

# CARIBOU UTILITIES DISTRICT

Hugh A Kirkpatrick  
General Manager  
Sue Sands  
Office Manager, Clerk  
Fred Page  
Water Operator  
Paul Rossignol  
Wastewater Operator

WATER / WASTEWATER / FIBER  
PO Box 879 ~ 176 Limestone Street  
Caribou ME 04736  
(207) 496-0911 ~ (207) 496-0921 fax

TRUSTEES  
Gary Aiken  
President  
David Martin  
Treasurer  
Philip McDonough II  
David Belyea PE  
Jay Kamm

## AGENDA

The monthly meeting of the Board of Trustees for Caribou Utilities District will be held WEDNESDAY, JUNE 14, 2023 in the CITY COUNCIL CHAMBERS LOCATED AT 25 HIGH STREET, CARIBOU, MAINE BEGINNING AT 6:00 P.M.

1. Approve Minutes of May 16, 2023 monthly meeting
2. Approve Budget and Financial Reports for May, 2023
3. Vote to renew \$200,000.00 Line of Credit with Katahdin Trust Company which matures 06/30/2023.
4. General Manager's Report
  - A. Water Projects
  - B. 35 York Street
  - C. Primary Screen/Headworks
  - D. Other Issues

The monthly meeting of the Caribou Utilities District was held Tuesday, May 16, 2023 in the City Council Chambers located at 25 High Street, Caribou, Maine

Trustees Present;

David Martin, Treasurer  
Philip McDonough, Asst. Treasurer  
Jay Kamm, Trustee  
David Belyea, Trustee

Others Present;

Hugh Kirkpatrick, General Manager  
Sue T Sands, Office Manager  
Tim Todd, Citizen  
Penny Thompson, City Manager  
Mark G. Luehrs, Citizen

Absent; Gary Aiken, President

Treasurer David Martin opened the meeting at 6:00 P.M. in the absence of President Aiken.

Philip McDonough moved and Jay Kamm seconded the motion to approve the minutes of the April 12, 2023 monthly meeting. Philip McDonough moved and Dave Belyea seconded the motion to approve the April 2023 Budget and Financial Statements as presented. UNANIMOUSLY VOTED.

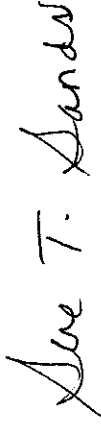
Sue discussed with the Trustees a \$200,000.00 line of credit held with Machias Savings Bank. Mr. Kenneth Stewart recently contacted Sue regarding the maturity of the LOC on June 20<sup>th</sup> asking if it was the desire of the District to have it renewed for another year. Manager Kirkpatrick explained to the Trustees how the line of credit was obtained during the pandemic to be used for necessary operating expenses if needed. Mr. Kirkpatrick suggested to the trustees his desire to renew the LOC for another year just in case we are faced with a similar situation in the future. David Belyea moved and Philip McDonough seconded the motion authorizing the renewal of the \$200,000.00 line of credit with Machias Savings Bank for another year. UNANIMOUSLY VOTED.

The Manager's report from Hugh Kirkpatrick is attached.

Trustee David Belyea suggested having a tour of the District facilities in the near future. Tuesday, June 20<sup>th</sup>, 2023 was tentatively set, but recently was rescheduled to July 12<sup>th</sup> at 8:00 AM with the monthly meeting being held on the 12<sup>th</sup> as well at 6:00 PM in City Council Chambers.

Philip McDonough moved and Jay Kamm seconded the motion to adjourn the meeting at 6:15 PM. UNANIMOUSLY VOTED. The next scheduled monthly meeting will be Wednesday June 14, 2023 at 6:00 PM in the City Council Chambers.

Sue T Sands, Office Manager and District Clerk



A. Water Projects:

-High Service Area Booster Pump Station Upgrade Project (2022-14) – Apex, the general contractor performing the work for this project, has provided a majority of the submittal documentation to Dirigo for the procurement of the materials and equipment. Currently, Apex has requested delivery schedules from their vendors but has not received the information back yet so has not provided us a schedule but will as soon as they know the lead times for essential equipment.

-Water Tank Painting Project (2023-07) – No change in status from last month. We will resubmit this project in the fall of 2023 for 2024 funding.

-New River Crossing Project (2023-08) – Dirigo has the Natural Resources Protection Act (NRPA) and Army Corps permit applications nearly complete and ready for submission. They will then also coordinate with the City CEO for Shoreland Zoning permitting which always follows the DEP and Army Corps permits. All of Dirigo's design & permitting work is fully re-imbursed by the Drinking Water SRF program. We will resubmit this project in the fall of 2023 for 2024 funding.

B. 35 York Street:

Update 4/13/23; The US District Court denied the Marrett's motion to remove their case from the Superior Court (State) to send it to US Federal Court. The Superior Court's decision denying the Motion to Amend and add parties will stand.

Again, the Marrett's could re-file separate lawsuits against some or all of the 29 additional defendants moving forward. Fredrick Costlow (GUD's attorney assigned by MMA) believes the Marrett's may be "burning out and realizing their unsupported conspiracies are going (nowhere)". He is keeping the file open for another 30 days in case anything develops further.

C. Primary Screen / Headworks\*\*

In February the wash press component of the Huber primary screen which compresses water from a mass of non-soluble material removed from the wastewater stream began to fail. We have located a replacement wash press at small treatment plant in NH which operates the exact same Huber primary screen. This small treatment plant has removed their wash press from service after a flood damaged the electric motor (see picture next page). Our electric motor is 'plug and play' to their wash press as ours has worn out the bearings which hold the compacting screw within the horizontal housing. We are working with the Huber vendor, at the seller's request, to establish a price for their obsolete wash press. This will allow our primary screen to go back to operating as designed as it has since the early 2000's. A new primary screen needs to be included in the next wastewater project which would allow the current Huber screen to operate as a back-up.

D. Fiber Project: No change in status from last month.

E. Other Issues:

-We have been approached by Verizon regarding a lease of space on the NMHS tower for cellular equipment. We currently have a similar arrangement with T-Mobile which leases space on the SMHS tower. A lease with Verizon could provide a new revenue stream for the water division. If Verizon wants to construct this year, we should get details in the next few weeks.

-An Elkay water cooler/bottle filler has been ordered for the Library and will be installed upon receipt.

-Next meeting dates: 6/14/23, 7/12/23

CUD Wastewater Division Expenses

PERIOD 5 42%

|                                      | May Expense  | Year to Date Amt. | Annual Budget | % of Total Budget |
|--------------------------------------|--------------|-------------------|---------------|-------------------|
| <b>Administration</b>                |              |                   |               |                   |
| 701.00 Salaries                      | \$ 12,789.75 | \$ 60,375.22      | \$ 168,600    | 36%               |
| 701.10 401A Plan                     | \$ 914.60    | \$ 5,064.79       | \$ 9,600      | 53%               |
| 702.00 Office Expense                | \$ 2,633.09  | \$ 13,917.39      | \$ 35,000     | 40%               |
| 711.00 Insurance, Workers Comp       | \$ 54.00     | \$ 5,225.33       | \$ 7,500      | 70%               |
| 711.10 Insurance, Liability, PD      | \$ 1,307.43  | \$ 8,149.55       | \$ 16,100     | 51%               |
| 715.00 Insurance, Health             | \$ 1,873.02  | \$ 9,646.31       | \$ 51,800     | 19%               |
| 716.00 Social Security               | \$ -         | \$ 11,093.69      | \$ 28,100     | 39%               |
| 721.00 Accounting Expense            | \$ -         | \$ -              | \$ 7,500      | 0%                |
| 749.00 See below                     | \$ -         | \$ -              | \$ -          |                   |
| 750.00 Legal, Miscellaneous          | \$ -         | \$ 219.00         | \$ 1,500      | 15%               |
| <b>Subtotal / Admin</b>              | \$ 19,571.89 | \$ 113,691.28     | \$ 325,700    | 35%               |
| <b>749.00 Annual Debt Service</b>    | \$ -         | \$ 35,058.95      | \$ 250,000    | 14%               |
| <b>Treatment Plant</b>               |              |                   |               |                   |
| 501.00 Salaries                      | \$ 4,793.50  | \$ 48,325.89      | \$ 77,800     | 62%               |
| 502.00 Labor, Projects               | \$ -         | \$ -              | \$ 6,700      | 0%                |
| 503.00 Utilities                     | \$ 763.93    | \$ 3,726.17       | \$ 7,800      | 48%               |
| 504.00 Chemicals                     | \$ 922.00    | \$ 922.00         | \$ 2,900      | 32%               |
| 506.00 Vehicle Maintenance           | \$ 118.44    | \$ 515.64         | \$ 2,400      | 21%               |
| 507.00 Lab Supplies                  | \$ 1,074.54  | \$ 1,944.36       | \$ 2,600      | 75%               |
| 508.00 Plant Maint/Repair            | \$ 180.00    | \$ 2,051.41       | \$ 4,500      | 46%               |
| 509.00 Plant Fuel                    | \$ 714.94    | \$ 3,225.68       | \$ 4,600      | 70%               |
| 510.00 Tools and Equipment           | \$ 12.29     | \$ 547.78         | \$ 1,000      | 55%               |
| 513.00 Grimes Power                  | \$ 2,298.06  | \$ 32,524.90      | \$ 67,200     | 48%               |
| 521.00 Consultant/lab/technical fees | \$ 500.00    | \$ 1,937.50       | \$ 8,000      | 24%               |
| 550.00 Dues, Education, misc.        | \$ 640.00    | \$ 1,426.51       | \$ 1,000      | 143%              |
| <b>Subtotal / Treatment</b>          | \$ 12,017.70 | \$ 97,147.84      | \$ 186,500    | 52%               |
| <b>Collection System</b>             |              |                   |               |                   |
| 601.00 Salaries                      | \$ 7,442.00  | \$ 36,313.85      | \$ 104,500    | 35%               |
| 602.00 Labor, Projects               | \$ -         | \$ -              | \$ 9,600      | 0%                |
| 603.00 Pump Sta. Electric Power      | \$ 4,225.53  | \$ 28,187.00      | \$ 63,900     | 44%               |
| 603.10 Pump Sta. Expense             | \$ 2,390.63  | \$ 2,434.26       | \$ 2,500      | 97%               |
| 606.00 Truck Expense / Fuel          | \$ 158.20    | \$ 13,798.62      | \$ 20,900     | 66%               |
| 607.00 Paving Expense                | \$ -         | \$ -              | \$ 900        | 0%                |
| 608.00 Line Repair & Maintenance     | \$ 150.05    | \$ 2,585.58       | \$ 6,000      | 43%               |
| 610.00 Tools and Equipment           | \$ 32.99     | \$ 32.99          | \$ 1,500      | 2%                |
| 341.10 Vehicles & Equipment          | \$ -         | \$ -              | \$ 1,000      | 0%                |
| 341.20 Asset Replacement Reserve     | \$ 2,053.29  | \$ 10,224.15      | \$ 33,000     | 31%               |
| <b>Subtotal / Collection</b>         | \$ 16,419.70 | \$ 93,576.45      | \$ 243,800    | 38%               |
| 530.00 Depreciation                  | \$ -         | \$ -              | \$ -          |                   |
| <b>Totals Wastewater</b>             | \$ 48,009.29 | \$ 339,474.52     | \$ 1,006,000  | 34%               |

CUD Wastewater Division Income

|                                   | May Income   | Year to Date Amt. | Annual Budget | % of Total Budget |
|-----------------------------------|--------------|-------------------|---------------|-------------------|
| <b>Billed To Date</b>             |              |                   |               |                   |
| <b>Subtotal / Billed</b>          | \$ 62,939.71 | \$ 318,465.06     | \$ 1,021,700  | 31%               |
| <b>Received To Date</b>           |              |                   |               |                   |
| 401.00 Service Commitment         | \$ 60,460.80 | \$ 320,617.87     | \$ 757,400    | 42%               |
| 401.50 Stormwater                 | \$ 330.52    | \$ 2,154.30       | \$ 5,000      | 43%               |
| 402.00 Trailer Park               | \$ -         | \$ 382.50         | \$ 500        | 77%               |
| 404.00 Lyon Farm Lease            | \$ -         | \$ 25,000.00      | \$ 25,000     | 100%              |
| 405.00 AWS - Leachate             | \$ 11,195.63 | \$ 104,416.24     | \$ 213,200    | 49%               |
| 405.00 AWS - Septage / Trucked ww | \$ 12.40     | \$ 2,212.40       | \$ 4,000      | 55%               |
| 413.00 Lateral Fees               | \$ 100.00    | \$ 100.00         | \$ 1,000      | 10%               |
| 415.00 Interest / Dividends       | \$ 209.09    | \$ 1,526.24       | \$ 2,500      | 61%               |
| 421.00 Lien Fees                  | \$ -         | \$ -              | \$ 200        | 0%                |
| 425.00 Other Income               | \$ 1,179.85  | \$ 4,179.85       | \$ 1,800      | 232%              |
| 430.00 Waterworks Rental          | \$ 1,020.00  | \$ 4,080.00       | \$ 11,100     | 37%               |
| <b>Subtotal / Received</b>        | \$ 74,508.29 | \$ 464,669.40     | \$ 1,021,700  | 45%               |

CUD Water Division Expenses

PERIOD 5 42%

|                                    | May Expense         | Year to Date Amt.    | Annual Budget     | % of Total Budget |
|------------------------------------|---------------------|----------------------|-------------------|-------------------|
| <b>Administration</b>              |                     |                      |                   |                   |
| 408.10 PUC Expense                 | \$ 500.00           | \$ -                 | 8,200             | 0%                |
| 600.20 Tank Maintenance Fund       | \$ 12,849.75        | \$ 3,000.00          | 6,000             | 50%               |
| 601.80 Salaries                    | \$ 2,297.35         | \$ 58,575.22         | 168,600           | 35%               |
| 604.00 Employer Payroll Taxes      | \$ 1,158.50         | \$ 9,739.48          | 25,400            | 38%               |
| 604.81 Employer Health Insur.      | \$ 1,126.25         | \$ 11,469.58         | 61,300            | 19%               |
| 604.82 401a Employer Share         | \$ -                | \$ 4,526.27          | 11,800            | 38%               |
| 620.70 Office Expenses             | \$ -                | \$ 12,246.72         | 45,000            | 27%               |
| 632.00 Accounting Services         | \$ -                | \$ -                 | 7,500             | 0%                |
| 633.00 Legal Services              | \$ 1,020.00         | \$ 242.00            | 1,500             | 16%               |
| 641.50 Garage, Office, Roof Rental | \$ 2,499.45         | \$ 4,080.00          | 11,100            | 37%               |
| 657.00 Insurance/Liability, etc.   | \$ -                | \$ 9,132.90          | 13,200            | 69%               |
| 658.00 Workers Compensation        | \$ -                | \$ 2,032.07          | 3,100             | 66%               |
| 670.00 Bad Debt Expense            | \$ -                | \$ -                 | 500               | 0%                |
| <b>Subtotal / Admin</b>            | <b>\$ 21,451.30</b> | <b>\$ 115,044.24</b> | <b>\$ 363,200</b> | <b>32%</b>        |
| 600.10 <b>Annual Debt Service</b>  | \$ 2,574.19         | \$ 183,529.00        | 440,000           | 42%               |

**Plant Production**

|                                  |                    |                     |                   |            |
|----------------------------------|--------------------|---------------------|-------------------|------------|
| 601.10 Production Labor          | \$ 2,685.89        | \$ 8,558.08         | 15,600            | 55%        |
| 601.20 Labor, Projects           | \$ -               | \$ -                | 6,700             | 0%         |
| 615.10 Electric Power/Utilities  | \$ 2,063.84        | \$ 29,544.56        | 51,100            | 58%        |
| 618.30 Chemicals                 | \$ -               | \$ 7,672.13         | 27,000            | 28%        |
| 620.20 Maintenance               | \$ -               | \$ 3,170.13         | 6,500             | 49%        |
| 620.30 Lab Testing               | \$ 266.65          | \$ 996.25           | 6,900             | 14%        |
| 675.10 Dues, Education, expenses | \$ -               | \$ 1,651.09         | 3,200             | 52%        |
| <b>Subtotal / Plant</b>          | <b>\$ 5,016.38</b> | <b>\$ 51,592.24</b> | <b>\$ 117,000</b> | <b>44%</b> |

**Transmission & Distribution**

|  |                     |                      |                     |            |
|--|---------------------|----------------------|---------------------|------------|
| 341.00 Vehicles & Equipment              | \$ -                | \$ -                 | 1,000               | 0%         |
| 341.1/136.1 Asset Replacement Reserve    | \$ 2,006.07         | \$ 10,026.66         | 33,000              | 30%        |
| 601.50 Labor, Maintenance                | \$ 15,051.54        | \$ 62,156.06         | 140,400             | 44%        |
| 601.60 Labor, Projects                   | \$ -                | \$ -                 | 9,600               | 0%         |
| 615.50 Electric Power, Utilities -Garage | \$ 479.40           | \$ 6,379.80          | 10,700              | 60%        |
| 620.50 Tools and Equipment               | \$ 167.20           | \$ 1,724.61          | 8,400               | 21%        |
| 620.60 Main & Service Materials          | \$ 608.82           | \$ 10,046.11         | 24,300              | 41%        |
| 650.60 Equipment Maintenance             | \$ 519.06           | \$ 18,486.08         | 22,400              | 83%        |
| 675.50 Miscellaneous, Dues, Educ.        | \$ 525.99           | \$ 2,713.84          | 4,000               | 68%        |
| <b>Subtotal / T&amp;D</b>                | <b>\$ 19,358.08</b> | <b>\$ 111,533.16</b> | <b>\$ 253,800</b>   | <b>44%</b> |
| <b>Totals Water</b>                      | <b>\$ 48,399.95</b> | <b>\$ 461,698.64</b> | <b>\$ 1,174,000</b> | <b>39%</b> |

**CUD Water Division Income**

|                                   | May Income           | Year to Date Amt.    | Annual Budget       | % of Total Budget |
|-----------------------------------|----------------------|----------------------|---------------------|-------------------|
| <b>Billed To Date</b>             |                      |                      |                     |                   |
| <b>Subtotal / Billed</b>          | <b>\$ 95,806.68</b>  | <b>\$ 501,233.34</b> | <b>\$ 1,211,000</b> | <b>41%</b>        |
| <b>Received To Date</b>           |                      |                      |                     |                   |
| 461.00 Service Commitment         | \$ 71,027.72         | \$ 361,742.49        | 829,500             | 44%               |
| 461.00a Service Commitment (City) | \$ 28,916.67         | \$ 144,583.35        | 347,000             | 42%               |
| 419.00 Interest / Dividends       | \$ 65.87             | \$ 300.86            | 1,200               | 25%               |
| 421.00 Voicestream Lease          | \$ 2,473.71          | \$ 12,368.55         | 25,000              | 49%               |
| 474.00 Other Income               | \$ (20.00)           | \$ 3,699.16          | 1,500               | 247%              |
| 476.00 Lien Fees                  | \$ -                 | \$ -                 | 500                 | 0%                |
| 0.00 Misc.                        | \$ 953.10            | \$ 7,324.43          | 6,300               | 116%              |
| <b>Subtotal / Received</b>        | <b>\$ 103,417.07</b> | <b>\$ 530,018.84</b> | <b>\$ 1,211,000</b> | <b>44%</b>        |

CUD Wastewater Division P&L

Check # Capital Expense, Direct

009293 Hayes Pump, G/R pump O/H, Rte 1 LS  
009292 Midwest Steel, G/R pump spare, Rte 1 LS

Check # Capital Expense, Financed

|    |          |
|----|----------|
| \$ | 2,203.56 |
| \$ | 2,250.00 |
| \$ | -        |

CUD Water Division P&L

Check # Capital Expense, Direct

014758 EJP, (8) boxes 5/8" !Perl meters, 64 tot  
EJP, (1) 7ft hydrant

Check # Capital Expense, Financed

014441 Dirigo Engineering, River Crossing Proj.  
014666 County Env., Abatement Inspection  
014755 Dirigo Engineering, Reg #3  
Booster Proj.  
Booster Proj.

|    |           |
|----|-----------|
| \$ | 10,240.00 |
| \$ | 4,637.91  |
| \$ | 25,541.26 |

|                 |         |    |
|-----------------|---------|----|
| Capital Expense | 4,454   | \$ |
| Expense To Date | 339,475 | \$ |
| Total Expense   | 343,928 | \$ |
| Total Income    | 464,669 | \$ |
| Total P&L (+/-) | 120,741 |    |

|                 |         |    |
|-----------------|---------|----|
| Capital Expense | 14,878  | \$ |
| Expense To Date | 461,699 | \$ |
| Total Expense   | 476,577 | \$ |
| Total Income    | 530,019 | \$ |
| Total P&L (+/-) | 53,442  |    |

Consumer Price Index -

All Urban Consumers

1-Month Percent Change

Series id: CUUR0000SA0

Not Seasonally Adjusted

Area: U.S. city average

Item: All Items

Base Period: 1982-84=100

Years: 1914 to 2017

| 10 Yr-1a | Yr   | +/-    |
|----------|------|--------|
| 1.85     | 2017 |        |
| 1.77     | 2018 | (0.08) |
| 1.58     | 2019 | (0.19) |
| 1.76     | 2020 | 0.18   |
| 1.72     | 2021 | (0.04) |
| 1.70     | 2022 | (0.02) |
| 2.06     | 2023 | 0.36   |
| 2.52     | 2024 | 0.46   |
| 2.73     | 2025 | 0.21   |
| 2.87     | 2026 | 0.13   |
| 2.99     | 2027 | 0.12   |
| 3.00     | 2028 | 0.01   |
| 3.00     | 2029 | 0.00   |
| 3.00     | 2030 | 0.00   |
| 3.06     | 2032 | 0.08   |
| 2.60     | 2033 | (0.47) |
| 2.17     | 2034 | (0.43) |

| CPI Yr   | CPI   | Yr   | actual | rate | +/-    |
|----------|-------|------|--------|------|--------|
| 16,17,18 | 4.10  | 2021 | 4.03   |      | (0.07) |
| 19,20,21 | 10.10 | 2022 | 6.17   |      | (3.93) |
| 22       | 6.30  | 2023 | 2.50   |      | (3.80) |
| 23       | 3.54  | 2024 | 2.50   |      | (1.04) |
| 24       | 2.01  | 2025 | 2.50   |      | 0.49   |
| 25       | 2.01  | 2026 | 2.50   |      | 0.49   |
| 26       | 2.01  | 2027 | 2.50   |      | 0.49   |

Water rate increase tracker

Wastewater rate increase tracker

| CPI Yr   | CPI  | Yr   | actual | rate   | +/-    |
|----------|------|------|--------|--------|--------|
| 18,19,20 | 3.00 | 2021 | 2.00   | \$ 255 | (1.00) |
| 21       | 6.70 | 2022 | 1.96   | \$ 260 | (4.74) |
| 22       | 6.30 | 2023 | 1.92   | \$ 265 | (4.38) |
| 23       | 3.54 | 2024 | 1.89   | \$ 270 | (1.66) |
| 24       | 2.01 | 2025 | 1.85   | \$ 275 | (0.16) |
| 25       | 2.01 | 2026 | 12.7   | \$ 310 | 10.71  |
| 26       | 2.01 | 2027 |        |        | (1.22) |

0.17 Placeholder, 20 Yr average per month 2001 through 2020

| Year | Jan   | Feb | Mar   | Apr   | May | Jun   | Jul   | Aug   | Sep   | Oct   | Nov   | Dec   | Tot  |
|------|-------|-----|-------|-------|-----|-------|-------|-------|-------|-------|-------|-------|------|
| 2011 | 0.5   | 0.5 | 1.0   | 0.6   | 0.5 | (0.1) | 0.1   | 0.3   | 0.2   | (0.2) | (0.1) | (0.2) | 3.1  |
| 2012 | 0.4   | 0.4 | 0.8   | 0.3   | 0.3 | (0.1) | (0.2) | 0.6   | 0.4   | 0.0   | (0.5) | (0.3) | 1.7  |
| 2013 | 0.3   | 0.8 | 0.3   | (0.1) | 0.2 | 0.2   | 0.0   | 0.1   | 0.1   | (0.3) | (0.2) | 0.0   | 1.4  |
| 2014 | 0.4   | 0.4 | 0.6   | 0.3   | 0.3 | 0.2   | 0.0   | (0.2) | 0.1   | (0.3) | (0.5) | (0.6) | 0.7  |
| 2015 | (0.5) | 0.4 | 0.6   | 0.2   | 0.5 | 0.4   | 0.0   | (0.1) | (0.2) | 0.0   | (0.2) | (0.3) | 0.8  |
| 2016 | 0.2   | 0.1 | 0.4   | 0.5   | 0.4 | 0.3   | (0.2) | 0.1   | 0.1   | 0.1   | (0.2) | 0.0   | 1.9  |
| 2017 | 0.6   | 0.3 | 0.1   | 0.3   | 0.1 | 0.1   | (0.1) | 0.3   | 0.5   | (0.1) | 0.0   | (0.1) | 2.0  |
| 2018 | 0.5   | 0.5 | 0.2   | 0.4   | 0.4 | 0.2   | 0.0   | 0.1   | 0.1   | 0.2   | (0.3) | (0.3) | 2.0  |
| 2019 | 0.2   | 0.4 | 0.6   | 0.5   | 0.2 | 0.0   | 0.2   | 0.0   | 0.1   | 0.2   | (0.1) | (0.1) | 2.2  |
| 2020 | 0.4   | 0.3 | (0.2) | (0.7) | 0.0 | 0.5   | 0.5   | 0.3   | 0.1   | 0.0   | (0.1) | 0.1   | 1.2  |
| 2021 | 0.4   | 0.5 | 0.7   | 0.8   | 0.8 | 0.9   | 0.5   | 0.2   | 0.3   | 0.8   | 0.5   | 0.3   | 6.7  |
| 2022 | 0.8   | 0.8 | 0.9   | 1.3   | 0.6 | 1.1   | 1.4   | 0.0   | 0.2   | 0.4   | (0.1) | (0.3) | 6.3  |
| 2023 | 0.8   | 0.6 | 0.3   | 0.5   | 0.5 | 0.17  | 0.17  | 0.17  | 0.17  | 0.17  | 0.17  | 0.17  | 3.5  |
| 2024 | 0.8   | 0.6 | 0.3   | 0.5   | 0.5 | 0.17  | 0.17  | 0.17  | 0.17  | 0.17  | 0.17  | 0.17  | 2.52 |

Ave (10 Yr running)

2024 Cost of Living Increase

https://data.bls.gov/timeseries/CUUR0000SA0?output=view=pct\_1mth