



## Brazos River Authority



QUALITY • CONSERVATION • SERVICE

April 20, 2004

Mr. Frank Salvato  
City Manager  
City of Taylor  
400 Porter Street  
Taylor, Texas 76574

Dear Mr. Salvato:

The Authority is excited to continue negotiations pertaining to the City's Lake Granger water treatment facility. The intent of this letter is to confirm the opportunities that the City's exiting water treatment operators have should the Authority take ownership.

The Authority would be fortunate to acquire the services of your existing employees. It is obvious after inspecting your plant and visiting with both Allan Pratt and Alvin Faykus that they do an outstanding job with the facilities operations. They would both be offered a position with the Brazos River Authority contingent upon their successful completion of a drug screen and criminal background review. They would receive a full benefits package including paid health and dental insurance with the option to purchase family packages. They will receive twenty-five (25) personal time-off days (PTO) which takes into account their years of service while at the City. Furthermore, they will be given credit for their existing vacation and sick leave accrued while at the City of Taylor. As Authority employees they will receive ten (10) paid holidays.

As Authority employees they will have the title of Senior Technician with a starting pay \$19.27 per hour. The attached pages discuss the salary specifics by employee.

Currently, both Allan and Alvin work considerable overtime to maintain the facilities operations. While the Authority plans to provide the opportunity for both men to work overtime for paid compensation, it is the Authority's intent to add an additional operator to reduce the demand on their individual time. We feel it is critical that our employees have the opportunity to take advantage of our generous personal time-off policy.

We feel that we offer a comparable compensation and benefits package for your current employees and truly hope one day they can become part of the Authority's team.

Sincerely,

John Baker  
Regional Manager, Central Basin

JB:jls

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Attachment

cc: Casey Sledge

4600 Cobbs Drive • P.O. Box 7555 • Waco, Texas 76714-7555  
254-761-3100 • FAX 254-761-3215



**Alvin Faykus and Gene (Allan) Pratt**

**Base Annual Wage**

We are offering both Alvin and Allan \$19.27 per hour which would be an increase of \$1.93 per hour from their current base annual wage. Their title will be Senior Technician  
 $\$19.27 \times 2080$  (hours work per year) = \$40,085

The Authority pays employees on the 15<sup>th</sup> and last day of the month; therefore Alvin and Allan would receive 24 payments of \$1670.20. The Authority also requires direct bank deposit for the convenience of our employees.

Both Alvin and Allan will have the opportunity to earn paid overtime as a result of needed extendedtime at the facility. However, the Authority does not pay for “on-call” time and aver the first year will be looking to eliminate their need to work overtime.