressed to the Board of Directors of the Authority. If we encounter restrictions in performing our procedures, we will discuss the matter with you. If we determine the restrictions are appropriate we will disclose the restrictions in our report. Our report will contain a paragraph indicating that had we performed additional procedures, other matters might have come to our attention that would have been reported to you. Our report is not expected to be restricted to the use of specified parties.

There may exist circumstances that, in our professional judgment, will require we withdraw from the engagement. Such circumstances include the following:

- You refuse to provide written agreement to the procedures and acknowledge that they are appropriate for the intended purpose of the engagement.
- You fail to provide requested written representations, or we conclude that there is sufficient doubt about the competence, integrity, ethical values, or diligence of those providing the written representations, or we conclude that the written representations provided are otherwise not reliable.
- We determine that the description of the procedures performed or the corresponding findings are misleading in the circumstances of the engagement.
- We determine that restrictions on the performance of procedures are not appropriate.
- If circumstances occur relating to the condition of your records, the availability of evidence, or the existence of a significant risk of material misstatement of the subject matter caused by error or fraud, which in our professional judgment prevent us from completing the engagement or reporting findings on the subject matter, we retain the right to take any course of action permitted by professional standards, including declining to report findings or issue a report, or withdrawing from the engagement.

An agreed-upon procedures engagement is not designed to detect instances of fraud or noncompliance with laws or regulations; however, should any such matters come to our attention, we will communicate them in accordance with professional standards and applicable law. In addition, if, in connection with this engagement, matters come to our attention that contradict the evaluations developed as outlined in the attachment, we will communicate such matters to you.

You are responsible for evaluating the schedules developed as outlined in the attachment and that it is in accordance with compliance with Appendix B of the Authority's 2012 Wastewater Treatment Agreement; and for selecting the criteria and procedures and determining that such criteria and procedures are appropriate for your purposes. In addition, you are responsible for providing us with (1) access to all information of which you or the appropriate party are aware that is relevant to the performance of the agreed-upon procedures on the subject matter, (2) additional information that we may request from the appropriate party for the purpose of performing the agreed-upon procedures, and (3) unrestricted access to persons within the Authority from whom we determine it necessary to obtain evidence relating to performing those procedures.

At the conclusion of our engagement, we will require certain written representations in the form of a representation letter from management that, among other things, will confirm management's responsibility for the procedures performed in accordance with attestation standards established by the American Institute of Certified Public Accountants.

Elizabeth E. Krisher is the engagement partner and is responsible for supervising the engagement and signing the report or authorizing another individual to sign it.

You agree to hold us harmless and to release, indemnify, and defend us from any liability or costs, including attorney's fees, resulting from knowing misrepresentations to us.

In connection with this engagement, we may communicate with you or others via email transmission. As emails can be intercepted and read, disclosed, or otherwise used or communicated by an unintended third party, or may not be delivered to each of the parties to whom they are directed and only to such parties, we cannot guarantee or warrant that emails from us will be properly delivered and read only by the addressee. Therefore, we specifically disclaim and waive any liability or responsibility whatsoever for interception or unintentional disclosure of emails transmitted by us in connection with the performance of this engagement. In that regard, you agree that we shall have no liability for any loss or damage to any person or entity resulting from the use of email transmissions, including any consequential, incidental, direct, indirect, or special damages, such as loss of revenues or anticipated profits, or disclosure or communication of confidential or proprietary information.

The Authority and Maher Duessel agree that any claim arising from this agreement shall be commenced within one year of the date of the agreed-upon procedures report or the date of the engagement letter if no report has been issued. Maher Duessel's responsibility for any claims, damages or cost shall be limited to the amount of fees paid for the services rendered under this engagement letter.

Professional standards require Maher Duessel to establish policies and procedures designed to provide it with reasonable assurance that it deals appropriately with complaints and allegations. It is Maher Duessel's policy that any complaints or allegations should be reported to the managing partner, or engagement partner identified at our website (www.md-cpas.com).

Fees

Fees for these services will be $1,500.

The fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered. If significant additional time is necessary, we will discuss it with you and arrive at a new fee estimate before we incur the additional costs. Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. In accordance with our firm policies, work may be suspended if your account becomes 60 days or more overdue and will not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report. You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket expenditures through the date of termination.

In the event that representation by legal counsel, during the term of this agreement or subsequently, is deemed necessary by Maher Duessel in connection with any aspect of this engagement, fees and expenses for counsel will be reimbursed to the auditor as out-of-pocket expenses.

We appreciate the opportunity to assist you and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the document, and return to us. If the need for additional procedures arises, our agreement with you will need to be revised. It is customary for us to enumerate these revisions in an addendum to this letter. If additional specified parties of the report are added, we will require that they acknowledge in writing their responsibility for the sufficiency of procedures.

Sincerely,

Maher Duessel

By: Elizabeth E. Krisher

Elizabeth E. Krisher - Partner

The arrangements described above are accepted by the Authority.

BY:

____
Signature

____
Name of authorized signer

____
Title

____
Date

Attachment

Procedures to be performed for the year ended December 31, 2025 include:

- Obtain the Annual Operating Budget prepared by the Authority's duly appointed Professional Engineer that was adopted by the Authority Board.

- Obtain the final adjusted trial balance for the Treatment operations of the Authority (Operations Trial Balance) that was incorporated into the audited financial statements of the Authority for the corresponding year (the year ended December 31, 2025).

- Create a schedule for the year ended (2025) that has the following columns:
  a) Revenue and Expense accounts per the Operations Trial Balance.
  b) Reconciling items for differences in presentation between the Operations Trial Balance and the Annual Operating Budget (for example, depreciation expense is not factored into the Operating Budget; debt payments are expenses in the Annual Operating Budget) to present the Operations Trial Balance on a comparable basis to the Annual Operating Budget. Any reconciling item will be clearly footnoted and explained.
  c) Operations Trial Balance-same basis as the Annual Operating Budget (The result of Column a) and Column b))
  d) Annual Operating Budget
  e) Differences between the Annual Operating Budget of Column d) and the Operations Trial Balance of Column c)

- The rows of the schedule will include:
  - All revenue line items of the Annual Operating Budget and a total for all revenues
  - All expense line items of the Annual Operating Budget including the subtotals for Operating Expenses and Debt Expenses
  - An amount equal to the difference between total revenues and total expenses

- In addition to each the schedule presented for the year as outlined above, a summary schedule of total revenues, total expenses, and the differences between the totals for the year (2025) will be presented.

- We will obtain from the Authority the flow data by municipality for 2025 and will Include an allocation of the actual net income and net income budget variance between the various communities based on Flow Data for 2025.

MaherDuessel

November 3, 2025

Board of Directors
Mr. Brian Melnichak, Finance Director
Clairton Municipal Authority
1 North State Street
Clairton, PA 15025

Dear Board of Directors and Mr. Brian Melnichak:

We are pleased to confirm our understanding of the services we are to provide for Clairton Municipal Authority (Organization) for the year ended December 31, 2025.

Audit Scope and Objectives

We will audit the financial statements of the business-type activities, and the disclosures, which collectively comprise the basic financial statement of the Organization as of and for the year ended December 31, 2025.

We will audit the financial statements of the Organization as presented within the Annual Report of Municipal Authorities and Non-profits (DCED-CLGS-04) (Schedules) required by the Commonwealth of Pennsylvania as of and for the year ended December 31, 2025. In addition, we will also form an opinion on whether the summary financial statements, derived from the Schedules or financial statements, for the years previously described, are consistent, in all material respects, with the audited financial statements from which they have been derived, for the purpose of publication.

Accounting principles generally accepted in the United States of America provide for certain required supplementary information (RSI), such as management's discussion and analysis (MD&A), to supplement the Organization's basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to the Organization's RSI in accordance with generally accepted auditing standards. These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient appropriate evidence to express an opinion or provide any assurance. The following RSI is required by generally accepted accounting principles and will be subjected to certain limited procedures, but will not be audited:

- Management's Discussion and Analysis
- Schedules related to the Net Pension Liability (or Asset)

- Schedules related to the Other Post-Employment Benefit Liability
- Notes to the Required Supplementary Information

Also, the following supplementary information accompanying the financial statements will be subjected to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America, and we will provide an opinion on it in relation to the financial statements as a whole in a report combined with our auditor's report on the financial statements:

- Combining Financial Statements

In connection with our audit of the financial statements, we will read the following other information and consider whether a material inconsistency exists between the other information and the financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

- Total Deposits to the Revenue Fund

The other information (the total deposits to the revenue fund schedule) will not be subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we will not express an opinion or provide assurance on it. We will also conduct an audit with the objective of issuing the following report for the year ended December 31, 2025:

- Independent Auditor's Report on the Statement of Authority Rate Covenant (restricted use)

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinion about whether your financial statements are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America (GAAP).

In addition, we will report on the fairness of the supplementary information referred to in the above paragraphs when considered in relation to the financial statements. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements.

The objectives of our audit of the Schedules are to obtain reasonable assurance about whether the Schedules are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinion about whether your Schedules are fairly presented, in all material respects, in conformity with the accounting practices prescribed by the Pennsylvania Department of Community and Economic Development (DCED), which is a basis of accounting and reporting other than accounting principles generally accepted in the United States of America (GAAP). As allowed by the DCED, these financial statements are also presented using the modified accrual basis of accounting (Schedules basis of accounting). Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements.

Hereafter in this letter, the term "financial statements" will refer to the financial statements, schedules, and summary financial statement.

Auditor's Responsibilities for the Audit of the Financial Statements

We will conduct our audit in accordance with auditing standards generally accepted in the United States of America and will include tests of your accounting records and other procedures we consider necessary to enable us to express such an opinion. As part of an audit in accordance with auditing standards generally accepted in the United States of America, we exercise professional judgment and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the financial statement disclosures (if applicable), and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the Organization or to acts by management or employees acting on behalf of the Organization.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements may not be detected by us, even though the audit is properly planned and performed in accordance with auditing standards generally accepted in the United States of America. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform the appropriate level of management of any material errors, fraudulent financial reporting, or misappropriation of assets that comes to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

We will obtain an understanding of the Organization and its environment, including the system of internal control relevant to the audit, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinion(s). The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. An audit is not designed to provide assurance on internal control or to identify deficiencies in internal control. Accordingly, we will express no such opinion. However, during the audit, we will communicate to you and those charged with governance internal control related matters that are required to be communicated under professional standards.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, tests of the physical existence of inventories (if applicable), and direct confirmation of receivables and certain assets and liabilities by correspondence with selected individuals, funding sources, customers, creditors, and financial institutions. We may also request written representations from your attorneys and confirmations from financial institutions as part of the engagement, and they may bill you directly or indirectly through us for responding to this inquiry.

In the event that representation by legal counsel, during the term of this agreement or subsequently, is deemed necessary by Maher Duessel in connection with any aspect of this engagement, fees and expenses for counsel will be reimbursed to the auditor as out-of-pocket expenses. In addition, you shall compensate Maher Duessel for all time we expend in connection with such legal responses at normal and customary hourly rates.

We may, from time to time and depending on the circumstances, use third-party service providers in serving your account. We may share confidential information about you with these service providers but remain committed to maintaining the confidentiality and security of your information. Accordingly, we maintain internal policies, procedures, and safeguards to protect the confidentiality of your personal information. In addition, we will secure confidentiality agreements with all service providers to maintain the confidentiality of your information and we will take reasonable precautions to determine that they have appropriate procedures in place to prevent the unauthorized release of your confidential information to others. In the event that we are unable to secure an appropriate confidentiality agreement, you will be asked to provide your consent prior to the sharing of your confidential information with the third-party service provider. Furthermore, we will remain responsible for the work provided by any such third-party service providers.

The Organization and Maher Duessel agree that any claim arising from this agreement shall be commenced within one year of the date of the auditor's report or the date of the engagement letter if no report has been issued. Maher Duessel's responsibility for any claims, damages or cost shall be limited to the amount of fees paid for the services rendered under this engagement letter.

Our audit of the financial statements does not relieve you of your responsibilities.

Audit Procedures-Compliance

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the Organization's compliance with the provisions of applicable laws, regulations, contracts, and agreements. However, the objective of our audit will not be to provide an opinion on overall compliance, and we will not express such an opinion.

Other Services

We will assist in preparing the financial statements (as defined in the audit scope and objectives section above), including the required supplementary information and including the supplementary information, of the Organization in conformity with the basis of accounting previously defined, based on information provided by you.

We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statement services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

Responsibilities of Management for the Financial Statements

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for designing, implementing, and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including monitoring ongoing activities; for the selection and application of accounting principles; and for the preparation and fair presentation of the financial statements in conformity with the basis of accounting described above.

You are also responsible for making drafts of financial statements, all financial records, and related information available to us and for the accuracy and completeness of that information (including information from outside of the general and subsidiary ledgers); and for the evaluation of whether there are any conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern within one year after the date that the financial statements are available to be issued. You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters; (2) additional information that we may request for the purpose of the audit; and (3) unrestricted access to persons within the Organization from whom we determine it necessary to obtain audit evidence.

As an attest client, Maher Duessel cannot retain your documents on your behalf. This is in accordance with the ET 1.295.143 of the AICPA Code of Professional Conduct. The Organization is responsible for maintaining its own data and records.

Maher Duessel does not host any of the Organization's information. Suralink is used solely as a method of exchanging information and is not intended to store the Organization's information. Upon completion of the engagement, data and other content will either be removed from Suralink or become unavailable to Maher Duessel within a reasonable time frame.

At the conclusion of our audit, we will require certain written representations from you about the financial statements and related matters.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements of each opinion unit taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the Organization involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the Organization received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the Organization complies with applicable laws and regulations.

You are responsible for the preparation of the supplementary information in conformity with the basis of accounting previously described. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon.

Your responsibilities include acknowledging to us in the representation letter that (1) you are responsible for presentation of the supplementary information in accordance with the basis of accounting previously defined; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with the basis of accounting previously described; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

With regard to publishing the financial statements on your website (if applicable), you understand that websites are a means of distributing information and, therefore, we are not required to read the information contained in those sites or to consider the consistency of other information in the website with the original document.

With regard to including the auditor's report in an exempt offering document, you agree that the aforementioned auditor's report, or reference to Maher Duessel, will not be included in any such offering document without our prior permission or consent. Any agreement to perform work in connection with an exempt offering document, including an agreement to provide permission or consent, will be a separate engagement. With regard to an exempt offering document with which Maher Duessel is not involved, you agree to clearly indicate in the exempt offering document that Maher Duessel is not involved with the contents of such offering document.

Certain communications involving tax advice are privileged and not subject to disclosure to the IRS. By disclosing the contents of those communications to anyone, or by turning over information about those communications to the government, you, your employees, or agents may be waiving this privilege. To protect this right to privileged communication, please consult with us or your attorney prior to disclosing any information about our tax advice. Should you decide that it is appropriate for us to disclose any potentially privileged communication, you agree to provide us with written, advance authority to make that disclosure.

You agree to assume all management responsibilities for all nonaudit services we provide as defined in the Other Services section of this letter. You will be required to acknowledge in the management representation letter the following related to our nonaudit services:

- Management is responsible for the substantive outcomes of the work and therefore, has a responsibility to be in a position in fact and appearance to make an informed judgment on the results of these services.
- Management has designated a management-level individual to be responsible and accountable for overseeing these services who possesses skill, knowledge, and/or experience to oversee our services.
- Management will establish and monitor the performance of these services to ensure that it meets management's objectives.
- Management will evaluate the adequacy and will review and accept responsibility for the services performed.

In connection with this engagement, we may communicate with you or others via email transmission. As emails can be intercepted and read, disclosed, or otherwise used or communicated by an unintended third party, or may not be delivered to each of the parties to whom they are directed and only to such parties, we cannot guarantee or warrant that emails from us will be properly delivered and read only by the addressee. Therefore, we specifically disclaim and waive any liability or responsibility whatsoever for interception or unintentional disclosure of emails transmitted by us in connection with the performance of this engagement. In that regard, you agree that we shall have no liability for any loss or damage to any person or entity resulting from the use of email transmissions, including any consequential, incidental, direct, indirect, or special damages, such as loss of revenues or anticipated profits, or disclosure or communication of confidential or proprietary information.

Engagement Administration and Other

We understand that your employees will prepare all cash, accounts receivable, and other confirmations and schedules we request and will locate any documents selected by us for testing. We will schedule the engagement based in part on deadlines, working conditions, and the availability of your key personnel. We will plan the engagement based on the assumption that your personnel will cooperate and provide assistance by performing tasks such as preparing requested schedules, retrieving supporting documents, and preparing confirmations. If, for whatever reason, your personnel are unavailable to provide the necessary assistance in a timely manner, it may substantially increase the work we have to do to complete the engagement within the established deadlines, resulting in an increase in fees over our original fee estimate.

Elizabeth E. Krisher is the engagement partner and is responsible for supervising the engagement and signing the report or authorizing another individual to sign it. To ensure that Maher Duessel's independence is not impaired under the AICPA Code of Professional Conduct, you agree to inform the engagement partner before entering into any substantive employment discussions with any of our personnel. In addition, in recognition of the investment made into training and developing our employees, in the event that any of our employees who were part of your engagement team accept a position of employment with your organization, or any of its related parties at any time while we are performing services for you or within one year thereafter, you agree to pay us a placement fee equal to fifty percent of the employee's annual salary in effect on the date such employment was contracted. This fee would be payable at the time the employee accepts a position.

Professional standards require Maher Duessel to establish policies and procedures designed to provide it with reasonable assurance that it deals appropriately with complaints and allegations. It is Maher Duessel's policy that any complaints or allegations should be reported to the CEO, or any other partner as identified on our website at www.md-cpas.com.

Audit Meetings

Management will arrange for Maher Duessel to meet with the Organization's Board of Directors or an appropriate committee thereof, as requested, in connection with the audit(s). Generally, the meeting can occur in advance of and following the completion of year-end fieldwork for the audit of the Organization's financial statements.

Use and Distribution of Reports

Maher Duessel will provide draft reports to management for review and approval before issuance. Final reports for internal use and external distribution will be delivered to the Organization. The Organization's use and distribution of reports is expected to be limited to (1) filings routinely required by government agencies, (2) lenders, and (3) internal use. If the Organization intends to publish or otherwise reproduce the financial statements and make reference to our firm name, the Organization agrees to provide Maher Duessel with printer's proofs or masters for our review and approval prior to printing. The Organization also agrees to provide Maher Duessel with a copy of the final reproduced material for our approval before it is distributed.

Reporting

We will issue a written report upon completion of our audit of the Organization's financial statements which will also address other information in accordance with AU-C 720, The Auditor's Responsibilities Relating to Other Information Included in Annual Reports (if applicable). Our report will be addressed to the governing body of the Organization. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinion, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor's report, or if necessary, withdraw from this engagement.

If circumstances occur related to the condition of your records, the availability of sufficient, appropriate audit evidence, or the existence of a significant risk of material misstatement of the financial statements caused by error, fraudulent financial reporting, or misappropriation of assets, which in our professional judgement prevent us from completing the audit or forming an opinion on the financial statements, we retain the right to take any course of action permitted by professional standards, including declining to express an opinion or issue a report, or withdrawing from the engagement.

Confidentiality

The audit documentation for this engagement is the property of Maher Duessel and constitutes confidential information. However, we may be requested to make certain audit documentation available to grantor agencies and/or regulatory bodies pursuant to authority given to it by law or regulation. If requested, access to such audit documentation will be provided under the supervision of Maher Duessel personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other government agencies. The AICPA requires members who practice public accounting to participate in either a Quality Review or Peer Review practice-monitoring program. Maher Duessel is enrolled in such a program. The Organization grants permission for Maher Duessel to respond fully to inquiries and allow review of working papers in connection with practice monitoring program activities.

Fees

The professional fees for the scope of services will be:

2025	$ 30,975

Out-of-pocket expenses associated with these services will be reimbursed.

The fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the engagement. If significant additional time is necessary, we will keep you informed of any problems we encounter and our fees will be adjusted accordingly. Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. In accordance with our firm policies, work may be suspended if your account becomes 60 days or more overdue and will not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed even if we have not issued our report. You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket expenditures through the date of termination. You may request that we perform additional services not addressed in this engagement letter. If this occurs, we will communicate with you concerning the scope of the additional services and the estimated fees. We also may issue a separate engagement letter covering the additional services. In the absence of any other written communication from us documenting such additional services, our services will continue to be governed by the terms of this engagement letter.

Federal, State, and Local rule-making bodies may at times make changes that require us to modify our scope of work. Such changes require monitoring and evaluation by Maher Duessel, and often result in new and/or expanded procedures on our part. To the extent these required changes will significantly impact the time required to complete our procedures, an adjustment to the fee will be necessary. Should such a situation occur, we will meet with you to discuss a revised fee estimate.

Additional Services

Maher Duessel may provide additional services which can be either non-recurring matters or changes to the scope of recurring services, including matters such as: (1) changes to the body of compliance and other requirements applicable to the Organization; (2) changes in the nature or scope of programs that comprise the reporting entity; (3) changes in the application of accounting principles or the application of new principles; (4) changes to auditing standards of a nature that results in an increase in the audit effort required; (5) management requests for procedures of a nature and extent beyond those necessitated for an audit; (6) consent letters; (7) changes to accounting software; (8) changes required as part of a prior period restatement (9) costs related to required surcharges; and (10) matters of management responsibility (e.g. the condition of records) or other matters beyond Maher Duessel's reasonable control that impair the efficient conduct or expand the scope of effort beyond the audit procedures necessary for the scope of recurring services.

In the event that the Organization requires additional services, the Organization may request that Maher Duessel provide such additional services and pay fees based upon professional hours.

We appreciate the opportunity to be of service to you and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the document, and return it to us.

Sincerely,

Maher Duessel

BY: Elizabeth E. Krisher

Elizabeth E. Krisher, Partner

The arrangements described above are accepted by the Organization.

BY:

____
Signature

____
Name of authorized signer

____
Title

____
Date

Collections Budget 2026

Revenues			
Debt Pmt Revenues			
91001-C	Residential Flat Rate	$	1,500,000.00
91002-C	Commercial Flat Rate	$	220,000.00
91003-C	Alleg Housing Flat Rate	$	170,000.00
91004-C	School Flat Rate	$	33,000.00
91005-C	USS Flat Rate	$	1,272,504.00
	Total Debt Service Revenues	**$**	**3,195,504.00**
90001-C	Sewer Consumption Charge	$	2,200,000.00
90002-C	Treatment Consump Charge	$	-
	Total Consumption Revenues	**$**	**2,200,000.00**
90003-C	Century Townhomes Consumption	$	-
91006-C	Century Townhomes Flat	$	120,000.00
98500-C	CTH- Penalty	$	-
	CTH - Total	**$**	**120,000.00**
Other Revenues			
92000-C	Penalty	$	200,000.00
96100-C	Dye Test Fees - Plumber	$	-
96101-C	Dye Test - Application Fees	$	6,500.00
96200-C	Lien Letter Fees	$	4,700.00
96201-C	NSF Fees	$	1,000.00
96202-C	Posting Fees -Terminations $20	$	62,500.00
96203-C	Magistrate & Legal Fees	$	-
96204-C	Notice Fee - $15	$	-
96300-C	Vactor Rental	$	-
98110-C	Interest Income	$	175,000.00
98111-C	Investment Interest	$	5,500.00
98300-C	Prior Sewage Fee/ Miscellaneous/Bad	$	-
		$	**455,200.00**
	Total Revenues	**$**	**5,970,704.00**

Expenses
Salaries

43000-C	Wages - Administrative	$	116,600.00
43100-C	Wages	$	243,800.00
43101-C	Wages - Overtime	$	15,900.00
	Total Salaries	**$**	**376,300.00**
43230-C	Health and Disability Insurance	$	208,000.00
43232-C	HRA Account	$	11,000.00
43233-C	Employees Health Ins CO-Pay	$	1,200.00
43240-C	Pension	$	30,000.00
43241-C	Deferred Comp 457 Plan	$	15,000.00
43242-C	OPEB - Employee Benefit	$	-
43250-C	Education	$	3,000.00
43270-C	Uniform Expense	$	3,000.00
	Total Employee Benefits	**$**	**271,200.00**
43010-C	FICA & Medicare	$	53,000.00
43020-C	Unemployment - Admin	$	4,240.00
43110-C	FICA & Medicare	$	6,890.00
43120-C	Unemployment - Union	$	1,060.00
	Total Payroll Taxes	**$**	**65,190.00**
40401-C	Telephone	$	8,500.00
40402-C	Cell Phone	$	1,100.00
40410-C	Electric - Collection PS/BLDG	$	7,250.00
40420-C	Gas	$	3,200.00
40430-C	Garbage	$	1,700.00
40450-C	Water	$	750.00
40451-C	Office Rent	$	12,000.00
	Total Utilities	**$**	**34,500.00**
40005-C	Postage Expense	$	45,000.00
40006-C	Printing Fees	$	6,000.00
40007-C	Billing Data & Billing Consult	$	30,000.00
40008-C	Constable Fees for Termination	$	1,746.67
40009-C	Termination Fees - PAWC	$	9,500.00
40010-C	Bank Fees	$	1,200.00
44801-C	Trustee Fees	$	-
40011-C	Magistrate & Legal Fees	$	-
	Total Contracted Services	**$**	**93,446.67**

40300-C	Maint & Repair - Building	$	2,000.00
40301-C	Maint & Repair - Grounds	$	300.00
40310-C	Maint & Repair - Collection Sy	$	10,000.00
40330-C	Maint & Repair - Equipment	$	35,000.00
40210-C	Computer Equipment	$	10,000.00
40211-C	Office Minor Equipment	$	1,200.00
40200-C	Equipment & Rental Expense	$	40,000.00
	Total Repairs, replacements, and oper	**$**	**98,500.00**
47020-C	Treatment Charge	**$**	**1,890,625.00**
45000-C	Insurance - General Liability	$	60,000.00
	Public offical	$	5,000.00
	Cyber	$	2,601.00
45100-C	Workers Compensation	$	35,000.00
	Total Insurance	**$**	**102,601.00**
44000-C	Auditor Fees	$	35,000.00
44001-C	Actuarial Fees-457 Plan fees	$	-
44100-C	Appraisal Services	$	-
44200-C	Computer Software & Support	$	15,000.00
44300-C	Contracted Services	$	18,000.00
44400-C	Engineering Services	$	30,000.00
44500-C	Legal	$	60,000.00
	Total Professional	**$**	**158,000.00**
40030-C	Safety Supplies	$	15,000.00
40031-C	Collection Supplies	$	18,000.00
40100-C	Minor Equipment & Tools	$	30,000.00
40102-C	PA One Call	$	60,000.00
	Total Supplies and equipment	**$**	**123,000.00**
40201-C	Equipment Replacement Allowance	$	-
49000-C	Depreciation Expense	$	-
	Series A Debt Service Coverage - 10%	$	55,000.00
	Total Depreciation	**$**	**55,000.00**
40001-C	Office Supplies	$	4,500.00
40002-C	Janitorial Supplies	$	1,200.00
40003-C	Advertising Expense	$	2,000.00
40004-C	Miscellaneous	$	-
	Total Other Expenses	**$**	**7,700.00**
40109-C	Maint & Repair - Vehicles	$	15,000.00
40110-C	Vehicle Fuel	$	15,000.00
	Total Vehicle fuel and repairs	**$**	**30,000.00**

43280-C	Travel, Meals & Board Expense	$	10,000.00
43281-C	Conference Expense	$	1,000.00
43282-C	Dues/Memberships & Subscription	$	1,700.00
	Total Conference Membership	**$**	**12,700.00**
	Total Expenses	**$**	**3,318,762.67**
Total Debt Payments			
	Series A Bond Interest Expense	$	262,919.00
	Debt Pmt City of Clairton	$	454,107.12
	Series A Bond Principal	$	245,000.00
	Debt Pmt WWTP Transfers - Series B	$	1,185,645.20
	Interest Exspence	$	175,000.00
	Pennvest Debt payment	$	672,000.00
	Total Debt Payments	**$**	**2,994,671.32**
	Total Expenses & Debt Payment	$	6,313,433.99
	Net Income (Loss)	$	(342,729.99)

WWTP BUDGET 2026

Revenues			
90000-T	Clairton Collec/Operation/Main	$	1,890,625.00
90100-T	Jefferson Hills Operation/Main	$	1,478,125.00
90200-T	Petersan Operation/Maint	$	1,546,875.00
90300-T	South Park Operation/Maint	$	371,250.00
	Total Consumption Revenues	$	5,286,875.00
Other Revenue			
98000-T	Miscellaneous Income	$	-
98002-T	Collection Office Rent	$	12,000.00
98001-T	Insurance Dividend	$	-
	Total Other Revenues	$	12,000.00
	Total Revenues	$	5,298,875.00
Expenses			
Salaries			
43000-T	Wages - Administraive	$	208,000.00
43100-T	Wages	$	742,000.00
43101-T	Wages - Overtime	$	53,000.00
	Total Salaries	$	1,003,000.00
43200-T	Certifications	$	1,000.00
43230-T	Health Insurance	$	453,600.00
43232-T	HRA Account	$	20,000.00
43233-T	Employees Health Ins Co-Pay	$	2,000.00
43240-T	Pension	$	80,000.00
43241-T	Deferred Comp 457 Plan	$	60,000.00
43250-T	Education	$	6,000.00
43270-T	Uniform Expense	$	10,000.00
	Total Employee Benefits	$	632,600.00
43010-T	FICA & Medicare	$	14,204.00
43020-T	Unemployment - Admin	$	593.60
43110-T	FICA & Medicare	$	45,050.00
43120-T	Unemployment - Union	$	7,950.00
	Total Payroll Taxes	$	67,797.60
40400-T	Internet	$	13,000.00
40401-T	Telephone	$	13,000.00
40402-T	Cell Phone	$	5,500.00
40410-T	Electric - WWTP	$	900,000.00
40420-T	Gas - WWTP	$	80,000.00
40450-T	Water	$	20,000.00
	Total Utilities	$	1,031,500.00
40115-T	Billing Data	$	95,000.00
40111-T	Flow Meters Upstream Communities	$	27,000.00
40113-T	Flows Meters CSO'S	$	45,000.00
40114-T	Permit & DMR Fees	$	3,000.00
40026-T	Licenses	$	3,000.00
	Total Contracted Services	$	173,000.00

40300-T	Maint & Repair - Building	$	15,000.00
40301-T	Maint & Repair - Grounds	$	11,000.00
40310-T	Maint & Repair - WWTP	$	66,000.00
40330-T	Maint & Repair - Equipment	$	100,000.00
40210-T	Computer Equipment	$	14,000.00
40200-T	Equipment Expense	$	50,000.00
	Total Repairs, Replacements, and Maintenance	$	256,000.00
40012-T	Sludge Disposal	$	330,000.00
	Total Sludge Disposal	$	330,000.00
45000-T	Insurance - General Liability	$	120,000.00
45100-T	Workers Compensation	$	20,000.00
	Total Insurance	$	140,000.00
44000-T	Auditor Fees	$	35,000.00
44001-T	Actuarial Fees-457 Plan fees	$	-
44100-T	Appraisal Services	$	500.00
44200-T	Computer Software & Support	$	20,000.00
44300-T	Contracted Services	$	20,000.00
44400-T	Engineering Services	$	75,000.00
44401-T	Design Engineering	$	10,000.00
44500-T	Legal	$	110,000.00
44501-T	Legal - Permitting/Property	$	1,000.00
44800-T	Bank Fees	$	-
44801-T	Trustee Fees	$	5,000.00
	Total Professional	$	276,500.00
40023-T	Chemicals	$	230,000.00
40020-T	Lab Supplies	$	13,000.00
40022-T	Lab Testing	$	10,500.00
40021-T	Lab Equipment	$	7,000.00
40030-T	Safety Supplies	$	15,000.00
40031-T	WWTP Supplies	$	15,000.00
40100-T	Minor Equipment & Tools	$	15,000.00
	Total Supplies and Equipment	$	305,500.00
40201-T	Equipment Replacement Allowanc	$	400,000.00
48203-T	Debt Service Coverage - 10%	$	307,000.00
49000-T	Depreciation Expense	$	1,300,000.00
	Total Equip Replacment/Debt Coverage/Depreciation	$	2,007,000.00
40000-T	Office Minor Equipment	$	2,500.00
40001-T	Office Supplies	$	4,500.00
40002-T	Janitorial Supplies	$	4,500.00
40003-T	Advertising Expense	$	1,000.00
40004-T	Miscellaneous	$	500.00
40005-T	Postage Expense	$	500.00
	Total Other Expenses	$	13,500.00
40202-T	Vehicle Equipment	$	20,000.00
40109-T	Maint & Repair - Vehicles	$	5,500.00
40110-T	Vehicle Fuel	$	14,000.00
	Total Vehicle Fuel and Repairs	$	39,500.00

43280-T	Travel, Meals & Board Expense	$	20,000.00
43281-T	Conference Expense	$	11,000.00
43282-T	Dues/Memberships & Subscriptions	$	3,500.00
	Total Conference Membership	$	34,500.00
	Total Expenses	$	6,310,397.60
	Net Income Before Non-Operating	$	(1,011,522.60)
Debt Pmt Revenues			
91000-T	Clairton Collecti/Debt Service	$	1,152,150.53
91100-T	Jefferson Hills Debt Service	$	897,829.68
91200-T	Petersan WWTP Debt Service	$	774,522.60
91300-T	South Park Debt Service	$	139,609.70
	PENNVEST	$	1,608,000.00
	Total Debt Service Revenues	$	4,572,112.51
Total Debt Payments			
48000-T	Series B Bond Interest Expense	$	1,654,112.50
	Capitalized Interest Series B	$	-
48300-T	DEBT PMT Transfers Wells Fargo	$	1,310,000.00
	PENNVEST	$	1,608,000.00
	Total Debt Payments	$	4,572,112.50
	Net after Debt Obligations	$	0.01
Non-Operating Revenues & Exp			
98110-T	Investment Interest	$	100,000.00
98100-T	Interest Income	$	150,000.00
98200-T	Capacity Fees	$	50,000.00
	Insurance Dividend	$	-
98400-T	Gain of Sale of Assets	$	-
49100-T	Loss of Sale of Asset	$	-
44801-T	Bond Investment Fees & Trustee	$	-
93000-T	Sludge Acceptance	$	200,000.00
	Total Other Revenues	$	500,000.00
	Net Income (Loss)	$	(511,522.59)

Cap. Budget

CATEGORY	**2026**	**2027**	**2028**	**2029**	**2030**
GIS System	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00
Carpet Administration Building		$20,000.00			
Subtotal	**$5,000.00**	**$25,000.00**	**$5,000.00**	**$5,000.00**	**$5,000.00**
<u>Treatment Plant</u>					
Vehicle Replacement		$60,000.00			
Welder	$20,000.00				
Computer Upgrade	$150,000.00				
WWTP Upgrade Phase II	$1,400,000.00				
Generator		$2,500,000.00			
Subtotal	**$1,570,000.00**	**$2,560,000.00**	**$0.00**	**$0.00**	**$0.00**

Cap. Budget

CATEGORY	2026	2027	2028	2029	2030
Collection System					
Vehicle Replacement	$60,000.00				
Street Sweeper	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00
Hand Tools	$500.00	$500.00	$500.00	$500.00	$500.00
Computer Upgrade	$2,000.00	$2,000.00	$2,000.00	$2,000.00	$2,000.00
NPDES Stormwater Permitting Construction	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00
NPDES Stormwater General	$1,000.00	$1,000.00	$1,000.00	$1,000.00	$1,000.00
Sanitary Sewer Maintenance and Repair	$20,000.00	$20,000.00	$20,000.00	$20,000.00	$20,000.00
Storm Sewer Maintenance and Repair	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00
Paving	$15,000.00	$15,000.00	$15,000.00	$15,000.00	$15,000.00
Catch Basin Repairs	$20,000.00	$20,000.00	$20,000.00	$20,000.00	$20,000.00
Manhole Restoration	$100,000.00	$100,000.00	$100,000.00	$100,000.00	$100,000.00
Subtotal	**$238,500.00**	**$178,500.00**	**$178,500.00**	**$178,500.00**	**$178,500.00**
Sanitary Sewer Rehabilitation					
CDBG 51					
CDBG 52		$90,000.00			
Glick	$1,400,000.00				
Dry Run Sewer Replacement Phase II	$2,000,000.00				
Subtotal	**$3,400,000.00**	**$90,000.00**	**$0.00**	**$0.00**	**$0.00**
Total	**$5,213,500.00**	**$2,853,500.00**	**$183,500.00**	**$183,500.00**	**$183,500.00**

KLH
ENGINEERS, INC

CLAIRTON MUNICIPAL AUTHORITY

Consulting Engineer's Report

December 18, 2025

ACTIVE ITEMS

Phase II Upgrade Project

Bronder still needs to complete the power study. They are anticipating that this study will be completed by the end of January 2026. Once the power study is completed, Bronder will submit their final pay application.

CDBG Year 51

CMA was awarded CDBG Year 51 grant in the amount of $398,365. This grant is to be used towards a sewer repairs project with an estimated cost of $677,496. **KLH completed design and submitted to the COG. We are waiting for the County to complete the necessary paperwork in order to advertise the project for bids.**

Septage Receiving Station Construction Cost Estimate

KLH prepared a construction cost estimate for a septage receiving station in the amount of $900,000. This receiving station will allow receipt of hauled in septage (excluding grease, sludge, and industrial waste) by providing efficient solids screening and discharge rate control. The intent is to complete design and permitting so that the project can be bid ready. A bid ready project will be more likely to receive grant funding. Design has been completed and the Part II Permit was issued by DEP.

See 2023 State-Wide LSA Grant Application below.

KLH prepared bid documents and advertised the project for bid. The bid opening was held on September 9 at 10:30 am. KLH prepared a bid report for Board review. CMA awarded the General/Mechanical Contract to Gildea Group, LLC in the amount of $634,000 and the Electrical Contract to Frankl Electric in the amount of $156,100. KLH prepared contract documents for execution and issued Notice-to-Proceed on October 17, 2025. This is the start date for the contract work. The Final Completion is September 12, 2026. The preconstruction meeting was held on October 28, 2025. The contractors aren't anticipating being onsite until second quarter 2026 due to equipment lead times. The contractors currently have no concerns with the contract completion date. **The next construction meeting is scheduled for January 29, 2026, and will be held via Teams.**

Frankl Electric, Inc. submitted their Pay Application No. 1 in the amount of $3,150. This pay application includes bonds and insurance. KLH has reviewed and we recommend payment.

2023 State-Wide LSA Grant Application

Applications for the 2023 State-Wide LSA Grant Program are being accepted from September 1 through November 30, 2023. Grants will be awarded up to $1M and no match is required. KLH prepared a grant application for the septage receiving station. The estimated cost for this project is $868,000. KLH submitted the grant application on October 30, 2023. CMA was awarded $434,000 for the Septage Receiving Station Project.

Glick Run Sewer Study.

KLH worked with the COG to submit the GEDTF grant application, in the amount of $1,400,000 for this project. KLH has completed bid documents, and we are ready for bid advertisement upon CMA approval. The updated estimated project cost for this project is approximately $1,000,000.

WWTP Backup Power

The WWTP was designed to have dual feed electrical power service, which typically provides the most reliable backup power possible. CMA has two independent (separate substation circuits) feeds. If one goes down, there is an automatic switchover to the other. Unfortunately, over the past few years there have been multiple simultaneous outages of both feeds. This has brought into question the reliability of the power company's distribution system. Given these reliability concerns, CMA does not meet DEP's requirements for backup power, and therefore stand-by generators should be considered. The initial option of sizing medium voltage generator(s) for the full plant load is not feasible due to the duration of plant outage that would be required. Additionally, this option would be higher cost that than multiple area specific low voltage generators. KLH evaluated three options:

1. Full load sized permanent backup generators with automatic transfer switches at the Main Electrical Building (MBR), Raw Sewage Pump Station, and Headworks. The estimated cost for this alternative is $3.3M.
2. DEP required load sized permanent backup generators with automatic transfer switches at the Main Electrical Building (MBR), Raw Sewage Pump Station, and Headworks. The estimated cost for this alternative is $2.6M.
3. DEP required load sized manual transfer switches with hookups for temporary generators at the Main Electrical Building (MBR), Raw Sewage Pump Station, and Headworks. The estimated cost for this alternative is $1.2M. This option is not feasible given that lead time for the temporary generators is estimated at 10 days, thus not meeting DEP requirements for backup power.

KLH recommends Option 2.

2024 State-Wide LSA Grant Application

Applications for the 2024 State-Wide LSA Grant Program were due by November 29, 2024. KLH recommended applying for the Dry Run Sewer Replacement Project. The estimated construction cost for this project is approximately $2M. Resolution No. 11-21-2024 was passed by the Board review. This resolution is authorized a grant application requesting $1,000,000 in grant funds. It does not commit CMA to the project. KLH submitted the grant application. Awards are anticipated by October 2025.

2025 PA Small Water and Sewer Grant Program

The PA Department of Community and Economic Development (DCED) accepted grant applications until April 30, 2025, for the 2025 PA Small Water and Sewer Grant Program. Grants will be awarded for projects with construction costs of up to $500,000. The grant portion would be 85% of project cost with a 15% match requirement for CMA. KLH submitted a grant application for the Constitution Circle Sewer Rehabilitation Project on April 29, 2025.

CDBG Year 52

The CDBG Year 52 grant application for a sewer repair project was submitted.

GEDTF 2025

KLH worked with the COG to submit the GEDTF 2025 grant application for the Park Avenue sewer separation project.

2025 State-Wide LSA Grant Application

Applications for the 2025 State-Wide LSA Grant Program were due by November 28, 2025. KLH worked with the COG for the submission of the Dry Run Project. Grants will be awarded for up to $1,000,000 and no match is required.

NPDES Permit Renewal Application

KLH is preparing CMA's NPDES Permit renewal application. KLH will coordinate required sampling with CMA.

Respectfully Submitted,

Joseph M. Gianvito, P.E.

APPLICATION AND CERTIFICATION FOR PAYMENT

AIA DOCUMENT G702 PAGE ONE OF PAGES

TO OWNER: Clairton Municipal Authority
Hauled Waste Receiving Station

APPLICATION NO: 1

PERIOD TO: 10/21/25

PROJECT NO:

Distribution to:
OWNER
ARCHITECT
CONTRACTOR

FROM CONTRACTOR:
Frankl Electric Inc.
134 Singer Ave
McKees Rocks, PA 15136

VIA ARCHITECT:
KLH Engineers, Inc.
5173 Campbells Run Road
Pittsburgh, PA 15205

CONTRACT FOR:

CONTRACT DATE:

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract.
Continuation Sheet, AIA Document G703, is attached.

1. ORIGINAL CONTRACT SUM		$ 156,100.00
2. Net change by Change Orders		$
3. CONTRACT SUM TO DATE (Line 1 ± 2)		$ 156,100.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on G703)		$ 3,500.00
5. RETAINAGE:		
a. 10 % of Completed Work (Column D + E on G703)	$ 350.00	
b. 10 % of Stored Material (Column F on G703)	$ -	
Total Retainage (Lines 5a + 5b or Total in Column I of G703)		$ 350.00
6. TOTAL EARNED LESS RETAINAGE (Line 4 Less Line 5 Total)		$ 3,150.00
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)		$ -
8. CURRENT PAYMENT DUE		$ 3,150.00
9. BALANCE TO FINISH, INCLUDING RETAINAGE (Line 3 less Line 6)		$ 152,950.00

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner		
Total approved this Month		
TOTALS	$0.00	$0.00
NET CHANGES by Change Order	$0.00	

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR:

By: Date: 10/21/2025

State of: County of:
Subscribed and sworn to before me this day of
Notary Public:
My Commission expires:

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED . . . . $ 3,150

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and onthe Continuation Sheet that are changed to conform with the amount certified.)

ARCHITECT:

By: Date: 11-21-2025

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

AIA DOCUMENT G703

AIA Document G702, APPLICATION AND CERTIFICATION FOR PAYMENT, containing
Contractor's signed certification is attached.
In tabulations below, amounts are stated to the nearest dollar.
Use Column I on Contracts where variable retainage for line items may apply.

APPLICATION NO: 1
APPLICATION DATE: 10/21/2025
PERIOD TO: 10/21/2025
ARCHITECT'S PROJECT NO: 0

A	B	C	D	E	F	G		H
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED FROM PREVIOUS APPLICATION (D + E)	WORK COMPLETED THIS PERIOD	MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D+E+F)	% (G ÷ C)	BALANCE TO FINISH (C - G)
1	Bonds and Insurance	3,500.00		$ 3,500.00		$ 3,500.00	100.00%	
2	SCADA Allowance	30,000.00					0.00%	30,000.00
3	Unforeseen Allowance	50,000.00					0.00%	50,000.00
4	Excavation	10,000.00					0.00%	10,000.00
5	MCC Buckets	7,100.00					0.00%	7,100.00
6	Conduit / Wire	54,000.00					0.00%	54,000.00
7	Contract Closeout	1,500.00					0.00%	1,500.00
	GRAND TOTALS	$ 156,100.00	$ -	$ 3,500.00	$ -	$ 3,500.00	2.24%	$ 152,600.00

Users may obtain validation of this document by requesting of the license a completed AIA Document D401 - Certification of Document's Authenticity

- Union contract will be attached to this email for your review and to vote on.
- Met with KLH and Eaton about electrical power surges at the headworks. Eaton is suggesting that we have our power monitoring study done. Attached is the quote for that. I am working with Eaton to see if I can get them to lower their quote.
- Aerzen will be in December 22-23 to replace the pulley on our blower. I have had discussion with Jeremy in our maintenance dept. And he thinks it would be a good idea to have Aerzen come to the plant and do the first PM on the blowers given our recent history with the blowers. Attached is the quote. I spoke with their rep and he dropped the price down $2500 from his original quote.
- Seepex was on site to look at our Seepex pump and see the application that we use the pump. Their technician made some parameter changes on the VFD and we have not had issue with starting the pump. It has only been started 2 times since the change, we will continue to monitor.
- #1 main pump is still out of service. We are waiting for parts from Pumpman. Expected to have parts and repair in the beginning of January.
- MSA gas detection system is being installed. We ran into an issue with the order, the salesman is making it right. I will explain in meeting
- New grating was installed at the base of the old screw pumps and down in the old waste pump room
- Atlas Copco is continuing to work and and fix the problem with the new Enviromix system. They replaced boards within the panel and now are going to replace transforms within the system.
- Met with Roger Varner and Garret from KLH to discuss our new NPDES permit. Our current permit expires December 2026. There may be more testing for PFAS. We will begin sampling in February and send out to Pace analytical for permit testing purposes.

December 12, 2025

AGREEMENT

This Agreement entered into this 1st day of January, 2026, by and between the Municipal Authority of the City of Clairton, County of Allegheny, Commonwealth of Pennsylvania, (hereinafter referred to as the "Authority"),

A
N
D

LOCAL UNION 456, Utility Workers Union of America, A.F.L., C.I.O., (hereinafter referred to as the "Union").

The Union having been designated the exclusive collective bargaining representative of the employees of the Authority, the Authority recognized the Union as such exclusive representative. The Union makes this Agreement in its capacity as the exclusive collective bargaining representative of such employees. As the representative of the employees, the Union may process grievances through the grievance procedure, including arbitration, in accordance with this Agreement or adjust or settle the same.

I. PURPOSE AND INTENT OF PARTIES

The purpose of the Authority and the Union in entering into this labor agreement is to set forth their agreement on rates of pay, hours of work and other conditions of employment so as to promote orderly and peaceful relations with the employees, and to achieve the highest level of employee performance consistent with safety, good health and sustained effort.

The Authority and the Union encourage the highest possible degree of friendly, cooperative relationships between their respective representatives at all levels and with and between all employees. The officers of the Authority and the Union realize that this goal depends on more than words in a labor agreement, that it depends primarily on attitudes between people in their respective organizations and at all levels of responsibility.

II. SCOPE OF THE AGREEMENT

A. Definition of Employee

1. The term "employee" as used in this Agreement applies to all individuals occupying production, maintenance, repair, experimental, utility, secretarial, or laborer positions who are performing hourly rated jobs on a full time basis (40 hours per week) and are employed in or about the Clairton Sewage Treatment Plant, City of Clairton sewer system, or Municipal Authority office during the life of this Agreement.

The term "employee" does not apply to individuals occupying salaried, supervisory, or part-time positions

Employees excluded from the bargaining units shall not perform work ordinarily performed by those employees covered by this Agreement except the purposes of instruction or training, in emergencies and for experimental or research purposes.

B. Local Working Conditions

1. Local working conditions now in effect shall remain in effect unless they are in conflict with the rights of employees and the Municipal Authority under this Agreement.

III. MANAGEMENT

The Authority has the exclusive right to manage the business, sewer system and plants, and *to* direct the working forces subject to the provisions of this Agreement. The right to manage the business and plant and to direct the working forces includes the right to hire, suspend or discharge for proper cause or the right to relieve employees from duty because of lack of work or for other legitimate reasons.

IV. RESPONSIBILITY OF THE PARTIES

Each of the parties hereto acknowledges the right and responsibilities of the other party and agrees to discharge its responsibilities under this Agreement. The Union (its officers and representatives, at all levels) and all employees are bound to observe the provisions of this Agreement. The Authority (its officers and representatives, at all levels) is bound to observe the provisions of this Agreement.

1. There shall be no strikes, work stoppages, or interruptions or impeding of work. No officer or representative of the Union shall authorize, instigate, aid or condone any such activities. No employee shall participate in any such activities.

2. There shall be no interference with the right of employees to become or continue to be members of the Union.

3. There shall be no discrimination, restraint or coercion against any employee because of membership in the Union.

4. There shall be no lockouts.

5. All grievances shall be considered carefully and processed promptly accordance with the applicable procedures of this Agreement.

6. The Authority, Management and Union will work within the work rules and Policy Manual.

The right of the Authority to discipline an employee for a violation of this Agreement shall be limited to the failure of such employee to discharge his responsibilities as an employee and may not in any way be based upon the failure of such employee to discharge his responsibilities as a representative or officer of the Union.

V. UNION SECURITY AND CHECKOFF

A. Union Security

All employees who on the first (1st) day following the beginning of employment or the effective late of this Agreement, whichever is the later, are members of the Union, shall maintain membership in the Union to the extent of paying the periodic dues and the initiation fees uniformly required of all Union members. Any such employee may resign from the Union during the fifteen-day period before the expiration of the Agreement.

B. Checkoff

During the term of this Agreement, the Authority will continue to deduct from each pay for each employee, who is a member of the Union, the dues payable to the Union for the preceding month, and remit the same to the treasurer of the Union. Provided the Authority has received the written authorization from each such employee to do so. Subject to State Law.

C. The Authority will provide a copy of the Collective Bargaining Agreement in digital form.

D. Successor Clause

In the event of any sale, transfer, or lease of the operations and maintenance of the Municipal Authority of the City of Clairton during the term of this Agreement, including the whole or any portion or part thereof, which is under contract with Local 456, such sale, transfer, or lease agreement shall be specifically conditioned upon the purchaser, transferee or lessee offering any employment opportunities for the work sold, transferred, or leased first to those employees in the Bargaining Unit represented by Local 456 who are affected by such sale, transfer or lease. Such sale, transfer, or lease agreement shall also be conditional upon the purchaser, transferee, or lessee recognizing Municipal Authority of the City of Clairton seniority of those employees accepting employment with the purchaser, transferee or lessee and conditioned upon the purchaser, transferee, or lessee's prior written agreement to honor this agreement for the remainder of its terms with reference to the transferred portion of the Municipal Authority of the City of Clairton operations and maintenance. The Union shall be given at least sixty (60) days notice that such operations are being transferred to a particular party.

In the event of a sale or transfer of the assets of the Authority this agreement will be extended two (2) years. The rates of pay listed in Section VIII are to be increased $0.20 per hour per classification per year.

VI. GRIEVANCES

A. Purpose

The purpose of this section is to establish procedures for discussion, processing and settlement of grievances.

B. Definition of Grievance

Grievance as used in this Agreement is a written request or complaint relating to terms and condition of employment which has not been settled as a result of discussion. Arbitration will not be utilized if the grievance is not monetary.

C. Discussion of Grievance

Any employee who believes he has a justifiable grievance should first discuss it with Authority Management in the presence of his or her grievance committeeperson. If a satisfactory solution is not reached, then:

D. Grievance Procedure

<u>FIRST STEP:</u> Any aggrieved employee accompanied by his grievance committeeperson may present a grievance, in writing, to Authority Management within ten (I 0) days of the occurrence of the grievance. Then the Authority Management shall render a decision in writing within ten (10) days of the date the grievance is presented. If a solution that is satisfactory to the collective parties is not reached, then:

<u>SECOND STEP:</u> The Union grievance committee may refer the matter to a four-man subcommittee consisting of two representatives of the Authority and two representatives of the Union within ten (10) days after the Authority Management serves written decision. If a majority decision disposing of the grievance is not reached within ten (1 0) days, then:

<u>THIRD STEP:</u> If the grievance remains unresolved, it shall be referred to binding mediation by the PA Department of Labor & Industry Bureau of Mediation- Pittsburgh Office upon the demand of either the Union or the Employer within thirty (30) days after the conclusion of the second step above.

1. *Decisions of the Mediator will be final and binding on both parties. The expense of the Mediator, if any, will be borne equally by both parties.*
2. *The powers of the Mediator shall include the authority to render a final and binding decision with respect to any dispute brought before him including the right to modify or reduce or rescind any disciplinary action taken by the employer, but excluding the right to amend, modify or alter the terms of this agreement.*

3. *If either party fails to appear before the mediator, that party shall forfeit its rights in connection with the dispute or disputes.*

VII. SUSPENSION AND DISCHARGE

In the exercise of its rights set forth in Section III, the Authority agrees that an employee shall not be peremptorily discharged from and after the date hereof, but that in all instances in which the Authority may conclude that an employee's conduct may justify suspension or discharge, he shall be first suspended, Such initial suspension shall be for not more than five (5) work days. Notice of suspension shall be given promptly to the employee and his grievance committeeperson, or any designated Union officer, and the suspension shall take effect immediately. The reason for the suspension shall be written on the suspension notice. During this period of initial suspension, the employee may, if he or she believes that he has been unjustly dealt with, request a hearing and a statement of the offense before Authority Management with the grievance committeeperson present. At such hearing, the facts concerning the case shall be made available to both parties. After such hearing, or if no such hearing is requested, the Authority may conclude whether the suspension shall be converted into a discharge, or dependent upon the facts of the case, that such suspension should be extended or revoked. If the suspension is revoked, the employee shall be returned to employment and receive full compensation at his regular rate of pay for the time lost, but in the event a disposition shall result in either the affirmation or extension of the discharge of the employee, the employee may, within ten (10) calendar days after notice of such action, file a grievance in the second step of the grievance procedure. Final decision shall be made by the Authority in this step within ten (10) calendar days from the date of the hearing. Such grievance shall thereupon be handled in accordance with the procedures of Section VI --Grievances. Should it be determined in the grievance procedure that the employee has been discharged or suspended unjustly, he or she shall be reinstated and compensated for the time lost at their established rate of pay.

VIII. RATES OF PAY

A. The following standard hourly wage scale of rates for the respective job classes shall become effective January 1, 2026, and remain in effect for the duration of the Agreement.

Employee Classification	**2025**	**2026**	**2027**	**2028**
PLANT		**6%**	**5%**	**3%**
Lab Tech-Certified/ Supervisor	$ 38.30	$ 40.60	$ 42.63	$ 43.91
Lab Tech-Certified	$ 37.20	$ 39.43	$41.40	$ 42.64
Lab Tech- Uncertified	$ 36.09	$ 38.26	$ 40.17	$ 41.38
Certified Operator	$ 33.96	$ 36.00	$ 37.80	$ 38.94
Uncertified Operator	$ 31.96	$ 33.87	$ 35.57	$ 36.63
Dewatering Uncertified	$ 32.30	$ 34.24	$ 35.95	$ 37.03
Dewatering Certified	$ 33.40	$ 35.41	$ 37.18	$ 38.29
Maintenance I/ Laborer Uncertified	$ 25.34	$ 26.86	$ 28.21	$ 29.05
Maintenance I/ Laborer Certified	$ 27.55	$ 29.20	$ 30.66	$ 31.58
Maintenance II/ Laborer Uncertified	$ 32.03	$ 33.95	$ 35.65	$ 36.72
Maintenance II/ Laborer Certified	$ 33.88	$ 35.91	$ 37.70	$ 38.84
Maintenance III/ Laborer Uncertified	$ 34.47	$ 36.54	$ 38.37	$ 39.52
Maintenance III/ Laborer Certified	$ 35.68	$ 37.82	$ 39.71	$ 40.90

SEWER		6%	5%	3%
Working Foreman	$ 31.43	$ 33.31	$ 34.98	$ 36.03
Working Foreman-Certified	$ 32.25	$ 36.54	$ 38.37	$ 39.52
Skilled Utility	$ 27.31	$ 28.95	$ 30.39	$ 31.31
Skilled Utility- Certified	$ 28.14	$ 33.95	$ 35.65	$ 36.72
Laborer	$ 24.79	$ 26.28	$27.59	$ 28.42
Laborer- Certified	$ 25.62	$ 29.20	$ 30.66	$ 31.58
OFFICE				
Office I	$ 24.74	$ 26.22	$ 27.53	$ 28.36
Office II	$ 29.27	$ 31.03	$ 32.58	$ 33.56

Plant:

a. A Certified Plant employee shall be an employee who acquires and maintains a Class A Wastewater Certification.

b. A Lab Supervisor must have and maintain a Laboratory Supervisor Certification in addition to a Class A Wastewater Certification.

c. Any employee who is not in a Lab Technician position who acquires and maintains full lab skills shall receive an additional $2.00 per hour, except that when that employee works in any Lab Technician position, the employee shall receive the higher Lab Technician rate in lieu of the $2.00 an hour premium.

d. The Authority shall maintain an on-call list of six (6) employees who have a skill-level acceptable to management and who shall be responsible for monitoring and responding to alerts from the SCADA system. One employee shall be on-call each day from 4 p.m. in the afternoon to 6 a.m in the morning for a period of full week-Sunday to Sunday. An employee who is on call shall obtain management approval before responding to the plant's site in person. The on-call responsibilities shall be rotated through the list for a twelve-month period. Employees shall serve as on-call responders on a volunteer basis, but in the event there are more than six (6) volunteers, membership shall be based on seniority. Employees who volunteer for on-call responsibilities shall be expected to continue on-call responsibilities for the entire year. The obligation of an on-call responder to monitor and to respond to alerts shall be a condition of employment for these employees. Each person who is on call for a week period shall receive payment of $250 for any week during which he or she is on-call and responsible for monitoring the SCADA system.

e. Any employee in the bargaining unit who maintains a CDL license shall receive an additional $0.50 for all hours.

f. In order to bid on or fill a Maintenance III- certified or uncertified- position, an employee must demonstrate to the satisfaction of the Authority competence and leadership in his or her current position.

g. Any employee hired after September 1, 2023 who is employed in a position in the Plant must obtain a Class A Wastewater Certification within four (4) years of date of hire or transfer. If that employee fails to meet that requirement, the employee's hourly rate shall revert to the Maintenance I/ Labor- Uncertified rate regardless of duties.

Sewer (Collections)

a. A Certified employee shall be an employee who has acquired and maintained a Class E Wastewater Certification.

b. In order to bid on or work on a Working Foreman-certified or uncertified- position or a Skilled Utility- certified or uncertified- position an employee must possess a valid CDL license with tanker endorsement. In order to bid on Working Foreman employe must acquire and maintain a Class E Wastewater certification.

c. Office I and Office II employes shall receive an additional $5.00 per hour whenever the Finance Director is absent for longer than ten (10) consecutive working days.

d. Any employee who is hired after September 1, 2023, who is employed in the Sewer (Collection) must obtain a Class E Wastewater certification within four (4) years of date of hire or transfer. If that employee fails to meet that requirement, the employee's hourly rate shall revert to the Laborer rate, regardless of duties. This provision shall not apply to office employees.

B. The individual holding the position of Maintenance III may be scheduled on whatever shift is deemed most appropriate by management, and management shall be entitled to give the Maintenance III priority on all call outs and overtime for which maintenance work may be necessary.

C. The Authority agrees to pay for the cost of any successfully completed training, schooling, testing, retesting and continuing education classes which an employee incurs in process of earning and maintaining a required Operator's Certification (License). The Authority also agrees to pay for the required Operator's Certification (License) and any annual fees required by the Commonwealth of Pennsylvania to maintain such Certification (License). The Authority, in cooperation with the employee, *will* schedule bargaining **unit** members on non-paid time in order to attend classes (including continuing education classes), or to sit for examinations. All scheduling, however, shall ensure the proper and efficient operation of the plant. The Authority, where practical, will also provide a vehicle to transport these members to attend classes and to sit for examinations during the regular daylight shift. At all other times, employees shall be reimbursed for mileage in accordance with the Authority's vehicle use policy.

D. Shift Differentials

1. Shift differentials have been eliminated and are no longer paid.

IX. HOURS OF WORK AND OVERTIME

A. The overtime provisions of this Section provide the basis for the calculation of and payment for, overtime and shall not be construed as a guarantee of any number of hours of work per day or per week, or the guarantee of any number of days of work per week.

B. Definition of Terms.

1. Overtime rates shall be time and one-half the hourly rate for the position on which the overtime hours are actually worked over forty (40) hours in a week.

2. When an employee is called for work and a change is necessitated, a reporting-in allowance of four (4) hours will be paid.

3. When an employee is working a job and it requires overtime then that employee shall continue to work on that job. If the employee cannot work the overtime then the most senior qualified employee shall be asked to work overtime. If all of the senior qualified employees cannot work the overtime then the least senior qualified employee must work the overtime. Also, if overtime is needed in any position the person that has the bid position shall be asked first before the Authority asks the most senior person. In any overtime situation the Authority must make at least one attempt to reach the most senior person before moving on to the next senior person.

C. Conditions under which overtime rates shall be paid:

1. Overtime rates shall be for:

(a) Hours worked in excess of forty (40) hours in a payroll week;

(b) For all hours worked by an employee on any of the following holidays: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas, the day following Christmas, Veterans' Day, Flag Day and employee personal birthday. Holidays shall be considered work days for purposes of overtime.

D. Sunday Premium

An Employee shall be paid a premium of 25% based on his regular rate of pay for all hours worked on Sunday when not paid for on an overtime basis.

E. Schedules

1. Schedules shall be determined by the Authority.

2. Scheduled shall be posted or otherwise made known to employees in accordance with prevailing practices but not later than Thursday of the week preceding the calendar week in which the schedule becomes effective unless otherwise provided by local agreement. Failure to post schedules for any week in accordance with the foregoing shall be deemed to constitute notice that the schedule in effect during the previous week shall be continued.

3. Except in cases where necessary because of breakdown or other matters beyond the control of the Authority and not known to it in the time for rescheduling in accordance with the sub-section, no changes in schedules shall be made after Thursday of the week preceding the calendar week in which the changes are to be effective.

F. Absenteeism

In recognition of the obligation undertaken by the Authority in the foregoing clauses, it is agreed that there is a corresponding obligation on the part of any employee faithfully to adhere to the schedule prescribed for him by the Authority. Accordingly, when an occasion arises that necessitates an employee's absence from work; it shall be his responsibility to make adequate prior arrangements with supervision for such absence and for this later return to the work schedule. In those instances where it is impossible or unreasonable for an employee to, in advance, arrange for time off, he shall be obligated as promptly as possible to contact the person designated by the Authority to report his absence, the facts pertinent thereto and when he expects to return to work.

Absence from work for three consecutive work sick days shall require a medical clearance from a physician with authority to return to work with no limitations.

G. Allowance for Jury Service

An employee who is called for jury service shall be excused from work for the days on which he serves, and he shall receive, for each such day of jury service on which he otherwise would have worked, the difference between eight (8) times his average straight-time hourly earnings (as computed for holiday allowances) and the payment he received for jury service. The employee will present proof of service and of the amount of pay received therefore.

X. HOLIDAYS

A. Days

The following days shall be paid holidays: January I, Good Friday, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Day, the day following Christmas, Flag Day, and personal birthday. If one of the foregoing holidays falls on Sunday, the following Monday shall be considered as the holiday for the purpose of this Agreement. If one of the foregoing holidays falls on Saturday, the Friday of the week shall be considered as the holiday for purposes of this Agreement. Employees shall be off on the day the holiday is observed.

B. Eligibility

1. The employee must have completed his probationary period.

2. Employees who are absent because of illness or disability shall receive regular pay for the first holiday which occurs subsequent of their absence, provided they return to work without a break in continuous service.

3. When one of the above holidays falls within an eligible employee's approved vacation period, and he is absent from work during the regularly scheduled work week because of such vacation, he shall have one (1) additional working day added to that vacation period.

4. It is the intent of the parties that only those employees necessary to keep the plant in a standby condition and/or to work on necessary repairs or installation will be required to work on the above listed holidays. Employees shall not receive pay for the holiday if they have been assigned work on holidays and fail to report for work on the holiday, or fail to report off in accordance with established procedure of the plant.

C. Computation of Payment

1. If no work is performed on the thirteen holidays named above, the employee will be compensated at eight times his average straight-time hourly rate of earnings (but excluding shift differentials and Sunday overtime premiums) during the payroll period in which the holiday occurs.

2. Employees required to work on any of the named holidays shall receive two and one-half (2 ½) times their occupation earnings.

B. Personal Days

1. All Employees shall receive forty-eight (48) hours of paid personal time each year of the contract.

2. Personal Days will be scheduled with the Authority with at least forty-eight (48) hours' notice of a request for a personal day by an employee. Where possible, the Authority will honor the request of the employee provided not more than one employee in any department should be off on the same day. Where one or more employees have requested the same day as a personal day, conflicts in preference will be resolved in order of seniority. The Authority reserves the right to approve or disapprove the taking of personal

days in light of efficient operation of the Authority. Personal days must be taken in full-days.

3. An employee other than newly hired employees must have worked twelve (12) weeks during any calendar year in order to qualify for full personal day benefits in the next calendar year (weeks of service need not be consecutive in order to qualify). Newly hired employees will receive twenty-four (24) hours of personal time in their initial calendar year.

Employees may sell up to forty (40) hours of personal time that is unused as of November 1.

XL VACATIONS

A. Eligibility

1. To be eligible for a paid vacation in any calendar year during the term of this Agreement, the employee must:

   (a) Have one year or more of continuous service to qualify for any vacation allowance.

   (b) Continuous service shall be from the first day of employment at the Authority.

   (c) Once having qualified for a vacation allowance, an employee must have worked twelve (12) weeks during any calendar year in order to qualify for full vacation benefits in the next calendar year (weeks of service need not be consecutive in order to qualify).

   (d) Employees who once qualifies for a vacation allowance but who have not worked for at least a period of one (1) full calendar year shall receive one (1) week of vacation allowance for the calendar year in which the employee returns to work after said period of extended absence.

B. Length of Paid Vacation

4. An eligible employee, who has attained the years of continuous service indicated in the following table in any calendar year during the term of this Agreement, shall receive a paid vacation corresponding to such years of continuous service.

Years of Service	Paid Vacation
1 or more	40 hours
2 or more	80 hours
5 or more	120 hours
10 ormore	160 hours
20 or more	200 hours

All workers hired after January 1, 2021 shall receive the following paid vacation:

Years of Service	Paid Vacation
1 or more	40 hours
2 or more	80 hours
5 or more	120 hours
15 or more	160 hours

2. A one-week's paid vacation shall consist of seven consecutive days which shall be the minimum number of days that can be taken at any one time.

C. Scheduling of Paid Vacation

On or before January 1 of each calendar year, each eligible employee shall be requested to specify the paid vacation period he or she desires. Paid vacations will, so far as practicable, be granted at times most desired by employees (longer service employees being given preference as to choice) but the final right to allot paid vacation periods and to change such allotments is exclusively reserved to the Authority in order to insure the orderly operation of the plant. The allotment of paid vacation periods shall be made by the Authority promptly after the employees have had an opportunity to specify the paid vacation periods desired.

Only one (1) union employee at a time shall be granted paid vacation leave for any week. Additional union employees may request vacation leave week already granted to a more senior employee. The request will be considered by the Authority and granted when the Authority believes it will not affect the orderly operation of the plant. All requests are granted at the sole discretion of the Authority.

All union employees will be permitted to take a week (40 hours) of paid vacation leave day by day. This is only permitted if the union employee schedules the paid leave a minimum of two (2) weeks before leave is to take place and schedules leave prior to November 1 of each year. These requests will be granted at the sole discretion of the Authority.

When an employee takes a vacation the week of a Holiday the employee will not be charged a vacation day on the Holiday and the vacation will be extended by one day. When an employee takes a vacation the week of a Holiday and the Holiday is his/her day off then the employee shall receive Holiday Pay for the Holiday then will be granted forty (40) hours of vacation.

D. Paid Vacation Allowance

All employees who become eligible for paid vacations must take their paid vacation from work. Employees who become eligible for paid vacation too late in the year to take their paid vacation from work that year shall be granted a paid vacation allowance in lieu of actual paid vacation from work.

E. Funeral Leave

1. All employees shall be entitled to three (3) consecutive paid days off providing that one day shall be the day of the funeral in the event of death in his immediate family. The "immediate family" shall be limited to the employee's mother, father, husband, wife, children, mother-in-law, father-in-law, brother, sister, brother-in-law and

sister-in-law and grandchild.

2. All employees shall be entitled to one (1) day off with pay to attend the event of the death of an employee's grandmother or grandfather.

F. Sick Leave

Employees shall receive forty (40) hours of sick leave per year, which shall be earned based on service rendered during the previous calendar year. An employee other than new hires must have worked twelve (12) weeks during any calendar year in order to qualify for full sick leave benefits in the next calendar year (weeks of service need not be consecutive in order to qualify). Newly hired employees will earn 24 hours of sick time for their initial calendar year. At the end of each calendar year employees will have the option of selling back the forty (40) hours to the Authority at their current base hourly rate as long as the employee maintains a balance of eighty (80) hours of sick leave. Each employee may accumulate sick leave up to a maximum of 480 hours. Retiring employees will be paid for one hundred percent (100%) of their current base hourly rate of unused sick leave at the time of retirement. Upon the death of an employee with ten (10) or more years' service with the Authority, a sum based on such deceased employee's current base hourly rate for sick leave accumulated will be paid to the designated beneficiary of the employee up to 480 hours of sick leave accumulated by the deceased employee prior to death. Employees will be allowed to break up sixteen (16) hours of their sick time per year into hours. One (1) hour increments will be the smallest amount allowed. No partial days shall be carried over from year to year. Employees who have exhausted all sick-time may take up to 40 hours of personal time as sick leave provided, they submit a doctor's certification.

XII. SENIORITY

A. Purpose of Seniority

1. It is the intent of the parties hereto to establish and maintain sound rules of seniority designed for the protection of the most senior appropriate plant certified/qualified employees with justice to all employees of the Authority; and to provide clear, concise rules governing promotion of or decrease of forces.

2. The term "seniority" as used in this Agreement means the most senior certified/qualified person who has continuous service calculated from date of first employment or reemployment following a break in continuous service in accordance with the following provisions.

3. Continuous service shall be calculated from date of first employment or reemployment following a break in continuous service.

4. There shall be no deduction for any time lost which does not constitute a break in continuous service.

Continuous service shall be broken by:

(a) Resignation.

(b) Discharge for just cause, that if the employee is rehired within six months, the break in continuous service shall be removed.

(c) Absence due to a layoff, physical disability or permanent shutdown of the plant, any of which continues for more than five (5) years except that absence in excess of such period due to compensable disability incurred during course of employment shall not break continuous service, provided such individual is returned to work within thirty (30) days after his recovery from such disability.

B. Probationary Employees

New employees and those hired after a break in continuity of service will be regarded as probationary employees for the first 6 months after their employment and will receive no continuous service credit during such period. Probationary employees continued in the service of the Authority subsequent to the first 6 months after their employment shall receive full continuous service credit from date of original hiring.

Probationary employees hired in the Plant shall receive the Maintenance I/ Laborer Uncertified rate and those hired in Sewer (Collection) shall receive the Laborer's rate.

C. Seniority Status of Employees

The parties recognize that job opportunity and security is therefore agreed that should increase in proportion of length of service. It is therefore agreed that in all cases of vacancy, promotion and termination, the most senior qualified/certified employees shall automatically move up to fill the available positions.

In recognition, however of the responsibility of the Authority for efficient operation of the plant, it is understood and agreed that in all such cases the Authority shall have the right to pass over any employee if it is established that he does not have the ability, physical fitness, qualifications or certifications required to perform the work after a reasonable time or training period. The trial or training period will be established by local agreement between the Authority and the Union.

D. Temporary Vacancies

In cases of temporary vacancies within the seniority unit the Authority shall, to the greatest degree consistent with efficiency of the operation and the safety of employees, assigns the employee with longest continuous service in the unit who desires the assignment that has the qualifications and certifications required to perform the specific position.

E. Promotions

1. In order to establish a factual foundation on which to build a seniority structure, it is agreed that the seniority list as developed by the Authority and agreed to between the Authority and the Union shall become a part of this Agreement, thereby establishing a continuous service record for all employees. The seniority rights of individual employees shall in no way be prejudiced by errors, inaccuracies or omissions of such lists.

2. The parties recognize that promotional opportunities should increase in proportion to the length of continuous service and that

in the administration of this recognition, the intent will be that full consideration shall be given to continuous service. To give the senior employees the preference in such cases, the vacancy will be posted for a period of five (5) days.

F. Seniority Status of Grievance Committeeperson and Local Union Officers.

When a decrease in force continues to the point at which a President and grievance committeeperson would otherwise be laid off, they shall be retained in active employment (for such hours per week as may be scheduled for an employee on the job to which he is assigned) for the purpose of continuity in the administration of this Agreement in the interest of employees and the Authority so long as the work force is at work for the Authority , provided he or she can perform the work of the job to which they are assigned and has the appropriate qualifications and certifications required for the position.

G. Leave Due to Pregnancy

Leave due to pregnancy shall be treated as a short-term disability and will be covered under the terms and conditions of that insurance program.

XIII. SAFETY AND HEALTH

The Authority and Union will cooperate in the objective to eliminate accidents and health hazards. The Authority shall continue to make reasonable provisions for the safety and health of its employees at the plant during the hours of their employment. A joint safety committee will meet on a monthly basis.

Protective devices, wearing apparel and other equipment necessary to properly protect employees from injury shall be provided by the Authority.

Each Employee will receive up to $200.00 with proper documentation (receipts) for the purchase of Shoes, Boots, Jackets or other approved work clothing each year. Failure of the employee to appropriately use the provided safety equipment and not follow the training provided could lead to disciplinary action.

XIV. MILITARY SERVICE AND FIREFIGHTER LEAVE

A. Reemployment: Each employee other than temporary employee who:

1. Is honorably discharged from such service.
2. Within ninety (90) days after he or she is released from such service or from hospitalization continuing after discharge for a period of not more than one year, applies to the Authority in writing for reemployment, shall not have his record of continuous service broken by his absence during his armed service and shall be reinstated in accordance with his status under Section XII Seniority of this Agreement, to a position of the same status and pay to that which he would have had if he had not entered the armed service, including improvements in wages, hours, and other conditions or employment, provided that work he is qualified to perform is available. Reasonable programs of training shall be employed in the event employees do not qualify to perform the work on the job which they might have attained except for absence in the armed service.

   Any employee so applying for reinstatement shall be granted upon request a leave of absence without pay not to exceed sixty (60) days before he shall be required to return to work.

   Any employee entitled to reinstatement under this Section of his service shall be assigned to any vacancy which shall be suitable to such impaired condition during the continuance of such disability irrespective of seniority; provided, however, that such impairment is of such a nature as to render the veteran's returning to his own job.

B. <u>Volunteer Fire Fighter Leave</u>

(a.) <u>Incidents Prior to Beginning of Shift</u>

It is the Policy of the Authority in accordance with applicable laws of the Commonwealth of Pennsylvania that no employee shall be terminated or disciplined who is a volunteer fireman who fails to begin work at the time of his/ her scheduled shift because he/she is acting in the line of duty, responded to a call prior to the time he/she was due to report to work.

Additionally, the Authority shall not discriminate against an employee because he/she has been injured in the line of duty as a volunteer fireman.

Any time lost due to an employee being late for their scheduled shift shall result in the loss of pay up until the time they report to work.

An employee who as a result of a fire call is late to work, must provide the Authority with a statement from the chief executive officer of his/her volunteer firefighter company that the employee responded to a fire call.

An employee who violates any provision of this policy will be subject to disciplinary action in accordance with the current collective bargaining agreement.

(b.) Incidents During work Shift

The Authority realizes that its employees enrolled as members of a volunteer fire department may be required to leave their work premises to respond to a fire call.

It is the Policy of the Authority that an employee who is an active member of a volunteer fire company may be permitted to leave work during regular hours of employment in order to respond to fire calls within the City of Clairton involving only structure fires or vehicle accidents with entrapment.

Any time away from the Authority during the regular hours of employment due to responding to an approved fire call shall be compensated at the employees regular rate.

The Authority shall not take any disciplinary action against an employee who responds to a fire call located within City of Clairton that involves a structure fire or vehicle accident with entrapment, so long as the employee adheres to this policy. Once the scene of the fire or accident with entrapment is secured, the employee shall return to work at the Authority.

Additionally, the Authority shall not discriminate against an employee because he/she has been injured in the line of duty as a volunteer fireman.

An employee who leaves work during regular hours of employment to respond to the types of fire calls allowed by this policy, shall provide a statement to the Authority from the chief executive officer of his/her volunteer firefighter company that the employee responded to a fire call.

An employee who violates any provision of this policy will be subject to disciplinary action in accordance with the current collective bargaining agreement.

(c) DCNR- Wildfire Volunteers

It is the policy of the Authority to allow employees serving as volunteer firefighters to take an unpaid leave of absence from their employment to be deployed by the DCNR in areas outside of the Commonwealth of Pennsylvania to fight wildfires.

To qualify for such leave, the employee shall provide the Authority with proof of deployment date as well as a date of when said deployment is anticipated to end. Upon the termination of the employee's deployment, the employee shall report to work within forty-eight (48) hours.

The Authority shall not take any disciplinary action against an employee who is on an unpaid leave of absence to fight wildfires, nor shall the Authority discriminate against an employee who becomes injured during their unpaid leave of absence.

The Authority shall maintain the position of the employee on an approved unpaid leave of absence in accordance with this policy unless the position is eliminated in accordance with terms and conditions of the current collective bargaining agreement.

The Authority shall maintain all fringe benefits provided by the current collective bargaining agreement.

An employee who violates any provision of this policy will be subject to disciplinary action in accordance with the current collective bargaining agreement.

XV. PENSION PLAN AND INSURANCE BENEFITS

A. Defined Benefit Pension Program. The parties understand and agree that the Pension Program now in effect is to become a part of this basic Agreement the same as if rewritten herein. The parties hereto, including the members of the bargaining unit who are beneficiaries under said Pension Plans are bound thereby. The Pension Program shall continue in full force and effect for the duration of this Agreement and shall not be changed without the mutual consent of the Authority and union.

1. It is agreed that pension benefits are to be revised and provided in substantial accordance with the Clairton Municipal Authority Defined Benefit Pension Plan amended and restated effective 1/1/2003 and amended 1/1/2008, 1/1/2012, 5/24/2012 and 4/16/2015, 1/1/2026. The Pension Plan shall be amended to reflect an increased multiplier as agreed upon by the parties.

B. Authority Deferred Compensation Plan

The Authority will provide a deferred compensation plan and will match the employee's contribution up to three and one-half percent (3.5%) in every year of the Agreement for all employees.

C. Other Benefits

The Authority agrees to pay the entire premium to provide the following insurance as follows:

(a) All active bargaining unit members shall be covered by a life insurance policy which provides a death benefit of $50,000.

(b). Upon qualified retirement at age sixty-two (62) or older, an employee shall be entitled to a paid-up life insurance policy *in* the sum of Five Thousand ($5,000) Dollars.

(c) The Authority shall provide a sickness and accident benefit short term disability (STD) to all full-time employees of the Authority not to exceed sixty-six and two thirds percent (66 2/3 %) of wages per week. Benefits shall be provided to each employee for a total not to exceed fifty-two (52) weeks of non-occupational sickness or accident. When an employee is on STD at 66 2/3% of wages he/she shall be able to use 1/3 of an unused sick and/or vacation days to receive 100% of wages until their sick and/or vacation leave is depleted. The insurance payments under the plan shall begin after a 7-day waiting period after the Authority was notified of the accident or illness. Employees can only return to work after providing certification from their treating physician indicating that the employee is capable of returning to full duties as set forth in his job description. The Authority retains the right to require an Independent Medical Evaluation (IME) scheduled and paid for by the Authority.

The Authority shall provide a Long-Term Disability Policy (LTD) at sixty-six and two thirds percent (66 2/3%) of wages after fifty-two (52) weeks of STD has been used at sixty-six and two thirds percent (66 2/3) of wages per week. LTD will last until the employee is age 65 or recovered. Employees can only return to work after completing an Independent Medical Evaluation (IME) scheduled and paid for by the Authority.

(d) Hospitalization and Medical Benefits-

The Authority Agrees to provide hospitalization and medical insurance coverage for all regular, full-time employees and their dependents. Full-time employees shall be defined as employees scheduled to work more than 30 hours per week. Said Program shall be PPO 1000 or a substantially equivalent program.

The PPO 1000 Plan shall have annual network deductibles of One Thousand dollars ($1,000.00) for single coverage and Two Thousand dollars ($2,000.00) for other than single.

Each Bargaining Unit Member shall have a Health Reimbursement Arrangement (HRA) account administrated through an independent third party which shall provide up to Two Thousand dollars ($2,000.00) per year for other than single coverage and a One Thousand dollar ($1,000.00) for single coverage. Each January 1, the allowable annual deductibles will be reinstated and the reimbursement accounts will be restored to the Two Thousand dollars ($2,000.00) for other than single coverage and One Thousand One Hundred dollars ($1,000.00) for single coverage.

In addition, Bargaining Unit Members shall have a co-payment reimbursement allotment to help defray fifty percent (50%) of any co-payment amounts provided in the Plan (physician visits, specialists, prescription, etc.) up to $200 for other than single coverage and $100 for single coverage. Each January 1, the annual allotment for co-payments shall be reinstated to $200 for other than single coverage and $100 for single coverage.

The Authority may change plans and/or carriers to comparable coverage. Specifically, it may include plans which may have a different plan design or include different doctors or hospitals. The Authority will provide advance notice to the Union prior to any changes in carrier or plan design. Members of the Bargaining Unit shall cooperate in any effort to obtain proposals for alternate coverage.

Employees who receive hospitalization coverage from the Authority shall contribute the following towards said coverage per pay based on a bi-weekly payroll as follows:

2026 Insurance Bi-Weekly Deduction	**2026**	**2027**	**2028**
Single	$50	$60	$70
Family	$75	$95	$105

(e) The Authority agrees to provide a High-Option Dental care plan provided by United Concordia Dental for all full-time regular employees and their dependents or comparable coverage.

(f) The Authority agrees to provide a Vision Plan as provided by Vision Benefits of America (VBA) for all full-time regular employees and their dependents or comparable coverage.

(g) Retiree Hospitalization and Medical Coverage

Upon retirement at age 62 or thereafter, the Authority shall provide full coverage under the Plan which covers current bargaining unit employees until the employee reaches Medicare eligible age or five (5) years whichever period is shorter subject to the contributions described above. The Authority will be responsible for the amount of premium that the Authority is paying for retiring Employee at the date of employee retirement. All increases from the rate being paid by Authority at the time of retirement will be the sole responsibility of Retiring Employee Provided, further that should an employee retire prior to age 62 but not earlier than age 60, the Authority shall provide full coverage under the hospitalization plan which covers current bargaining unit employees for an extended period of two (2) years. The Authority will be responsible for the amount of premium that the Authority is paying for retiring Employee at the date of Employees retirement. All increases above ten percent (10%) of the previous year's premium rate will be the sole responsibility of the retiring employee. The Authority may change hospitalization programs upon mutual agreement with the Union.

(h) Each Employee may choose to opt out of the Authorities medical insurance plan in exchange for a payment equal to 40% of the annual premium cost to the Authority for medical insurance for an individual. Payments will be made in equal installments included in each pay. The terms, conditions, and procedures for this opt out benefit are described in the Authorities insurance opt-out explanation of benefits.

(i) If at any time the medical benefits are subject to an excise tax assessed by any taxing body the tax will be paid by the participants in the plan. If this situation occurs the

Authority and the Union will meet and discuss alternatives to the current plan.

XVI. DRUG AND ALCOHOL POLICY

An employee found in possession of alcohol or any unlawful drug, as defined below, on Authority premises will be subject to disciplinary action up to and including discharge.

An Employee who uses alcohol or an unlawful drug on Authority property or while operating any Authority owned vehicles and/or equipment or otherwise while on duty will also be subject to disciplinary action.

An Employee who reports to work under the influence of alcohol or an unlawful drug will not be permitted to work and will be subject to further disciplinary action.

An employee who uses alcohol or an unlawful drug while on their lunch break or any other break will not be permitted to work the remainder of that day and will be subject to further disciplinary action.

There will be random drug testing of twenty-five percent (25%) of the membership per quarter to be handled by a certified testing lab that will be agreed to by the parties.

There are no exceptions to this alcohol and drug policy and they include normal work hours, shift work hours, call-out (overtime) hours and holidays.

The Authority may send any employee involved in an accident involving an Authority vehicle to a certified testing lab for alcohol and drug testing.

The Authority may send an employee to a certified testing lab for reasonable suspicion for alcohol and drug testing. Reasonable suspicion is defined as follows:

• Reasonable suspicion is based on observations of an individual
• Reasonable suspicion is based on objective, documented criteria
• Reasonable suspicion is a reasoned conclusion drawn by an individual based on objective, articulable criteria.

CONFIDENTIALITY

The Authority will make every effort to protect the confidentially and disclose all matters relative to this policy. Only those employees of the Authority and Union officials with a need to know the results of the drug or alcohol screen will be informed of those results.

E.A.P. - EMPLOYEE ASSISTANCE PROGRAM

Employees who require assistance in dealing with alcohol and substance abuse will be referred to the appropriate service or agencies by the Authority. Employees admitted to care for substance abuse problems will not be discriminated against. Currently, the medical benefits provided to employees should cover medical treatment, including rehabilitation, for substance abuse problems. Employees should refer to their medical benefits booklets for a description of the types of treatment covered by the medical plan.

The Authority will also periodically provide educational materials to employees on the dangers of substance abuse. All supervisory employees will be trained to detect and respond to problems of substance abuse in the workplace.

DRUG FREE WORKPLACE

The safety of all employees at the workplace is of prime importance to the Authority, and this Drug and Alcohol Policy is designed to ensure that all employees have the opportunity to work in a drug and alcohol-free environment. All employees are required to abide by the terms of this Drug and Alcohol Policy. The Drug Free Workplace Act of 1988 requires the Authority to maintain a drug free workplace and alcohol policy. In addition, the Drug Free Workplace Act of 1988 requires employees to notify the Authority of any criminal conviction (including a plea of nolo contendere) under a drug statute for a violation occurring at the workplace ho later than five (5) days after such conviction. All persons so convicted may be subjected to discipline, including discharge, and may be required to participate in the EAP Program.

Disciplinary action will be as follows:

1. Possession of alcohol or an unlawful drug on Authority property:

1st offense, three (3) day suspension without pay.

2nd offense, discharge.

,., Use of alcohol or an unlawful drug on Authority property, or while operating any Authority vehicle and/ or equipment.

1st offense, seven (7) day suspension without pay.

2nd offense, discharge.

3. Reporting for work under the influence of alcohol or an unlawful drug:

1st offense three (3) day suspension, without pay.

2nd offense, discharge.

4. Reporting back to work after lunch break or any other break after using alcohol or an unlawful drug:

1st offense, three (3) day suspension, without

pay. 2nd offense, discharge.

Unlawful drug is defined as any drug the use or possession of which is unlawful in Pennsylvania, as well as any prescription drug unless used in the manner prescribed and by the person to whom properly prescribed by a physician. Any employee sent for reasonable suspicion testing may have a split sample to have tested by a laboratory of his/her choice at their own expense.

XVII. PRIOR AGREEMENTS.

This Agreement terminates the December 31, 2028 Agreement and all amendments and supplements thereto.

XIX. TERMINATION DATE.

The terms and conditions of this Agreement shall continue in force and effect until midnight, December 31, 2028. Upon expiration of this Agreement, the parties agree to be bound by terms hereof until a new agreement is properly executed by the parties.

CLAIRTON MUNICIPAL AUTHORITY

By: ______________________

Attest: ______________________

LOCAL UNION 456, UTILITY WORKERS OF AMERICA, A.F.L., C.I.O.

By: ______________________

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