WASATCH FRONT WASTE AND RECYCLING DISTRICT (WFWRD)

BOARD OF TRUSTEES REGULAR MEETING AGENDA

To be held Monday, June 22, 2026, at 9:00am at the District Offices located at 604 West 6960 South, inside the Salt Lake County Public Works Administration Building Training Room. This meeting will also be held electronically via Webex. Public login is:

https://slco.webex.com/slco/j.php?MTID=m574487f1195ee605cd15b2f1c026c62d

Reasonable accommodations (including auxiliary communicative aids and services) for individuals with disabilities may be provided upon receipt of a request within five working days' notice. For assistance, please call V/385-468- 6332; TTY 711. Members of the Board may participate electronically.

Call to Order [9:00am]: Emily Gray, Board Chair
Roll Call: Catarina Garcia, Board Clerk

1. **Meeting Open for Public Comments**
   Members of the public wishing to provide written comments to the Board of Trustees may do so by submitting their comment to the Board Clerk at cgarcia@wfwrdutah.gov before Sunday, June 21st at 9:00 p.m. All comments must include the name and address of the individual making the comment. These comments will be read at the meeting as if the individual were present. Public comments can also be made in person or via Webex during this time (comments are limited to 3 minutes).

2. **Consent Items (*Approval Requested*)** [5 *minutes | 9:00am-9:05am*]
   2.1 May 18, 2026 Board of Trustees Regular Meeting Minutes

3. **Business Items:**
   3.1 2025 Annual Comprehensive Financial Report (ACFR) and Independent Audit Report: Kyle Green, CPA, Squire & Company, and Helen Kurtz, Finance Director **(*Information/Discussion/Acceptance Requested*)** [25 *minutes | 9:05am-9:30am*]

   3.2 General Manager Report: Evan Tyrrell, General Manager **(*Information/Discussion*)** [*20 minutes | 9:30am-9:50am*]

   3.3 Adoption of District Drug and Alcohol Testing Policy for Safety-Sensitive Positions, Commercial Driver's License Holders, and Commercial Motor Vehicle Operators: Evan Tyrrell, General Manager, and Hazel Dunsmore, Human Resources Manager **(*Information/Discussion/Adoption Requested*)** [15 *minutes | 9:50am-10:05am*]

   3.4 Adoption of Updates to Section 9.39, Alcohol and Drug-Free Workplace, of the District Policy Manual: Evan Tyrrell, General Manager, and Hazel Dunsmore, Human Resources Manager **(*Information/Discussion/Adoption Requested*)** [5 *minutes | 10:05am-10:10am*]

   3.5 Consideration for Customer Appeal of Two-Year Credit Determination: Helen Kurtz, Finance Director **(*Information/Motion Requested*)** [5 *minutes | 10:10am-10:15am*]

4. **Closed Session (*If Needed*)**
   The Board of Trustees may temporarily recess the meeting to convene in a closed session to discuss the character, professional competence, or physical or mental health of an individual, pending or reasonably imminent litigation, and the purchase, exchange, or lease of real property, or other legally applicable reasons as provided by Utah Code Annotated §52-4-205.

5. **Other Board Business**
This time is set aside to allow Board Members to share and discuss relevant topics.

6. **Items for Subsequent Board Meetings**
    - General Manager Report
    - 2nd Quarter 2026 Financial Report
    - 2026 Fraud Risk Assessment
    - Boundary Adjustment for the Northern Salt Lake County Service Area Annexed by Salt Lake City
    - Looking Forward – 2027 and Beyond: District Land, Buildings, and Offices
    - WFWRD Safety Program and Loss Prevention Overview

7. **Adjournment**

WASATCH FRONT WASTE AND RECYCLING DISTRICT (WFWRD)

BOARD OF TRUSTEES REGULAR MEETING MINUTES

PENDING BOARD APPROVAL

Held Monday, May 18, 2026, at 9:00am at the District Offices located at 604 West 6960 South, inside the Salt Lake County Public Works Administration Building Training Room. The meeting was also held electronically via Webex.

Emily Gray, Board Chair, called the meeting to order at 9:00am and Catarina Garcia, Board Clerk, conducted the Roll Call.

Board Members: Anna Barbieri-City of Taylorsville, Emily Gray-City of Holladay, Lise Brunhart-Town of Brighton, Nicole Handy-Millcreek City, Terry George-Magna City, Greg Shelton-White City, Zach Jacob-West Jordan City

Participating Electronically: Jared Henderson-Herriman City, Tessa Stitzer-Town of Copperton, Clark Bullen-Murray City, Nick Griffith-Emigration Canyon

Excused/Absent: Marci Houseman-Sandy City, Laurie Stringham-Salt Lake County, Matt Holton-Cottonwood Heights, Lyndsay Longtin-Kearns City

District & Support Staff: Evan Tyrrell-General Manager, Helen Kurtz-Finance Director, David Ika-Operations Manager, Renee Plant-Administrative Manager, Sione Tuione-Collection Manager, James Kelsey-Sustainability Coordinator, Catarina Garcia-Executive Assistant/Board Clerk, Rachel Anderson-Legal Counsel
Webex: Andre Perov-GIS Coordinator

Public: Patrick Craig, Salt Lake County

1. **Meeting Open for Public Comments**
   There were no public comments.

2. **Board of Trustees Business**
   2.1 Welcome New Board Member: Lise Brunhart, Town of Brighton

   Board Chair Gray welcomed and introduced Lise Brunhart, and Catarina conducted the Oath of Office.

   2.2 Adoption of Resolution 4447, a Resolution Expressing Appreciation to Former Board Member Keith Zuspan for their Years of Service as a WFWRD Board of Trustees Member: Emily Gray, Board Chair

   Board Member Brunhart motioned/Board Member Barbieri seconded to adopt Resolution 4447. Motion passed unanimously.

   2.3 Nominations and Appointment of Replacement 2026 Board Vice-Chairperson: Emily Gray, Board Chair

Board Chair Gray invited nominations for the Board Vice-Chair. Board Member Barbieri nominated herself. There were no other nominations.

Board Member Barbieri motioned/Board Member George seconded to appoint Anna Barbieri as the Board Vice-Chair. Motion passed unanimously.

2.4 Adoption of a Proclamation Recognizing the Week of June 17 as National Waste and Recycling Worker's Week

WFWRD staff were invited into the room, and Board Chair Gray expressed appreciation, both personally and on behalf of the Board, for all they do. They know it is a difficult job and often underappreciated, but it is something we all rely on every single day in the communities. After she read the proclamation, she expressed her desire to shake everyone's hand as they left the room.

Evan expressed his appreciation for the team who works selflessly, and his gratitude for being a part of the organization. He mentioned the WFWRD celebration which will be held Thursday, June 18th at 7:00 a.m., noting that an invitation would be sent to Board Members.

Vice-Chair Barbieri motioned/Board Member Shelton seconded to adopt the proclamation. Motion passed unanimously.

3. Consent Items

3.1 March 23, 2026 Board of Trustees Regular Meeting Minutes

3.2 April 27, 2026 Board of Trustees and WFWRD Leadership Staff Retreat Minutes

Board Member Brunhart motioned/Board Member Handy seconded to adopt the March and April meeting minutes. Motion passed unanimously.

4. Business Items

4.1 General Manager Report

Evan Tyrrell, General Manager, updated the Board on the successful transition to Point & Pay, postcard billing, and the implementation of the new Specialty Curbside Collection Program. Board Chair Gray expressed her excitement for the program that is meeting residents' needs.

Evan continued with updates on the Mahogony Radio Tower capital upgrades and cost reduction alternatives. He replied to Vice-Chair Barbieri that it is county-wide and WFWRD can choose not to participate if a lower-cost option is found, such as "push-to-talk". This would increase the cost to other county departments, and Board Chair Gray was surprised that more of them were also not researching lower-cost alternatives.

Evan reported that WFWRD has been invited to submit a proposal to Draper City, who is evaluating disbanding their in-house waste and recycling collection services. This could be an opportunity for WFWRD to expand our service area and offset some of the losses likely to be incurred as Herriman pursues withdrawal from WFWRD. The Board directive was to move forward; there is nothing to lose.

Evan moved on to review updates to various PGIs:

ORG.2: Modify the District's Charter to update WFWRD's operational serviceability, adapt to our service area's changing landscapes (e.g., redevelopments and new developments), ensure WFWRD's long-term financial solvency, and enhance WFWRD's overall efficiencies and economies of scale.

- As discussed during the Board retreat, staff will review options for consideration and report back to the Board at a later time.

ADM.1.1: Consolidate, where possible, the District's Standard Operating Procedures (SOPs) and create an Employee Handbook to streamline employee onboarding, provide a centralized document as an employee resource, reduce redundant information, and clarify policies, processes, and expectations.

- A draft Employee Handbook that will incorporate over 24 SOPs has been developed and is in review.

ADM. 2: Solicit and complete the Withdrawal Feasibility Assessment and Impact Analysis (FEIA).

- The District has moved forward with an independent third-party financial impact analysis that should be completed mid-June.

ADM.3: Successfully solicit a Recycling Processing and Recovery RFP and award to one of more vendors using a high-quality/best value approach.

- The goal is to have this RFP solicited during the month of July.

ADM. 7: Reconcile and audit IT and phone/voice-related services provided by Salt Lake County.

- WFWRD staff are working with the SLCo IT department to resolve several outstanding questions and potential cost savings measures. The January invoice was nearly $20,000, and the April invoice was less than $18,000. Thus far this year, staff have identified $22,000 in savings; next year and ongoing will be $26,000.

ADM.9: Nearly every office has an individual printer, some of which are color and can cost up to $1,000 to replace cartridges.

- After review of needs, five individual color printers have been taken out of service. Some were replaced with existing black-and-white printers. Others will use the main printer located in the District's mailing and printing room. Ongoing annual savings of $5,000.

FIN.1: Solicit and complete a line-of-service financial assessment by geographic service area.

- The scope of this item has increased and will likely cost more than the original budgeted amount; however, it will not require a budget adjustment. The current goal is to have this RFP issued in July, but no later than August.

OP.1: Using existing resources and budget allocations, maximize the capacity to better meet service demand for the Seasonal Container Reservation Program (SCRP).

- As of May 8th, we have averaged 79 containers per day, an increase of more than 25% compared to the previous year's average of 60 containers per day.

Board Chair Gray asked if there has been a reduction in complaints. Renee replied that it has been mysteriously quieter than previous years and talked about the central drop-off program. Evan added that there has been some limited volatility in seasonal drivers, but as a whole, it is going extremely well.

OP.5: Conduct structured route audits to verify correct billing for green waste and extra trash and recycle can services.

- Limited 2nd can audits have identified a total of 192 trash cans, 29 recycle cans, and 1 green waste can that were not being billed. After a second confirmation, new charges have been applied to the respective accounts, and year-to-date, $36,000 in revenue has been identified. Residents keeping their 2nd cans will generate $46,000 of additional revenue in subsequent years.

  There were discussions about account changes, neighbors taking cans when people move, and people taking cans with them when they move. Evan replied to Board Member Brunhart that the cans do have chips, but our truck arms don't have readers, which is a technology we could look at in the future.

Overall cost savings identified in 2026 total nearly $660,000 with an ongoing (annual) savings of $445,000. Adding the $1.2M of previously identified ongoing cost savings, the total one-time cost savings for 2026 is $1.9M, with annual (ongoing) savings of $1.685M.

- Evan concluded that updates will continue and other initiatives will be added. Board Members commended staff on an impressive job well done.

4.2 1st Quarter 2026 Financial Report

Helen Kurtz, Finance Director, reviewed revenues, personnel expenses, operating expenses, capital purchases, cash balances, refunds, maintenance costs, and fuel and mileage.

She replied to Board Member Brunhart that we are ordering more diesel trucks rather than CNG trucks due to capital costs. CNG trucks have increased significantly in purchase price, and diesel fuel prices have been decreasing. Board Member Shelton commented on the low resale value of CNG trucks and their higher maintenance costs, and Evan discussed the CNG infrastructure many smaller buyers lack the Total Cost of Ownership, and the anticipated benefits of diversifying our fleet.

4.3 Overview of University of Utah Recycling Survey

Renee Plant, Administrative Manager, introduced the survey that was conducted in October of 2025 in partnership with the Master's in Public Policy Program from the University of Utah. 4,523 people completed the survey, about 6% of WFWRD residential customers, which is nearly double the response from the previous years.

High-level findings include:

- Over 90% of respondents said recycling is important to them.
- Confidence is high overall, but key misunderstandings persist: Typically, about tin/steel cans, plastic bags, glass, and scrap metal. This information will help with education efforts.

- Only 37% feel confident their recyclables are actually recycled: We are excited about our Specialty Curbside Collection Services (SCCS) program, knowing that the tires, mattresses, and appliances will be recycled.
- Most barriers stem from unclear or hard-to-access information.
- Customers want simple, accessible educational tools, especially bin labels and printed materials. They want simple, accessible guidance; a key indicator that there is room for improvement with advertising the WFWRD app.

Renee talked about how she is developing a standard Communication Playbook that is nearly half complete. It will include monthly social posts, what really happens to your recycling, top contamination items, myth busting, and quick, visual recycling guides and videos.

She talked about James' excellent job with community outreach and the intent to focus more on that going forward. She replied to Board Chair Gray that the University of Utah originally reached out to WFWRD through Pam [Roberts], who graduated from their master's program, which led to this partnership and recycling study. It is a great report, was at no cost, and Evan noted that the report is also on our website.

4.4 2025 Waste Diversion and Recycling Analytics Report Presentation

James Kelsey, Sustainability Coordinator, did an Introduction and Purpose of the Report. It included Benefits of Waste Diversion, Resources Saved by Recycling, Diversion Rate and Tonnages, Diversion Rates by City, Recycle Tipping Fees, Recycle Processing Price Per Ton, Recycling Market Trends, Commodity Composition Percentages by Weight with Rocky Mountain Recycling and Waste Management, Contamination Rates, Average Recycle Contamination Rates District-wide, Contamination Reporting, and the District's "Oops" Tag Program.

Board Chair Gray found the number of second- and third-level contamination reports interesting and asked whether it was attitude; residents just don't seem to care? James replied that that is some of it, and we have a broad base and a small team to address contamination. Residents may feel like they are "getting away with it", but we are seeing positive results with consistent follow-up.

James showed pictures of Common Contaminants, talked about the efforts of Kevin Ungerer, WFWRD's Quality Assurance Inspector, and illustrated the contamination rate reductions that have been quantified across all District services areas by municipality. Overall District-wide contamination rates have decreased from 26.43% in 2022 to 19.00% in 2025. James also reported on Green Waste Diversion and Beneficial Reuse, Glass Recycling, Used Cart Recycling, Christmas Tree Collection, and Community Engagement & Education.

He also showed the current Recycle and Green Waste Can Guides, media and fliers, summary, and key Takeaways. Board Chair Gray commented on how happy it makes her and how helpful it was to see all the work that is being done and ways we are engaging with communities.

4.5 Authorization to Withdraw Properties from the Final 2026 May Tax Sale

Helen explained the annual letter from the Salt Lake County Council Tax Administration requesting authorization to withdraw properties which warrant consideration by the County Council as deemed appropriate under existing policy guidelines. Our response is the Board's formal approval for the withdrawal of properties with delinquent Wasatch Front Waste and Recycling District (WFWRD) refuse collection fees from the final May 2026 tax sale.

Board Member Shelton motioned/Board Member Brunhart seconded to approve the authorization to withdraw properties from the final 2026 May tax sale. Motion passed unanimously.

4.6 Looking Forward – 2027 and Beyond: Fleet Repair and Maintenance, Telematics, and Information Technology Considerations

Evan talked about the District's current fleet repair and maintenance, telematics, logistics, and information technologies, and how tools and systems can improve operational efficiency, reduce costs, and support data-driven decision-making, while positioning the District for future innovation.

He showed a graph of ongoing increases in maintenance costs, 44% since 2021. David talked about the truck replacement schedule, and Evan commented on fleet trends and labor rates, labor hours, fuel costs, 26% markup on parts county-wide, shop fees, and consideration of a WFWRD fleet repair and maintenance shop.

Vice-Chair Barbieri asked why the county is marking up their parts. Evan explained it is to cover all their administrative and management overhead costs, and their somewhat recent transition to an enterprise fund model from a general fund. He was also surprised at the 26% mark-up, noting that anything over 20% was extensive.

Evan replied to Board Chair Gray that there was an analysis done a few years back about using a private shop. There are synergies and efficiencies based on proximity. We are one-third of their total business and they run dual shifts, which is what keeps our trucks on the road and minimizes the number of trucks down on a daily basis.

He went on to talk about County IT user rates, increases from $87.00 to $103.00 per user per month, and looking at consolidating accounts. The original rate for the network access account was around $56.00-$58.00. Since 2020, it has increased 80%. This further begs the question if WFWRD should look at an in-house IT person or an outside, third-party IT service provider. IT and phone services are currently $17,000 per month.

Board Member Shelton talked about sharing environmental fee expenses with UPD and UFA, which have different security requirements. We are paying a small portion of that in a flat rate. A managed service provider is a good start who will only charge for what we need. It does come at a cost but gives a good picture of what we actually need at a discounted rate.

Evan concluded that this was to bring awareness to the Board to think about working to evaluate all these items and if there are any ideas, recommendations, or areas that we should pursue from a prioritization level, and that we'd be happy to hear that feedback.

Board direction was to continue to gather information.

4.7 Herriman City Withdrawal Status Update

Rachel Anderson, District Legal Counsel, reported that conversations are ongoing and we will continue work on a negotiated withdrawal, which is both parties' preferred method.

Evan asked that any questions be funneled through him. We are working to make sure that it continues to satisfy both parties and minimizes, to the degree practical, any impacts to WFWRD as a whole and our remaining partner cities.

5. **Closed Session *(If Needed)***
   No closed session was needed.

6. **Other Board Business**
   There was no other Board business.

7. **Items for Subsequent Board Meetings**
   - General Manager Report
   - 2025 Annual Comprehensive Financial Report (ACFR) Presentation
   - Boundary Adjustment for the Northern Salt Lake County Service Area Annexed by Salt Lake City
   - District CDL Driver Drug and Alcohol Testing Policy
   - Looking Forward – 2027 and Beyond: District Land, Buildings, and Offices

8. **Adjournment**

   Board Member Jacob motioned/Board Member Shelton seconded to adjourn. Motion passed unanimously.

Meeting end time: 10:50am

WASATCH FRONT
Waste & Recycling District

Midvale, Utah

Annual Comprehensive Financial Report
For the Fiscal Year Ended December 31, 2025

Wasatch Front Waste & Recycling District
Midvale, Utah

Annual Comprehensive Financial Report
For the Fiscal Year Ended December 31, 2025

Prepared by:
Helen Kurtz, Finance Director/CFO
Molly Jeppson, Accountant II/Treasurer

Wasatch Front Waste & Recycling District

Annual Comprehensive Financial Report
For the Fiscal Year Ended December 31, 2025

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Introductory Section

June 15, 2026

Dear Honorable Board of Trustees and Citizens served by the District,

In accordance with Utah State Code § 10-6-51, staff have worked with Squire & Company, PC to publish a complete set of the 2025 financial statements. These statements must be presented in conformity with Generally Accepted Accounting Principles (GAAP) and audited in accordance with generally accepted auditing standards by an independent firm of licensed certified public accountants. Squire & Company, PC meets these requirements.

In accordance with that requirement, we are presenting the Annual Comprehensive Financial Report (ACFR) of the Wasatch Front Waste and Recycling District (the “District”) for the fiscal year ending December 31, 2025. This report consists of management’s representations regarding the finances of the District. We, as the management, accept responsibility for the completeness and reliability of all the information presented in this report.

The goal of the independent audit was to provide reasonable assurance that the financial statements of the District for the fiscal year ending December 31, 2025 are free of material misstatements. The independent audit involved examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements; assessing the accounting principles used and significant estimates made by management; and evaluating the overall financial statement presentation.

Based upon the audit, Squire & Company, PC concluded that there was a reasonable basis for rendering an unmodified opinion that the District’s financial statements for the fiscal year ending December 31, 2025, are fairly presented in conformity with GAAP. The independent auditor’s report is presented as the first component of the financial section of this report.

GAAP requires that management provide a narrative introduction, overview, and analysis to accompany the basic financial statements in the form of Management’s Discussion and Analysis (MD&A). This letter is designed to balance and should be read in conjunction with the MD&A. The District’s MD&A can be found immediately following the report of the independent auditor.

The District’s Finance team has established a comprehensive internal controls framework designed both to protect the District’s assets from loss, theft, or misuse and to compile sufficient reliable information for the preparation of the financial statements in conformity with GAAP. Because the cost of internal controls should not exceed the benefits to be derived, our comprehensive framework of internal controls has been designed to provide reasonable rather than absolute assurance that the financial statements are free from material misstatements. To the best of our knowledge and belief, this financial report is true, accurate, complete, and reliable in all material aspects.

Profile of the Organization

Our Vision: A sustainable, integrated organization that provides for the welfare of our communities.

Our Mission and Purpose: To provide sustainable integrated waste and recycling collection services for the health and safety of our community…because not everything fits in the can.

The District provides a full range of services integrated solid waste management to meet the demands of its residents that includes weekly garbage and recycling collections, annual container reservations for bulky waste, emergency disaster aid, leaf bag collections, curbside Christmas tree collections, bulky waste and green waste trailer rentals, centralized glass recycling collections, and non-residential garbage and recycling collections for government facilities. Subscription-based curbside green waste and glass recycling collection service is also offered to a majority of residential properties located within the District's service area.

History of Governance: The District, formerly known as the Salt Lake County Special Service District No. 1, was established in January 1977 by the Salt Lake County Commission. The creating resolution empowered the Salt Lake County Commission, and thereafter the County Council with all governing authority over the District.

Under State Statutes, the District has had the mandate to provide waste containers and the authority to impose a service fee to each property owner within its boundaries that receives waste collection services. The District relies on user fees that are assessed to each property owner to support operations since it does not levy a tax.

The Salt Lake County Council created the Administrative Control Board ("Board") to govern the District, effective January 1, 2010 and added the incorporated cities to the governing Board. The nine-member Board was comprised of one appointed representative from each city council in the District - Taylorsville, Herriman, Cottonwood Heights, and Holladay, and five members from the County.

The composition of the Board changed on January 1, 2013, when the Wasatch Front Waste and Recycling District was established as a separate entity but remained a special service district with ties to Salt Lake County. Upon separation, the Salt Lake County Council reduced their representatives to four board members and Murray City appointed a representative from their city council for the annexed portion of the city serviced by the District. On January 3, 2016, Sandy City appointed a representative from their city council for the annexed portion of the city, and the county representation was reduced to three members while retaining a nine-member board.

On January 1, 2017, Millcreek City, the five Metro Townships of Emigration Canyon, Kearns, Magna, Copperton, White City, and the Town of Brighton all incorporated, and the governing board expanded to fifteen elected officials representing each municipality within the District boundaries. Board members were still appointed by their respective councils.

On March 22, 2022, the Salt Lake County Council passed Resolution 5954 to reorganize the District from a Special Service District to a Special (formerly "Local") District, in accordance with Utah Code Ann. § 17D-1-604. In addition to changing the name of the Administrative Control Board to the Board of Trustees, this organizational modification transferred all governing authority of the District to the Board of Trustees. All policy making and governing authority was vested in the board members, who are responsible for passing resolutions, adopting the budget, appointing committees, appointing the District's General Manager, and providing "advice, direction, and consent" for the General Manager's appointments. At this time, the County representation on the Board was reduced to one appointed trustee from the County Council to mirror each city's representation, resulting in a total of fourteen Board of Trustee members.

During 2025, West Jordan City annexed a Salt Lake County island located within the District's geographic service area and appointed a fifteenth member to the Board of Trustees.

District Operations: The District operates as an enterprise fund under a calendar year operating and capital budget. The General Manager serves as the Chief Executive, Budget, and Administrative Officer. The General Manager's responsibilities, inter alia, include oversight and management of all executive functions of the District, carrying out the policies of the governing board, strategic planning, and developing standard operating procedures that guide management in the best practices for administrative functions and the District's day-to-day operations. Within the Board-approved expenditures for a budget year and in accordance with the District's Policy Manual, the General Manager is authorized to make transfers across appropriation items within the annual operating budget. Transfers of capital budget appropriations and increases in the overall annual operating and capital budget require the approval of the Board of Trustees.

District offices are located in Midvale City, which is approximately 12 miles south of Salt Lake City, the capital of Utah. District boundaries cover an area of approximately 250 square miles within Salt Lake County. The U.S. Census Bureau estimated the 2025 population of Salt Lake County to be 1,221,000 residents. This is the area in which the District operates and services a customer base of approximately 86,000 homes. Over 1,158,000 road miles are traveled each year by the District in the performance of its services.

Factors Affecting Financial Condition

The District's financial statements are best understood when given the context of our operational environment as listed below.

Local Economy: Utah's job growth continued to outpace national trends over the past year; however, overall growth has moderated and remains below historical averages at approximately 0.6% year-over-year. Despite this slower pace of expansion, consumer sentiment in Utah, which rose 3.1% in March 2026, remains comparatively optimistic relative to the broader United States, even amid ongoing geopolitical uncertainty. (Source: *Zions Bank Economic Snapshot*, May 2026)

Labor Force: The District has 97 full-time employee allocations and 12 seasonal positions for the seasonal container reservation program (SCRP).

Recruitment and retention challenges for Commercial Driver's License (CDL) operators appear to have stabilized compared to prior years; however, the District operates in a highly competitive labor market, competing not only with other government agencies, but also with private sector employers for qualified and skilled CDL drivers.

The District will continue monitoring labor market conditions and maintaining competitive compensation and recruitment and retention strategies to support workforce stability and reliable service delivery.

To remain competitive with the labor market, the Board of Trustees continued to support employee compensation adjustments with the 2026 budget, including cost-of-living increases of 3.5% and an additional 2.0% annual increase for merit employees who successfully pass their annual performance evaluation.

Long-Term Financial Planning: The District continues to emphasize long-term financial sustainability through prudent fiscal management, strategic planning, and ongoing evaluation of operational needs. As the District transitions from quarterly to monthly billing operations, management remains focused on maintaining stable cash flows and adequate unrestricted net position to preserve financial flexibility, address unforeseen operational needs, and fund future capital equipment requirements while minimizing impacts to ratepayers.

Increasing costs associated with labor (including benefits), fuel, disposal services, fleet maintenance, recycling market volatility, and contracted services continue to place pressure on operating expenditures. In response, the District persists in evaluating opportunities to improve operational efficiency and control costs while maintaining service levels.

Largely driven by the General Manager’s Priorities, Goals, and Initiatives (PGIs), the District continues to pursue cost savings and rate retention initiatives focused on:

- Streaming administrative and operational processes to maximize efficiencies and service delivery
- Identifying benchmarks and strategic indicators for continuous improvements
- Evaluating internal processes to identify and implement cost savings opportunities
- Route optimization and productivity improvements
- Equipment lifecycle management and capital planning
- Program cost control
- Disposal and processing cost strategies
- Technology and automation improvements, and
- Reducing operational risks and associated costs.

As of May 13, 2026, these efforts have generated quantifiable one-time cost savings of $1,899,899 and will produce ongoing annual cost savings of $1,685,205. The District’s objective is to maximize operational efficiencies and cost savings to postpone future rate increases for as long as reasonably possible.

Risk Management: The District operates in an environment with inherent safety risks associated with heavy equipment operation, field activities, vehicle traffic, and the handling of bulky and potentially hazardous materials. The solid waste industry is consistently ranked among the most dangerous industries in the United States according to the U.S. Bureau of Labor Statistics (BLS) making loss prevention and employee safety a critical operational priority.

To mitigate these risks, the District maintains a comprehensive risk management program in partnership with its liability insurance provider, the Utah Local Governments Trust (the Trust). Ongoing training opportunities are provided in the areas of leadership development, loss control, health and wellness, workplace safety, and accident prevention. In addition, employees receive service-specific and industry-standard safety training designed to reduce operational risks and promote safe work practices throughout the District.

The District maintains a comprehensive Health and Safety Plan (HASP) and remains committed to compliance with all applicable Department of Transportation (DOT), Commercial Driver's License (CDL), and Federal Motor Carrier Safety Administration (FMCSA) regulations, including requirements related to drug and alcohol testing, reporting, and driver safety standards.

Looking Ahead

The District remains committed to providing reliable, cost-effective solid waste and recycling services that meet the evolving needs of the communities it serves. As one of the primary providers of these services within the District's service area, the District continues to fulfill an essential public service role by ensuring residents have access to convenient and responsible disposal and recycling options.

The District recently launched its new Specialty Curbside Collection Service, which provides residents with convenient, year-round curbside collection for bulky and difficult-to-dispose-of items such as tires, appliances, and mattresses. The program was developed to address a service gap and growing community need by offering residents an accessible and environmentally responsible disposal option while promoting proper waste handling practices as well as reclamation and recycling whenever feasible.

In addition, the District is actively evaluating opportunities to revamp and improve its existing bulk waste program to better align with customer needs and expand service availability to a greater number of residents. These improvements are intended to enhance service accessibility, improve operational efficiency, and ensure the program continues to meet community expectations in a cost-effective manner.

The District will continue to monitor program performance, customer feedback, and operational impacts as part of its ongoing commitment to service excellence, environmental stewardship, and responsible financial management.

Significant Awards and Accomplishments

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the District for its ACFR for the fiscal year ended December 31, 2024. This was the ninth consecutive year the District has achieved this prestigious award. To be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized ACFR. This report must satisfy both GAAP and applicable legal requirements.

A Certificate of Achievement is valid for a period of one year. We believe that our current ACFR continues to meet the Certificate of Achievement Program's requirements, and we will submit it to GFOA to determine its eligibility for another certificate.

Acknowledgements

Management would like to express our appreciation to the dedicated staff of the budget and finance team, and the operations and administrative managers who assisted and contributed to the preparation of this report. We also thank our auditors, Squire & Company, PC, for their assistance and support with this report.

And of course, credit must be given to the Board for their ongoing support for maintaining the highest standards of professionalism in the management of the District's finances.

Respectfully submitted,

Evan C. Tyrrell
General Manager/Chief Executive Officer

Helen R. Kurtz
Finance Director/Chief Financial Officer

Government Finance Officers Association

Certificate of Achievement for Excellence in Financial Reporting

Presented to

Wasatch Front Waste & Recycling District
Utah

For its Annual Comprehensive
Financial Report
For the Fiscal Year Ended

December 31, 2024

Christopher P. Morrill

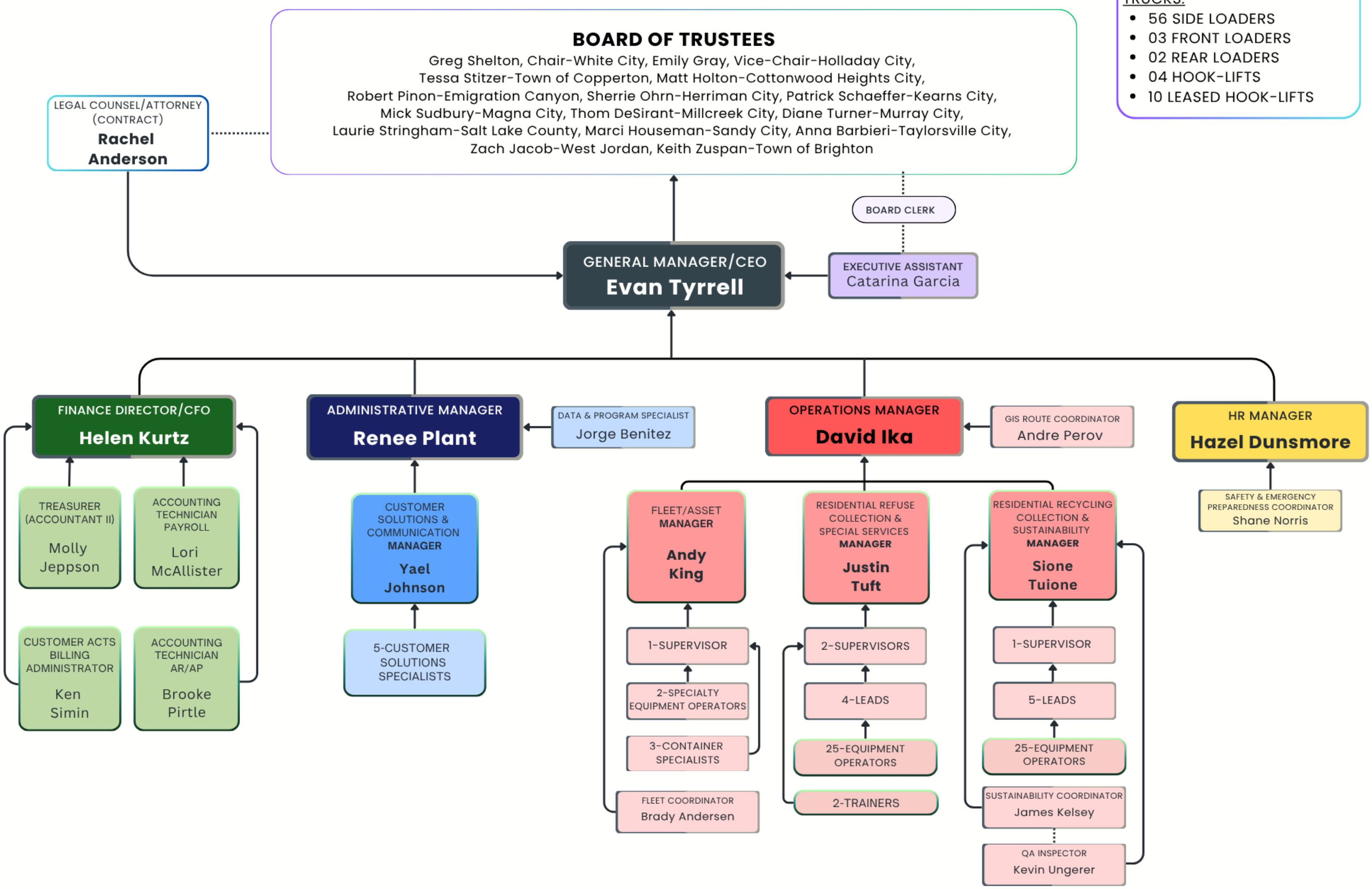
Executive Director/CEO

2025 ORGANIZATIONAL CHART

DISTRICT RESOURCES

EMPLOYEES:
- 97 FTES
- 12 SEASONAL DRIVERS

TRUCKS:
- 56 SIDE LOADERS
- 03 FRONT LOADERS
- 02 REAR LOADERS
- 04 HOOK-LIFTS
- 10 LEASED HOOK-LIFTS



Wasatch Front Waste & Recycling District

Board of Trustees and Appointed Officials 2025

Financial Section

INDEPENDENT AUDITOR'S REPORT

Board of Trustees
Wasatch Front Waste and Recycling District

Opinion

We have audited the accompanying financial statements of Wasatch Front Waste and Recycling District (the District) as of and for the year ended December 31, 2025, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

In our opinion, the basic financial statements referred to above present fairly, in all material respects, the respective financial position of Wasatch Front Waste and Recycling District as of December 31, 2025, and the respective changes in financial position and cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards,* issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Wasatch Front Waste and Recycling District and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Wasatch Front Waste and Recycling District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives 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 to issue an auditor's report that includes our opinion. 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 GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. 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, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Wasatch Front Waste and Recycling District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Wasatch Front Waste and Recycling District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the schedule of the proportionate share of the net pension liability, the schedule of contributions, the schedule of change in the total OPEB liability and related ratios, and the related notes to the required supplementary information be presented to supplement the 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. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about 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 do not express an opinion or provide any assurance on the required supplementary information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the District's basic financial statements. The schedule of revenues, expenses and changes in net position budget to actual is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of revenues, expenses and changes in net position budget to actual is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinion on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic 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.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated June 15, 2026, on our consideration of the District's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.

Squire & Company, PC

Orem, Utah
June 15, 2026

MANAGEMENT'S DISCUSSION AND ANALYSIS

To readers of the Wasatch Front Waste & Recycling District's financial statements, we as management provide this narrative, overview, and analysis of the financial activities of the Wasatch Front Waste & Recycling District for the fiscal year ended December 31, 2025.

FINANCIAL HIGHLIGHTS

- The assets and deferred outflows of resources of Wasatch Front Waste & Recycling District activities exceeded the liabilities and deferred inflows of resources as of the close of 2025 by \$27,738,727 (net position) compared to \$23,256,229 in the prior year. The District has no restricted net position. Unrestricted net position was \$17,942,302 as of December 31, 2025 compared to \$12,732,013 unrestricted net position in the prior year. Unrestricted net position may be used to meet the District's ongoing obligations.

- The District completed capital purchases totaling \$1,999,796 in 2025, allowing the District to put into service four diesel side load trucks for residential waste and recycling collection and one hook lift truck for our bulk waste program which were carryovers from 2024. Another eight diesel side load trucks have been ordered which were approved for purchase in the 2025 budget.

- Salaries, wages, and employee benefits totaled \$11,474,606 in 2025, compared to \$10,753,670 in 2024. Despite a reduction in force of two positions and the decision not to backfill two additional positions during 2025, the District experienced fewer vacancies than in the prior year. This improvement was largely due to mid-year market wage adjustments implemented in 2024, primarily for drivers. As a result of improved staffing levels, overtime costs decreased by \$134,880 compared to 2024.

- Fuel costs in 2025 were \$1,118,654, representing a decrease of \$152,978 from 2024. This reduction was driven by lower market fuel prices during the year and fewer miles driven due to the price and proximity model implemented during 2025, which optimizes tipping location depending on the geographic area in which materials are collected.

- Vehicle maintenance costs increased to \$4,868,365 in 2025, up \$531,594 from 2024. The increase was primarily attributable to higher maintenance, labor, and material needs and costs.

- The District delivered 126,079 tons of refuse to waste facilities with a cost of \$4,466,431 in 2025 compared to 121,865 tons of refuse, with a cost of \$4,540,903 in 2024.

- The recycling vendor fees for 2025 totaled \$933,593 compared to \$842,057 for 2024.

- The diversion rate from landfills to recycling and composting was 18.0% in 2025 representing 26,291 tons compared to 26,845 tons in 2024.

OVERVIEW OF THE FINANCIAL STATEMENTS

This discussion and analysis is intended to serve as an introduction to the District's basic financial statements. The District's financial statements included in this annual report are those of a special purpose government entity engaged only in a business-type activity.

The financial statements distinguish functions of the District principally supported by activities that are intended to recover all or a significant portion of their costs through user fees and charges (business-type activities). The District has no governmental activities. The business-type activities of the District include Refuse and Recycling Collections, Container Reservations, Glass Collections, Trailer Program, and Green Collections.

The District's basic financial statements are presented using the accrual basis of accounting, which provides for revenue recognition in the period in which services are provided and expense recognition when goods and services are received.

Additionally, the District's basic financial statements utilize the flow of economic resources measurement focus, in which all assets and deferred outflows of resources and liabilities and deferred inflows of resources are reflected on the *Statement of Net Position* and the *Statement of Revenues, Expenses and Changes in Net Position* includes all transactions, such as revenues and expenses that increase or decrease the net position.

The statements are comprised of two components: 1) basic financial statements and 2) notes to the financial statements. This report also contains required and other supplementary information in addition to the basic financial statements themselves.

The following basic *financial statements* are included in this report:

The *Statement of Net Position* presents information on all the assets, deferred outflow of resources, liabilities and deferred inflow of resources, of the District, with the difference reported as *net position* (see page 30).

Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the organization is improving or declining.

The *Statement of Revenues, Expenses and Changes in Net Position* presents information showing how the District's net position changed during the most recent fiscal year.

All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., earned but unused paid time off). The statement reports the District's operating and nonoperating revenue by source along with operating and nonoperating expenses (see page 32).

The *Statement of Cash Flows* reports the District's cash flows from operating activities, investing, capital and noncapital activities (see page 33).

NOTES TO THE FINANCIAL STATEMENTS. The *notes* provide additional information essential to a full understanding of the data provided in the financial statements. The notes are part of the basic financial statements.

OTHER INFORMATION. In addition to the basic financial statements and accompanying notes, this report also presents certain *required supplementary information* regarding the District.

FINANCIAL ANALYSIS. Net position may serve as a useful indicator of a government's financial position over time. In the case of Wasatch Front Waste & Recycling District, assets and deferred outflows of resources exceed liabilities and deferred inflows of resources by $27,738,727 (net position) at the close of fiscal year 2025.

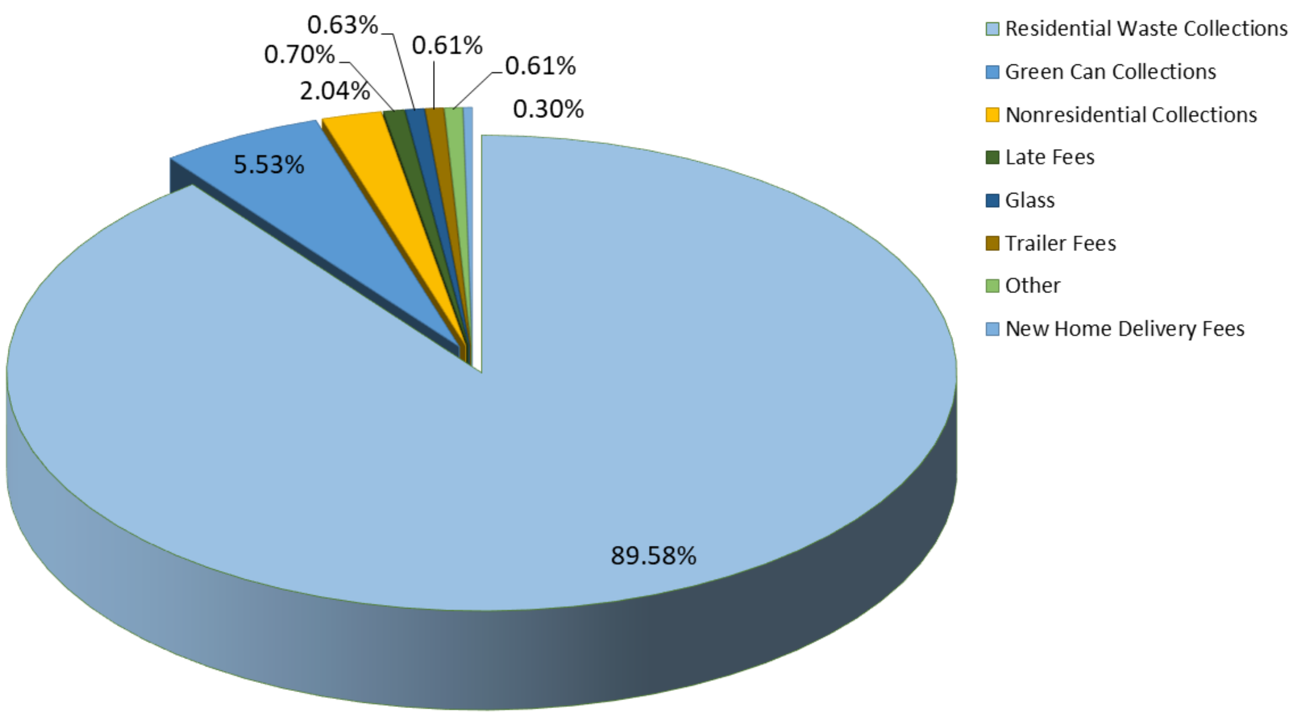
A portion of the District's net position (approximately 35.3%) represents resources that are classified as net investment in capital assets. The District has no restricted net position. The remaining balance of unrestricted net position of $17,942,302 (64.7%) may be used to meet the District's ongoing obligations.

As of December 31, 2025, the District had positive balances in net position.

	December 31, 2025	December 31, 2024	Change
Current and other assets	$ 20,003,592	$ 14,346,756	$ 5,656,836
Capital assets	10,642,312	11,431,552	(789,240)
Total Assets	30,645,904	25,778,308	4,867,596
Deferred outflow of resources	2,419,861	2,401,575	18,286
Current liabilities	2,292,796	1,979,380	313,416
Long term liabilities	3,016,388	2,930,573	85,815
Total Liabilities	5,309,184	4,909,953	399,231
Deferred inflow of resources	17,854	13,701	4,153
Net Position:			
Net investment in capital assets	9,796,425	10,524,216	(727,791)
Unrestricted net position	17,942,302	12,732,013	5,210,289
Total Net Position	$ 27,738,727	$ 23,256,229	$ 4,482,498

BUSINESS-TYPE ACTIVITIES. Fiscal year 2025 saw an increase of $4,482,498 in net position, which totals $27,738,727 at year end.

REVENUES BY SOURCE
For Period Ending December 31, 2025



OPERATIONAL ACTIVITIES. The District's net position increased by $4,125,672 from operations in fiscal year 2025, compared to a decrease of $1,305,847 in 2024. This improvement reflects the impact of the fee adjustment implemented in January 2025, which was necessary to stabilize the District's financial position, address rising operating costs, and ensure the continued reliability and quality of services.

For many of the operational expenses such as facility expense, vehicle repair and maintenance expense, fuel expense, landfill expense, and recycling expense the District has contractual arrangements.

WASATCH FRONT WASTE AND RECYCLING DISTRICT
Statement of Revenues, Expenses and Changes in Net Position
For the Years Ended December 31, 2025 and 2024

	Business-Type Activities		
	2025	2024	Difference
Operating revenues			
Collection services	$ 32,084,839	$ 24,914,813	$ 7,170,026
Other revenues	641,586	795,759	(154,173)
Total revenues	32,726,425	25,710,572	7,015,853
Operating expenses			
Salaries, wages and employee benefits	11,474,606	10,753,670	720,936
Utilities, telephone and building expenses	550,370	578,124	(27,754)
Vehicle maintenance and fuel	5,987,019	5,608,403	378,616
Landfill disposal fees	4,466,431	4,540,903	(74,472)
Recycling fees	933,593	842,057	91,536
Can purchases	609,769	558,762	51,007
Other	1,884,881	1,743,815	141,066
Depreciation	2,694,084	2,390,685	303,399
Total operating expenses	28,600,753	27,016,419	1,584,334
Operating income/(loss)	4,125,672	(1,305,847)	5,431,519
Non-operating income (expense)			
Interest income	288,140	357,418	(69,278)
Gain/(loss) on sale/disposal of assets	99,035	(460,895)	559,930
Gain/(loss) on investments	23,552	46,722	(23,170)
Interest expense	(53,901)	(62,424)	8,523
Total non-operating income (expense)	356,826	(119,179)	476,005
Change in net position	4,482,498	(1,425,026)	5,907,524
Net position - beginning	23,256,229	24,681,255	(1,425,026)
Net position - ending	$ 27,738,727	$ 23,256,229	$ 4,482,498

CAPITAL ASSET AND DEBT ADMINISTRATION

CAPITAL ASSETS. Because the District only uses an enterprise fund, all capital assets are included in this fund.

Major capital asset cash outflows consist of new vehicle purchases, totaling $1,758,721 which were ordered in the prior fiscal year.

A listing of the District's capital assets is as follows:

Wasatch Front Waste and Recycling District

Capital Assets

December 31, 2025 and 2024

	2025	2024
Land	$ 1,904,799	$ 1,904,799
Land Improvements	563,220	563,220
Buildings	455,098	455,098
Equipment	601,065	601,065
Vehicles	23,464,360	22,444,135
Office Furniture/Equipment	160,038	160,038
Subscription Asset	161,245	149,323
Lease Assets	1,812,686	1,785,958
Less Accumulated Depreciation	(18,480,199)	(16,632,085)
Total	$ 10,642,312	$ 11,431,551

Readers desiring more detailed information on capital asset activity can refer to note 5 of the financial statements.

LONG-TERM DEBT

At the end of 2025, the District had recorded long-term debt in regard to leases and subscription-based information technology arrangements in the amounts of $741,550 and $104,336 respectively (see note 6 and 7).

ECONOMIC FACTORS AND NEXT YEAR'S BUDGETS AND RATES

Wasatch Front Waste & Recycling District operates within Salt Lake County, where economic conditions remained generally stable throughout fiscal year 2025. Continued population growth and ongoing residential development along the Wasatch Front supported steady demand for District services. The Salt Lake County unemployment rate increased to 3.4% in December 2025 from 2.7% in

December 2024. By comparison, Utah's statewide unemployment rate was 3.6% and the national unemployment rate was 4.4% in December 2025.

The District's 2026 budget was developed to address continued increases in operating and capital costs affecting the solid waste and recycling industry. Budgeted expenses include anticipated increases in fuel, fleet maintenance, landfill disposal costs, utilities, insurance, contracted services, and employee wages and benefits in response to inflationary pressures and competitive labor market conditions. The budget also includes costs associated with the implementation and administration of monthly billing beginning January 1, 2026. Management will continue monitoring operational needs to maintain financial stability and provide reliable services to District customers.

The approved 2026 Fee Schedule includes:

- No change for base monthly services
- A 5% increase for special service garbage accounts (recycling service rates did not change)
- New fees of $25 each for recycling contamination and late set-out return pick ups
- The per ton rate for additional tonnages for special clean-up services for municipalities increased in accordance with fee increases at tipping facilities
- GRAMA request fees increased to $10 from $5 for certified/notarized records and to $30 per hour (a $7.25 per hour increase) for extensive research

REQUESTS FOR INFORMATION. The financial report is designed to provide a general overview of Wasatch Front Waste & Recycling District's finances for those with an interest in the District's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to Wasatch Front Waste & Recycling District, District Clerk, 604 West 6960 South, Midvale, Utah 84047.

Basic Financial Statements

WASATCH FRONT WASTE & RECYCLING DISTRICT
Statement of Net Position
December 31, 2025

ASSETS	
Current Assets	
Cash - checking	$ 1,101,811
Cash - state treasurer's pool	4,671,382
Investments	3,062,857
Accounts receivable	8,899,478
Prepaid expenses	2,027,772
Inventory	240,292
Total Current Assets	20,003,592
Noncurrent Assets	
Capital Assets, at cost	
Land	1,904,799
Buildings and improvements	1,018,318
Machinery and equipment	24,225,463
Subscription asset	161,245
Lease assets	1,812,686
Less: accumulated depreciation	(18,480,199)
Total Noncurrent Assets	10,642,312
Total Assets	30,645,904
DEFERRED OUTFLOW OF RESOURCES	
Related to pensions	$ 2,419,861

See accompanying notes to the financial statements.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Statement of Net Position (continued)
December 31, 2025

LIABILITIES	
Current Liabilities	
Accounts payable and accrued expenses	$ 1,086,600
Accrued salaries and benefits payable	511,515
Other current liabilities	44,308
Compensated absences - current	358,304
Leases payable - current	241,420
Subscription payable - current	50,649
Total Current Liabilities	2,292,796
Noncurrent Liabilities	
Compensated absences - long-term	251,914
Total OPEB liability	631,013
Net pension liability	1,460,993
Other noncurrent liabilities	118,650
Leases payable - long-term	500,130
Subscription payable - long-term	53,688
Total Noncurrent Liabilites	3,016,388
Total Liabilities	5,309,184
DEFERRED INFLOW OF RESOURCES	
Related to pensions	17,854
NET POSITION	
Net investment in capital assets	9,796,425
Unrestricted net position	17,942,302
Total Net Position	$ 27,738,727

See accompanying notes to the financial statements.

WASATCH FRONT WASTE & RECYCLING DISTRICT

Statement of Revenues, Expenses and Changes in Net Position

For the Year Ended December 31, 2025

Operating revenues	
Collection services	$ 32,084,839
Other revenues	641,586
Total revenues	32,726,425
Operating expenses	
Salaries, wages and employee benefits	11,474,606
Utilities, telephone and building expenses	550,370
Vehicle maintenance and fuel	5,987,019
Landfill disposal fees	4,466,431
Recycling fees	933,593
Can purchases	609,769
Other	1,884,881
Depreciation	2,694,084
Total operating expenses	28,600,753
Operating income	4,125,672
Non-operating income (expense)	
Interest expense	(53,901)
Interest income	288,140
Gain on sale/disposal of assets	99,035
Gain on investments	23,552
Total non-operating income (expense)	356,826
Change in net position	4,482,498
Net position - beginning	23,256,229
Net position - ending	$ 27,738,727

See accompanying notes to the financial statements.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Statement of Cash Flows
For the Year Ended December 31, 2025

Cash Flows From Operating Activities		
Receipts from customers	$	30,885,460
Payments to suppliers		(15,256,506)
Payments to employees and employee benefits		(11,083,839)
Net Cash Provided By Operating Activities		4,545,115
Cash Flows From Capital and Related Financing Activities		
Acquisition of capital assets		(1,758,721)
Proceeds from the sale/disposal of capital assets		193,988
Interest paid		(53,900)
Principal payments on subscription payable		(56,908)
Principal payments on leases payable		(245,616)
Net Cash (Used) By Capital and Related Financing Activities		(1,921,157)
Cash Flows From Investing Activities		
Interest and dividends received		288,140
Purchase of investments		(1,979,979)
Proceeds from investment maturities and calls		1,878,524
Net Cash Provided By Investing Activities		186,685
Net decrease in cash and cash equivalents		2,810,643
Cash and cash equivalents - beginning		2,962,550
Cash and cash equivalents - end	$	5,773,193
Noncash financing, capital, or investing activities:		
Unrealized investment gain	$	23,552
Lease assets acquired through lease liability		79,830
Subscriptuion asset acquired through subscription liability		161,245

See accompanying notes to the financial statements.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Statement of Cash Flows (*Continued*)
For the Year Ended December 31, 2025

Reconciliation of operating income to net cash provided by operating activities:		
Operating Income	$	4,125,672
Adjustments to reconcile operating income to net cash provided by operating activities:		
Depreciation and amortization expense		2,694,084
Change in accounts receivable		(1,840,964)
Change in prepaid expenses		(939,890)
Change in inventory		59,665
Change in accounts payable and accrued expenses		55,779
Change in accrued salaries and benefits payable		61,230
Change in compensated absences		(54,002)
Change in other liabilities		(36,285)
Change in total OPEB liability		4,070
Change in pension asset & liability		429,889
Change in deferred outflows and inflows of resources		(14,133)
Total Adjustments		419,443
Net cash provided by operating activities	$	4,545,115
Reconciliation of total cash and cash equivalents		
Cash checking	$	1,101,811
Cash - state treasurer's pool		4,671,382
Total cash	$	5,773,193

See accompanying notes to the financial statements.

Notes to the Financial Statements

The notes to the financial statements are included to provide information essential to the user's understanding of the basic financial statements.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Wasatch Front Waste & Recycling District, Utah (District) was established under what is now the governing code of Utah Code Annotated Title 17D, with some sections that pertain to the District in Utah Code Annotated 17-B. During 2022 the Wasatch Front Waste & Recycling Special Service District was dissolved, and Wasatch Front Waste & Recycling Recycling Special (formerly "Local") District was created.

The District operates under a Board - Chief Executive Officer form of government and provides the following broad range of services to its customers: Refuse and Recycling Collections, Seasonal Container Reservation Program (formerly Area Clean-up), Trailer Program, seasonal leaf bag and Christmas tree collection, and Green and Glass collections.

Accounting and Reporting Policies
The accounting and reporting policies of the District relating to the funds included in the accompanying basic financial statements conform to accounting principles generally accepted in the United States of America applicable to state and local governments. Generally accepted accounting principles for local governments include those principles prescribed by the Governmental Accounting Standards Board (GASB).

Basis of Presentation
All activities for the District are reported as business-type activities, which rely on fees and service charges for support.

Proprietary funds are accounted for using the economic resources measurement focus and the accrual basis of accounting. The financial results are reflected in the *Statement of Net Position*, the *Statement of Revenues, Expenses and Changes in Net Position*, and the *Statement of Cash Flows*. All assets, deferred outflows of resources, liabilities, and deferred inflows of resources are included in the *Statement of Net Position*.

Refuse and Recycling Fund
The Refuse and Recycling fund is the sole fund utilized by the District. It is used to account for refuse and recycling collection services provided to the residents of the District. Activities of the fund include administration, operations and maintenance of the District's capital assets (primarily vehicles), and billing and collection activities. All costs are financed through charges to utility customers.

Proprietary funds distinguish operating revenues and expenses from non-operating items. Operating revenues and expenses generally result from providing services and producing and delivering goods or services in connection with a proprietary fund's principal ongoing operations. Operating expenses for the proprietary funds include the cost of personnel, contractual services, materials and supplies, and depreciation of capital assets. All revenue and expenses not meeting the definition are reported as non-operating revenues and expenses.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(Continued)*

Measurement Focus/Basis of Accounting

Measurement focus refers to what is being measured; basis of accounting refers to when revenues and expenses are recognized in the accounts and reported in the financial statements. Basis of accounting relates to the timing of the measurement made, regardless of the measurement focus applied.

The economic resources measurement focus means that all assets and deferred outflows of resources and liabilities (whether current or non-current) and deferred inflows of resources are included in the *Statement of Net Position*; and the operating statement presents increases (revenues) and decreases (expenses) in the total net position. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recognized at the time the liability is incurred.

Assets, Deferred Outflows of Resources, Liabilities, Deferred Inflows of Resources, and Net Position

Deposits and Investments
The District considers all highly liquid investments with an original maturity of three months or less when purchased to be cash equivalents for reporting purposes in the *Statement of Cash Flows.*

Inventory
All inventories are valued at cost at fiscal year-end.

Restricted and Unrestricted Net position
At times, the District has a restricted net position. Restricted net assets are comprised of cash restricted for future payments of principal and interest on debt services or for pension-related transactions.

When both restricted and unrestricted resources are available for use for the same purposes, restricted resources are expended first, in order to meet statutory, budgetary, grant or revenue requirements. For instance, if the District receives grants, the District has maintained the policy that those funds for grant expenses will be expended prior to expending District allocated funds, in order to report to the State that all funds distributed for the grant have been properly expended.

Capital Assets
Capital assets, which include property, plant, and equipment, are reported in the *Statement of Net Position*. All current capital assets are valued at historical cost or estimated historical cost if actual historical cost is not available. Donated capital assets and capital assets received in a service concession arrangement should be reported at acquisition value rather than fair value on the date donated. Repairs and maintenance are recorded as expenses.

Assets having an original cost of $5,000 or more are capitalized. Depreciation has been calculated on each class of depreciable property using the straight-line method. Estimated useful lives are as follows:

Buildings and improvements 10-40 years | Machinery and equipment 5-10 years

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(Continued)*

Leases
The District is a lessee for a lease of equipment and a building lease. The District recognizes a lease liability and lease assets (intangible right-to-use assets) in its financial statements. The District recognizes lease liabilities with an initial, individual value of $5,000 or more.

The District initially measures the lease liability at the present value of payments expected to be made during the lease term. Subsequently, the lease liability is reduced by the principal portion of lease payments made. The lease assets are initially measured as the initial amount of the lease liabilities, adjusted for lease payments made. The leased assets are amortized on a straight-line basis over the term of the lease.

Key estimates and judgments related to leases include how the District determines the discount rate it uses to discount the expected lease payments to present value, the lease term, and lease payments.

- The District uses the interest rate charged by the lessor as the discount rate. When the interest rate charged by the lessor is not provided, the District uses its estimated incremental borrowing rate as the discount rate for leases.
- The lease term is the period of the lease.
- Lease payments are comprised of principal and interest.

The District monitors changes in circumstances that would require a remeasurement of its leases and will remeasure the lease assets and liabilities if certain changes occur that are expected to significantly affect the amount of the lease liability. Lease assets are reported with other capital assets and leases payable are reported as current liabilities and noncurrent liabilities on the statement of net position.

Subscription-Based Information Technology Arrangements
A *Subscription Based Information Technology Arrangement (SBITA)* is a contract that conveys control of the right to use another party's information technology software, alone or in combination with tangible capital assets, as specified in the contract for a period of time in an exchange or exchange-like transaction. The District recognizes a right-to-use subscription asset and a corresponding subscription liability in its financial statement.

At the commencement of a SBITA, the subscription liability is initially measured at the present value of subscription payments expected to be made during the subscription term. The subscription asset is measured as the sum of the initial subscription liability amount, the payments made to the SBITA vendor before commencement of the subscription term, and the capitalizable implementation costs, less any incentives received from the SBITA vendor at or before the commencement of the subscription term. In the event amounts are prepaid, the District recognizes a prepaid expense and a subscription asset in the financial statements. Subsequently, the subscription asset is amortized on a straight-line basis over the subscription term.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(Continued)*

Key estimates and judgments related to SBITAs include how the District determines the discount rate it uses to discount the expected subscription payments to present value, the subscription term, and subscription payments.

The District uses the interest rate charged by the SBITA vendor as the discount rate. When the interest rate charged by the SBITA vendor is not provided, the District uses its estimated incremental borrowing rate as the discount rate for subscription liabilities.

The subscription term includes the noncancellable period of the SBITA. Subscription payments included in the measurement of the subscription payable are composed of fixed payments and other payments the District is reasonably certain will be required to be made to the SBITA.

Compensated Absences

On January 1, 2025 the District changed its leave program from separate vacation and sick leave banks to a single paid time off (PTO) bank. Each employee had an option to choose to freeze their existing sick leave balance at the time of the transition, which can be used exclusively for Family Medical Leave Act (FMLA) leave and cash out 25% of the remaining balance upon retirement from WFWRD. Alternatively, employees could transfer 25% of their sick leave balance at transition to PTO and forfeit the remaining sick leave balance.

This change in accounting estimate had no significant impact on the District's financial statements, as the methodology for calculating the compensated absences accrual is substantially similar to the District's previous methodology.

Liabilities for compensated absences consist of accrued paid time off (PTO) and 25% of frozen sick leave balances. The District accrues PTO as it is earned. Accrued PTO is subject to annual caps based on employee longevity; employees with five years of consecutive service with WFWRD may carry forward up to 320 hours; employees with six to ten years of service may carry forward up to 350 hours; and employees with more than ten years of service may carry forward up to 380 hours. Any accrued hours in excess of these limits are forfeited at the end of the calendar year. Upon termination of employment, employees are paid for their full accrued PTO balance.

Taxes

The UCA Title 17B Chapter 1, part 9, section 902 allows Salt Lake County to "certify" outstanding amounts due to the District as of October of each year.

The certification amount is added to the property taxes assessed to the property owner (customer). Property taxes attach an enforceable lien on property as of January 1st. Taxes are levied and tax notices are sent on November 1st. All unpaid taxes are due and become delinquent on November 30th.

Certified amounts are billed and collected by Salt Lake County on behalf of the District and remitted to the District monthly. On December 31, 2025, the outstanding portion of certifications totaled $338,894.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Deferred Outflows/Inflows of Resources
In addition to assets, financial statements will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net assets that applies to a future period(s) and will not be recognized as an outflow of resources (expense/expenditure) until such future period(s). In addition to liabilities, the financial statements will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net assets that applies to a future period(s) and will not be recognized as an inflow of resources (revenue) until such future period(s).

Estimates
The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts of assets, liabilities, revenues, and expenses at December 31, 2025. The actual results could differ from those estimates.

Pensions
For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Utah Retirement Systems Pension Plan (URS) including additions to and deductions from URS's fiduciary net position, have been determined on the same basis as they are reported by URS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

NOTE 2 – BUDGET AND BUDGETARY ACCOUNTING

Budgets are adopted on a basis consistent with generally accepted accounting principles. The District maintains legally adopted budgets.

The District Board approves by resolution the total budget appropriation. The District Budget Officer is authorized to transfer budget amounts within programs of a fund. Any revisions that alter the total appropriations of any fund must be approved by the District Board.

Unused appropriations for all the annually budgeted funds lapse at the end of each fiscal year.

Budgetary control is maintained at the fund level.

NOTE 3 – DEPOSITS AND INVESTMENTS

The District follows the requirements of the Utah Money Management Act (*Utah Code* Annotated 1953, Section 51, Chapter 7) and the rules of the Utah Money Management Board (the Board). Following are discussions of the District's exposure to various risks related to its cash management activities.

NOTE 3 – DEPOSITS AND INVESTMENTS (continued)

The carrying value (bank balances) in the District's bank accounts as of December 31, 2025 was $1,101,811. Amounts not covered by federal depository insurance on December 31, 2025 totaled $851,811. No deposits are collateralized, nor is it required by State statute.

Custodial Credit risk
Deposits. Custodial credit risk for deposits is the risk that in the event of a bank failure the District's deposits may not be recovered. The District's policy for managing custodial credit risk is to adhere to the Money Management Act (the Act). The Act requires all deposits of the District to be in a *qualified depository*, defined as any financial institution whose deposits are insured up to a mandatory limit by an agency of the federal government and which has been certified by the Commissioner of Financial Institutions as meeting the requirements of the Act and adhering to the rules of the Utah Money Management Board. As of December 31, 2025, the deposits (general ledger balances) were as follows:

Depository Account	Custodial Credit Risk	Balance December 31, 2025
Checking Account	Insured*	$ 1,056,830
Xpress Bill Pay	Insured*	44,981
		$ 1,101,811

* Insured up to $250,000 of the bank balance.

Investments. Custodial credit risk for investments is the risk that in the event of failure of the counterparty, the District will not be able to recover the value of its investments that are in the possession of an outside party. As with Deposits, the District's policy for managing custodial credit risk of investments is to adhere to the Money Management Act.

Credit Risk
Credit risk is the risk that the counterparty to an investment will not fulfill its obligations. The District's policy for limiting the credit risk of investments is to comply with the Money Management Act. The Act requires investment transactions to be conducted only through qualified depositories, certified dealers, or directly with issuers of the investments securities. Permitted investments include deposits of qualified depositories; repurchase agreements; commercial paper that is classified as "first-tier", at time of purchase, by two nationally recognized statistical rating organizations, one of which must be Moody's Investor Services or Standard & Poor's; bankers' acceptances; obligations of the U.S. treasury and U.S government-sponsored enterprises; bonds and notes of political subdivisions of the State of Utah; fixed rate corporate obligations and variable rate securities rated "A" or higher, at the time of purchase, by two nationally recognized statistical rating organizations defined in the Act.

NOTE 3 – DEPOSITS AND INVESTMENTS (continued)

Some of the District's investments are with the Utah Public Treasurer's Investment Fund (PTIF), an external local government investment pool managed by the Utah State Treasurer. The PTIF is authorized and makes investments in accordance with the Act. Participant accounts with the PTIF are not insured or otherwise guaranteed by the State of Utah. Participants in the PTIF share proportionally in the income, costs, gains and losses from investment activities based upon the participants' average daily balances. The degree of risk of the PTIF depends upon the underlying portfolio, which primarily consists of money market securities including certificates of deposit and top-rated domestic commercial paper held by the Utah State Treasurer; the portfolio has a weighted life of 90 days or less. The majority of the PTIF's corporate bonds and notes are variable-rate securities, which reset every three months to the prevailing market interest rates. The PTIF is not rated. The reported value of the pool is the same as the fair value of the pool shares and is not required to be reported in the fair value hierarchy.

The District also invests funds with Zions Capital Advisors, a Certified Investment Adviser approved by the Utah Money Management Council.

The following are the District's investments as of December 31, 2025:

		Fair Value Measurements		
Investments by fair value level		Level 1	Level 2	Level 3
Zions Bank Investment Fund				
MM Fund	$ 52,829	$ -	$ 52,829	$ -
Agency Bonds	1,115,092	1,115,092	-	-
Corporate Bonds	1,894,935	1,894,935	-	-
Total Zions Bank Investment Fund	3,062,857	3,010,027	52,829	-
Utah Public Treasurer's Investment Fund (PTIF)	4,671,382	-	-	-
Total investments at fair value	$ 7,734,239	$ 3,010,027	$ 52,829	$ -

The Standard & Poor's quality ratings as of December 31, 2025, for the Zions Bank Investment Fund were:

		Quality Ratings					
	Fair Value	Unrated	AA+	A+	A	A-	BBB+
Zions Bank Inv. Fund							
MM Fund	$ 52,829	$ 52,829	$ -	$ -	$ -	$ -	$ -
Agency Bonds	1,115,092	-	1,115,092	-	-	-	-
Corporate Bonds	1,894,935	-	-	146,039	723,253	725,966	299,677
Total Zions Bank Inv. Fund	$ 3,062,857	$ 52,829	$ 1,115,092	$ 146,039	$ 723,253	$ 725,966	$ 299,677

NOTE 3 – DEPOSITS AND INVESTMENTS (continued)

Fair Value of Investments

The District measures and records its investments using fair value measurement guidelines established by Generally Accepted Accounting Principles. These guidelines recognize a three-tiered fair value hierarchy, as follows:

- *Level 1*: Valuations based on quoted prices in active markets for identical assets or liabilities that the District has the ability access. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these does not entail any significant degree of judgement. Securities classified as Level 1 inputs include U.S. Government securities and certain other U.S. Agency and sovereign government obligations.
- *Level 2*: Valuations based on quoted prices in markets that are not active or for which all significant inputs are observable, either directly or indirectly. Securities classified as Level 2 include: corporate and municipal bonds, and "brokered" or securitized certificates of deposit.
- *Level 3*: Valuations based on inputs that are unobservable and significant to the overall fair value measurement.

Debt and equity securities classified in Level 1 are valued using prices quoted in active markets for those securities.

For securities that generally have market prices from multiple sources, it can be difficult to select the best individual price, and the best source one day may not be the best source on the following day. The solution is to report a "consensus price" or a or a weighted average price for each security. Zions Capital Advisors receives market prices for these securities from a variety of industrial standard data providers (e.g. Bloomberg), security master files from large financial institutions, and other third-party sources. Zions Capital Advisors uses these multiple prices as inputs into a distribution-curve based algorithm to determine the daily market value.

Debt and equity securities classified in Level 1 are valued using the following approaches. Some securities have a structure that implies a standard expected market price. Examples include a floating-rate note with frequent resets that make it reasonable to expect the price to stay at par or an open-ended money market fund expected to maintain a Net Asset Value of $1 per share. These securities are priced at the expected market price.

- Corporate and Municipal Bonds and Commercial Paper: quoted prices for similar securities in active markets.
- Repurchase Agreements, Negotiable Certificates of Deposit and Collateralized Debt Obligations; matrix pricing based on the securities' relationship to benchmark quoted prices.
- Money Market, Bond, and Equity Mutual Funds: published fair value per share (unit) for each fund.

NOTE 3 – DEPOSITS AND INVESTMENTS (continued)

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates of debt investments will adversely affect the fair value of an investment. The District manages its exposure to declines in fair value by investing in the PTIF and by adhering to the Money Management Act. The Act requires that the remaining term to maturity of investments may not exceed the period of availability of the funds to be invested. The Act further limits the remaining term to maturity of commercial paper to 270 days or less and fixed-rate negotiable deposits and corporate obligations to 15 months or less.

NOTE 4 – RECEIVABLES

Receivables as of December 31, 2025 are as follows:

	Refuse and Recycling
Receivables:	
Accounts	$ 8,370,156
Tax Certifications	338,894
Other	190,428
	$ 8,899,478

Please note, because of the tax certification process described in Note 1, the allowance for uncollectable accounts receivable amount is deemed “immaterial” and is not listed.

NOTE 5 – CAPITAL ASSETS

Capital asset activity for the year ended December 31, 2025 was as follows:

Business-type activities:	Beginning Balance	Increases	Decreases	Ending Balance
Capital assets not being depreciated:				
Land	$ 1,904,799	$ -	$ -	$ 1,904,799
Capital assets being depreciated:				
Buildings and improvements	1,018,318	-	-	1,018,318
Machinery and equipment	23,205,238	1,758,721	(738,496)	24,225,463
Subscription assets	149,323	161,245	(149,323)	161,245
Lease assets - right-to-use Building	1,732,856	-	-	1,732,856
Lease assets - right-to-use Equipment	53,102	-	(53,102)	-
Lease assets - right-to-use Land	-	79,830	-	79,830
Total capital assets being depreciated	26,158,837	1,999,796	(940,921)	27,217,712
Less accumulated depreciation for:				
Buildings and improvements	(562,664)	(24,915)	-	(587,579)
Machinery and equipment	(15,055,108)	(2,336,292)	643,544	(16,747,856)
Subscription assets	(105,404)	(97,667)	149,323	(53,748)
Lease assets - right-to-use Building	(855,807)	(227,227)		(1,083,034)
Lease assets - right-to-use Equipment	(53,102)	-	53,102	-
Lease assets - right-to-use Land	-	(7,983)	-	(7,983)
Total accumulated depreciation	(16,632,085)	(2,694,084)	845,970	(18,480,199)
Total capital assets, being depreciated, net	9,526,752	(694,288)	(94,951)	8,737,513
Business-type activities capital assets, net	$ 11,431,551	$ (694,288)	$ (94,951)	$ 10,642,312

NOTE 6 – LEASES PAYABLE

In 2020, the District entered into a lease with Salt Lake County to lease a portion of the administration building together with a right to use portions of the administrative parcel. The term of the lease was effective as of January 1, 2020 and continues for nine years, through December 31, 2028. The lease may be terminated by either party upon one year's written notice prior to the desired termination date. As of December 31, 2025 the value of the lease liability was $666,930. The annual lease payment was $275,677 for 2025. The amount of the future annual lease payments varies from year to year. The lease has an approximate interest rate of 5.9%. As of December 31, 2025 the estimated value of the lease asset was $1,732,856 and the accumulated depreciation was $1,083,035.

In 2020, the District entered into a lease agreement to lease a trash compactor. The term of the lease was effective from May 1, 2020 through December 31, 2025. The District elected not to renew this lease.

NOTE 6 – LEASE PAYABLE (continued)

The monthly lease payments totaled $13,450 for 2025.

In 2025, the District signed a land lease agreement with Bingham Creek Regional Park Authority to lease a plot of land for storage of roll-off containers. The term of the lease is effective from January 1, 2025 through December 31, 2034. The lease can be terminated at any time if mutually agreed by both parties. As of December 31, 2025 the value of the lease liability was $74,620. The yearly lease payment totaled $10,000 for 2025. Payments increase by 2.0% each year with an interest rate of 6.0%. As of December 31, 2025 the estimated value of the lease asset was $79,830 and the accumulated depreciation was $7,983.

The future principal and interest lease payments as of December 31, 2025 for all leases are:

Year Ending December 31,	Principal	Interest	Total
2026	$ 241,420	$ 43,452	$ 284,872
2027	251,647	33,918	285,565
2028	192,710	23,974	216,684
2029	7,478	3,346	10,824
2030	8,143	2,898	11,041
2031-2034	40,152	6,264	46,416
	$ 741,550	$ 113,852	$ 855,402

NOTE 7 – SUBSCRIPTION-BASED INFORMATION TECHNOLOGY ARRANGEMENTS AND SUBSCRIPTION PAYABLE

The District has recognized a subscription payable for driving monitoring software. As of December 31, 2025, the value of the subscription payable was $104,336. The District is required to make annual principal and interest payments of $56,909. The subscription has an interest rate of 6.0%. The subscription assets have an estimated useful life over the estimated terms of the agreement that is 3 years. The value of the subscription assets as of December 31, 2025, was $161,245 and the accumulated depreciation was $53,748. The payment of $56,909 made in 2025 was paid in advance for the period from November 1, 2025 through October 31, 2026. The future principal and interest payments for December 31, 2025 are as follows:

Year Ending December 31,	Principal	Interest	Total
2026	$ 50,649	$ 6,260	$ 56,909
2027	53,688	3,221	56,909
	$ 104,337	$ 9,481	$ 113,818

NOTE 8 – TOTAL OPEB (OTHER POST-EMPLOYMENT BENEFITS) LIABILITY

Plan Description

Employees hired prior to January 1, 2013 and retired on or before July 1, 2019 are eligible for lifetime retiree health benefits, provided by a single-employer OPEB plan, once they meet the Utah Retirement Systems Public Employees and Public Safety Retirement Systems eligibility requirements for pension benefits as outlined below. Employees hired prior to January 1, 2013 and retire after July 1, 2019 are not eligible for retiree health benefits.

The actuarial value of assets was not determined as the District has not advance-funded its obligations. There are no assets accumulated in a trust that meets the criteria of a GASB compliant trust to pay related benefits for the OPEB plan.

1. Tier 1 General Employees (hired prior to 7/1/2011) - earlier of:
    a. Age 65 with 4 years of service
    b. Age 62 with 10 years of service
    c. Age 60 with 20 years of service
    d. Any age with 25 years of service (with full actuarial age reduction)
    e. Any age with 30 years of service

2. Tier 2 General Employees (hired on/after 7/1/2011) - earlier of:
    a. Age 65 with 4 years of service
    b. Age 62 with 10 years of service
    c. Age 60 with 20 years of service
    d. Any age with 35 years of service

Spouse Benefit. Surviving spouse can continue coverage after the death of the retiree until Medicare eligibility as long as they pay the full cost of coverage.

Retiree Cost Sharing. Retirees contribute the portion of premium rates not covered by the District's explicit subsidy. Pre-Medicare retirees' premium rates are 102% of active premium rates during COBRA period (18 months), increasing to 130% of active premium rates at the end of COBRA period.

If retirees elect spousal coverage, they are required to pay the full incremental cost of spousal coverage.

Medical Benefit. The same benefit options are available to retirees as active employees. All pre-Medicare health plans are self-insured while the Medicare plans are all fully insured and community-rated.

NOTE 8 – TOTAL OPEB (OTHER POST-EMPLOYMENT BENEFITS) LIABILITY (continued)

The monthly active and pre-Medicare retirees' premiums by plan effective January 1, 2025 are shown below:

Pre-Medicare Plans	**Active Premiums**		**Retiree Premiums during COBRA period**		**Retiree Premiums after COBRA period**	
	Retiree	**Retiree +1**	**Retiree**	**Retiree +1**	**Retiree**	**Retiree +1**
PEHP PPO*	$717.68	$1,485.58	$732.03	$1,515.29	$932.98	$1,931.25
PEHP HDHP*	$541.64	$1,121.18	$552.47	$1,143.60	$704.13	$1,457.53

* Applicable to both Advantage and Summit Plans.

The same dental benefit options are available to retirees as active employees. Monthly dental premiums by plan effective January 1, 2025 are shown below:

	Active Premiums		**Retiree Premiums during COBRA period**		**Retiree Premiums after COBRA period**	
	Retiree	Retiree +1	Retiree	Retiree +1	Retiree	Retiree +1
Dental	$28.16	$59.40	$29.00	$63.02	$36.61	$77.22

District Subsidy
The District subsidizes retiree health benefits for the retiree only according to the following table:

YOS* @ Retirement	**Pre-65 Retirees PPO ****	**Pre-65 Retirees HDHP *****
20+	$ 574.14	$ 433.31
18-19	$ 502.38	$ 379.15
16-17	$ 430.61	$ 324.98
14-15	$ 358.84	$ 270.84
12-13	$ 287.07	$ 216.66
10-11	$ 215.30	$ 162.49
7-9	$ 143.54	$ 112.67
4-6	$ 71.78	$ 54.16
<4	$ -	$ -

YOS* @ Retirement	**65+ Retirees as % of Premium**
20+	80%
18-19	70%
16-17	60%
14-15	50%
12-13	40%
10-11	30%
7-9	20%
4-6	10%
<4	0%

* Years of Service (YOS)
** Preferred Provider Organization (PPO)
*** High Deductible Health Plan (HDHP)

NOTE 8 – TOTAL OPEB (OTHER POST-EMPLOYMENT BENEFITS) LIABILITY(continued)

Funding Policy

The District currently pays for postemployment benefits on a "pay-as-you-go" basis. These financial statements assume that "pay-as-you-go" funding will continue.

Employees Covered by Benefit Terms

As of December 31, 2025, the following employees were covered by the benefit terms:

Employees Covered by Benefits Terms	
Active employees	0
Inactive employee (retired participants)	9
Total	9

OPEB Expense

The following presents the OPEB plan expenses for the fiscal year ended December 31, 2025:

Service cost	$ -
Interest	27,680
Subtotal	27,680
Current period recognition of deferred outflows/inflows of resources	
Differences between expected and actual experience	90,396
Changes in assumptions	(105,119)
Total current period recognition	(14,723)
Total OPEB Expense	$ 12,957
Discount rate December 31, 2023	4.31%
Discount rate December 31, 2024	4.00%

NOTE 8 – TOTAL OPEB (OTHER POST-EMPLOYMENT BENEFITS) LIABILITY (continued)

Deferred Outflows and Inflows of Resources Related to OPEB

The fiscal year 2025 OPEB expense reflects the full recognition of deferred outflows/(inflows) of resources from the current year. This is based off of the expected future service of eligible active employees, which is less than one year.

Schedule of Changes in Total OPEB Liability

Total OPEB Liability - beginning of year	$ 626,943
Service cost	-
Interest	23,881
Change of benefit terms	-
Changes in assumptions	(4,631)
Differences between expected and actual experience	45,261
Benefit payments	(60,441)
Net change in total OPEB liability	4,070
Total OPEB Liability - end of year	$ 631,013

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NOTE 8 – TOTAL OPEB (OTHER POST-EMPLOYMENT BENEFITS) LIABILITY (continued)

Sensitivity of the Total OPEB Liability to Changes in Discount Rate

The following presents the District's Total OPEB Liability using the discount rate of 4.28% as well as what the District's Total OPEB Liability would be if it were calculated using a discount rate that is 1% lower (3.28%) or 1% higher (5.28%) than the current discount rate.

	1% Decrease 3.28%	Discount Rate 4.28%	1% Increase 5.28%
Total OPEB Liability	$ 703,278	$ 631,013	$ 570,310

Sensitivity of the Total OPEB Liability to Changes in Health Care Cost Trend Rates

The following presents the District's Total OPEB Liability using the health care cost trend rate of 8.00% decreasing to an ultimate rate of 4.50% as well as what the District's Total OPEB Liability would be if it were calculated using a rate that is 1% lower (7.00% decreasing to an ultimate rate of 3.50%) or 1% higher (9.00% decreasing to an ultimate rate of 5.50%).

	1% Decrease 7.00% decreasing to 3.50%	Health Care Cost Trend Rates 8.00% decreasing to 4.50%	1% Increase 9.00% decreasing to 5.50%
Total OPEB Liability	$ 566,187	$ 631,013	$ 706,874

Actuarial Methods and Assumptions

Interim year (2025) valuation results have been projected from the prior year's valuation, with adjustments for actual premium and contribution increases from FY 2025 to FY 2026.

Actuarial valuations of an ongoing plan involve estimates of the value of reported amounts and assumptions about the probability of occurrence of events far into the future. Examples include assumptions about future employment, mortality, and the health care cost trend. Amounts determined regarding the funded status of the plan and the annual required contributions of the employer are subject to continual revision as actual results are compared with past expectations and new estimates are made about the future.

The Total OPEB Liability in the December 31, 2025 actuarial valuation was determined by using the following actuarial assumptions and other methods applied to all periods included in the measurement, unless otherwise specified.

Discount rate	4.28%
Health care cost trend rates	Initial rate of 8.00% decreasing to an ultimate rate of 4.50%

NOTE 8 – TOTAL OPEB (OTHER POST-EMPLOYMENT BENEFITS) LIABILITY (continued)

The actuarial assumptions used represent a reasonable long-term expectation of future OPEB outcomes. As national economic and District experience change over time, the assumptions will be tested for ongoing reasonableness and, if necessary, updated. The actuarial methods and assumptions used include techniques that are designed to reduce short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations.

NOTE 9 – PENSION PLANS

State Retirement

The Wasatch Front Waste & Recycling District contributes to the Local Governmental Noncontributory Retirement System. This retirement system is a cost-sharing multiple-employer defined benefit pension plan administered by the Utah Retirement Systems (Systems). The Systems provide retirement benefits, annual cost of living allowances, death benefits, and refunds to plan members and beneficiaries in accordance with retirement statutes established and amended by the State Legislature.

General Information about the Pension Plan

Plan description: Eligible plan participants are provided with pensions through the Utah Retirement Systems. Utah Retirement Systems are comprised of the following Pension Trust Funds:

<u>Defined Benefit Plans</u>

- Public Employees Noncontributory Retirement System (Noncontributory System); is a multiple-employer, cost sharing, public employee retirement system.
- Tier 2 Public Employees Contributory Retirement System (Tier 2 Public Employees System); is a multiple-employer, cost sharing, public employee retirement system.

The Tier 2 Public Employees System became effective July 1, 2011. All eligible employees beginning on or after July 1, 2011, who have no previous service credit with the Utah Retirement Systems (URS), are members of the Tier 2 Retirement System.

The Utah Retirement Systems (Systems) are established and governed by the respective sections of Title 49 of the Utah Code Annotated 1953, as amended. The Systems' defined benefit plans are amended statutorily by the State Legislature. The Utah State Retirement Office Act in Title 49 provides for the administration of the Systems under the direction of the Utah State Retirement Board, whose members are appointed by the Governor. The Systems are fiduciary funds defined as pension (and other employee benefit) trust funds. URS is a component unit of the State of Utah. Title 49 of the Utah Code grants the authority to establish and amend the benefit terms.

URS issues a publicly available financial report that can be obtained by writing Utah Retirement Systems, 560 E. 200 S, Salt Lake City, Utah 84102 or visiting the website: <u>www.urs.org/general/publications</u>.

NOTE 9 – PENSION PLANS (continued)

Summary of Benefits by System

Benefits provided: URS provides retirement, disability, and death benefits.
Retirement benefits are as follows:

System	Final Average Salary	Years of service required and/or age eligible for benefit	Benefit percent per year of service	COLA**
Noncontributory System	Highest 3 years	30 years, any age; 25 years, any age*; 20 years, age 60*; 10 years, age 62*; 4 years, age 65	2.0% per year all years	Up to 4%
Tier 2 Public Employees System	Highest 5 years	35 years, any age; 20 years, age 60*; 10 years, age 62*; 4 years, age 65	1.50% per year, all years	Up to 2.5%

** Actuarial reductions are applied.*
*** All post-retirement cost-of-living adjustments are non-compounding and are based on the original benefit except for Judges, which is a compounding benefit. The cost-of-living adjustments are also limited to the actual Consumer Price Index (CPI) increase for the year, although unused CPI increases not met may be carried forward to subsequent years.*

Contributions: As a condition of participation in the Systems, employers and/or employees are required to contribute certain percentages of salary and wages as authorized by statute and specified by the Utah State Retirement Board. Contributions are actuarially determined as an amount that, when combined with employee contributions (where applicable), is expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded actuarial accrued liability.

Contribution rates as of December 31, 2025, are as follows:

	Employee Paid	Paid by Employer for Employee	Employer Contribution Rates 401(k)
Non-Contributory System			
111-Local Governmental Division Tier 2	0.81%	14.19%	N/A
Noncontributory System			
15-Local Governmental Division Tier 1	N/A	15.97%	N/A
Tier 2 DC Only			
211-Local Governmental	N/A	4.19%	10.00%

Tier 2 rates include a statutory required contribution to finance the unfunded actuarial accrued liability of the Tier 1 plans.

NOTE 9 – PENSION PLANS (continued)

For fiscal year ended December 31, 2025, the employer and employee contributions to the Systems were as follows:

System	Employer Contributions	Employee Contributions
Noncontributory System	$ 389,470	N/A
Tier 2 Public Employees System	546,497	$ 28,127
Tier 2 DC Only System	48,661	N/A
Total Contributions	$ 984,628	$ 28,127

Contributions reported are the URS Board-approved required contributions by System. Contributions in the Tier 2 Systems are used to finance the unfunded liabilities in the Tier 1 Systems.

Combined Pension Assets, Liabilities, Expense, and Deferred Outflows and Inflows of Resources Relating to Pensions

At December 31, 2025, the District reported a net pension liability of $1,460,993 and a net pension asset of $0.

	(Measurement Date): December 31, 2024				
	Net Pension Asset	Net Pension Liability	Proportionate Share	Proportionate Share December 31, 2023	Change (Decrease)
Noncontributory System	$ -	$ 1,107,019	0.3490945%	0.3424661%	0.0066284%
Tier 2 Public Employees System	-	353,974	0.1186882%	0.1216267%	(0.0029385)%
	$ -	$ 1,460,993			

The net pension asset and liability were measured as of December 31, 2024, and the total pension liability used to calculate the net pension asset and liability was determined by an actuarial valuation as of January 1, 2024, and rolled-forward using generally accepted actuarial procedures. The proportion of the net pension asset and liability is equal to the ratio of the employer's actual contributions to the Systems during the plan year over the total of all employer contributions to the System during the plan year.

For the year ended December 31, 2025, the District recognized pension expense totaling $1,399,263.

NOTE 9 – PENSION PLANS (continued)

At December 31, 2025, the District reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 812,650	$ 2,439
Changes in assumptions	209,794	37
Net difference between projected and actual earnings on pension plan investments	356,076	-
Changes in proportion and differences between contributions and proportionate share of contributions	56,713	15,378
Contributions subsequent to the measurement date	984,628	-
	$ 2,419,861	$ 17,854

The $984,628 reported as deferred outflows of resources related to pensions results from contributions made by the District prior to its fiscal year end, but subsequent to the measurement date of December 31, 2024.

These contributions will be recognized as a reduction of the net pension liability in the upcoming fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resourced related to pensions, will be recognized in pension expense as follows:

Year ended December 31,	Net Deferred Outflows (Inflows) of Resources
2025	$ 668,524
2026	670,819
2027	(108,048)
2028	8,645
2029	79,125
Thereafter	98,314

NOTE 9 – PENSION PLANS (continued)

Noncontributory System Pension Expense, and Deferred Outflows and Inflows of Resources

For the year ended December 31, 2025, the District recognized pension expense of $1,012,299.

At December 31, 2025, the District reported deferred outflows of resources and deferred inflows of resources relating to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 659,624	$ -
Changes in assumptions	91,571	-
Net difference between projected and actual earnings on pension plan investments	333,452	-
Changes in proportion and differences between contributions and proportionate share of contributions	-	9,797
Contributions subsequent to the measurement date	389,470	-
	$ 1,474,117	$ 9,797

The $389,470 reported as deferred outflows of resources related to pensions results from contributions made by the District prior to its fiscal year end, but subsequent to the measurement date of December 31, 2024.

These contributions will be recognized as a reduction of the net pension liability in the upcoming fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions, will be recognized in pension expense as follows:

Year ended December 31,	Net Deferred Outflows (Inflows) of Resources
2025	$ 627,358
2026	607,503
2027	(135,304)
2028	(24,707)
2029	-
Thereafter	-

NOTE 9 – PENSION PLANS (continued)

Tier 2 Public Employees System Pension Expense, and Deferred Outflows and Inflows of Resources

For the year ended December 31, 2025, the District recognized pension expense of $386,964.

At December 31, 2025, the District reported deferred outflows of resources and deferred inflows of resources relating to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 153,026	$ 2,439
Changes in assumptions	118,223	37
Net difference between projected and actual earnings on pension plan investments	22,624	-
Changes in proportion and differences between contributions and proportionate share of contributions	56,712	5,581
Contributions subsequent to the measurement date	595,158	-
	$ 945,743	$ 8,057

The $595,158 reported as deferred outflows of resources related to pensions results from contributions made by the District prior to its fiscal year end, but subsequent to the measurement date of December 31, 2024.

These contributions will be recognized as a reduction of the net pension liability in the upcoming fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions, will be recognized in pension expense as follows:

Year ended December 31,	Net Deferred Outflows (Inflows) of Resources
2025	$ 41,166
2026	63,316
2027	27,256
2028	33,352
2029	79,125
Thereafter	98,313

NOTE 9 – PENSION PLANS (continued)

Actuarial Assumptions

The total pension liability in the December 31, 2024, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.50 percent
Salary Increases	3.50 - 9.50 percent, average, including inflation
Investment Rate of Return	6.85 percent, net of pension plan investment expense, including inflation

Mortality rates were adopted from an actuarial experience study dated January 1, 2023. The retired mortality tables are developed using URS retiree experience and are based upon gender, occupation, and age as appropriate with projected improvement, the ultimate rates from MP-2020 improvement scale using a base year of 2020. The mortality assumption for active members is the PUB-2010 Employees Mortality Table for public employees, teachers, and public safety members, respectively.

The actuarial assumptions used in the January 1, 2024, valuation were based on the results of an actuarial experience study for the period ending December 31, 2022.

The long-term expected rate of return on pension plan investments was determined using a building-block method, in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class and is applied consistently to each defined benefit pension plan. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

	Expected Return Arithmetic Basis		
Asset Class	Target Asset Allocation	Real Return Arithmetic Basis	Long Term Expected Portfolio Real Rate of Return
Equity securities	35.00 %	7.01 %	2.45 %
Debt securities	20.00 %	2.54 %	0.51 %
Real assets	18.00 %	5.45 %	0.98 %
Private equity	12.00 %	10.05 %	1.21 %
Absolute return	15.00 %	4.36 %	0.65 %
Cash and cash equivalents	0.00 %	0.49 %	0.00 %
Totals	100.00 %		5.80 %
Inflation			2.50 %
Expected arithmetic nominal return			8.30 %

The 6.85% assumed investment rate of return is comprised of an inflation rate of 2.50%, a real return of 4.35% that is net of investment expense.

NOTE 9 – PENSION PLANS (continued)

Discount rate: The discount rate used to measure the total pension liability was 6.85 percent. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate, and that contributions from all participating employers will be made at contractually required rates that are actuarially determined and certified by the URS Board. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current, active, and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments, to determine the total pension liability. The discount rate does not use the Municipal Bond Index Rate.

Sensitivity of the proportionate share of the net pension asset and liability to changes in the discount rate: The following presents the proportionate share of the net pension liability calculated using the discount rate of 6.85 percent, as well as what the proportionate share of the net pension liability (asset) would be if it were calculated using a discount rate that is 1 percentage-point lower (5.85 percent) or 1 percentage-point higher (7.85 percent) than the current rate:

System	1% Decrease (5.85%)	Discount Rate (6.85%)	1% Increase (7.85%)
Noncontributory System	$ 4,681,782	$ 1,107,019	$ (1,891,050)
Tier 2 Public Employees System	1,057,236	353,974	(193,093)
Total	$ 5,739,018	$ 1,460,993	$ (2,084,143)

Pension plan fiduciary net position: Detailed information about the pension plan's fiduciary net position is available in the separately issued URS financial report.

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NOTE 10 – CAFETERIA/DEFERRED COMPENSATION PLANS

The District offers a cafeteria plan to all full-time employees to fund a variety of employee benefit programs including life insurance, disability insurance, health insurance, and other benefits.

The District has established a voluntary deferred compensation program pursuant to Section 457 of the Internal Revenue Code. In accordance with Governmental Accounting Standards Board Statement 32 (GASB No. 32), the assets and income of the 457 Plan are held in trust for the exclusive benefit of the participants or their beneficiaries.

The District also offers employees the opportunity to participate in a Roth IRA, with after-tax employee contributions, managed by the Utah State Retirement System (URS).

On July 2, 1991, Social Security and Medicare coverage became mandatory for State and Local governments employees who are not members of a public retirement system and who are not covered under a Section 218 Agreement. The District chose not to opt into the Federal Social Security program. Instead, the District and the employee each contribute 6.2% of earned wages to a third-party administrator (Utah Retirement Systems) on behalf of the employee, as a deferred compensation plan.

In addition to the District’s contribution to the employee’s deferred compensation plan, the District contributes 1% of earned wages to a Utah State Retirement System 401(k) Plan on behalf of the employees.

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NOTE 11 – DEFINED CONTRIBUTION SAVINGS PLANS

The Defined Contribution Savings Plans are administered by the Utah Retirement Systems Board and are generally supplemental plans to the basic retirement benefits of the Retirement Systems but may also be used as primary retirement plans. These plans are voluntary tax-advantaged retirement savings programs authorized under sections 401(k), 457(b) and 408 of the Internal Revenue Code. Detailed information regarding plan provisions is available in the separately issued URS financial report.

Wasatch Front Waste & Recycling District participates in the following Defined Contribution Savings Plans with Utah Retirement Systems:

- 401(k) Plan
- 457(b) Plan
- Roth IRA Plan
- Traditional IRA

Employee and employer contributions to the Utah Retirement Defined Contribution Savings Plans for the fiscal year ended December 31 were as follows:

	2025	2024*	2023
401(k) Plan			
Employer Contributions	$ 627,383	$ 507,677	$ 130,416
Employee Contributions	78,593	110,203	110,451
457 Plan			
Employer Contributions	N/A	N/A	N/A
Employee Contributions	$ 502,331	$ 415,663	$ 20,658
Roth IRA Plan			
Employer Contributions	N/A	N/A	N/A
Employee Contributions	$ 19,023	$ 20,835	$ 4,269
Traditional IRA			
Employer Contributions	N/A	N/A	N/A
Employee Contributions	$ 1,300	$ 1,300	$ 1,300

*During fiscal year 2024, the District changed from Mission Square to Utah Retirement Systems as our third-party administrator for Defined Contribution Savings Plans.

NOTE 12 – LONG-TERM OBLIGATIONS

Changes in long-term obligations during the year ended December 31, 2025 are summarized as follows:

	Balance 12/31/2024	Additions	Deletions	Balance 12/31/2025	Due Within One Year	Due in More than one Year
Compensated Absences	$ 664,220	$ -	$ (54,002) *	$ 610,218	$ 358,304	$ 251,914
Workers Compensation Liability	199,243	24,308	(60,593)	162,958	44,308	118,650
Subscription Payable	-	161,245	(56,908)	104,337	50,649	53,688
Leases Payable	907,336	85,553	(251,339)	741,550	241,420	500,130
Total OPEB Liability	626,943	4,070	-	631,013	-	631,013
Net Pension Liability	1,031,104	429,889		1,460,993	-	1,460,993
Total Liabilities	$ 3,428,846	$ 705,065	$ (422,842)	$ 3,711,069	$ 694,681	$ 3,016,387

*The change in the compensated absences liability is presented as a net change.

The District records a liability for worker's compensation claims when it is probable that a liability has been incurred and the amount of the loss can be reasonably estimated. Structured settlements (contractual obligations to make agreed-upon payments on fixed dates) are based on life expectancies and discounted rates for 20-year-high quality general obligation bonds.

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NOTE 13 – TRANSACTIONS WITH OTHER GOVERNMENTAL ENTITIES

The District has transactions with other governmental entities. Services provided by related governmental entities for the year ended December 31, 2025 are summarized as follows:

	2025
Salt Lake County Fleet	
Fleet-Truck Maintenance	$ 4,868,365
Fleet- Diesel/Fuel/CNG	1,118,654
Shared Building Costs	145,000
Truck Purchase	
Salt Lake County Public Works Operations	
Materials	5,792
Shared Building	224,876
Hooklift	137,409
Salt Lake County Mayors Financial	
Telecommunications	35,121
Office/Facilities Cost	284,135
Information Systems	188,974
Other	6,580
Salt Lake County Health	
Permits	1,395
Salt Lake County Sheriff	
Radio	2,274
Salt Lake Valley Landfill	
Disposal Fees	3,758,741
Trans Jordan Cities Landfill	
Disposal Fees	692,090
Bingham Creek Regional Park Authority	
Land Lease	10,000
Total	$11,479,407

The District recorded $583,804 of revenue in 2025 for services provided to Salt Lake County.

NOTE 14 – RISK MANAGEMENT

The District is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. It is the policy of the District to purchase commercial insurance for these risks. Various policies are purchased through the Utah Local Governments Trust to cover liability, theft, damage, and other losses. A minimal deductible applies to these policies which the District pays in the event of any loss. There have been no significant reductions in the coverage from the prior year. Settled claims have not exceeded this commercial coverage in any of the three preceding years. The District has also purchased a workers' compensation policy.

NOTE 15 – CONTRACT/LEASE ARRANGEMENTS

Effective January 1, 2020 the District entered into a lease agreement with Salt Lake County for office/facility space (see note 6). The District has agreements in place with Salt Lake County for various services and use of equipment. The amounts paid in 2025 are listed in note 13.

NOTE 16 – ENVIRONMENTAL REMEDIATION LIABILITY

The nature of the District's operations is such that the District may be held liable for environmental clean-up costs. The District is unaware of any such issues and has taken measures to prevent potential environmental problems caused by its operations. The costs of potential remediation are immeasurable since no knowledge of environmental problems currently exists. Therefore, no liability has been accrued.

NOTE 17 – SUBSEQUENT EVENTS

In preparing these financial statements, the District has evaluated events and transactions for potential recognition or disclosure through June 15, 2026, the date the financial statements were available to be issued. On May 18, 2026, the District received a notice of Herriman City's intent to withdraw from the District pursuant to Utah Code § 17B-1-505.7. Due to the recent receipt of the notice, the timing and financial impact of the potential withdrawal are currently unknown.

NOTE 18 – LITIGATION

The District is a defendant in certain legal actions, pending actions, or in the process of miscellaneous claims. The ultimate liability which might result from the final resolution of the above matters is not presently determinable. District management is of the opinion that the final outcome of the cases will not have an adverse effect on the District's financial statements.

NOTE 19 – CONCENTRATION RISK

On May 18, 2026, The District received notice from Herriman City of its intent to withdraw from the District. As of December 31, 2025, Herriman City households represented approximately 12.6% of District residential customers. Management is evaluating the potential operational and financial effects of the proposed withdrawal; however, the timing, financial impact, and ultimate resolution of the proposed withdrawal remain uncertain.

Required Supplementary Information

Required supplementary information includes financial information and disclosures required by GASB but are not considered part of the basic financial statements. Such information includes:

Pension Disclosures
OPEB Disclosures

Schedule of Required Supplementary Information - **Schedule of the Proportionate Share of the Net Pension Liability**

Measurement Date of December 31, 2024
December 31, 2025
Last 10 Fiscal Years

Noncontributory Retirement System	**2025**	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	**2017**	**2016**
Proportion of the net pension liability/(asset)	0.3490945%	0.3424661%	0.3343075%	0.3166503%	0.3082501%	0.2842495%	0.2875486%	0.3026723%	0.2987538%	0.3037300%
Proportionate share of the net pension liability/(asset)	$1,107,019	$794,372	$572,585	($1,813,490)	$158,115	$1,071,299	$2,117,412	$1,326,098	$1,918,365	$1,718,652
Covered payroll	$2,745,560	$2,672,241	$2,415,396	$2,164,802	$2,092,184	$2,030,843	$2,026,762	$2,180,876	$2,217,202	$2,274,528
Proportionate share of the net pension liability/(asset) as a percentage of its covered payroll	40.32%	29.73%	23.71%	-83.77%	7.56%	52.75%	104.47%	60.81%	86.52%	75.56%
Plan fiduciary net position as a percentage of the total pension liability/(asset)	96.02%	96.90%	97.5%	108.7%	99.20%	93.70%	87.00%	91.90%	87.30%	87.80%

Tier 2 Public Employees Retirement System	**2025**	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	**2017**	**2016**
Proportion of the net pension liability/(asset)	0.1186882%	0.1216267%	0.1331693%	0.1310036%	0.1442470%	0.1278630%	0.1371472%	0.1485845%	0.1581720%	0.1828029%
Proportionate share of the net pension liability/(asset)	$353,974	$236,732	$145,007	($55,446)	$20,747	$28,757	$58,737	$13,100	$17,644	($399)
Covered payroll	$3,515,164	$3,144,493	$2,903,110	$2,431,666	$2,305,655	$1,777,667	$1,601,766	$1,454,937	$1,297,128	$1,180,968
Proportionate share of the net pension liability/(asset) as a percentage of its covered payroll	10.07%	7.53%	4.99%	-2.28%	0.90%	1.62%	3.67%	0.90%	1.36%	-0.03%
Plan fiduciary net position as a percentage of the total pension liability/(asset)	87.44%	89.58%	92.3%	103.8%	98.30%	96.5%	90.80%	97.40%	95.10%	100.20%

Schedule of Required Supplementary Information

Schedule of Contributions December 31, 2025 Last 10 Fiscal Years	As of fiscal year ended December 31	Actuarial Determined Contributions	Contributions in relation to the contractually required contribution	Contribution deficiency (excess)	Covered payroll	Contributions as a percentage of covered payroll
Noncontributory Retirement System	2016	$403,738	$403,738	-	$2,259,080	17.87%
	2017	401,285	401,285	-	2,182,263	18.39%
	2018	372,132	372,132	-	2,087,178	17.83%
	2019	371,431	371,431	-	2,032,530	18.27%
	2020	384,773	384,773	-	2,092,184	18.39%
	2021	399,662	399,662	-	2,165,202	18.46%
	2022	440,862	440,862	-	2,417,284	18.24%
	2023	481,683	481,683	-	2,662,594	18.09%
	2024	477,583	477,583	-	2,745,560	17.39%
	2025	389,470	389,470	-	2,391,932	16,28%
*Tier 2 Public Employees System**	2016	193,732	193,732	-	1,299,343	14.91%
	2017	218,652	218,652	-	1,468,467	14.89%
	2018	245,980	245,980	-	1,604,706	15.33%
	2019	277,270	277,270	-	1,777,452	15.60%
	2020	362,949	362,949	-	2,307,585	15.73%
	2021	387,886	387,886	-	2,431,166	15.95%
	2022	466,303	466,303	-	2,907,584	16.04%
	2023	504,161	504,161	-	3,149,706	16.01%
	2024	551,956	551,956	-	3,547,651	15.56%
	2025	546,497	546,497	-	3,724,781	14.67%
*Tier 2 Public Employees DC Only System**	2016	20,399	20,399	-	305,043	6.69%
	2017	21,627	21,627	-	323,275	6.69%
	2018	25,290	25,290	-	378,028	6.69%
	2019	23,111	23,111	-	345,456	6.69%
	2020	29,045	29,045	-	434,162	6.69%
	2021	35,968	35,968	-	538,728	6.68%
	2022	35,996	35,996	-	559,076	6.44%
	2023	36,657	36,657	-	592,107	6.19%
	2024	41,297	41,297	-	730,066	5.66%
	2025	48,661	48,661	-	1,048,421	4.64%

* Contributions in Tier 2 include an amortization rate to help fund the unfunded liabilities in the Tier 1 systems. Paragraph 81.b of GASB 68 requires employers to disclose a 10-year history of contributions in RSI. Contributions as a percentage of covered payroll may be different than the board-certified rate due to rounding and other administrative practices.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Required Supplementary Information
Schedule of Change in Total OPEB Liability and Related Ratios
December 31, 2025
Last Eight Fiscal Years *

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB Liability								
Service cost	$ -	$ -	$ -	$ -	$ -	$ 7,890	$ 9,731	$ 9,713
Interest	23,881	27,680	20,729	28,496	40,827	43,304	43,258	45,772
Changes in assumptions	(4,631)	(105,119)	(184,804)	31,521	184,604	137,680	(87,900)	55,613
Differences between expected and actual experience	45,261	90,396	(53,131)	(405,551)	(41,739)	108,828	(89,603)	18,055
Benefit payments	(60,441)	(55,876)	(68,072)	(86,453)	(97,086)	(84,968)	(70,333)	(75,636)
Net change in total OPEB liability	4,070	(42,919)	(285,278)	(431,987)	86,606	212,734	(194,847)	53,517
Total OPEB Liability as of January 1	626,943	669,862	955,140	1,387,127	1,300,521	1,087,787	1,282,634	1,229,117
Total OPEB Liability as of December 31	$ 631,013	$ 626,943	$ 669,862	$ 955,140	$ 1,387,127	$ 1,300,521	$ 1,087,787	$ 1,282,634
Plan Fiduciary Net Position								
Contributions - employer	60,441	55,876	68,072	86,453	97,086	84,968	70,333	75,636
Benefit payments	(60,441)	(55,876)	(68,072)	(86,453)	(97,086)	(84,968)	(70,333)	(75,636)
Net change in fiduciary net position	-	-	-	-	-	-	-	-
Plan fiduciary net position as of January 1	-	-	-	-	-	-	-	-
Plan fiduciary net position as of December 31	-	-	-	-	-	-	-	-
Total OPEB Liability as of December 31	$ 631,013	$ 626,943	$ 669,862	$ 955,140	$ 1,387,127	$ 1,300,521	$ 1,087,787	$ 1,282,634
Plan fiduciary net position as a percentage of Total OPEB Liability	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Covered employee payroll	N/A	N/A	N/A	N/A	N/A	N/A	$ 271,720	$ 262,912
Total OPEB Liability as a percentage of covered employee payroll	N/A	N/A	N/A	N/A	N/A	N/A	400.3%	487.9%

* The amounts presented for each fiscal year were determined as of December 31st. In accordance with GASB 75, until a full 10-year trend is compiled, information is presented for those years for which the information is available.

Note: There are no assets accumulated in a trust that meets the criteria of GASB codification P22.101 or P52.101 to pay related benefits for the OPEB plan.

Notes to the Required Supplementary Information

The notes to the required supplementary information are included to provide information essential to the user's understanding of the required supplementary information.

Changes in Assumptions - Utah Retirement Systems (URS)

Changes include updates to the mortality improvement assumption, salary increase assumption, disability incidence assumption, assumed retirement rates, and assumed termination rates, as recommended with the January 1, 2024 actuarial experience study.

The information presented was determined as part of actuarial valuations performed. Over time the actuarial assumptions are periodically changed. Amounts reported in the current and prior plan years include the following significant actuarial assumption changes:

Plan Year	Discount Rate	Payroll Growth	Wage Inflation Rate	Inflation Rate
2024	6.85%	2.90%	3.50 to 9.50%	2.50%
2023	6.85%	2.90%	3.50 to 9.50%	2.50%
2022	6.85%	2.90%	3.25 to 9.25%	2.50%
2021	6.85%	2.90%	3.25 to 9.25%	2.50%
2020	6.95%	3.00%	3.25 to 9.25%	2.50%
2019	6.95%	3.00%	3.25 to 9.25%	2.50%
2018	6.95%	3.00%	3.25 to 9.25%	2.50%
2017	6.95%	3.25%	3.25 to 9.25%	2.50%
2016	7.20%	3.25%	3.35 to 9.35%	2.60%
2015	7.50%	3.50%	3.50 to 9.50%	2.75%

Changes in Assumptions - Other Postemployment Benefits (OPEB)

Wasatch Front Waste & Recycling District is required to disclose OPEB liabilities under GASB 75 for the current valuation. The following assumptions have been updated:

The discount rate was based on a yield for 20-year tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher (or equivalent quality on another rating scale) tax-exempt, high quality 20-year municipal bonds. The discount rates used in this year's valuation were 4.00% as of December 31, 2023 and 4.28% as of December 31, 2024. This change resulted in an increase in the liabilities.

Health care trend rates were updated to an initial rate of 8.00% decreasing by a rate of 0.25% annually to an ultimate rate of 6.50% for pre-65 retirees with actual first year trend increases for premiums effective January 1, 2026. Additionally, health care trend rates have been updated to an initial rate of 6.50%, decreasing by 0.25% annually to an ultimate rate of 5.00% for post-65 retirees with actual first year trend increases for premiums effective January 1, 2026. This change resulted in a significant decrease in liabilities due to the actual premium increases during 2025 being lower than expected.

Additionally, claims costs and premiums were updated for 2025 which caused an increase in liabilities. The updated census data also resulted in a significant increase in liabilities, mostly due to retirees continuing in the plan receiving benefits.

Other Supplementary Information

Other supplementary information includes financial statements and schedules not required by generally accepted accounting principles in the United States of America but are presented for additional analysis.

Such statements and schedules include:

Budgetary Comparison Schedule

WASATCH FRONT WASTE & RECYCLING DISTRICT
Schedule of Revenues, Expenses and Changes in Net Position Budget to Actual
For Year Ended December 31, 2025

	Budget	Actual	Variance
Operating revenues			
Collection services	$ 29,937,700	$ 32,084,839	$ 2,147,139
Other revenues	525,000	641,586	116,586
Total revenues	30,462,700	32,726,425	2,263,725
Operating expenses			
Salaries, wages and employee benefits	12,803,700	11,474,606	1,329,094
Utilities, telephone and building expenses	624,000	550,370	73,630
Vehicle maintenance and fuel	6,720,100	5,987,019	733,081
Landfill disposal fees	4,650,700	4,466,431	184,269
Recycling fees	1,045,000	933,593	111,407
Can purchases	565,000	609,769	(44,769)
Other	2,189,460	1,884,881	304,579
Depreciation	2,620,000	2,694,084	(74,084)
Total operating expenses	31,217,960	28,600,753	2,617,207
Operating income/(loss)	(755,260)	4,125,672	4,880,932
Non-operating income (expense)			
Interest expense	(74,740)	(53,901)	20,839
Interest income	350,000	288,140	(61,860)
Gain/(loss) on sale/disposal of assets	480,000	99,035	(380,965)
Gain/(loss) on investments	-	23,552	23,552
Total non-operating income (expense)	755,260	356,826	(398,434)
Change in net position	-	4,482,498	4,482,498
Net position - beginning	23,256,229	23,256,229	-
Net position - ending	$ 23,256,229	$ 27,738,727	$ 4,482,498

Statistical Section

The statistical section of a government's annual comprehensive financial report is the principal source of information regarding a government's economic condition.

The statistical section of the annual comprehensive financial report is designed to meet these objectives: 1) provide information on financial trends, 2) provide information on revenue, 3) provide demographic and economic information, and 4) provide operating information. The purpose of these objectives is as follows:

Financial Trends. This is intended to help understand and assess how a government's financial position has changed over time.

Revenue Capacity Information. This is intended to help understand and assess the factors affecting a government's ability to generate its own-source revenues by providing information about a government's most significant own-source revenue.

Debt Capacity Information. This information is intended to help understand and assess a government's debt burden and its ability to issue additional debt.

Demographic and economic information. This information is intended to help understand the socioeconomic environment within which a government operates and to provide information that enables comparisons of financial statement information over time and among governments.

Operating information. This information is intended to provide information about a government's operations and resources to assist in understanding a government's economic condition.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Net Position by Component
Ten Fiscal Years
(Accrual basis of accounting)

	Year Ended December 31,				
	2016	2017*	2018	2019	2020
Business-type activities					
Net investment in capital assets	$ 12,333,631	$ 11,615,631	$ 11,774,384	$ 11,804,843	$ 11,514,795
Restricted	-	-	-	-	-
Unrestricted	11,413,314	10,979,915	12,128,907	13,092,529	12,375,827
Restatement for change in accounting principle	-	-	-	-	-
Total business-type activities net position	$ 23,746,945	$22,595,546	$ 23,903,291	$24,897,372	$23,890,622

	Year Ended December 31,				
	2021	2022	2023	2024**	2025
Business-type activities					
Net investment in capital assets	$ 11,685,801	$ 9,765,553	$ 8,061,722	$ 10,524,216	$ 9,796,425
Restricted	-	1,868,936	-	-	-
Unrestricted	12,415,070	12,308,883	16,753,850	12,732,013	17,942,302
Restatement for change in accounting principle	-	-	(134,317)	-	-
Total business-type activities net position	$24,100,871	$23,943,372	$24,681,255	$23,256,229	$27,738,727

* Numbers for 2017 reflect restatement for GASB 75.

**The District implemented GASB Statement No. 101 during the year ended December 31, 2024 and restated net position balances. Prior years have not been restated to reflect this change.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Changes in Net Position
Ten Fiscal Years

	Fiscal Year				
	2016	2017	2018	2019	2020
Operating revenues					
Charges for services	$17,270,480	$17,272,981	$20,020,766	$20,419,562	$ 20,902,763
Other revenues	434,588	578,984	798,682	728,017	701,234
Total revenues	17,705,068	17,851,965	20,819,448	21,147,579	21,603,997
Operating expenses					
Salaries, wages and employee benefits	6,676,503	6,771,801	6,809,579	6,925,082	7,892,793
Utilities, telephone and building expenses	563,573	545,110	672,781	712,317	738,705
Professional and technical	225,333	270,557	39,076	39,924	32,994
Vehicle maintenance and fuel	3,501,185	3,577,873	3,926,954	4,013,334	4,443,810
Landfill and disposal fees	3,989,683	3,950,628	4,945,521	5,310,986	5,384,663
Can purchases	247,241	430,250	460,841	422,222	436,338
Other	960,607	1,334,754	1,243,563	1,314,183	1,346,651
Depreciation	1,810,884	1,952,572	1,643,718	1,760,178	2,192,892
Total operating expenses	17,975,009	18,833,545	19,742,033	20,498,226	22,468,846
Operating income (loss)	(269,941)	(981,580)	1,077,415	649,353	(864,849)
Non-operating income (expense)					
Interest expense	-	-	-	-	-
Interest income	112,687	152,975	236,222	299,333	162,758
Gain (loss) on disposal of capital assets	323,517	118,561	30,000	(578)	(324,866)
Gain (loss) on investments	-	-	(35,892)	45,973	20,207
Total non-operating income (expense)	436,204	271,536	230,330	344,728	(141,901)
Changes in Net Position	$ 166,263	$ (710,044)	$ 1,307,745	$ 994,081	$ (1,006,750)

WASATCH FRONT WASTE & RECYCLING DISTRICT
Changes in Net Position (*Continued)*
Ten Fiscal Years

	Fiscal Year				
	2021	2022	2023	2024	2025
Operating revenues					
Charges for services	$21,390,964	$ 21,649,212	$ 24,641,242	$ 24,914,813	$ 32,084,839
Other revenues	583,327	470,456	693,329	795,759	641,586
Total revenues	21,974,291	22,119,668	25,334,571	25,710,572	32,726,425
Operating Expenses					
Salaries, wages and employee benefits	7,979,672	7,443,217	9,210,030	10,753,670	11,474,606
Utilities, telephone and building expenses	416,835	552,485	570,161	578,124	550,370
Professional and technical	36,637	49,251	36,707	-	-
Vehicle maintenance and fuel	4,502,347	4,768,358	5,389,744	5,608,403	5,987,019
Landfill disposal and recycling fees	4,562,634	4,829,741	5,654,285	5,382,960	5,400,024
Can purchases	545,524	406,030	488,850	558,762	609,769
Other	1,223,554	1,679,915	1,480,838	1,743,815	1,884,881
Depreciation	2,106,525	2,219,580	2,151,910	2,390,685	2,694,084
Total operating expenses	21,373,728	21,948,577	24,982,525	27,016,419	28,600,753
Operating income (loss)	600,563	171,091	352,046	(1,305,847)	4,125,672
Non-operating income (expense)					
Interest expense	(74,612)	(72,374)	(73,650)	(62,424)	(53,901)
Interest income	63,244	134,697	417,490	357,418	288,140
Gain (loss) on disposal of capital assets	(365,642)	(224,670)	77,612	(460,895)	99,035
Gain (loss) on investments	(13,304)	(166,243)	98,702	46,722	23,552
Total non-operating income (expense)	(390,314)	(328,590)	520,154	(119,179)	356,826
Changes in Net Position	$ 210,249	$ (157,499)	$ 872,200	$ (1,425,026)	$ 4,482,498

WASATCH FRONT WASTE & RECYCLING DISTRICT
Charges for Services
Ten Fiscal Years

	Fiscal Year				
	2016	2017	2018	2019	2020
Neighborhood trailers	$ 132,846	$ 134,917	$ 134,745	$ 120,682	$ 146,117
Nonresidential collections	483,129	562,082	594,655	592,667	583,823
Residential collections	16,045,907	15,851,416	18,434,278	18,722,201	19,000,635
Green collections	497,430	587,494	705,500	825,013	993,843
Recycling collections	319	-	-	-	-
Glass collections	110,849	137,072	151,588	158,999	178,346
Total	$17,270,480	$17,272,981	$20,020,766	$ 20,419,562	$ 20,902,763

	Fiscal Year				
	2021	2022	2023	2024	2025
Neighborhood trailers	$ 145,382	$ 176,250	$ 146,992	$ 175,669	$ 200,282
Nonresidential collections	622,179	631,786	682,779	802,390	666,735
Residential collections	19,155,392	19,288,576	22,137,533	22,295,685	29,311,007
Green collections	1,229,926	1,352,597	1,459,132	1,530,416	1,809,002
Recycling collections	48,422	-	-	-	-
Glass collections	189,663	200,003	214,806	212,349	206,377
Total	$ 21,390,964	$ 21,649,212	$ 24,641,242	$ 25,016,509	$ 32,193,403

WASATCH FRONT WASTE & RECYCLING DISTRICT
Ratios of Outstanding Debt by Type
Five Fiscal Years

Calendar Year	Leases Payable	Subscription Payable	Debt As Percentage of Total Personal Income	Debt Per Capita
2021	$ 1,577,490	$ -	0%	$ 1.33
2022*	1,361,575	-	0%	1.15
2023*	1,138,520	52,442	0%	0.96
2024	907,336	-	0%	0.75
2025	741,550	104,337	0%	0.69

In 2021 debt was recorded in conjunction with adopting GASB Statement 87.
In 2023 debt was recorded in conjunction with adopting GASB Statement 96.
* For 2022 and 2023 used Total Personal Income for 2021.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Demographic and Economic Statistics-Salt Lake County
Ten Calendar Years

Calendar Year	Salt Lake County Personal Income (Federal AGI)	Salt Lake County Population	Per Capita Personal Income	Unemployment Rate (%)
2024	N/A*	1,220,916	N/A	3.2
2023	$ 43,649,585,537	1,216,274	$ 45,775	2.7
2022	41,646,976,939	1,186,257	35,108	2.3
2021	39,300,724,619	1,186,440	33,125	2.8
2020	35,756,336,787	1,185,238	30,168	3.5
2019	33,383,722,237	1,160,437	28,768	2.5
2018	32,432,228,345	1,152,633	28,138	2.8
2017	30,557,087,576	1,137,820	26,856	3.0
2016	28,856,463,106	1,121,354	25,734	2.9
2015	27,942,287,965	1,107,314	25,234	3.9

*Personal Income from 2024 is not yet available.
Federal AGI obtained from https://tax.utah.gov/econstats/income/federal-returns
Salt Lake County population obtained from https://www.census.gov/quickfacts/fact/table/saltlakecountyutah, UT/PST045219

WASATCH FRONT WASTE & RECYCLING DISTRICT
Full-Time Equivalent (FTE) District Employees by Function/Program
Ten Fiscal Years

	Fiscal Year									
Function/Program	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
General government										
Administration	9.28	8.81	9.56	9.91	10.01	11.26	12.42	12.56	14.52	13.61
Operation and Internal Servces	6.18	5.77	5.25	5.84	5.54	5.99	4.48	4.83	5.76	6.00
Collection										
Curbside Collection	39.74	32.87	36.94	25.37	30.44	31.77	35.94	34.79	38.72	39.40
Recycling	14.20	25.37	24.54	28.19	31.69	30.06	28.58	27.49	27.64	25.88
Special Services										
Trailer Program	6.93	4.04	2.00	1.94	2.00	1.55	2.07	2.44	2.97	2.02
Area Cleanup	11.95	10.62	11.93	9.21	9.47	7.46	4.12	4.79	4.56	4.09
Special Services	4.85	6.90	5.20	7.86	7.86	7.88	2.65	1.95	1.68	2.20
Fleet							2.00	2.01	2.01	2.10
Cans							4.00	3.73	3.73	3.75
Total	93.13	94.38	95.42	88.31	97.00	95.97	96.26	94.59	101.59	99.05

otes: Changes in FTE may represent movement of employees from one program to another.
Prior to 2022 the FTEs in the Fleet and Cans Programs were reported in other programs.
During 2025, the District eliminated two positions and didn't fill two other vacancies resulting from retirements.

WASATCH FRONT WASTE & RECYCLING DISTRICT

Principal Employers of Salt Lake County

2024 and 2014

	2024	
Employer	Employees *	Rank
University of Utah	20,000+	1
Intermountain Health Care	20,000+	2
State of Utah	10,000-15,000	3
Granite School District	7,000-9,999	4
Jordan School District	7,000-9,999	5
Amazon.com	5,000-6,999	6
Salt Lake County	5,000-6,999	7
Wal-Mart Associates	5,000-6,999	8
Delta Airlines	5,000-6,999	9
Canyons School District	4,000-4999	10

	2014	
Employer	Employees *	Rank
University of Utah	20,000+	1
Intermountain Health Care	20,000+	2
State of Utah	10,000-14,999	3
Granite School District	7,000-9,999	4
Jordan School District	5,000-6,999	5
Salt Lake County	5,000-6,999	6
Federal Government	5,000-6,999	7
Wal-Mart	4,000-4,999	8
Canyons School District	3,000-3,999	9
L-3 Communications Corp	3,000-3,999	10

Source: https://jobs.utah.gov/wi/data/library/firm/majoremployers.html

Source: Department of Workforce Services, no data available for 2025.

* Specific employee numbers are not available. Ranges of the number of employees are presented instead.

WASATCH FRONT WASTE & RECYCLING DISTRICT
Operating Indicators by Function/Program
Ten Fiscal Years

	Fiscal Year									
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Function/Program										
CNG Fuel										
CNG Cost	$770,930	$878,809	$857,677	$809,736	$870,440	$920,050	$995,087	$1,204,271	$1,127,284	$974,438
CNG Gallons	389,472	490,816	497,291	505,037	532,780	529,705	519,868	519,988	542,667	550,519
CNG Miles Driven	706,041	827,672	805,434	811,429	847,454	846,394	824,222	856,499	924,427	847,159
Diesel Fuel										
Diesel Cost	$284,025	$170,725	$215,061	$171,560	$110,494	$205,072	$218,328	$170,664	$141,286	$141,174
Diesel Gallons	129,452	70,470	70,904	62,637	53,789	62,943	48,110	45,074	45,163	52,193
Diesel Miles Driven	647,040	469,364	436,455	367,535	312,748	367,890	296,823	326,832	297,734	290,233
Avg. Dollar per Gallon										
CNG	$1.98	$1.79	$1.72	$1.60	$1.63	$1.74	$1.91	$2.32	$2.08	$1.77
Diesel	$2.19	$2.42	$3.03	$2.74	$2.05	$3.26	$4.54	$3.79	$3.13	$2.70
Maintenance										
Vehicle Maintenance Costs	$2,446,230	$2,536,781	$2,834,894	$3,017,149	$3,448,266	$3,377,225	$3,554,943	$4,014,809	$4,336,771	$4,830,960
Safety Ratios										
Safe Days*	84.75%	93.90%	82.00%	75.10%	76.80%	80.10%	74.23%	80.31%	83.00%	76.86%
Landfill and Transfer Station										
Tons	117,056	110,026	121,319	125,302	131,275	127,326	121,162	124,008	128,758	126,079
Costs	$3,738,919	$3,859,861	$4,052,152	$4,048,158	$4,325,914	$4,232,050	$4,137,260	$4,371,035	$4,540,903	$ 4,466,431
Homes Served	80,161	80,753	83,253	84,794	85,615	85,925	85,936	85,822	86,292	86,495
Diversion (Tons)	29,922	28,322	27,497	27,186	27,978	26,377	25,090	25,809	26,868	26,291
Diversion (Percentage)	20.31%	18.90%	18.48%	17.83%	17.57%	17.16%	17.16%	17.23%	18.06%	17.98%

*Ratio of accidents free days: days worked

WASATCH FRONT WASTE & RECYCLING DISTRICT

Capital Assets Cost by Function/Program

Ten Fiscal Years

	Fiscal Year									
Function/Program	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Administration										
Land	$1,904,800	$1,904,800	$ 1,904,800	$ 1,904,800	$ 1,904,800	$ 1,904,800	$ 1,904,800	$ 1,904,800	$ 1,904,800	$ 1,904,800
Equipment	145,888	145,888	152,603	152,603	152,603	152,603	153,323	153,323	153,323	153,323
Lease Assets	-	-	-	-	-	1,732,856	1,732,856	1,732,856	1,732,856	1,812,686
Area Cleanup										
Equipment	-	-	-	-	-	-	-			
Vehicles	703,899	216,535	216,535	216,535	216,535	216,535	349,501	381,501	381,501	32,000
Cans										
Vehicles	181,306	181,306	181,306	181,306	181,306	181,306	181,306	181,306	181,306	181,306
Curbside										
Building & Imp.	558,830	671,933	671,933	671,933	671,933	835,524	835,524	835,524	1,018,318	1,018,318
Equipment	7,435	7,435	7,435	7,435	7,435	7,435	6,715	6,715	6,715	6,715
Vehicles	9,970,781	9,664,939	10,656,684	12,379,157	12,437,201	12,007,883	12,366,956	12,009,419	11,814,043	14,030,212
Subscription Assets	-	-	-	-	-	-	-	83,621	83,621	90,297
Fleet Management										
Vehicles								57,329	57,329	57,329
Green										
Vehicles	282,809	282,809	282,809	282,809	848,427	893,861	648,691	648,691	1,063,908	1,180,158
Recycle										
Vehicles	3,300,894	3,787,110	4,412,362	4,412,362	4,525,282	5,838,251	4,439,968	4,439,968	7,453,177	6,253,211
Subscription Assets	-	-	-	-	-	-	-	65,702	65,702	70,948
Special Services										
Equipment	15,835	35,395	35,395	35,395	35,395	19,560	8,689	8,689	8,689	8,689
Vehicles	643,404	623,844	623,844	666,335	666,335	666,335	1,226,557	982,016	982,016	982,016
Lease Assets	-	-	-	-	-	53,102	53,102	53,102	53,102	-
Trailer										
Equipment	638,294	638,294	638,294	621,460	593,006	593,006	592,376	592,376	592,376	592,376
Vehicles	103,735	670,662	670,662	677,152	722,051	686,656	481,280	510,856	510,856	748,128

WASATCH FRONT WASTE & RECYCLING DISTRICT

Schedule of Insurance

Insurance Policies in Effect During 2025

Description	Company	Liability Limit		Effective Date
General Liability	Local Governments Trust	$5,000,000		1/1/2025
Public Officials E&O Employment Practices Employee Benefits	Local Governments Trust	$5,000,000		1/1/2025
Auto Liability	Local Governments Trust	$5,000,000		1/1/2025
Property	Local Governments Trust	$1,703,402		7/1/2025
	Utah Local Governments Trust	$1,573,599		7/1/2024
Contents *	Local Governments Trust	$57,500		1/1/2025
Contractors Equipment *	Local Governments Trust	$100,835		1/1/2025
EDP Equipment *	Local Governments Trust	$44,987		1/1/2025
Equipment in the Open *	Local Governments Trust	$736,258		1/1/2025
Valuable Papers *	Local Governments Trust	$10,000		1/1/2025
Earthquake	Local Governments Trust	$220,000,000	Shared	1/1/2025
Flood	Local Governments Trust	$110,000,000	Shared	1/1/2025
Crime (Pooled Limits)	Local Governments Trust	$5,000,000		1/1/2025
Auto Physical Damage	Local Governments Trust	145 Vehicles		1/1/2025
Workers Compensation	Local Governments Trust	$1,000,000		1/1/2025

* This coverage is included in the Property coverage.

Additional Auditor's Reports

These additional reports are required by *Governmental Auditing Standards* and the Utah State Auditor's Office, respectively.

Independent Auditor's Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Board of Trustees
Wasatch Front Waste and Recycling District

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and the general fund (a major fund) of Wasatch Front Waste and Recycling District (the District), as of and for the year ended December 31, 2025, and the related notes to the financial statements, which collectively comprise the District's basic financial statements, and have issued our report thereon dated June 15, 2026.

Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the District's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards.*

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Squire & Company, PC

Orem, Utah
June 15, 2026

Independent Auditor's Report on Compliance
and Report on Internal Control over Compliance
Required by the *State Compliance Audit Guide*

Board of Trustees
Wasatch Front Waste and Recycling District

Report on Compliance

Opinion on Compliance

We have audited Wasatch Front Waste and Recycling District's (the District) compliance with the following applicable state compliance requirements described in the *State Compliance Audit Guide*, issued by the Office of the Utah State Auditor, for the year ended December 31, 2025:

Budgetary Compliance
Fund Balance
Fraud Risk Assessment
Cash Management
Utah Retirement Systems

In our opinion, Wasatch Front Waste and Recycling District complied, in all material respects, with the state compliance requirements referred to above for the year ended December 31, 2025.

Basis for Opinion on Compliance

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the *State Compliance Audit Guide,* issued by the Office of the Utah State Auditor. Our responsibilities under those standards and the *State Compliance Audit Guide* are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance. Our audit does not provide a legal determination of the District's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the state compliance requirements referred to above.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the District's compliance based on our audit. 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 GAAS, Government Auditing Standards, and the *State Compliance Audit Guide* will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the District's compliance with the requirements of the *State Compliance Audit Guide* as a whole

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the *State Compliance Audit Guide*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the District's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the District's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the *State Compliance Audit Guide*, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a state compliance requirement that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the *State Compliance Audit Guide*. Accordingly, this report is not suitable for any other purpose.

Squire & Company, PC

Orem, Utah
June 15, 2026

WASATCH FRONT
Waste & Recycling District

Thank you for your interest in our organization, from the Administration and Staff of Wasatch Front Waste & Recycling District.

June 15, 2026

Wasatch Front Waste and Recycling District
Executive Summary and Communication to Board of Trustees

Re: Audits for the year ended December 31, 2025 performed by Squire & Company, PC, Orem, Utah.

Services provided for Wasatch Front Waste and Recycling District for the year ended December 31, 2025:

- Audit of basic financial statements conducted in accordance with generally accepted auditing standards and *Government Auditing Standards*.

  Unmodified opinions have been issued on the financial statements of Wasatch Front Waste and Recycling District for the year ended December 31, 2025. An unmodified opinion is sometimes referred to as a *clean opinion*. The independent auditor's report states, without reservation, that "in our opinion" the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- Audit of state compliance conducted in accordance with the *State Compliance Audit Guide.*

  We have issued an unmodified opinion on compliance with the state compliance requirements for the year ended December 31, 2025.

  State compliance areas tested include: budgetary compliance, fund balance, fraud risk assessment, cash management, and Utah retirement systems.

We selected various (non-statistical) samples of transactions as follows:

Cash disbursements – reviewed for proper coding, classification, period, support, authorization, reasonableness, and compliance with procurement policies. No reportable matters were noted.

Cash receipts – reviewed for proper recording, period, and support. No reportable matters were noted.

Payroll transactions – reviewed calculations, authorization, allocation, and proper recording. No reportable matters were noted.

Capital assets – verified significant additions and deletions for the year. No reportable matters were noted.

Other matters:

The District has recognized their proportionate share of the Utah Retirement Systems net pension liability of $1,460,993 at December 31, 2025.

The District has unrestricted net position of $17,942,302, an increase of $5,210,289 from prior year.

Board of Trustees
Wasatch Front Waste and Recycling District

We have audited the financial statements of Wasatch Front Waste and Recycling District (the District) as of and for the year ended December 31, 2025, and related notes to the basic financial statements, and have issued our report thereon dated June 15, 2026. Professional standards require that we advise you of the following matters relating to our audit.

Our Responsibility in Relation to the Financial Statement Audit

As communicated in our engagement letter dated February 23, 2026, our responsibility, as described by professional standards, is to form and express opinions about whether the financial statements that have been prepared by management with your oversight are presented fairly, in all material respects, in conformity with accounting principles generally accepted in the United States of America. Our audit of the financial statements does not relieve you or management of its respective responsibilities.

Our responsibility, as prescribed by professional standards, is to plan and perform our audit to obtain reasonable, rather than absolute, assurance about whether the financial statements are free of material misstatement. An audit of financial statements includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over financial reporting. Accordingly, as part of our audit, we considered the internal control of the District solely for determining our audit procedures and not to provide any assurance concerning such internal control.

We are also responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures for identifying other matters to communicate to you.

Planned Scope and Timing of the Audit

We conducted our audit consistent with the planned scope and timing we previously communicated to you.

Compliance with All Ethics Requirements Regarding Independence

The engagement team, others in our firm, as appropriate, and our firm have complied with all relevant ethical requirements regarding independence. We assisted in the preparation of the financial statements and the related notes disclosures and supplementary information, which is a nonaudit service. This service was subject to our firm's engagement quality control review. Management designated a qualified individual to oversee this nonaudit service, evaluated the adequacy and results of the service performed, and accepted responsibility for the preparation and fair presentation of the financial statements and related notes and supplementary information in accordance with accounting principles generally accepted in the United States of America.

Significant Risks Identified

We have identified the following significant risks:

- Management override of controls is considered an inherent risk according to GAAS;
- Improper revenue recognition is considered an inherent risk according to GAAS;
- Expenditures/expenses, including payroll and related benefits and lease payments, could be unrecorded or recognized in incorrect period;
- Certain employee benefits (e.g. compensated absences, termination benefits, and other post-employment benefits) may be improperly valued; and
- Financial statements do not agree to underlying accounting records.

Qualitative Aspects of the District's Significant Accounting Practices

Significant Accounting Policies

Management has the responsibility to select and use appropriate accounting policies. A summary of the significant accounting policies adopted by the District is included in Note 1 to the financial statements. There have been no initial selections of accounting policies and no changes in significant accounting policies or their application during 2025. No matters have come to our attention that would require us, under professional standards, to inform you about the methods used to account for significant unusual transactions and the effect of significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.

Significant Accounting Estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's current judgments. Those judgments are normally based on knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ markedly from management's current judgments.

The most sensitive accounting estimates affecting the financial statements are depreciation of capitalized assets and leases, other postemployment benefit plan obligations, compensated absences, and proportionate share of the net pension liability (asset) of cost sharing plans of the Utah Retirement Systems (URS).

Management's estimate of the depreciation of capitalized assets is based on expected useful lives of assets and allocating the cost of those assets over their useful lives using the straight-line method. Management's estimate of the leases is based on remaining lease terms and anticipated lease term extensions. Management's estimate of the other postemployment benefit plan is based on based on actuarial studies. Management's estimate on valuation of compensated absences is based on historical average leave time used. Management's estimate of the District's proportionate share of the net pension liability (asset) is based on information provided by the URS. We evaluated the key factors and assumptions used to develop the accounting estimates and determined that they are reasonable in relation to the financial statements as a whole and in relation to the applicable opinion units.

Financial Statement Disclosures

Certain financial statement disclosures involve significant judgment and are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the District's financial statements relate to note 6 related to leases and note 13 related to transactions with other governmental entities.

Significant Unusual Transactions

There were no significant unusual transactions identified during the audit.

Significant Difficulties Encountered during the Audit

We encountered no significant difficulties in dealing with management relating to the performance of the audit.

Uncorrected and Corrected Misstatements

For purposes of this communication, professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that we believe are clearly inconsequential, and communicate them to the appropriate level of management.

A summary of audit adjustments and reclassifications is attached to this letter. This summary includes misstatements (material or otherwise) that we identified because of our audit procedures; these were brought to the attention of, and corrected by, management.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter, which could be significant to the District's financial statements or the auditor's report. No such disagreements arose during the audit.

Representations Requested from Management

We have requested certain written representations from management, which are included in the attached letter dated June 15, 2026.

Management's Consultations with Other Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing and accounting matters.

Other Significant Matters, Findings or Issues

In the normal course of our professional association with the District, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, business conditions affecting the District, and business plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as the District's auditors.

This report is intended solely for the information and use of the Board of Trustees and management of Wasatch Front Waste and Recycling District and is not intended to be and should not be used by anyone other than these specified parties.

Respectfully,

Squire & Company, PC

Orem, Utah
June 15, 2026

Attachments:
- Adjusted trial balance grouped by financial statement account
- Summary audit adjustments and reclassifications
- Copy of management's written representations

Client: ***11125 - Wasatch Front Waste and Recycling District***
Engagement: ***2025 Audit***
Period Ending: ***12/31/2025***
Trial Balance: ***TB***
Workpaper: ***TB - Trial Balance Grouping Report***

Account	Description	1st PP-FINAL 12/31/2024	UNADJ 12/31/2025	JE Ref #	AJE 12/31/2025	ADJ 12/31/2025	JE Ref #	RJE 12/31/2025	FINAL 12/31/2025	
Group : [4100]	**Cash & Equivalents**									
Subgroup : [4100]	**Cash & Equivalents**									
01-10100	Cash - Zions Checking	236,192	1,056,830		0	1,056,830		0	1,056,830	A-1
01-10110	Cash - Xpress Bill Pay	51,048	44,981		0	44,981		0	44,981	A-2
01-10200	Cash - PTIF	2,675,310	4,671,382		0	4,671,382		0	4,671,382	B-2
Subtotal [4100]	**Cash & Equivalents**	**2,962,550**	**5,773,193**		**0**	**5,773,193**		**0**	**5,773,193**	
Subgroup : [4105]	**Investments**									
01-10250	Cash -Zions Investment Account	2,937,852	3,062,857		0	3,062,857		0	3,062,857	B-1
Subtotal [4105]	**Investments**	**2,937,852**	**3,062,857**		**0**	**3,062,857**		**0**	**3,062,857**	
Total [4100]	**Cash & Equivalents**	**5,900,402**	**8,836,050**		**0**	**8,836,050**		**0**	**8,836,050**	
Group : [4200]	**Receivables**									
Subgroup : [4210]	**Accounts Receivable**									
01-11510	A/R Residential	6,321,902	8,349,686		0	8,349,686		0	8,349,686	C-1
01-11520	A/R Non residential	35,292	(112,525)		134,824	22,299		0	22,299	C-2
				AJE - 3	134,824.00					
01-11540	Accounts Receivable - Certif	471,093	338,894		0	338,894		0	338,894	C-4
01-11600	Other Receivables	230,227	(85,657)		276,085	190,428		0	190,428	C-5
				AJE - 4	141,497.00					
				AJE - 17	134,588.00					
01-17500	Cash Clearing Utility	0	(378)		(11)	(389)		0	(389)	
				AJE - 17	(11.00)					
01-17550	Cash Clearing Acct Receivable	0	(1,440)		0	(1,440)		0	(1,440)	
Subtotal [4210]	**Accounts Receivable**	**7,058,514**	**8,488,580**		**410,898**	**8,899,478**		**0**	**8,899,478**	
Subgroup : [4212]	**Allowance for Doubtful Accounts**									
01-11550	Allowance for Doubtful Accts	0	1,774		(1,774)	0		0	0	
				AJE - 5	(1,774.00)					
Subtotal [4212]	**Allowance for Doubtful Accounts**	**0**	**1,774**		**(1,774)**	**0**		**0**	**0**	
Total [4200]	**Receivables**	**7,058,514**	**8,490,354**		**409,124**	**8,899,478**		**0**	**8,899,478**	
Group : [4300]	**Inventory**									
Subgroup : [4310]	**Inventory**									
01-14500	Inventory	299,957	240,292		0	240,292		0	240,292	E-2
Subtotal [4310]	**Inventory**	**299,957**	**240,292**		**0**	**240,292**		**0**	**240,292**	
Total [4300]	**Inventory**	**299,957**	**240,292**		**0**	**240,292**		**0**	**240,292**	
Group : [4400]	**Prepaid Expenses**									
Subgroup : [4400]	**Prepaid Expenses**									
01-14000	Prepaid Expenses	1,087,882	1,980,348		47,424	2,027,772		0	2,027,772	F-1
				AJE - 17	47,424.00					
Subtotal [4400]	**Prepaid Expenses**	**1,087,882**	**1,980,348**		**47,424**	**2,027,772**		**0**	**2,027,772**	
Total [4400]	**Prepaid Expenses**	**1,087,882**	**1,980,348**		**47,424**	**2,027,772**		**0**	**2,027,772**	
	Current Assets	**14,346,755**	**19,547,044**		**456,548**	**20,003,592**		**0**	**20,003,592**	
Group : [4600]	**Property & Equipment**									
Subgroup : [4605]	**Land**									
01-16100	Land	1,904,800	1,904,800		0	1,904,800		0	1,904,800	G-1
Subtotal [4605]	**Land**	**1,904,800**	**1,904,800**		**0**	**1,904,800**		**0**	**1,904,800**	
Subgroup : [4610]	**Improvements**									
01-16200	Land Improvement	563,220	563,220		0	563,220		0	563,220	G-1
Subtotal [4610]	**Improvements**	**563,220**	**563,220**		**0**	**563,220**		**0**	**563,220**	
Subgroup : [4615]	**Buildings and Improvements**									
01-16300	Buildings	455,098	455,098		0	455,098		0	455,098	G-1
Subtotal [4615]	**Buildings and Improvements**	**455,098**	**455,098**		**0**	**455,098**		**0**	**455,098**	
Subgroup : [4620]	**Machinery and Equipment**									
01-16501	Trailers and Equipment	601,065	275,715		0	275,715		0	275,715	G-1
01-16502	Refuse Trucks and Vehicles	22,444,135	23,789,710		0	23,789,710		0	23,789,710	G-1
01-16503	Office Furniture & Equipment	160,038	160,038		0	160,038		0	160,038	G-1
Subtotal [4620]	**Machinery and Equipment**	**23,205,238**	**24,225,463**		**0**	**24,225,463**		**0**	**24,225,463**	
Subgroup : [4625]	**Accumulated Depreciation**									
01-16310	Accum Depr - Bldg/Land Impr	(562,665)	(587,580)		0	(587,580)		0	(587,580)	
01-16510	Accum Depr - Mach., Veh., & Fu	(15,055,106)	(16,747,853)		0	(16,747,853)		0	(16,747,853)	
Subtotal [4625]	**Accumulated Depreciation**	**(15,617,771)**	**(17,335,433)**		**0**	**(17,335,433)**		**0**	**(17,335,433)**	G-1

Subgroup : [4690]	**Leased Assets**								
01-15500	Leased Assets	1,785,958	1,785,958		26,728	1,812,686	0	1,812,686	N-1
				AJE - 14	79,830.00				
				AJE - 16	(53,102.00)				
Subtotal [4690]	**Leased Assets**	**1,785,958**	**1,785,958**		**26,728**	**1,812,686**	**0**	**1,812,686**	
Subgroup : [4691]	**SBITA**								
01-15600	Subscription Assets	149,323	149,323		11,922	161,245	0	161,245	N-2
				AJE - 10	(149,323.00)				
				AJE - 11	161,245.00				
Subtotal [4691]	**SBITA**	**149,323**	**149,323**		**11,922**	**161,245**	**0**	**161,245**	
Subgroup : [4695]	**Accumulated Amortization**								
01-15510	Accum Dep - Leased Assets	(908,909)	(1,136,137)		45,119	(1,091,018)	0	(1,091,018)	N-1
				AJE - 14	(7,983.00)				
				AJE - 16	53,102.00				
Subtotal [4695]	**Accumulated Amortization**	**(908,909)**	**(1,136,137)**		**45,119**	**(1,091,018)**	**0**	**(1,091,018)**	
Subgroup : [4696]	**SBITA**								
01-15610	Accum Dep - Subscript. Assets	(105,404)	(105,405)		51,657	(53,748)	0	(53,748)	N-2
				AJE - 10	149,323.00				
				AJE - 10	(43,918.00)				
				AJE - 12	(53,748.00)				
Subtotal [4696]	**SBITA**	**(105,404)**	**(105,405)**		**51,657**	**(53,748)**	**0**	**(53,748)**	
Total [4600]	**Property & Equipment**	**11,431,553**	**10,506,887**		**135,426**	**10,642,313**	**0**	**10,642,313**	
Group : [4800]	**Deferred Outflow**								
Subgroup : [4810]	**Deferred Outflows**								
01-19200	Pension - Deferred Outflows	2,401,575	2,401,575		18,286	2,419,861	0	2,419,861	M-2
				AJE - 7	104,495.00				
				AJE - 8	(1,070,837.00)				
				AJE - 9	984,628.00				
Subtotal [4810]	**Deferred Outflows**	**2,401,575**	**2,401,575**		**18,286**	**2,419,861**	**0**	**2,419,861**	
Total [4800]	**Deferred Outflow**	**2,401,575**	**2,401,575**		**18,286**	**2,419,861**	**0**	**2,419,861**	
	Non-Current Assets	**13,833,128**	**12,908,462**		**153,712**	**13,062,174**	**0**	**13,062,174**	
	TOTAL ASSET	**28,179,883**	**32,455,506**		**610,260**	**33,065,766**	**0**	**33,065,766**	
Group : [5100]	**Payables**								
Subgroup : [5110]	**Accounts Payable**								
01-21000	Accounts Payable	(1,030,690)	(1,056,306)		(30,163)	(1,086,469)	0	(1,086,469)	L-1
				AJE - 17	(30,163.00)				
Subtotal [5110]	**Accounts Payable**	**(1,030,690)**	**(1,056,306)**		**(30,163)**	**(1,086,469)**	**0**	**(1,086,469)**	
Total [5100]	**Payables**	**(1,030,690)**	**(1,056,306)**		**(30,163)**	**(1,086,469)**	**0**	**(1,086,469)**	
Group : [5210]	**Accrued Expenses**								
Subgroup : [5210]	**Accrued Payroll**								
01-22000	Accrued Fed WHT Liabilities	(31,231)	(36,813)		0	(36,813)	0	(36,813)	M-7
01-22010	Accrued State WHT Liabilities	(11,478)	(12,747)		0	(12,747)	0	(12,747)	M-7
01-22020	Accrued URS Liabilities	(108,931)	(115,171)		0	(115,171)	0	(115,171)	M-7
01-22030	Accrued Emp Insur Liabilities	(71,553)	56,401		(141,497)	(85,096)	0	(85,096)	M-7
				AJE - 4	(141,497.00)				
01-22040	Accrued Garnish Liabilities	(1,108)	(911)		0	(911)	0	(911)	
01-22070	Accrued FSA Liabilities	5,816	4,293		0	4,293	0	4,293	
01-22075	Accrued HSA Liabilities	(7,190)	(8,608)		0	(8,608)	0	(8,608)	M-7
01-22100	Accrued Payroll	(224,743)	(256,461)		0	(256,461)	0	(256,461)	M-7
Subtotal [5210]	**Accrued Payroll**	**(450,418)**	**(370,017)**		**(141,497)**	**(511,514)**	**0**	**(511,514)**	
Subgroup : [5220]	**Compensated Absences**								
01-22200	Current Obligations - Comp Abs	(237,452)	(314,562)		(43,743)	(358,305)	0	(358,305)	M-4
				AJE - 6	(7,298.00)				
				AJE - 6	(36,445.00)				
01-22300	LT Obligations - Comp Absences	(426,767)	(284,061)		32,147	(251,914)	0	(251,914)	M-4
				AJE - 6	(4,297.00)				
				AJE - 6	36,444.00				
Subtotal [5220]	**Compensated Absences**	**(664,219)**	**(598,623)**		**(11,596)**	**(610,219)**	**0**	**(610,219)**	
Subgroup : [5230]	**Workers Comp**								
01-22500	Workers Comp Liab - Curr-SLCo	(20,000)	(20,000)		(24,308)	(44,308)	0	(44,308)	
				AJE - 2	(24,308.00)				
01-22600	Workers Comp Liab - Noncu SLCo	(179,243)	(179,243)		60,593	(118,650)	0	(118,650)	
				AJE - 2	60,593.00				
Subtotal [5230]	**Workers Comp**	**(199,243)**	**(199,243)**		**36,285**	**(162,958)**	**0**	**(162,958)**	M-8
Subgroup : [5240]	**OPEB**								
01-25110	Net OPEB Liability	(626,943)	(631,013)		0	(631,013)	0	(631,013)	M-3
Subtotal [5240]	**OPEB**	**(626,943)**	**(631,013)**		**0**	**(631,013)**	**0**	**(631,013)**	

Subgroup : [5250]	**Net Pension Liability**									
01-25000	Net Pension Liability	(1,031,104)	(1,031,104)		(429,889)	(1,460,993)		0	(1,460,993)	**M-2**
				AJE - 7	(429,889.00)					
Subtotal [5250]	**Net Pension Liability**	**(1,031,104)**	**(1,031,104)**		**(429,889)**	**(1,460,993)**		**0**	**(1,460,993)**	
Subgroup : [5260]	**Other Accrued Liabilities**									
01-26000	Unclaimed Property	0	(130)		0	(130)		0	(130)	
Subtotal [5260]	**Other Accrued Liabilities**	**0**	**(130)**		**0**	**(130)**		**0**	**(130)**	
Total [5210]	**Accrued Expenses**	**(2,971,927)**	**(2,830,130)**		**(546,697)**	**(3,376,827)**		**0**	**(3,376,827)**	
	Current Liabilities	**(4,002,617)**	**(3,886,436)**		**(576,860)**	**(4,463,296)**		**0**	**(4,463,296)**	
Group : [5300]	**Debt**									
Subgroup : [5300]	**Leases Payable - Current**									
01-22700	Leases Payable - Current	(240,820)	(414)		(5,723)	(6,137)		(235,283)	(241,420)	**N-1**
				AJE - 14	(5,210.00)		RJE - 1	(235,283.00)		
				AJE - 14	(5,723.00)					
				AJE - 15	5,210.00					
Subtotal [5300]	**Leases Payable - Current**	**(240,820)**	**(414)**		**(5,723)**	**(6,137)**		**(235,283)**	**(241,420)**	
Subgroup : [5301]	**SBITA - Current**									
01-22900	Subscription Payable - Current	0	0		(50,649)	(50,649)		0	(50,649)	**N-2**
				AJE - 11	(56,909.00)					
				AJE - 13	9,485.00					
				AJE - 17	(3,225.00)					
Subtotal [5301]	**SBITA - Current**	**0**	**0**		**(50,649)**	**(50,649)**		**0**	**(50,649)**	
Subgroup : [5310]	**Leases Payable - Long Term**									
01-22800	Leases Payable - Long Term	(666,516)	(666,516)		(68,897)	(735,413)		235,283	(500,130)	**N-1**
				AJE - 14	(74,620.00)		RJE - 1	235,283.00		
				AJE - 14	5,723.00					
Subtotal [5310]	**Leases Payable - Long Term**	**(666,516)**	**(666,516)**		**(68,897)**	**(735,413)**		**235,283**	**(500,130)**	
Subgroup : [5311]	**SBITA - LT**									
01-22910	Subscription Payable - LT	0	0		(53,687)	(53,687)		0	(53,687)	**N-2**
				AJE - 11	(104,336.00)					
				AJE - 13	47,424.00					
				AJE - 17	3,225.00					
Subtotal [5311]	**SBITA - LT**	**0**	**0**		**(53,687)**	**(53,687)**		**0**	**(53,687)**	
Total [5300]	**Debt**	**(907,336)**	**(666,930)**		**(178,956)**	**(845,886)**		**0**	**(845,886)**	
Group : [5400]	**Deferred Inflow**									
Subgroup : [5400]	**Deferred Inflows**									
01-25100	Pension - Deferred Inflows	(13,701)	(13,701)		(4,153)	(17,854)		0	(17,854)	**M-2**
				AJE - 7	(4,153.00)					
Subtotal [5400]	**Deferred Inflows**	**(13,701)**	**(13,701)**		**(4,153)**	**(17,854)**		**0**	**(17,854)**	
Total [5400]	**Deferred Inflow**	**(13,701)**	**(13,701)**		**(4,153)**	**(17,854)**		**0**	**(17,854)**	
	Non-Current Liabilities	**(921,037)**	**(680,631)**		**(183,109)**	**(863,740)**		**0**	**(863,740)**	
	TOTAL LIABILITY	**(4,923,654)**	**(4,567,067)**		**(759,969)**	**(5,327,036)**		**0**	**(5,327,036)**	
Group : [6100]	**Net Assets**									
Subgroup : [6105]	**Unrestricted Assets**									
01-29900	Unrestricted Net Position	(24,815,572)	(23,256,229)		0	(23,256,229)		0	(23,256,229)	
Subtotal [6105]	**Unrestricted Assets**	**(24,815,572)**	**(23,256,229)**		**0**	**(23,256,229)**		**0**	**(23,256,229)**	
Total [6100]	**Net Assets**	**(24,815,572)**	**(23,256,229)**		**0**	**(23,256,229)**		**0**	**(23,256,229)**	PY
	Equity	**(24,815,572)**	**(23,256,229)**		**0**	**(23,256,229)**		**0**	**(23,256,229)**	
	NET (INCOME) LOSS	**1,559,343**	**(4,632,210)**		**149,709**	**(4,482,501)**		**0**	**(4,482,501)**	
	TOTAL EQUITY	**(23,256,229)**	**(27,888,439)**		**149,709**	**(27,738,730)**		**0**	**(27,738,730)**	
	TOTAL LIABILITY AND EQUITY	**(28,179,883)**	**(32,455,506)**		**(610,260)**	**(33,065,766)**		**0**	**(33,065,766)**	
Group : [7100]	**Operating Revenues**									
Subgroup : [7105]	**Collection Services**									
01-31-200	Neighborhood Trailer	(175,669)	(200,282)		0	(200,282)		0	(200,282)	
01-31-300	Nonresidential Collections	(802,390)	(531,910)		(134,824)	(666,734)		0	(666,734)	
				AJE - 3	(134,824.00)					
01-31-400	Residential Waste Collections	(22,295,685)	(29,311,007)		0	(29,311,007)		0	(29,311,007)	**C-3**
01-31-450	Green Can Collections	(1,530,416)	(1,809,002)		0	(1,809,002)		0	(1,809,002)	**C-3**
01-31-550	Glass Collections	(212,349)	(206,377)		0	(206,377)		0	(206,377)	**C-3**
Subtotal [7105]	**Collection Services**	**(25,016,509)**	**(32,058,578)**		**(134,824)**	**(32,193,402)**		**0**	**(32,193,402)**	
Subgroup : [7110]	**Other Sales**									
01-33-200	Delivery/Pick Up Fee	(7,051)	(5,670)		0	(5,670)		0	(5,670)	
01-33-400	Late Fees/Rebates/Certificatio	(415,778)	(230,191)		0	(230,191)		0	(230,191)	

01-33-500	Sales Other	(12,210)	(15,105)		0	(15,105)	0	(15,105)
01-33-600	New-Home Can & Delivery	(110,653)	(97,813)		0	(97,813)	0	(97,813)
01-33-700	Miscellaneous Revenue	(148,371)	(49,657)		(134,588)	(184,245)	0	(184,245)
				AJE - 17	(134,588.00)			
Subtotal [7110]	**Other Sales**	**(694,063)**	**(398,436)**		**(134,588)**	**(533,024)**	**0**	**(533,024)**
Total [7100]	**Operating Revenues**	**(25,710,572)**	**(32,457,014)**		**(269,412)**	**(32,726,426)**	**0**	**(32,726,426)**
	Revenues	**(25,710,572)**	**(32,457,014)**		**(269,412)**	**(32,726,426)**	**0**	**(32,726,426)**
Group : [7500]	**Non-operating Income (Expense)**							
Subgroup : [7511]	**Interest Income**							
01-33-100	Interest Earning	(357,418)	(288,140)		0	(288,140)	0	(288,140)
Subtotal [7511]	**Interest Income**	**(357,418)**	**(288,140)**		**0**	**(288,140)**	**0**	**(288,140)**
Subgroup : [7513]	**Gain or Loss on Sale of Fixed Assets**							
01-33-300	Gain or Loss on Sale of Assets	460,895	(99,036)		0	(99,036)	0	(99,036) **G-1**
Subtotal [7513]	**Gain or Loss on Sale of Fixed Assets**	**460,895**	**(99,036)**		**0**	**(99,036)**	**0**	**(99,036)**
Subgroup : [7514]	**Gain (Loss) on Investments**							
01-33-350	Gain (Loss) on Investments	(46,722)	(23,552)		0	(23,552)	0	(23,552)
Subtotal [7514]	**Gain (Loss) on Investments**	**(46,722)**	**(23,552)**		**0**	**(23,552)**	**0**	**(23,552)**
Total [7500]	**Non-operating Income (Expense)**	**56,755**	**(410,728)**		**0**	**(410,728)**	**0**	**(410,728)**
	Other Income	**56,755**	**(410,728)**		**0**	**(410,728)**	**0**	**(410,728)**
	TOTAL REVENUE	**(25,653,817)**	**(32,867,742)**		**(269,412)**	**(33,137,154)**	**0**	**(33,137,154)**
Group : [7200]	**Operating Expenses**							
Subgroup : [7210]	**Salaries and Wages**							
01-40-100-10	Regular	2,090,548	2,308,199		3,094	2,311,293	0	2,311,293
				AJE - 6	3,094.00			
01-40-100-20	Overtime	130,369	71,999		0	71,999	0	71,999
01-40-150-20	Medicare Tax	30,300	32,898		0	32,898	0	32,898
01-40-150-30	Unemployment Tax	(2,898)	0		0	0	0	0
01-40-150-40	Retirement Pension Contributio	354,264	364,658		0	364,658	0	364,658
01-40-150-41	Supplemental Retirement - 401K	133,583	171,207		0	171,207	0	171,207
01-40-150-42	Soc. Sec. Supplement - 401K	25,556	0		0	0	0	0
01-40-150-50	Medical Insurance	571,752	599,551		0	599,551	0	599,551
01-40-150-60	Workers Compensation	41,187	44,425		0	44,425	0	44,425
01-40-150-65	Workers Comp Claims	423	0		0	0	0	0
01-40-150-75	Retirees Insurance	3,359	5,531		0	5,531	0	5,531
01-40-150-80	Employment Awards	24,480	27,715		0	27,715	0	27,715
01-45-100-10	Regular	1,969,602	1,882,385		3,827	1,886,212	0	1,886,212
				AJE - 6	3,827.00			
01-45-100-20	Overtime	145,900	75,165		0	75,165	0	75,165
01-45-150-20	Medicare Tax	30,265	26,949		0	26,949	0	26,949
01-45-150-40	Retirement Pension Contributio	349,742	295,012		0	295,012	0	295,012
01-45-150-41	Supplemental Retirement - 401K	130,280	140,004		0	140,004	0	140,004
01-45-150-42	Soc. Sec. Supplement - 401K	23,757	0		0	0	0	0
01-45-150-50	Medical Insurance	517,885	513,966		0	513,966	0	513,966
01-45-150-60	Workers Compensation	43,731	42,660		0	42,660	0	42,660
01-45-150-65	Workers Comp Claims	1,289	0		0	0	0	0
01-45-150-80	Employment Awards	33,275	20,860		0	20,860	0	20,860
01-50-100-10	Regular	28,369	(60,189)		0	(60,189)	0	(60,189)
01-50-100-20	Overtime	21,494	32,719		0	32,719	0	32,719
01-50-100-30	Temporary	206,047	220,128		0	220,128	0	220,128
01-50-150-10	Social Security Tax	14,522	16,080		0	16,080	0	16,080
01-50-150-20	Medicare Tax	3,396	3,761		0	3,761	0	3,761
01-50-150-50	Medical Insurance	39	0		0	0	0	0
01-50-150-60	Workers Compensation	6,244	7,208		0	7,208	0	7,208
01-50-150-65	Workers Comp Claims	168	0		0	0	0	0
01-50-150-80	Employment Awards	4,655	5,650		0	5,650	0	5,650
01-55-100-10	Regular	147,071	158,365		0	158,365	0	158,365
01-55-100-20	Overtime	13,754	8,015		0	8,015	0	8,015
01-55-150-20	Medicare Tax	2,118	2,301		0	2,301	0	2,301
01-55-150-40	Retirement Pension Contributio	26,407	28,021		0	28,021	0	28,021
01-55-150-41	Supplemental Retirement - 401K	9,332	11,800		0	11,800	0	11,800
01-55-150-42	Soc. Sec. Supplement - 401K	1,576	0		0	0	0	0
01-55-150-50	Medical Insurance	32,730	32,094		0	32,094	0	32,094
01-55-150-60	Workers Compensation	2,319	2,406		0	2,406	0	2,406
01-55-150-65	Workers Comp Claims	64	0		0	0	0	0
01-55-150-80	Employment Awards	1,290	6,160		0	6,160	0	6,160
01-60-100-10	Regular	229,968	212,618		0	212,618	0	212,618
01-60-100-20	Overtime	7,333	5,155		0	5,155	0	5,155
01-60-150-20	Medicare Tax	3,283	3,167		0	3,167	0	3,167
01-60-150-40	Retirement Pension Contributio	38,007	34,766		0	34,766	0	34,766
01-60-150-41	Supplemental Retirement - 401K	14,126	16,278		0	16,278	0	16,278
01-60-150-42	Soc. Sec. Supplement - 401K	2,583	0		0	0	0	0
01-60-150-50	Medical Insurance	46,401	48,846		0	48,846	0	48,846
01-60-150-60	Workers Compensation	4,638	4,813		0	4,813	0	4,813
01-60-150-80	Employment Awards	5,635	2,160		0	2,160	0	2,160

01-65-100-10	Regular	249,105	308,981		44	309,025	0	309,025
				AJE - 6	44.00			
01-65-100-20	Overtime	14,943	7,094		0	7,094	0	7,094
01-65-150-20	Medicare Tax	3,662	4,360		0	4,360	0	4,360
01-65-150-40	Retirement Pension Contributio	44,420	51,142		0	51,142	0	51,142
01-65-150-41	Supplemental Retirement - 401K	16,830	22,503		0	22,503	0	22,503
01-65-150-42	Soc. Sec. Supplement - 401K	2,440	0		0	0	0	0
01-65-150-50	Medical Insurance	66,063	66,372		0	66,372	0	66,372
01-65-150-60	Workers Compensation	3,389	3,610		0	3,610	0	3,610
01-65-150-80	Employment Awards	4,960	6,981		0	6,981	0	6,981
01-70-100-10	Regular	109,302	128,385		0	128,385	0	128,385
01-70-100-20	Overtime	3,034	4,299		0	4,299	0	4,299
01-70-150-20	Medicare Tax	1,647	2,081		0	2,081	0	2,081
01-70-150-40	Retirement Pension Contributio	19,230	20,117		0	20,117	0	20,117
01-70-150-41	Supplemental Retirement - 401K	6,938	10,769		0	10,769	0	10,769
01-70-150-42	Soc. Sec. Supplement - 401K	1,499	0		0	0	0	0
01-70-150-50	Medical Insurance	16,838	27,042		0	27,042	0	27,042
01-70-150-60	Workers Compensation	2,319	2,406		0	2,406	0	2,406
01-70-150-80	Employment Awards	4,645	1,155		0	1,155	0	1,155
01-80-100-10	Regular	184,028	177,560		0	177,560	0	177,560
01-80-100-20	Overtime	2,377	3,976		0	3,976	0	3,976
01-80-150-20	Medicare Tax	2,550	2,888		0	2,888	0	2,888
01-80-150-40	Retirement Pension Contributio	30,954	32,962		0	32,962	0	32,962
01-80-150-41	Supplemental Retirement - 401K	10,767	14,436		0	14,436	0	14,436
01-80-150-42	Soc. Sec. Supplement - 401K	2,013	0		0	0	0	0
01-80-150-50	Medical Insurance	33,423	32,958		0	32,958	0	32,958
01-80-150-60	Workers Compensation	2,319	2,405		0	2,405	0	2,405
01-80-150-80	Employment Awards	1,180	5,235		0	5,235	0	5,235
01-90-100-10	Regular	360,656	357,958		216	358,174	0	358,174
				AJE - 6	216.00			
01-90-100-20	Overtime	5,873	4,311		0	4,311	0	4,311
01-90-150-20	Medicare Tax	5,097	5,048		0	5,048	0	5,048
01-90-150-40	Retirement Pension Contributio	56,886	53,740		0	53,740	0	53,740
01-90-150-41	Supplemental Retirement - 401K	22,315	26,094		0	26,094	0	26,094
01-90-150-42	Soc. Sec. Supplement - 401K	3,895	0		0	0	0	0
01-90-150-50	Medical Insurance	126,225	103,726		0	103,726	0	103,726
01-90-150-60	Workers Compensation	788	847		0	847	0	847
01-90-150-80	Employment Awards	6,175	5,500		0	5,500	0	5,500
01-95-100-10	Regular	1,486,484	1,511,298		4,415	1,515,713	0	1,515,713
				AJE - 6	4,415.00			
01-95-100-20	Overtime	3,798	1,262		0	1,262	0	1,262
01-95-100-30	Temporary	4,660	0		0	0	0	0
01-95-150-10	Social Security Tax	289	0		0	0	0	0
01-95-150-20	Medicare Tax	20,789	22,100		0	22,100	0	22,100
01-95-150-40	Retirement Pension Contributio	238,702	229,168		0	229,168	0	229,168
01-95-150-41	Supplemental Retirement - 401K	89,385	111,387		0	111,387	0	111,387
01-95-150-42	Soc. Sec. Supplement - 401K	17,192	0		0	0	0	0
01-95-150-50	Medical Insurance	191,749	189,362		0	189,362	0	189,362
01-95-150-60	Workers Compensation	3,155	3,292		0	3,292	0	3,292
01-95-150-65	Workers Comp Claims	71,682	9,801		(36,285)	(26,484)	0	(26,484)
				AJE - 2	(36,285.00)			
01-95-150-67	State Unemployment	26,380	44,058		0	44,058	0	44,058
01-95-150-75	Retirees Insurance	9,743	4,991		0	4,991	0	4,991
01-95-150-80	Employment Awards	5,640	26,100		0	26,100	0	26,100
01-95-150-85	Tuition Reimbursement	0	4,200		0	4,200	0	4,200
Subtotal [7210]	**Salaries and Wages**	**11,120,651**	**11,079,466**		**(24,689)**	**11,054,777**	**0**	**11,054,777**
Subgroup : [7210.1]	**Pension and OPEB Expense**							
01-95-550-00	Pension Benefit (GASB 68)	(189,745)	0		415,756	415,756	0	415,756
				AJE - 7	1,399,263.00			
				AJE - 7	(1,069,716.00)			
				AJE - 8	1,070,837.00			
				AJE - 9	(984,628.00)			
01-95-560-00	OPEB Expense	(42,919)	4,070		0	4,070	0	4,070
Subtotal [7210.1]	**Pension and OPEB Expense**	**(232,664)**	**4,070**		**415,756**	**419,826**	**0**	**419,826**
Subgroup : [7215]	**Utilities, Telephone, and Building Expenses (350-00, 380-50, 450)**							
01-90-350-00	Telephone	3,276	59,071		(104,333)	(45,262)	0	(45,262)
				AJE - 13	(56,909.00)			
				AJE - 17	(47,424.00)			
01-95-350-00	Telephone	47,219	35,121		0	35,121	0	35,121
01-95-380-50	IT Services	179,987	179,289		0	179,289	0	179,289
01-95-450-00	Gov. Shared Services	346,143	379,715		0	379,715	0	379,715
Subtotal [7215]	**Utilities, Telephone, and Building Exp**	**576,625**	**653,196**		**(104,333)**	**548,863**	**0**	**548,863**
Subgroup : [7220]	**Professional**							
01-95-380-10	Attorney	31,340	47,771		0	47,771	0	47,771
01-95-380-30	Auditor	14,500	15,000		0	15,000	0	15,000
01-95-390-00	Project Contractor	9,672	8,888		0	8,888	0	8,888
Subtotal [7220]	**Professional**	**55,512**	**71,659**		**0**	**71,659**	**0**	**71,659**
Subgroup : [7225]	**Vehicle Maintenance and Fuel**							
01-40-280-00	Fuel & Oil	592,968	504,415		0	504,415	0	504,415
01-40-290-00	Fleet Maintenance	2,155,918	2,229,935		0	2,229,935	0	2,229,935
01-45-280-00	Fuel & Oil	363,544	331,756		0	331,756	0	331,756

01-45-290-00	Fleet Maintenance	1,174,564	1,530,653		0	1,530,653	0	1,530,653
01-50-280-00	Fuel & Oil	88,707	79,689		0	79,689	0	79,689
01-50-290-00	Fleet Maintenance	230,485	286,519		0	286,519	0	286,519
01-55-280-00	Fuel & Oil	26,212	30,150		0	30,150	0	30,150
01-55-290-00	Fleet Maintenance	241,912	197,274		0	197,274	0	197,274
01-60-280-00	Fuel & Oil	15,128	13,916		0	13,916	0	13,916
01-60-290-00	Fleet Maintenance	40,180	59,024		0	59,024	0	59,024
01-65-280-00	Fuel & Oil	93,449	91,032		0	91,032	0	91,032
01-65-290-00	Fleet Maintenance	315,034	276,918		0	276,918	0	276,918
01-70-280-00	Fuel & Oil	91,624	67,696		0	67,696	0	67,696
01-70-290-00	Fleet Maintenance	178,679	288,043		0	288,043	0	288,043
Subtotal [7225]	**Vehicle Maintenance and Fuel**	**5,608,404**	**5,987,020**		**0**	**5,987,020**	**0**	**5,987,020**
Subgroup : [7230]	**Landfill Disposal Fees**							
01-40-420-00	Dumping Fees - SL Landfill	3,384,117	3,306,676		0	3,306,676	0	3,306,676
01-40-430-00	Dumping Fees - Trans Jordan	661,784	686,988		0	686,988	0	686,988
01-50-420-00	Dumping Fees - SL Landfill	219,964	215,582		0	215,582	0	215,582
01-55-420-00	Dumping Fees - SL Landfill	75,306	73,998		0	73,998	0	73,998
01-55-430-00	Dumping Fees - Trans Jordan	396	1,353		0	1,353	0	1,353
01-60-420-00	Dumping Fees - SL Landfill	1,459	93		0	93	0	93
01-65-420-00	Dumping Fees - SL Landfill	106,058	101,518		0	101,518	0	101,518
01-65-435-00	Dumping Fees Other Sites	17,600	15,600		0	15,600	0	15,600
01-70-420-00	Dumping Fees - SL Landfill	74,048	60,873		0	60,873	0	60,873
01-70-430-00	Dumping Fees - Trans Jordan	171	3,749		0	3,749	0	3,749
Subtotal [7230]	**Landfill Disposal Fees**	**4,540,903**	**4,466,430**		**0**	**4,466,430**	**0**	**4,466,430**
Subgroup : [7231]	**Recycling Fees**							
01-45-380-25	Recycling Fee	842,057	903,435		30,163	933,598	0	933,598
				AJE - 17	30,163.00			
Subtotal [7231]	**Recycling Fees**	**842,057**	**903,435**		**30,163**	**933,598**	**0**	**933,598**
Subgroup : [7235]	**Can Purchases**							
01-60-410-00	Cart Replacement	547,964	597,033		0	597,033	0	597,033
01-70-410-00	Cart Replacement	10,798	12,736		0	12,736	0	12,736
Subtotal [7235]	**Can Purchases**	**558,762**	**609,769**		**0**	**609,769**	**0**	**609,769**
Subgroup : [7240]	**Other**							
01-40-220-20	Travel	1,014	254		0	254	0	254
01-40-220-50	Training Expense	92	1,090		0	1,090	0	1,090
01-40-260-00	Maintenance - Equipment	18,411	10,159		0	10,159	0	10,159
01-40-300-00	Clothing Allowance	40,677	39,268		0	39,268	0	39,268
01-40-330-00	Rental - Equipment	717	0		0	0	0	0
01-40-370-20	Property Claims Processing	24,604	10,086		0	10,086	0	10,086
01-40-380-40	Other Services & Fees	11,933	9,871		0	9,871	0	9,871
01-40-460-00	Oper. Repair Supplies	571	3,706		0	3,706	0	3,706
01-40-500-00	Bad Debt Expense	0	0		1,774	1,774	0	1,774
				AJE - 5	1,774.00			
01-45-220-20	Travel	253	0		0	0	0	0
01-45-220-30	Mileage Allowance	60	0		0	0	0	0
01-45-220-40	Airline Expense	51	110		0	110	0	110
01-45-220-50	Training Expense	52	0		0	0	0	0
01-45-230-10	Printing Charges	6,867	11,999		0	11,999	0	11,999
01-45-370-20	Property Claims Processing	6,205	10,000		0	10,000	0	10,000
01-45-380-20	Glass Hauling	196,031	197,723		0	197,723	0	197,723
01-45-380-40	Other Services & Fees	23,567	11,125		0	11,125	0	11,125
01-45-460-00	Oper. Repair Supplies	0	4,311		0	4,311	0	4,311
01-50-230-10	Printing Charges	7,337	7,593		0	7,593	0	7,593
01-50-230-30	Postage	19,062	22,062		0	22,062	0	22,062
01-50-260-00	Maintenance - Equipment	2,760	483		0	483	0	483
01-50-300-00	Clothing Allowance	1,979	2,557		0	2,557	0	2,557
01-50-320-00	Rental - Vehicle	63,966	127,896		0	127,896	0	127,896
01-50-330-00	Rental - Equipment	42,644	0		0	0	0	0
01-50-370-10	Property Insurance	777	0		0	0	0	0
01-50-370-20	Property Claims Processing	850	0		0	0	0	0
01-50-380-40	Other Services & Fees	407	1,555		0	1,555	0	1,555
01-50-460-00	Oper. Repair Supplies	1,756	2,950		0	2,950	0	2,950
01-55-260-00	Maintenance - Equipment	0	2,460		0	2,460	0	2,460
01-55-330-00	Rental - Equipment	13,439	9,513		0	9,513	0	9,513
01-55-370-20	Property Claims Processing	500	0		0	0	0	0
01-55-380-40	Other Services & Fees	259	975		0	975	0	975
01-55-440-00	Leaf Bags	23,440	31,864		0	31,864	0	31,864
01-60-220-50	Training Expense	52	52		0	52	0	52
01-60-380-40	Other Services & Fees	2,534	1,938		0	1,938	0	1,938
01-65-370-20	Property Claims Processing	4,753	0		0	0	0	0
01-65-460-00	Oper. Repair Supplies	3,423	0		0	0	0	0
01-70-380-40	Other Services & Fees	5,379	5,794		0	5,794	0	5,794
01-70-400-00	Hauling Contractor	23,476	20,936		0	20,936	0	20,936
01-80-220-50	Training Expense	10	42		0	42	0	42
01-90-220-30	Mileage Allowance	139	0		0	0	0	0
01-90-220-50	Training Expense	718	98		0	98	0	98
01-90-260-00	Maintenance - Equipment	2,520	0		0	0	0	0
01-90-300-00	Clothing Allowance	77	1,170		0	1,170	0	1,170
01-90-380-40	Other Services & Fees	4,879	2,082		0	2,082	0	2,082
01-90-460-00	Oper. Repair Supplies	41,689	0		0	0	0	0
01-95-200-00	Subscriptions & Memberships	48,887	34,402		0	34,402	0	34,402

01-95-210-00	Public Notices	114	0		0	0	0	0	
01-95-220-10	Meals Expense	4,001	5,318		0	5,318	0	5,318	
01-95-220-20	Travel	976	4,603		0	4,603	0	4,603	
01-95-220-30	Mileage Allowance	1,708	547		0	547	0	547	
01-95-220-40	Airline/Travel Expense	1,336	1,987		0	1,987	0	1,987	
01-95-220-50	Training Expense	5,102	4,374		0	4,374	0	4,374	
01-95-220-60	Bank Charges	317,843	415,339		11	415,350	0	415,350	
				AJE - 17	11.00				
01-95-230-10	Printing Charges	31,606	48,090		0	48,090	0	48,090	
01-95-230-20	Advertising	1,020	7,060		0	7,060	0	7,060	
01-95-230-30	Postage	159,293	158,084		0	158,084	0	158,084	
01-95-230-40	Office Supplies	26,305	21,184		0	21,184	0	21,184	
01-95-230-50	Computer Software Support	66,712	113,986		0	113,986	0	113,986	
01-95-230-60	Computer Hardware< 5,000	6,330	8,869		0	8,869	0	8,869	
01-95-230-70	Computer Software< 5,000	1,748	0		0	0	0	0	
01-95-300-00	Clothing Allowance	378	381		0	381	0	381	
01-95-310-00	Rental Land	1,500	11,500		(10,000)	1,500	0	1,500	
				AJE - 15	(10,000.00)				
01-95-320-00	Rental - Vehicle	21,322	0		0	0	0	0	
01-95-370-10	Liability Insurance	290,250	369,647		0	369,647	0	369,647	
01-95-380-40	Other Services & Fees	103,442	65,847		0	65,847	0	65,847	
Subtotal [7240]	**Other**	**1,689,803**	**1,822,940**		**(8,215)**	**1,814,725**	**0**	**1,814,725**	
Subgroup : [7245]	**Depreciation**								
01-40-700-00	Depreciation	882,554	1,165,074		54,693	1,219,767	0	1,219,767	
				AJE - 10	24,594.00				
				AJE - 12	30,099.00				
01-45-700-00	Depreciation	931,572	796,184		42,973	839,157	0	839,157	
				AJE - 10	19,324.00				
				AJE - 12	23,649.00				
01-50-700-00	Depreciation	6,400	6,400		0	6,400	0	6,400	
01-55-700-00	Depreciation	31,292	30,544		0	30,544	0	30,544	
01-65-700-00	Depreciation	163,701	215,069		0	215,069	0	215,069	
01-70-700-00	Depreciation	147,091	147,092		0	147,092	0	147,092	
01-80-700-00	Depreciation	11,466	11,466		0	11,466	0	11,466	
01-95-700-00	Depreciation	216,607	216,607		7,983	224,590	0	224,590	
				AJE - 14	7,983.00				
Subtotal [7245]	**Depreciation**	**2,390,683**	**2,588,436**		**105,649**	**2,694,085**	**0**	**2,694,085**	**G-1**
Total [7200]	**Operating Expenses**	**27,150,736**	**28,186,421**		**414,331**	**28,600,752**	**0**	**28,600,752**	
	Operating Expenses	**27,150,736**	**28,186,421**		**414,331**	**28,600,752**	**0**	**28,600,752**	
Group : [7500]	**Non-operating Income (Expense)**								
Subgroup : [7512]	**Interest Expense**								
01-40-800-00	Interest Expense	2,496	0		0	0	0	0	
01-45-800-00	Interest Expense	1,961	0		0	0	0	0	
01-70-800-00	Interest Expense	2,302	862		0	862	0	862	**N-1**
01-95-800-00	Interest Expense	55,665	48,249		4,790	53,039	0	53,039	**N-1**
				AJE - 15	4,790.00				
Subtotal [7512]	**Interest Expense**	**62,424**	**49,111**		**4,790**	**53,901**	**0**	**53,901**	
Total [7500]	**Non-operating Income (Expense)**	**62,424**	**49,111**		**4,790**	**53,901**	**0**	**53,901**	
	Other Expenses	**62,424**	**49,111**		**4,790**	**53,901**	**0**	**53,901**	
	TOTAL EXPENSE	**27,213,160**	**28,235,532**		**419,121**	**28,654,653**	**0**	**28,654,653**	
	NET (INCOME) LOSS	**1,559,343**	**(4,632,210)**		**149,709**	**(4,482,501)**	**0**	**(4,482,501)**	
	Sum of Account Groups*	**0**	**0**		**0**	**0**	**0**	**0**	

* The Sum of Account Groups total does not include any groups assigned to the MEM classification.

Client: ***11125 - Wasatch Front Waste and Recycling District***
Engagement: ***2025 Audit***
Period Ending: ***12/31/2025***
Trial Balance: ***TB***
Workpaper: ***AJE - Journal Entries Report***

Account	Description	W/P Ref	Debit	Credit
Adjusting Journal Entries				
Adjusting Journal Entries JE # 2		**M-8**		
PBC--To adjust workers compensation liability.				
01-22600	Workers Comp Liab - Noncu SLCo		60,593.00	
01-22500	Workers Comp Liab - Curr-SLCo			24,308.00
01-95-150-65	Workers Comp Claims			36,285.00
Total			**60,593.00**	**60,593.00**
Adjusting Journal Entries JE # 3				
PBC - To reverse credit memos.				
01-11520	A/R Non residential		134,824.00	
01-31-300	Nonresidential Collections			134,824.00
Total			**134,824.00**	**134,824.00**
Adjusting Journal Entries JE # 4				
Reverse Jan Entry for PEHP.				
01-11600	Other Receivables		141,497.00	
01-22030	Accrued Emp Insur Liabilities			141,497.00
Total			**141,497.00**	**141,497.00**
Adjusting Journal Entries JE # 5				
PBC - Move write-offs to bad debt expense for FY25				
01-40-500-00	Bad Debt Expense		1,774.00	
01-11550	Allowance for Doubtful Accts			1,774.00
Total			**1,774.00**	**1,774.00**
Adjusting Journal Entries JE # 6		**M-4**		
PBC - To record additional compensated absences.				
01-22300	LT Obligations - Comp Absences		36,444.00	
01-40-100-10	Regular		3,094.00	
01-45-100-10	Regular		3,827.00	
01-65-100-10	Regular		44.00	
01-90-100-10	Regular		216.00	
01-95-100-10	Regular		4,415.00	
01-22200	Current Obligations - Comp Abs			7,298.00
01-22200	Current Obligations - Comp Abs			36,445.00
01-22300	LT Obligations - Comp Absences			4,297.00
Total			**48,040.00**	**48,040.00**
Adjusting Journal Entries JE # 7		**M-2**		
PBC - Record pension liability.				
01-19200	Pension - Deferred Outflows		104,495.00	
01-95-550-00	Pension Benefit (GASB 68)		1,399,263.00	
01-25000	Net Pension Liability			429,889.00
01-25100	Pension - Deferred Inflows			4,153.00
01-95-550-00	Pension Benefit (GASB 68)			1,069,716.00
Total			**1,503,758.00**	**1,503,758.00**
Adjusting Journal Entries JE # 8				
PBC - Reverse PY Deferred				
01-95-550-00	Pension Benefit (GASB 68)		1,070,837.00	
01-19200	Pension - Deferred Outflows			1,070,837.00
Total			**1,070,837.00**	**1,070,837.00**
Adjusting Journal Entries JE # 9		**M-2**		
PBC - Contributions subsequent to the measurement date.				
01-19200	Pension - Deferred Outflows		984,628.00	
01-95-550-00	Pension Benefit (GASB 68)			984,628.00
Total			**984,628.00**	**984,628.00**
Adjusting Journal Entries JE # 10				
PBC - To remove od SBITA and record final depreciation expense.				
01-15610	Accum Dep - Subscript. Assets		149,323.00	
01-40-700-00	Depreciation		24,594.00	
01-45-700-00	Depreciation		19,324.00	
01-15600	Subscription Assets			149,323.00
01-15610	Accum Dep - Subscript. Assets			43,918.00
Total			**193,241.00**	**193,241.00**
Adjusting Journal Entries JE # 11				
PBC - Record Asset & Liability GASB 96 SBITA				
01-15600	Subscription Assets		161,245.00	
01-22900	Subscription Payable - Current			56,909.00

01-22910	Subscription Payable - LT			104,336.00
Total			**161,245.00**	**161,245.00**
Adjusting Journal Entries JE # 12				
PBC - To record SBITA depreciation				
01-40-700-00	Depreciation		30,099.00	
01-45-700-00	Depreciation		23,649.00	
01-15610	Accum Dep - Subscript. Assets			53,748.00
Total			**53,748.00**	**53,748.00**
Adjusting Journal Entries JE # 13				
PBC - To reclassify 2025 payment for SBITA				
01-22900	Subscription Payable - Current		9,485.00	
01-22910	Subscription Payable - LT		47,424.00	
01-90-350-00	Telephone			56,909.00
Total			**56,909.00**	**56,909.00**
Adjusting Journal Entries JE # 14				
PBC - To record new land lease.				
01-15500	Leased Assets		79,830.00	
01-22800	Leases Payable - Long Term		5,723.00	
01-95-700-00	Depreciation		7,983.00	
01-15510	Accum Dep - Leased Assets			7,983.00
01-22700	Leases Payable - Current			5,210.00
01-22700	Leases Payable - Current			5,723.00
01-22800	Leases Payable - Long Term			74,620.00
Total			**93,536.00**	**93,536.00**
Adjusting Journal Entries JE # 15		**N-1**		
To reclassify new lease payment.				
01-22700	Leases Payable - Current		5,210.00	
01-95-800-00	Interest Expense		4,790.00	
01-95-310-00	Rental Land			10,000.00
Total			**10,000.00**	**10,000.00**
Adjusting Journal Entries JE # 16				
PBC -- To delet completed compactor lease.				
01-15510	Accum Dep - Leased Assets		53,102.00	
01-15500	Leased Assets			53,102.00
Total			**53,102.00**	**53,102.00**
Adjusting Journal Entries JE # 17				
PBC - to match final TB				
01-11600	Other Receivables		134,588.00	
01-14000	Prepaid Expenses		47,424.00	
01-22910	Subscription Payable - LT		3,225.00	
01-45-380-25	Recycling Fee		30,163.00	
01-95-220-60	Bank Charges		11.00	
01-17500	Cash Clearing Utility			11.00
01-21000	Accounts Payable			30,163.00
01-22900	Subscription Payable - Current			3,225.00
01-33-700	Miscellaneous Revenue			134,588.00
01-90-350-00	Telephone			47,424.00
Total			**215,411.00**	**215,411.00**
	Total Adjusting Journal Entries		**4,783,143.00**	**4,783,143.00**
Reclassifying Journal Entries				
Reclassifying Journal Entries JE # 1		**N-1**		
To reclassify current portion of lease payable.				
01-22800	Leases Payable - Long Term		235,283.00	
01-22700	Leases Payable - Current			235,283.00
Total			**235,283.00**	**235,283.00**
	Total Reclassifying Journal Entries		**235,283.00**	**235,283.00**
	Total All Journal Entries		**5,018,426.00**	**5,018,426.00**

June 15, 2026

Squire & Company, PC
1329 South 800 East
Orem, Utah 84097

This representation letter is provided in connection with your audit of the financial statements of Wasatch Front Waste and Recycling District (the District) as of and for the year ended December 31, 2025 and the related notes to the basic financial statements, for the purpose of expressing opinions as to whether the financial statements present fairly, in all material respects, the financial position, results of operations, and cash flows, where applicable, of the various opinion units of the District in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in the light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement.

We confirm that to the best of our knowledge and belief, having made such inquiries as we considered necessary for the purpose of appropriately informing ourselves as of June 15, 2026:

Financial Statements

1. We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated February 23, 2026, for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP. As part of the audit, you assisted with the preparation of our financial statements and the related notes. We have designated an individual with suitable skill, knowledge, or experience to oversee your services and have made all management decisions and performed all management functions relating to the financial statements and the related notes. We have reviewed, approved, and accepted responsibility for those financial statements and the related notes prior to their issuance.
2. We have reviewed, approved, and taken responsibility for adjusting, reclassifying, eliminating, and converting journal entries that were proposed by you for recording in our books and records and reflected in the financial statements.
3. We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
4. We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
5. We acknowledge our responsibility for compliance with the laws, regulations, and provisions of contracts and grant agreements.

6. We have a process to track the status of audit findings and recommendations.
7. We have identified and communicated to you all previous audits, attestation engagements, and other studies related to the audit objectives and whether related recommendations have been implemented.
8. We have provided views on your reported findings, conclusions, and recommendations, as well as our planned corrective actions, for the report.
9. With regards to nonattest services performed by you, we acknowledge our responsibility to:
   a. Assume all management responsibilities;
   b. Designate an individual who possesses suitable skill, knowledge, or experience to oversee the services;
   c. Evaluate the adequacy and results of the services performed; and
   d. Accept responsibility for the results of the services.
10. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.
11. Related party relationships and transactions have been appropriately accounted for and disclosed in accordance with the requirements of U.S. GAAP.
12. All events subsequent to the date of the financial statements and for which U.S. GAAP requires adjustment or disclosure have been adjusted or disclosed.
13. The effects of uncorrected misstatements summarized and aggregated by you during the current engagement are immaterial, both individually and in the aggregate, to the financial statements as a whole.
14. The effects of all known actual or possible litigation and claims have been accounted for and disclosed in accordance with U.S. GAAP.
15. All funds and activities are properly classified.
16. All funds that meet the quantitative criteria in U.S. GAAP for presentation as major are identified and presented as such and all other funds that are presented as major are considered important to financial statement users.
17. All components of net position and classifications of fund balance are properly reported and, if applicable, approved.
18. Our policy regarding whether to first apply restricted or unrestricted resources when an expense is incurred for purposes for which both restricted and unrestricted net position/fund balance are available is appropriately disclosed and net position/fund balance is properly recognized under the policy.
19. All revenues within the statement of activities have been properly classified as program revenues, general revenues, contributions to term or permanent endowments, or contributions to permanent fund principal.
20. All expenses have been properly classified in or allocated to functions and programs in the statement of activities, and allocations, if any, have been made on a reasonable basis.
21. Deposit and investment risks have been properly and fully disclosed.
22. Capital assets are properly capitalized, reported, and if applicable, depreciated.
23. All required supplementary information is measured and presented within the prescribed guidelines.

24. Regarding investments and other instruments reported at fair value:

    a. The underlying assumptions are reasonable, and they appropriately reflect management's intent and ability to carry out its stated courses of action.

    b. The measurement methods and related assumptions used in determining fair value are appropriate in the circumstances and have been consistently applied.

    c. The disclosures related to fair values are complete, adequate, and in accordance with U.S. GAAP.

    d. There are no subsequent events that require adjustments to the fair value measurements and disclosures included in the financial statements.

25. With respect to the required supplementary information (RSI) and the supplementary information (SI) accompanying the financial statements:

    a. We acknowledge our responsibility for the presentation of the RSI in accordance with the Governmental Accounting Standards Board.

    b. We acknowledge our responsibility for the presentation of the SI in accordance with U.S. GAAP.

    c. We believe the RSI and SI, including its form and content, is measured and fairly presented in accordance with prescribed guidelines.

    d. The methods of measurement or presentation have not changed from those used in the prior period.

    e. We believe the significant assumptions or interpretations underlying the measurement or presentation of the RSI and the SI, and the basis for our assumptions and interpretations, are reasonable and appropriate in the circumstances.

    f. When SI is not presented with the audited financial statements, management will make the audited financial statements readily available to the intended users of the SI no later than the date of issuance by the District of the SI and the auditor's report thereon.

    g. We acknowledge our responsibility to include the auditor's report on the SI in any document containing the SI and that indicates the auditor reported on such SI.

26. Arrangements with financial institutions involving restrictions on cash balances have been properly disclosed.

27. We agree with the findings of specialists in evaluating the other postemployment benefits and have adequately considered the qualifications of the specialist in determining the amounts and disclosures used in the financial statements and underlying accounting records. We did not give or cause any instructions to be given to specialists with respect to the values or amounts derived to bias their work, and we are not otherwise aware of any matters that have had an impact on the independence of objectivity of the specialists.

Information Provided

28. We have provided you with:

    a. Access to all information of which we are aware that is relevant to the preparation and fair presentation of the financial statements such as records, documentation, minutes of the meetings of Board of Trustees or summaries of actions of recent meetings for which minutes have not yet been prepared, communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices, and other matters;

b. Additional information that you have requested from us for the purpose of the audit; and

c. Unrestricted access to persons within the District from whom you determined it necessary to obtain audit evidence.

29. All transactions have been recorded in the accounting records and are reflected in the financial statements.

30. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.

31. We have provided to you our analysis of the District's ability to continue as a going concern, including significant conditions and events present, and if necessary, our analysis of management's plans, and our ability to achieve those plans.

32. We have no knowledge of any fraud or suspected fraud that affects the District and involves:

a. Management;

b. Employees who have significant roles in internal control; or

c. Others where the fraud could have a material effect on the financial statements.

33. We have no knowledge of any allegations of fraud, or suspected fraud, affecting the District's financial statements communicated by employees, former employees, vendors, regulators, or others.

34. We have identified and disclosed to you all known instances that have occurred or are likely to have occurred of noncompliance with provisions of contracts and grant agreements that has a material effect on the determination of financial statement amounts or other financial data significant to the audit objectives.

35. We have identified and disclosed to you all information that we are aware of regarding instances that have occurred or are likely to have occurred of abuse that could be quantitatively or qualitatively material to the financial statements or other financial data significant to the audit objectives.

36. We have disclosed to you all known litigation, claims, and assessments whose effects should be considered when preparing the financial statements and we have not consulted legal counsel concerning litigation, claims, or assessments.

37. We have disclosed to you the identity of the District's related parties and all the related party relationships and transactions of which we are aware.

38. We have disclosed to you all communications from regulatory agencies concerning noncompliance with or deficiencies in accounting, internal control, or financial reporting practices.

39. The District has no plans or intentions that may materially affect the carrying value or classification of assets and liabilities.

40. We have disclosed to you all guarantees, whether written or oral, under which the District is contingently liable.

41. We have disclosed to you all significant estimates and material concentrations known to management that are required to be disclosed in accordance with U.S. GAAP. Significant estimates are estimates at the balance sheet date that could change materially within the next year. Concentrations refer to volumes of business, revenues, available sources of supply, or markets or geographic areas for which events could occur that would significantly disrupt normal finances within the next year.

42. We have identified and disclosed to you the laws, regulations, and provisions of contracts and grant agreements that could have a direct and material effect on financial statement amounts, including legal and contractual provisions for reporting specific activities in separate funds.

43. There are no:

    a. Violations or possible violations of laws or regulations, or provisions of contracts or grant agreements whose effects should be considered for disclosure in the financial statements or as a basis for recording a loss contingency, including applicable budget laws and regulations.

    b. Unasserted claims or assessments that our lawyer has advised are probable of assertion and must be disclosed in accordance with U.S. GAAP.

    c. Other liabilities or gain or loss contingencies that are required to be accrued or disclosed by U.S. GAAP.

44. The District has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset or future revenue been pledged as collateral, except as disclosed to you.

45. We have complied with all aspects of grant agreements and other contractual agreements that would have a material effect on the financial statements in the event of noncompliance.

46. We believe the actuarial assumptions and methods used to measure pension and other postemployment benefit liabilities and costs for financial reporting purposes are appropriate in the circumstances.

State Compliance Audit

47. With respect to state compliance requirements:

    a. We are responsible for understanding and complying with and have complied with state compliance requirements.

    b. We are responsible for establishing and maintaining controls that provide reasonable assurance that we are administering our state compliance requirements in accordance with Office of the Utah State Auditor requirements and state grantor agency guidelines.

    c. We have identified and disclosed to you all of our activities subject to state compliance requirements.

    d. We have made available to you all contracts and agreements, including amendments, if any, and any other correspondence relevant to activities subject to state compliance requirements.

    e. We are not aware of any instances of noncompliance with state compliance requirements.

    f. We believe the District has complied with state compliance requirements.

    g. We have made available to you all documentation related to state compliance requirements, including information related to state program financial reports and claims for reimbursements.

    h. We have provided to you our interpretations of any compliance requirements that have varying interpretations.

    i. Claims for reimbursements are supported by the books and records from which the basic financial statements have been prepared (and are prepared on a basis consistent with state grantor agency guidelines).

j. We have properly classified amounts claimed or used for matching in accordance with state grantor agency guidelines.

k. We have charged costs to programs in accordance with applicable cost principles.

l. We have disclosed to you any communications from the Office of the Utah State Auditor, state grantor agencies, and pass-through entities concerning possible noncompliance with state compliance requirements, including communications received from the end of the period covered by the compliance audit to the date of our report.

m. We have disclosed to you the findings received and related corrective actions taken from previous audits, attestation engagements, and internal or external monitoring that directly relate to the objectives of the compliance audit, including findings received and corrective actions taken from the end of the period covered by the compliance audit to the date of the auditor's report.

n. We are not aware of any known noncompliance with state compliance requirements after the period covered by your report on state compliance.

o. We are responsible for taking corrective action on audit findings of the compliance audit.

Signature: ______________________________
Evan Tyrrell, General Manager/CEO

Signature: ______________________________
Helen Kurtz, Finance Director/CFO

General Manager Report
June 22, 2026 Board of Trustees Regular Meeting

Our Vision: A sustainable, united organization that provides for the welfare of our communities.

Our Mission: To provide sustainable quality integrated waste and recycling collection services for the health and safety of our community…because not everything fits in the can.

Our Goals: Sustain a High 90th percentile of Customer Satisfaction, Achieve a High 80th Percentile of Employee Satisfaction, Environmental and Financial Stewardship and Loss Prevention.

General Updates

WASATCH FRONT
Waste & Recycling District

- **Postcard billing is live as of June 2026**
- **Push-to-Talk communication devices continue to be explored in lieu of large capital upgrades to digital radios and the Mahogany Radio Tower**
- **Information Technology cost savings with SLCo continue to be identified**
- **WFWRD is working on a variety of contract updates/renewals with SLCo (i.e., Parks & Facilities)**
- **New contracts have been established with mattress and tire recyclers, including certified freon removal specialists, and we are delivering recovered scrap metal to metal recyclers (cost avoidance + revenue)**
- **The District submitted a public service proposal as part of its invitation from Draper City to respond to its Residential Garbage & Recycling Services RFP**
- **SCRP container deliveries continue to significantly surpass historical averages (81 per day/35% increase)**
- **WFWRD is preparing a Conceptual Curbside Bulky Waste Plan (future presentation to Board)**
- **Upcoming District Events**
  - June 23-25: Kearns/Oquirrh Highlands Public Bulky Waste Drop-off Event
  - July 14-16: Taylorsville Public Bulky Waste Drop-off Event
- **PGI updates will be provided during the July 27 Board of Trustees Regular Meeting**

Insurance Premium Renewals

Emod

2025	2026	% Change	Impact
1.74	1.36	-22 %	$21,332

LOSS RATIOS

Current	3 Year	5 Year	10 Year	Inception
24 %	56 %	52 %	47 %	49 %

Emod Compass

Year	Total Losses	Adjusted Losses	Claims
2025	$91,351	$72,807	4
2024	$2,899	$819	4
2023	$158,805	$135,830	6
2022	$113,329	$97,997	9
~~2021~~	~~$68,894~~	~~$64,198~~	~~11~~

PREMIUM RENEWAL SUMMARY

Line	2025	2026	Change
Workers Comp	$124,956	$127,150	
Liability	$130,854	$124,437	
Automobile	$188,858	$217,223	5 %
Property	$5,228	$5,562	
Total	$449,896	$474,371	

New Trucks Wraps/Banners

- The eight diesel sideload trucks ordered in 2025 have started to arrive
- Banners will be placed on new trucks as they are placed into service

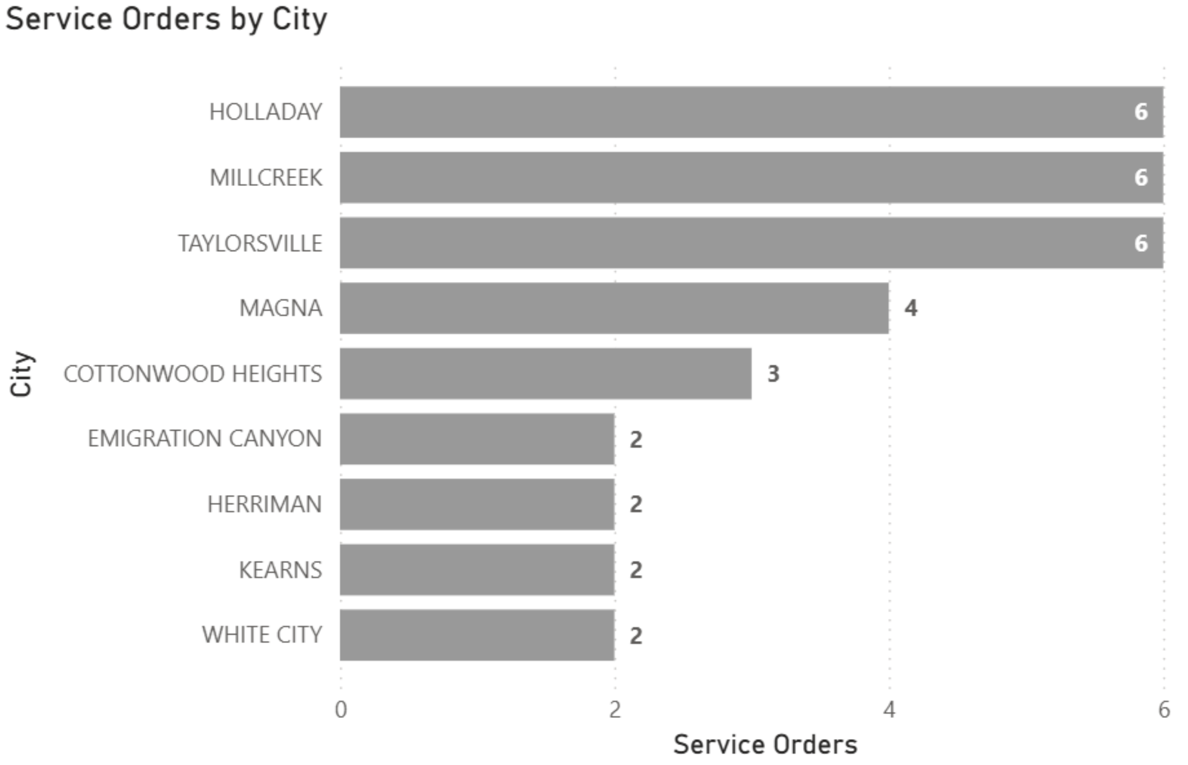
Specialty Curbside Collection Program Updates

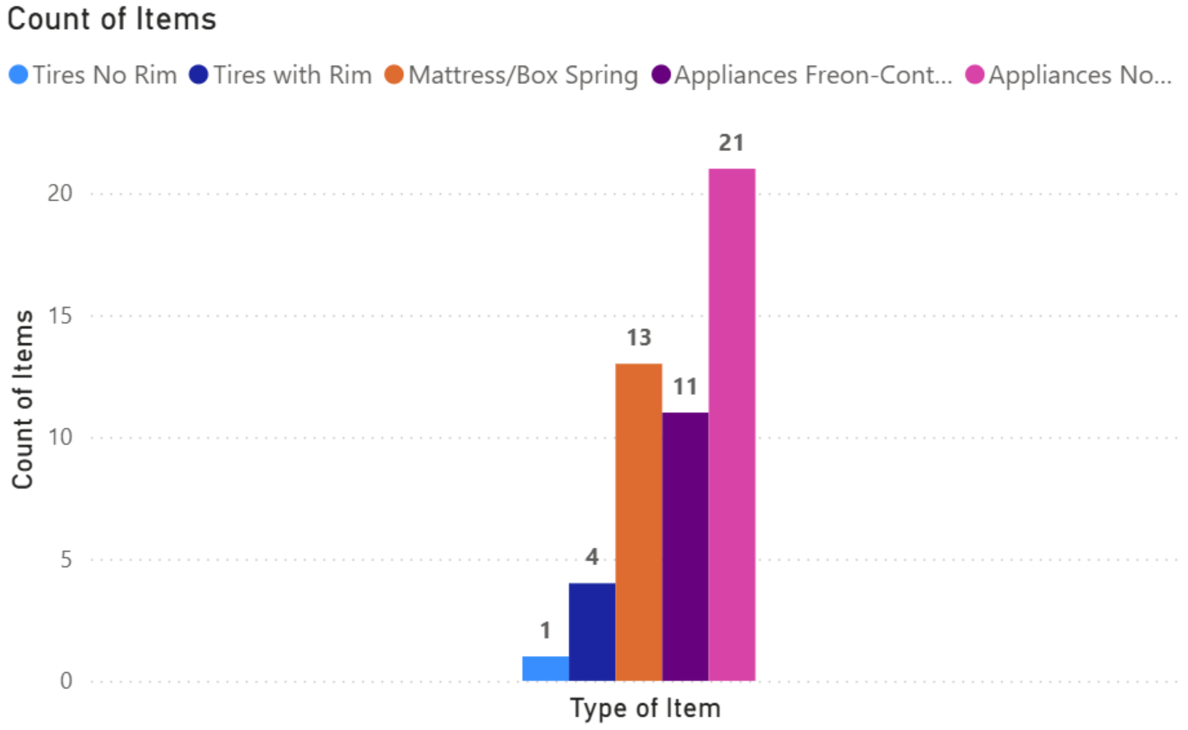
33
Service Orders

$1,459
Amount Paid

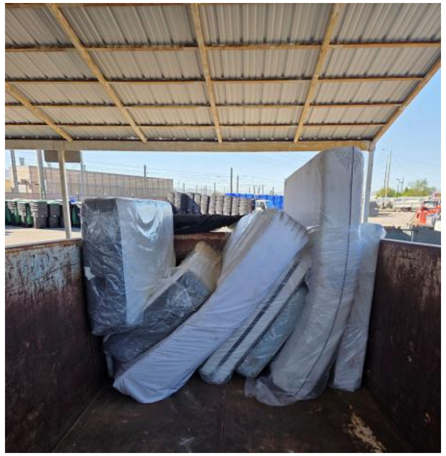
Cities
All

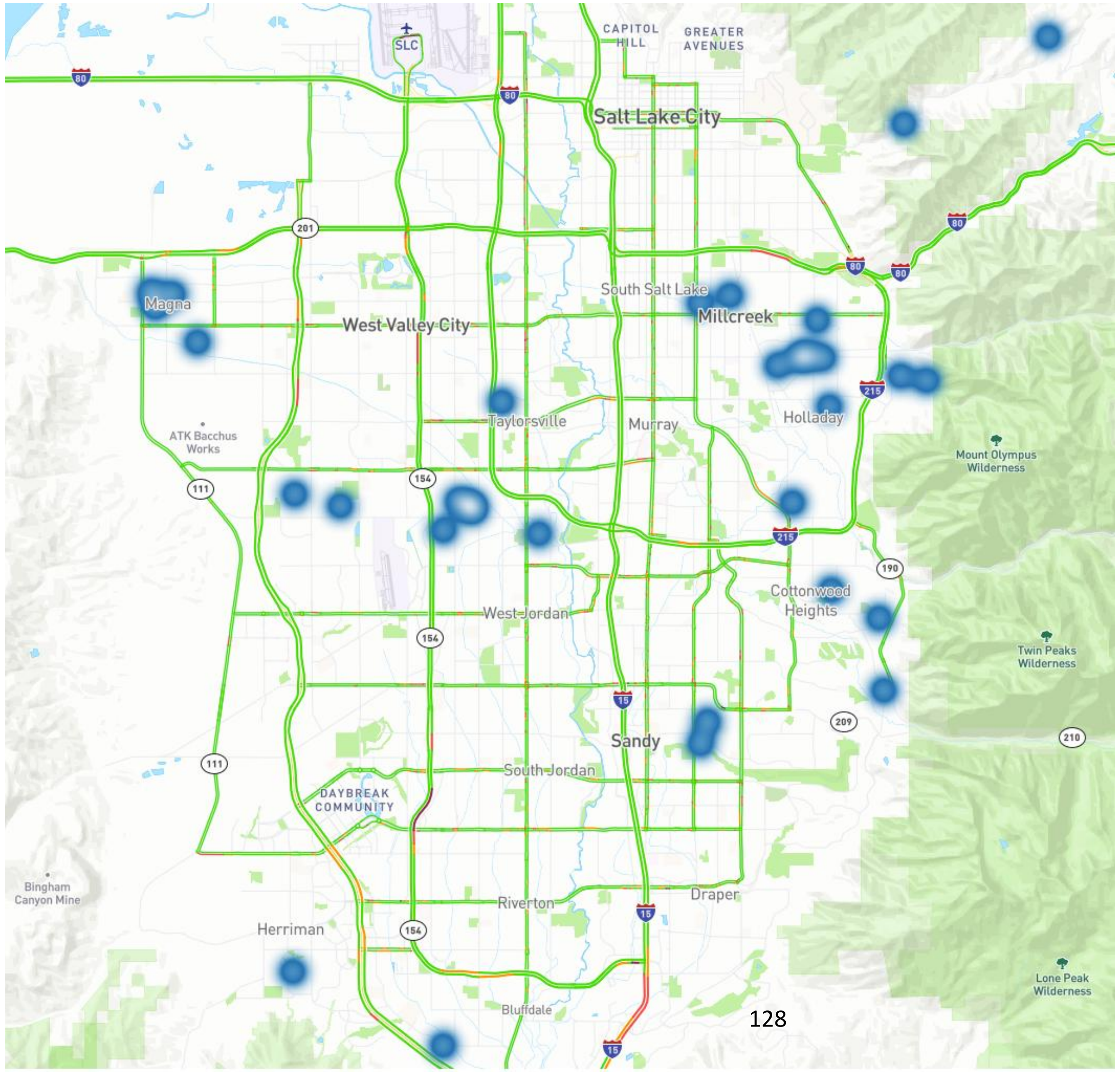
Date
5/1/2026 6/12/2026





Specialty Curbside Collection Program Updates





Seasonal Container Reservation Program (SCRP) Updates

Containers Per Day as of June 12, 2026
81

Tons-Tip Fees			Tons Per Load by Equipment Type			
Tickets	Tons	Tip Fees	Rear Load	Hook lift	Light Duty	All
2,575	2,734	$119,554	5.18	0.85	0.68	1.06

Facility-Tonnage-Tip Fees				
Facility	# Tickets	Tons	Tip Fees	Avg $ Ton
Salt Lake XFR	817	1,252	$51,412	$41.07
Salt Lake LF	786	771	$24,122	$31.28
Trans- Jordan	972	710	$46,089	$64.95
Totals	2,575	2,733	$121,624	$44.51

Reservation Data

City	# Households	Reserved	Canceled	Central D-O	Delivered	% of Households
Cttnwd Hghts.	9,979	1,176	26	-	1,150	12%
Willow Crk.	501	87	2	-	85	17%
Granite	436	63	1	-	62	14%
Sandy Hills	819	139	1	-	138	17%
Willow Cyn.	248	37	0	-	37	15%
White City	1,826	238	1	-	237	13%
4B Lane	5	0	0	-	0	0%
Herriman	10,964	1,112	10	-	1112	10%
Southwest	202	24	0	-	24	12%
Copperton	285	29	1	-	28	10%
Magna	7,999	999	4	50	945	12%
Emigration Cyn	607	59	3		56	9%
Total		3,963	49	50	3,874	129

Cans Tipped - Bulk Loaded	
2,383	1,491

# Mattresses - Charges	
103	$1,854

# Fridges - Charges	
13	$260.00

Delivered	% Bulked
3,874	38.49%

#Tires - Charges	
-	$0.00

Scrap Metal Revenue
$468.75

Thank You!

Questions?

Evan Tyrrell

General Manager

604 West 6960 South

Midvale, UT 84047

Office: (385) 468-6342

Email: etyrrell@wfwrdutah.gov

WASATCH FRONT Waste & Recycling District

Wasatch Front Waste & Recycling District

Drug and Alcohol Testing Policy for Safety-Sensitive Positions, Commercial Driver's License Holders, and Commercial Motor Vehicle Operators

U.S. Department of Transportation
Federal Motor Carrier Safety Administration (FMCSA) Regulations

49 CFR Parts 40 & 382

Effective:
July 1, 2026

TABLE OF CONTENTS

FMCSA Drug and Alcohol Testing Policy

I. PURPOSE STATEMENT

The U.S. Department of Transportation (DOT) has issued regulations (49 CFR, Part 40 and Part 382) which govern the use of drugs and alcohol by employees who hold a Commercial Driver's License (CDL) and who perform safety-sensitive transportation functions, including driving a Commercial Motor Vehicle (CMV). The agency's regulations require drug and alcohol testing of specified employees as described in this policy. The goal of Wasatch Front Waste & Recycling District's (the District) policy and the testing of drivers is to ensure a drug and alcohol-free transportation and work environment, and to reduce and eliminate drug and alcohol related accidents, injuries, fatalities, and damage to District property.

II. AUTHORITY

It is the District's intention to comply fully with the DOT regulations. However, federal regulations do not preclude the District from taking additional drug-free workplace actions beyond what may be contained in this policy. The District will advise employees and applicants when any drug-free workplace policy or practice is mandated by DOT or whether it be by the independent authority of the District. Outside of the requirements of the federal regulations the District will comply with all applicable state and local laws.

In compliance with the DOT regulations, the District has identified positions that shall serve as designated employer representatives (DER). The DER is an individual authorized to receive communications and test results from service agents. The DER is authorized to take immediate actions to remove employees from safety-sensitive duties and to make required decisions in the testing and evaluation processes**. Please direct all questions regarding this Policy to the District's DERs, which include the Human Resources Manager, Operations Manager, Safety Coordinator, and General Manager.**

III. COVERAGE: EMPLOYEES & APPLICANTS SUBJECT TO TESTING

The Federal Motor Carrier Safety Administration (FMCSA) regulations require drug and alcohol testing of drivers who hold a CDL and operate a CMV. Please refer to the Definitions Section for more information about "drivers." Other individuals may also be subject to DOT-mandated testing. For purposes of the regulations, a CMV means a motor vehicle or a combination of motor vehicles used in commerce to transport passengers or property as defined in the Criteria for Employees Subject to Testing section below.

A. **Employees**. Participation in this program is a requirement of employment. Refusal to participate in any way is a violation of the federal regulation and will result in adverse employment action.

B. **Applicants**. All applicants for positions as a driver or for a safety-sensitive position, which includes driving, will be notified of the District's Drug-Free Workplace Program (DFWP) at the time they apply for a position.

IV. DRUG AND ALCOHOL TEST BACKGROUND CHECKS

DOT requires the District to obtain drug and alcohol testing information from an applicant's prior DOT employer(s) for a three-year period prior to the date of application. The District will make a good faith effort to obtain past drug and alcohol testing information for each DOT job applicant. This information should be retained before the driver first performs safety-sensitive functions, unless this is not feasible, in which case the information should be obtained as soon as possible. In any event, a driver will not be allowed to perform a safety-sensitive function after 30 days from the date he or she first performed a safety-sensitive function, unless the District has obtained or made and documented a good faith effort to obtain the previous testing information. **A separate release for each prior employer must be signed by the applicant for the prospective employer to legally receive and utilize information**.

In addition, DOT requires the District to ask DOT applicants if they have failed or refused to participate in a DOT drug or alcohol pre-employment test within the past three years with an employer who did not hire them. Regardless of the answer to such inquiries, the District is still required to complete the three-year background check.

When the District discovers that a recently hired individual has a violation on his or her record, and that the person has not successfully completed the return-to-duty process, the District will immediately stop using the employee to perform safety-sensitive functions. The District may work with the individual to determine what return-to-duty requirements have not been successfully met. The completion of such requirements is the sole responsibility of the individual involved. The District is not responsible for providing or paying for any treatment or counseling services required in the return-to-duty process.

When the return-to-duty requirements have been successfully completed the individual *may* be allowed to perform DOT safety-sensitive functions for the District. Employees who refuse to complete the appropriate return-to-duty functions will face disciplinary action up to and including separation.

When the District receives a specific written consent from a current or former employee authorizing the release of information about that employee's drug or alcohol tests to an identified person at another Company, the District will provide the information to the identified person in accordance with DOT regulations.

Furthermore, it is required to conduct a query of the FMCSA Drug and Alcohol Clearinghouse on each driver prior to their date of hire. The driver must complete an FMCSA Clearinghouse consent form either on paper or electronically, prior to completing the pre-employment Clearinghouse query. If the driver refuses consent, the driver cannot be hired. A driver will not be hired if the Clearinghouse query provided information that the driver has a Part 382 drug/alcohol violation and has not completed the required return-to-duty process outlined in 49 CFR Part 40, Subpart O.

V. CRITERIA FOR EMPLOYEES SUBJECT TO TESTING

Under the District's Policy and DOT Federal Motor Carrier Safety Administration (FMCSA) regulations, drivers who hold a CDL and drive a CMV are subject to the drug and alcohol testing in accordance with federal regulations. CMV means a motor vehicle or a combination of motor vehicles used in commerce to transport passengers or property if the motor vehicle:

A. Has a gross combination weight rating of 11,794 or more kilograms (26,001 or more pounds), inclusive of a towed unit with a gross vehicle weight rating of more than 4,536 kilograms (10,000 pounds); or

B. Has a gross vehicle weight rating of 11,794 or more kilograms (26,001 or more pounds); or

C. Is designed to transport 16 or more passengers, including the driver; or

D. Is of any size and is used in the transportation of materials found to be hazardous for the purposes of the Hazardous Materials Transportation Act and which require the motor vehicle to have a placard under the Hazardous Materials Regulations.

VI. DEFINITIONS

Definitions as used under this Policy are set forth below and in greater detail in 49 CFR §§ 40.3 and 382.107.

A. Drug. For purposes of this Policy, "drug" means a controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act, 21 USC § 812. The term includes prescribed drugs not legally obtained, prescribed drugs not being used for prescribed purposes, and any prescribed drugs not taken in accordance with a prescription. In other words, medications prescribed for someone other than the driver will be considered unlawfully used under any circumstances. Pursuant to DOT regulations, all DOT-required drug tests must test for the following substances identified in 49 CFR § 40.85: marijuana, cocaine, amphetamines, opioids and phencyclidine (i.e. PCP). The District reserves its independent authority and discretion to prohibit and test for other drugs, as defined above, within the limits of applicable state law.

B. Alcohol. The intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols, including methyl or isopropyl alcohol.

i. **Alcohol Concentration:** Alcohol in a volume of breath expressed in terms of grams of alcohol per 210 liters of breath as indicated by an evidential breath as indicated by an EBT under the FMCSA Regulations.

ii. **Alcohol Use.** The consumption of any beverage, mixture or preparation, including any medication, containing alcohol.

C. Confirmation Test

iii. **Alcohol:** A second test, following a screening test with a result of 0.02 or greater that provides quantitative data of alcohol concentration.

iv. **Drugs:** A second analytical procedure to identify and quantify the presence of a specific drug or metabolite that is independent of the screening test.

D. Disabling Damage. Damage, which precludes departure of a motor vehicle from the scene of the accident in its usual manner in daylight after simple repairs.

i. **Included:**

a. Damage to motor vehicles that could have been driven but would have been further damaged if so driven.

ii. Excluded:

a. Damage, which can be remedied temporarily at the scene of the accident without special tools or parts.

b. Tire disablement without other damage even if no spare tire is available.

c. Headlight or taillight damage.

d. Damage to turn signals, horn, or windshield wipers, which makes them inoperative.

E. Driver. Any person who holds a CDL and operates a CMV, which falls under the specific DOT criteria. This includes, but is not limited to, full-time or part-time, regularly employed drivers; casual, intermittent or occasional drivers; leased drivers and independent owner-operator contractors.

F. Refuse to Submit. A refusal to submit to a required drug and/or alcohol test (also "refusal to test") means any circumstance outlined in 49 CFR §§ 40.191 or 40.261, including circumstances in which a driver:

i. Fails to appear for any test (except a pre-employment test) within a reasonable time, as determined by the District, consistent with applicable DOT agency regulations, after being directed to do so by the District. This includes the failure of an employee (including an owner-operator) to appear for a test when called by the District's Consortium/Third-Party Administrator (C/TPA).

ii. Fails to remain at the testing site until the testing process is complete (excluding a pre-employment test prior to commencement of the test).

iii. Fails to provide a urine specimen for any drug test or fails to provide an adequate amount of saliva or breath for any alcohol test required by Part 382 or other DOT agency regulations (excluding a pre-employment test prior to commencement of the test).

iv. In the case of a directly observed or monitored collection in a drug test, fails to permit the observation or monitoring of the driver's provision of a specimen.

v. Fails to provide a sufficient amount of urine, saliva or breath when directed, and/or, with respect to urine or breath, it has been determined through a required medical evaluation that there was no adequate medical explanation for the failure.

vi. Fails or declines to take a second test the District or collector has directed the driver to take (see, for instance, 49 CFR § 40.197(b)).

vii. Fails to undergo a medical examination or evaluation as directed by the MRO as part of the verification process, or as directed by the DER pursuant to 49 CFR § 40.193 or 49 CFR § 40.265(c).

viii. Fails to sign the certification at Step 2 of the ATF.

ix. Fails to cooperate with any part of the testing process (e.g., refuses to empty pockets when directed by the collector, behaves in a confrontational way that disrupts the collection process, fails to wash hands after being directed to do so by the collector).

x. For an observed collection, fails to follow the observer's instructions to raise clothing above the waist, lower clothing and underpants, and to turn around to permit the observer to determine if the driver has any type of prosthetic or other device that could be used to interfere with the collection process.

xi. Possesses or wears a prosthetic or other device that could be used to interfere with the collection process.

xii. Admits to the collector or MRO that you adulterated or substituted the specimen.

xiii. Is reported by the MRO as having a verified adulterated or substituted test result.

Any driver who refuses to submit to a required drug and/or alcohol test or otherwise fails to cooperate with any part of the testing process is in violation of this Policy. Any driver who refuses such a test will be subject to the consequences described in the "Consequences for Policy Violations" section, including removal from safety-sensitive functions.

G. Safety-Sensitive Function. All time, from the time a driver begins to work, or is required to be in readiness to work, until the time he or she is relieved from work and all responsibility for performing work.

For the purpose of this Policy and the District's drug and alcohol testing program, employees are considered to be performing a safety-sensitive function and subject to drug and/or alcohol testing at the following times:

i. All time at an employer or shipper plant, terminal, facility, or other property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the employer;

ii. All time inspecting equipment as required by 49 CFR §§ 392.7 and 392.8 or otherwise inspecting, servicing, or conditioning any commercial motor vehicle at any time;

iii. All time spent at the driving controls of a commercial motor vehicle in operation;

iv. All time, other than driving time, in or upon any commercial motor vehicle except time spent resting in a sleeper berth;

v. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded; and

vi. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

VII. PROHIBITED BEHAVIOR

A violation of any of the prohibited behaviors described below may result in adverse employment action, up to and including separation of employment. Please see the Consequences section of this policy for more information.

A. Controlled Substances. No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any non-Schedule I drug or substance that is identified in the other Schedules in 21 CFR Part 1308 except when the use is pursuant to the instructions of a licensed medical practitioner, as defined in § 382.107, who is familiar with the driver's medical history and has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle.

The District will not permit the driver to perform or continue to perform a safety-sensitive function if it has actual knowledge that a driver has used a controlled substance. The District may require a driver to inform the District of any therapeutic drug use.

B. Controlled Substances Testing. A covered employee will not report for duty, remain on duty or perform a safety-sensitive function if the individual tests positive or has adulterated or substituted a test specimen for controlled substances. When the District becomes aware that an individual has tested positive or has adulterated or substituted a test specimen for controlled substances, it will not permit the individual to perform or continue to perform safety-sensitive functions unless and until the required Return-to-Duty Procedures are followed.

C. Alcohol. A covered employee must not consume alcohol while on duty, four hours prior to coming on duty time, and up to eight hours following an accident or until the individual undergoes a post-accident test, whichever occurs first. Proof of alcohol consumption in violation of this policy will include, among other possible means, a positive alcohol test as described in this policy.

i. **Alcohol Concentration:** Employees may not report for duty or remain on duty if such duty requires the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater. The District will not permit such an individual to perform or continue to perform safety-sensitive functions when it has actual knowledge that the individual has an alcohol concentration of 0.04 or greater.

A covered employee who is found to have an alcohol concentration of 0.02 or greater but less than 0.04 will not be allowed to perform safety-sensitive functions for at least twenty-four (24) hours.

ii. **On-duty Use:** Employees may not use alcohol while performing safety-sensitive functions. The District will not permit such individuals to perform or continue to perform safety-sensitive functions when it has actual knowledge that such an employee is using alcohol while performing safety-sensitive functions.

iii. **Pre-duty Use:** A covered employee will not perform safety-sensitive functions within four hours after using alcohol. The District, having actual knowledge that a covered employee has used alcohol within four hours, will not permit the individual to perform or continue to perform safety-sensitive functions.

iv. **Use Following an Accident:** A covered employee required to take a post-accident alcohol test will not use alcohol for eight hours following the accident or until the individual undergoes a post-accident alcohol test, whichever occurs first.

D. **Adulterated, Substituted, Dilute Specimens.** Individuals who tamper with, switch or in any way adulterate a specimen are in violation of this policy and may be subject to disciplinary action, up to and including separation.

E. **Use of Marijuana.** The DOT's Drug and Alcohol Testing Regulation – 49 CFR Part 40 does not authorize the use of Schedule I drugs, including marijuana for any reason. Therefore, Medical Review Officers (MRO) will not verify a drug test as negative based upon learning that the employee used "medical marijuana" and/or "recreational marijuana" when a state law passed medical marijuana or recreational marijuana initiatives. Marijuana remains unacceptable for any safety-sensitive employee subject to drug testing under the DOT.

VIII. CONTROLLED SUBSTANCES AND ALCOHOL TESTING PROCEDURES

The District will utilize a third-party vendor (i.e., CODA) to conduct controlled substances (drug) and alcohol testing within the parameters established by DOT and FMCSA. In accordance with the regulation, CODA will use scientifically valid methods and procedures employed by laboratories certified by the Substance Abuse and Mental Health Services Administration (SAMHSA). All alcohol tests will be conducted using devices found on the Conforming Products List (CPL) issued by the National Highway Traffic Safety Administration (NHTSA) in accordance with DOT regulations.

CODA will also utilize the services of specimen collection personnel who are trained in and comply with the specific collection requirements described in the federal regulations. (See Subparts C, D, and E of 49 CFR Part 40).

In addition, CODA will utilize the services of trained and certified Medical Review Officer (MRO) to verify confirmed positive controlled substances test results (See Subpart G of 49 CFR Part 40), Substance Abuse Professionals (SAP) (See Subpart O of 49 CFR Part 40) would assist in evaluating workers who test whether they are or aren't terminated, and Breath Alcohol Technicians (BAT) and Screening Test Technicians (STT) to conduct alcohol tests. (See Subpart J of 49 CFR Part 40).

A. **Alcohol Testing**. Alcohol testing will be performed at locations determined by the District in a private setting. The testing technician, who has been trained, will ask the donor to verify their identity and the information will be recorded on a DOT Alcohol Testing Form (ATF). Drivers must cooperate with that request.

A breath or saliva testing device approved by the federal government will be used for all alcohol testing. Two tests are required to determine if a person has a prohibited alcohol concentration. A screening test is conducted first. Any result less than 0.02 alcohol concentration is considered a "negative" test. If the alcohol concentration is 0.02 or greater, a second confirmation test must be conducted after at least a 15-minute waiting period from the completion of the screening test.

The driver and the individual conducting the confirmation breath test (the BAT) complete the alcohol testing form to ensure that the results are properly recorded.

The confirmation test, if required, must be conducted using an Evidential Breath Testing device (EBT) that prints out the results, date and time, a sequential test number, and the name and serial number of the EBT to ensure the reliability of the results.

A confirmation test result under 0.02 means the driver has passed. A confirmation alcohol concentration level of 0.02 or higher will result in the driver's removal from safety-sensitive functions. The DOT prohibits any driver whose confirmation test registers 0.02 or greater but less than 0.04 from performing or from continuing to perform safety-sensitive functions until the driver's next regularly scheduled duty period, but no less than twenty-four (24) hours. If the confirmation level is 0.04 or more, or if the driver refuses to cooperate, the driver is in violation of DOT alcohol regulations and subject to the Consequences for Policy Violation and Post-Violation/Return-to-Duty Procedures as outlined below. Certified BATs and STTs will conduct all alcohol tests.

If a driver tries but fails to provide a breath specimen adequate for testing, the driver will be asked to try again. If the driver still does not provide an adequate specimen, the driver's failure will be noted on the ATF and the District's DER will be informed. The driver will be removed from performing "safety-sensitive" functions and required to see a physician, acceptable to the District, within five days for an evaluation. If a physician determines that there was no medical reason for not providing the sample, this will be considered a refusal to test and the employee will be immediately removed from performing safety-sensitive functions and could result in separation of employment.

B. Drug Testing. Drivers will be directed to provide a urine specimen at a District designated facility. The driver's urine specimen will be collected by a trained collection site person in accordance with the DOT rules, using a DOT Custody and Control Form (CCF). The donor will be asked to verify their identity and the information will be recorded on the CCF. Drivers must cooperate with that request.

The Collector shall require the drivers to remove unnecessary outer garments that might conceal items used to tamper with the collection process and given a collection container to provide a urine sample. If the driver does not provide a sufficient amount of urine after an employee's, first unsuccessful attempt to provide an acceptable specimen, he/she has up to three (3) hours to produce a single specimen of sufficient volume (you can't combine specimens). The employee can consume up to 40 ounces of fluid. If the employee does not provide a specimen within those three (3) hours, the employee must undergo a medical evaluation to determine if there was a medical reason for their inability to do so. If a physician determines that there was no medical reason for not providing the sample, this will be considered a refusal to test and the employee will be immediately removed from performing safety-sensitive functions and could result in separation of employment.

If the employee has not provided a sufficient specimen within three hours of the first unsuccessful attempt to provide the specimen, the collector must discontinue the collection, note the fact on the ''Remarks'' line of the CCF (Step 2), and immediately notify the DER. The collector must also discard any specimen the employee previously provided to include any specimen that is ‘‘out of temperature range’’ or shows signs of tampering. In the remarks section of the CCF that the collector will distribute to the MRO and DER, he/she must note the fact that the employee provided an ‘‘out of temperature range specimen’’ or ‘‘specimen that shows signs of tampering’’ and that it was discarded because the employee did not provide a second sufficient specimen.

If the driver provides a sufficient amount of urine for testing, it will be inspected by the Collector and its temperature will be measured. The collected specimens will be split into two specimens. Both specimen containers will be sent to a laboratory designed certified by the Substance Abuse and Mental Health Services Administration (SAMHSA). The lab will review the CCF and check the specimens for apparent tampering and report any suspicious activity to the DER.

If the specimens appear to be in order, the lab will run an initial screen test on the primary specimen. If the screening test is negative, the lab will report the results and negative and the driver has passed the drug test. If the screening test is positive, the lab will conduct a confirmation test and analyze the specimen using Gas Chromatography/Mass Spectrometry (GC/MS). The laboratory will send the test results to CODA’s Medical Review Officer (MRO).

The MRO is a trained doctor CODA has retained to review tests results and to evaluate any explanation a driver may have for a positive, adulterated, substituted, or invalid drug test result. If a driver wants his or her split specimen to be tested by another certified lab at the driver’s expense, the driver should tell the MRO within 72 hours of notice of a positive, adulterated or substituted drug test result. The driver will not have the opportunity to provide another specimen. The retest will be conducted on the secondary container of the original specimen.

If the MRO informs the District that a negative drug test was dilute, the following will apply.

- Dilute Negative with Low Creatinine: If the MRO indicates that a recollection under direct observation is required because the creatinine concentration of the specimen was equal to or greater than 2 mg/dL but less than or equal to 5 mg/dL, the District must immediately instruct the driver to undergo a recollection under direct observation. The DOT's stated purpose for this requirement is so that people who may naturally produce low creatinine levels will not be reported to employers as having substituted their specimens.

C. Direct Observation Collections. Under DOT’s 49 CFR Part 40 directly observed collections are authorized and required in specific situations. Please refer to 49 CFR Part 40 (§ 40.67) for a complete explanation of those situations and what the District’s obligations are in such circumstances. In the event of a direct observed collection the employee will not be given advance notice.

A direct observed collection will take place if:

i. Directed by the DER to perform an observed collection.

ii. The employee attempts to tamper with their specimen at the collection site.

iii. The specimen was out of normal temperature range.

- **iv.** The specimen shows signs of tampering.

- **v.** The collector finds an item in the employee's pocket or wallet which appears to be brought into the site to contaminate a specimen or the collector notes conducts suggesting tampering.

- **vi.** The laboratory reported to the MRO that a specimen is invalid, and the MRO reported to you that there was not an adequate medical explanation for the result.

- **vii.** The Medical Review Officer (MRO) orders the direct observation because the employee has no legitimate medical explanation certain atypical laboratory results or the employee's split specimen could not be tested following a positive or refusal (including adulterated/substituted) test result.

- **viii.** The laboratory reported to the MRO that the specimen was negative-dilute with a creatinine concentration greater than or equal to 2 mg/dL, but less than or equal to 5 mg/dL, and the MRO reported the specimen to the District as negative-dilute and that a second collection must take place under direct observation.

Additionally, specimen collections for all return-to-duty and follow-up drug testing will be conducted under direct observation. The collector (or the observer) must be of the same gender as the employee for direct observation collections.

D. Cost of Drug Testing. The District will comply with all federal, state, and local laws and regulations regarding payment for drug and alcohol testing services. If an employee requests that a split specimen be tested, the District is responsible to ensure that the MRO, first laboratory, and second laboratory perform all applicable functions in a timely manner. Under the DOT regulations, the District may not condition its compliance with these requirements on the employee's direct payment to the MRO or laboratory or the employee's agreement to reimburse the District for the costs of testing. If the employee is asked to pay for any of these services and is either unwilling or unable to do so, the District remains responsible for ensuring that the test takes place in a timely manner.

E. Stand-Down Policy. The District is not permitted under the authority of the DOT regulations to "stand down" an employee prior to receiving the test result from the MRO. However, the District may request a waiver of this policy by a direct appeal to DOT. A waiver, if granted, permits the District to stand down an employee following the MRO's receipt of a laboratory report of a confirmed positive test for a drug or drug metabolite, an adulterated test or a substituted test pertaining to the employee. For further details, refer to 49 CFR Part 40, §40. 21.

IX. CONTROLLED SUBSTANCES & ALCOHOL TESTS

Before performing each alcohol or controlled substances test under Part 382, the District will notify the covered employee that the alcohol or controlled substances test is required by DOT and Part 382. The District will not falsely represent that a test is administered under Part 382. Non-DOT drug and alcohol tests will be conducted separately, and individuals will be informed of such before the test is administered**.**

A. Pre-Employment Drug Testing. Prior to the first time a driver performs safety-sensitive functions for the District, the driver must pass a drug test as a condition of employment. The District will not allow a driver to perform a safety-sensitive function unless it has received a controlled substances test result from the MRO or C/TPA indicating a verified negative test result for that driver.

Prior to taking a Pre-Employment drug test, the applicant will be given forms notifying the applicant to report for a drug test. All offers by the District to hire an applicant for or to assign or transfer a current employee to a driver position are conditioned upon the individual:

i. Signing the District's "Pre-Employment Acknowledgement Form"

ii. Taking and providing a negative drug test as directed by the District;

iii. Authorizing the District to obtain past drug and alcohol test results;

iv. Providing the District with information regarding whether they have tested positive or refused to test on any DOT required Pre-employment drug or alcohol test in which the applicant applied for, but did not obtain a safety-sensitive position in the preceding three (3) years; and

v. Complying with any and all other conditions or requirements as set forth by the District prior to the hiring of the individual.

NOTE: The District may choose not to conduct a Pre-Employment drug test under certain circumstances. The criteria for such a decision are found in the regulatory language (§ 382.301). Also, if the District uses, but does not employ a driver more than once a year to operate commercial motor vehicles the District must obtain the following information at least once every six months. An employer who exercises this exception shall contact the controlled substances testing program(s) in which the driver participates or participated and shall obtain and retain from the testing program(s) the following information:

a. Name(s) and address(es) of the program(s).

b. Verification that the driver participates or participated in the program(s).

c. Verification that the program(s) conforms to Part 40 of this title.

d. Verification that the driver is qualified under the rules of this part, including that the driver has not refused to be tested for controlled substances.

e. The date the driver was last tested for controlled substances.

f. The results of any tests taken within the previous six months and any other violations of subpart B of the regulations.

The records prepared in compliance with this section will be maintained in accordance with §382.401 of the regulations.

If the District cannot verify that the driver is participating in a controlled substances testing program in accordance with the regulations, the District will conduct a Pre-Employment controlled substances test.

B. Post-Accident Drug Testing. Post-Accident drug testing is required of workers in safety-sensitive positions as soon as practicable following an occurrence that meets the description of a "DOT Accident." Such an accident would be one involving a CMV operating on a public road in commerce. The District will test for controlled substances for each surviving driver:

i. Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; *or*

ii. Who receives a citation within 32 hours of the occurrence under state or local law for a moving traffic violation arising from the accident, if the accident involved:

a. Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or

b. One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

Tests should be administered as soon as possible but not to exceed 32 hours after an accident. If the test cannot be performed within 32 hours, the District will cease attempts and prepare and maintain a record stating the reason(s) why the test was not conducted. This record will be submitted to FMCSA upon request.

A driver who is subject to post-accident testing must remain available to be tested or the District may consider the driver to have refused to submit to testing. Nothing in the regulations should be construed to require the delay of necessary medical attention for injured people following an accident or to prohibit a driver from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care.

The District will provide drivers with necessary post-accident information, procedures and instructions, prior to the driver operating a commercial motor vehicle, so that drivers will be able to comply with the requirements of the regulations.

C. Post-Accident Alcohol Testing. Post-Accident alcohol testing is required of workers in safety-sensitive positions as soon as practical after any occurrence that meets the description of a "DOT Accident." An accident as defined by the regulation is an occurrence involving a CMV operating on a public road in commerce. The District will test for alcohol for each surviving driver:

i. Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; *or*

ii. Who receives a citation within 8 hours of the occurrence under state or local law for a moving traffic violation arising from the accident, if the accident involved:

a. Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; *or*

b. One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

A Post-Accident alcohol test should be administered within two (2) hours of an accident. If the test cannot be conducted within the two (2) hour time period, the District will document the reason(s) for the time delay and maintain this information on file. If the test cannot be performed within eight (8) hours, all attempts to administer the test will be discontinued and the reason(s) why the test was not conducted will be documented. This record will be submitted to FMCSA upon request.

The driver must refrain from consuming alcohol for eight (8) hours after an accident or until the test has been completed. A driver who is subject to post-accident testing must remain available or the District may consider the driver to have refused to submit to testing.

D. Post-Accident Tests Administered by Law Enforcement Officials. A driver may be directed to submit to a drug and/or alcohol test at an accident scene by any law enforcement officer. Whenever a law enforcement officer conducts a drug or alcohol test involving a driver covered by this policy, the driver must contact their Supervisor or other District official to report the test result.

The results of a urine test for the use of controlled substances, conducted by Federal, State, or local officials having independent authority for the test, will be considered to meet the requirements of the DOT/FMCSA regulations, provided such tests conform to the applicable Federal, State or local controlled substances testing requirements, and that the results of the tests are obtained by the employer.

Whenever a driver is involved in an accident as defined by this policy and is not tested for drugs and/or alcohol by a law enforcement officer, the driver is required to immediately contact their Supervisor or other District official and remain available to be tested per the conditions outlined in this policy. The District will provide instructions, so the driver can participate in a drug and/or alcohol test.

E. Random Testing. The District will conduct random alcohol and controlled substances testing in accordance with DOT regulations. All such tests will be unannounced and performed at reasonable intervals throughout the year. The selection of drivers for random alcohol and controlled substances testing will be made by a scientifically valid method, such as a random number table or a computer-based random number generator that is matched with drivers' Social Security numbers, payroll identification numbers, or other comparable identifying numbers.

Each driver selected for random alcohol and controlled substances testing under the selection process used will have an equal chance of being tested each time selections are made. Each driver selected for testing will be tested during the selection period.

Whenever a driver is selected for a Random test, he or she will be notified of their selection and instructed to report to a collection site immediately. If the driver is performing a safety-sensitive function, other than driving a commercial motor vehicle, at the time of notification, the driver will be instructed to cease performing the safety-sensitive function and proceed to the testing site as soon as possible.

Drivers are permitted to drive their CMV to collection sites for the purpose of providing a breath or saliva sample for an alcohol test or a urine specimen for a drug test after being notified of a random selection. A driver who tests positive or refuses to submit to a test is considered medically unqualified to drive and/or perform any other DOT-related safety-sensitive functions.

Random tests will be conducted without notice throughout the calendar year. Drivers may be tested at any time while the employee is at work for the District.

Random *alcohol* testing will only take place just before, during, or just after an employee has conducted a safety-sensitive function.

F. Reasonable Suspicion Testing. A covered employee is required to submit to a drug and/or alcohol test whenever the District has reasonable suspicion to believe that the individual has used controlled substances and/or alcohol in violation of DOT regulations. The decision to conduct a reasonable suspicion test must be based on "specific, contemporaneous, articulable observations concerning appearance, behavior, speech or body odors" of a driver. Such observations may include indications of the chronic and withdrawal effects of controlled substances.

A Supervisor or District official who is trained in accordance with the regulations must make the required observations for a Reasonable Suspicion drug test. The person who makes the reasonable suspicion determination may not be the person who administers an alcohol test.

Whenever a driver is notified that there is reasonable suspicion to be tested, the driver is expected to report to the test site immediately and must be escorted by a Supervisor, Manager or other person designated by the District.

A reasonable suspicion alcohol test may only take place just before, during, or just after the period of the workday that the driver is required to be in compliance with the regulations.

i. Alcohol:

Alcohol tests should be administered within two-hours of observation. If the District is unable to conduct the test within the two-hour period, the District will document the reasons for the time delay. If the test is not performed within eight hours, the District will cease attempts to administer the test and document the reason(s) why the test was not conducted.

If reasonable suspicion is observed and a test has not yet been performed, a driver will not be permitted to perform any safety-sensitive functions until an alcohol test has been performed and the result is less than 0.02; or 24 hours have passed following the reasonable suspicion determination.

The District will create a written record of the observations leading to an alcohol Reasonable Suspicion test—which will be signed by the Supervisor or District official who made the observations—within 24 hours of the observed behavior or before the results of the alcohol test are released, whichever is earlier.

ii. **Controlled Substances:**
Controlled substances (or drug) testing should be administered as soon as possible after making a reasonable suspicion determination. The documentation of the employee's conduct must be prepared and signed by a witness within twenty-four hours of the observed behavior or before the results of the drug test are released, whichever is earlier. If the drug test does not occur within thirty-two hours, the District will cease attempts to have the test performed and document the reason(s) why the test was not conducted.

The District will create a written record of the observations leading to a controlled substances Reasonable Suspicion test—which will be signed by the Supervisor or District official who made the observations—within 24 hours of the observed behavior or before the result of the controlled substances test is released, whichever is earlier.

G. Return-to-Duty Testing. If the District decides to permit an employee who has tested positive to return to the performance of safety-sensitive functions, it must ensure that the employee takes a Return-to-Duty test. This test must be completed after an evaluation by a Substance Abuse Professional (SAP), be consistent with any recommended rehabilitation, and be conducted before the performance of a safety-sensitive function. The result of a drug test must be negative; the result of an alcohol test must be less than 0.02.

The Return-to-Duty test may not be limited to a specific substance (i.e., the particular drug for which the driver tested positive). If the SAP determines that a multiple-substance abuse problem exists a drug test may be performed in conjunction with an alcohol test. The decision belongs solely to the SAP from information gained during the SAP evaluation/treatment process. All Return-to-Duty tests must include an observed collection. Please refer to 49 CFR Part 40 (§ 40.67) in Subpart E for detailed information.

NOTE: The District is not required to return an employee to safety-sensitive duties because the employee has met all of the conditions established by the SAP. That is a personnel decision that the District has the discretion to make, subject to collective bargaining agreements or other legal requirements.

H. Follow-Up Testing. A driver who tests positive must be evaluated by an SAP and follow a prescribed rehabilitation/treatment program. Following the determination that an employee needs to resolve problems associated with drug abuse and/or alcohol misuse, the District will, when choosing to retain the individual, ensure that the employee is subject to unannounced, Follow-Up drug and/or alcohol testing as determined by the SAP.

The employee must, at a minimum, be subject to six unannounced Follow-Up tests in the first 12 months of safety-sensitive duty following the employee's return to safety-sensitive functions. The SAP may require a greater number of Follow-Up tests during the first 12-month period of safety-sensitive duty. The SAP may also require Follow-Up tests during the 48 months of safety-sensitive duty following this first 12-month period. The SAP can modify and/or terminate any testing requirements imposed by the SAP after the initial 12-month period.

The District will not impose additional testing requirements (e.g., under District authority) of the employee beyond those included in the Follow-Up testing plan directed by the SAP.

The choice of the SAP and the assignment of costs shall be made in accordance with District agreements with its employees. Follow-Up alcohol testing must only be conducted just before, during, or just after a driver performs a safety-sensitive function. All Follow-Up tests must include an observed collection. Please refer to 49 CFR Part 40 (§ 40.67) in Subpart E for detailed observed collection information.

X. CONSEQUENCES FOR POLICY VIOLATIONS

Individuals who violate the policy will be subject to adverse employment action, up to and including separation under the District's own authority.

NOTE: In accordance with DOT regulations, "any employer or driver who violates the requirements of [Part 382] shall be subject to the civil and/or criminal penalty provisions of 49 U.S.C. 521(b). In addition, any employer or driver who violates the requirements of 49 CFR Part 40 shall be subject to the civil and/or criminal penalty provisions of 49 U.S.C. 521(b)."

Removal from Safety-Sensitive Function

Upon receiving notice of a verified positive drug test result or a verified adulterated or substituted drug test result the District will immediately remove the individual involved from performing safety-sensitive job functions. This action will occur when the District receives the initial report of the verified positive test result. The District will not wait to receive the written report or the result of a split specimen test.

Upon receiving notice of an alcohol test result of 0.04 or higher, the District will immediately remove the individual involved from performing safety-sensitive functions. If the District receives an alcohol test result of 0.02—0.039, it will temporarily remove the employee involved from performing safety-sensitive functions. The District will not wait to receive the written report of the result of the test.

When an employee violates this policy in any way, including producing a verified positive, adulterated, or substituted test result, the District will not permit the individual to perform safety-sensitive functions until or unless the individual successfully completes the return-to-duty process explained below in this policy.

Employees who are prohibited from performing safety-sensitive functions due to violations of this policy will be advised by the District of the resources available in evaluating and resolving the drug and/or alcohol problem. This will include the names, addresses, and telephone numbers of Substance Abuse Professionals (SAPs) and counseling and treatment programs.

The District is not required to directly provide or pay for SAP services. The District will not charge the employee for providing listings of SAP services.

Return-to-Duty Procedures
Before the driver who has tested positive for controlled substances or who has an alcohol concentration of 0.04 or greater can return to a safety-sensitive position, he or she must:

1. Meet with a Substance Abuse Professional (SAP) for an initial evaluation;
2. Properly follow all recommended education, rehabilitation or treatment;
3. Meet with the SAP for a follow-up evaluation to determine whether the individual has successfully complied with the SAP's education and/or treatment program;
4. Take and provide a negative Return-to-Duty drug and/or alcohol test, which will involve a directly observed collection; and
5. Be subject to Post-Rehabilitation/Follow-Up testing for up to sixty (60) months, to include a minimum of six (6) Follow-Up tests in the first twelve (12) months after the Return-to-Duty test with an alcohol concentration of less than 0.02 and a negative drug test. The SAP may terminate the requirement for the Follow-Up testing at any time after the first 12 months if the SAP determines that such testing is no longer necessary.

Alcohol Positive between 0.02 and 0.04
A driver found to have an alcohol concentration of 0.02 or greater, but less than 0.04, will not be permitted to perform a safety-sensitive transportation function for at least twenty-four (24) hours. Except as provided in the above paragraph, the District will not take any action under the DOT regulatory authority against a driver based solely on test results showing an alcohol concentration less than 0.04. This does not prohibit the District, with authority independent of the regulation, from taking any action. If the District chooses to take such action it will do so in accordance with all applicable state and local laws.

XI. RETENTION OF RECORDS
The District will maintain records of its alcohol misuse and controlled substances use prevention programs as required by DOT. The records will be maintained in a secure location with controlled access. For complete details regarding the requirements of the retention of records see § 382.401 of the FMCSA regulations.

XII. EMPLOYER NOTIFICATIONS
The District is required to notify a driver of the results of a Pre-Employment controlled substances test if the individual requests such results within 60 calendar days of being notified of the employment application status.

Regarding employees, the District must notify a driver of the results of random, reasonable suspicion and post-accident controlled substances tests if the test results are verified positive. As part of this report the District will inform the employee which controlled substance or substances were verified as positive.

The DER will make reasonable efforts to contact a driver, regardless of that individual's employment status, to let him or her know of their right to discuss the results of the test with a medical review officer who has been unable to contact that person.

The DER will immediately notify the medical review officer that the driver has been notified to contact the MRO within 72 hours.

XIII. SUPERVISOR TRAINING

The District will regularly provide each Supervisor at least 60 minutes of training on alcohol misuse and at least an additional 60 minutes of training on controlled substances use. The intent of the training is to help Supervisors determine whether reasonable suspicion exists to require a driver to undergo drug and/or alcohol testing. As such, training will cover the physical, behavioral, speech, and performance indicators of alcohol misuse and use of controlled substances.

XIV. EMPLOYEE EDUCATION

Each covered employee will be provided with information regarding the content of this policy. Additionally, covered employees will receive information regarding the effects of alcohol and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol or a controlled substances problem (the driver's or a co-worker's); and available methods of intervening when an alcohol or a controlled substances problem is suspected, including confrontation, referral to any employee assistance program and or referral to management.

A. Certificate of Policy Receipt

The District will ensure that each driver signs a statement certifying that he or she has received a copy of the District’s policy, as well as applicable educational materials. The District will maintain the original of the signed certificate and will provide a copy of the certificate to the driver upon request.

XV. CONFIDENTIALITY

Except as otherwise provided for by DOT, the District is prohibited from releasing individual test results or medical information about an employee to third parties without the employee's specific written consent.

A “third party” is any person or organization not explicitly authorized or required by the regulations to be informed of controlled substances and/or alcohol testing results or any other matters regulated to this policy.

“Specific written consent” means a statement signed by the employee that he or she agrees to the release of a particular piece of information to a particular, explicitly identified, person or organization at a particular time. “Blanket releases,” in which an employee agrees to a release of a category of information (e.g., all test results) or to release information to a category of parties (e.g., other employers who are members of a consortium, companies to which the employee may apply for employment), are prohibited by DOT.

The District may release information pertaining to an employee's drug or alcohol test without the employee's consent in certain legal proceedings, including: a lawsuit (e.g., a wrongful discharge action), grievance (e.g., an arbitration concerning disciplinary action taken by the District), or administrative proceeding (e.g., an unemployment compensation hearing) brought by, or on behalf of, an employee and resulting from a positive DOT drug or alcohol test or a refusal to test (including, but not limited to, adulterated or substituted test results).

Included in these proceedings are criminal or civil actions resulting from an employee's performance of safety-sensitive duties, in which a court determines that the drug or alcohol test information sought is relevant to the case and issues an order directing the District to produce the information.

The District may be required to release information under certain circumstances, such as when it receives a specific, written consent from an employee authorizing the release of information about that employee's drug or alcohol tests to an identified person, upon request of DOT agency representatives, when requested by the National Transportation Safety Board as part of an accident investigation, and when requested by a federal, state or local safety agency with regulatory authority over the District or the employee.

XVI. RESERVATION OF RIGHTS

This policy, with specific DOT-related application, supersedes and revokes any other practice or policy of the District relating to the use of controlled substances and/or alcohol in the workplace and drug and/or alcohol testing. This policy automatically incorporates any changes to 49 CFR Part 40 and/or 49 CFR Part 382 or related regulations or statutes which govern the use of controlled substances and alcohol by employees who hold a CDL and who drive a CMV.

This policy is not an express or implied contract of employment nor is it to be interpreted as such. Additionally, this policy does not in any way affect or change the status of any at-will employee. Nothing in this policy is a promise or guarantee or should be construed as a promise or guarantee that the District will follow in any particular circumstances any particular course of action, disciplinary, rehabilitative or otherwise.

XVII. CLEARINGHOUSE REQUIREMENTS

As part of the continuing efforts to promote safe roadways and to ensure only qualified CDL drivers are performing safety-sensitive duties, FMCSA created a database for querying and reporting CDL drivers' compliance with 49 CFR Part 382, including CDL drivers' drug and alcohol testing violations and other pertinent information. Employers are required to query the database on an annual (or more frequent basis) for each current CDL driver, and as part of the pre-employment screening process for each driver applicant. In addition, employers are required to report driver specific Part 382 drug and alcohol violations to the Clearinghouse.

A. **Clearinghouse Queries and Driver Consent.** The District shall conduct a query of the Clearinghouse for each driver applicant before being hired into a CDL position. Driver consent is required for the query. Each driver applicant must register in the Clearinghouse and execute the FMCSA Clearinghouse electronic specific consent. If a driver applicant refuses consent, the District cannot hire the driver. When the query results in the driver being qualified under Part 382, the employer may hire the driver. If the query results in the driver being unqualified under Part 382, the employer cannot hire the driver unless all applicable driver qualification requirements are met.

   In addition, the District shall query the Clearinghouse at least annually on each driver employed. Driver consent is required. Each driver shall sign a general consent form provided by the District. The general consent form may be used for multiple Clearinghouse queries and can extend for the tenure of the driver's employment. If the driver refuses consent for the query, the driver will be removed from driving duty and cannot resume driving duty until the query is conducted. If the query results in notice that drug and alcohol violation information exist in the Clearinghouse for the driver, the District must conduct a full query of the driver's record in the Clearinghouse after obtaining a specific FMCSA Clearinghouse consent executed by the driver via the Clearinghouse.

B. Clearinghouse Reporting Requirements. The District must report Part 382 drug and alcohol testing information to the Clearinghouse using driver specific identification data including driver name, CDL license number and State of issuance, and driver date of birth. No driver consent is required for such reporting.

The District must report the following Part 382 drug alcohol testing and violation information to the Clearinghouse within 3 business days of obtaining the information:

- Alcohol confirmation test with a concentration of 0.04 or higher.
- Refusal to test (alcohol) as specified in 49 CFR 40.261.
- Refusal to test (drug) not requiring a determination by the MRO as specified in 49 CFR 40.191.
- Actual knowledge, as defined in 49 CFR 382.107, that a driver has used alcohol on duty, used alcohol within four hours of coming on duty, used alcohol prior to post-accident testing, or has used a controlled substance.
- Negative return-to-duty test results (drug and/or alcohol testing, as applicable)
- Completion of follow-up testing requirements.

CODA's Medical Review Officer (MRO) must report the following Part 382 violations to the Clearinghouse within 2 business days:

- Verified positive, adulterated, or substituted drug test results.
- Refusal to test (drug) requiring a determination by the MRO as specified in 49 CFR 40.191.

The Substance Abuse Professional (SAP) must report within one business day:

- Successful completion of treatment and/or education and the determination of eligibility for return-to-duty testing to the Clearinghouse.

C. Driver Access to Clearinghouse. A driver must register in the Clearinghouse in order to access their Clearinghouse records, and in order to provide specific consent for the pre-employment full query by any prospective employer. The driver may receive notices and communication from the FMCSA clearinghouse via US mail, or designated electronic means (email/text, etc.). Any driver or authorized representative of the driver may submit a petition to the FMCSA contesting the accuracy of information in the Clearinghouse, using the procedures specified in §382.717.

Note: If an employer uses a C/TPA to comply with the employer reporting responsibilities, the employer remains responsible for ensuring that the C/TPA is compliant for such reporting.

Attachment to FMCSA Drug-Free Workplace Policy

Signs and Symptoms of Drug and Alcohol Misuse

Drugs and alcohol can result in such work-related problems as absenteeism and tardiness, lower productivity, missed deadlines, poor work quality, unsafe driving, and increased injuries and accidents. Problems relating to or communicating with Supervisors, co-workers or customers, following directions, concentrating or remembering things may also indicate a drug or alcohol problem.

Drugs and alcohol slow reaction times, cause confusion, harm coordination and motor skills and can impair decision-making and memory. People misusing alcohol and using illegal drugs may be withdrawn, lethargic, depressed, erratic, "hyper" or unusually anxious, hostile or paranoid.

Drugs and alcohol misuse can also result in health problems like chronic gastritis, headaches, chronic respiratory infections and liver problems. They may also show up as poor hygiene, a sloppy appearance, financial problems, DUIs or family problems.

Evidence of use can include paraphernalia such as pipes, syringes, foil packets, pills, powders and empty alcohol containers. Physical symptoms of use can include:

1. Marijuana and alcohol odors
2. Puffy or droopy eyelids, bloodshot eyes, dilated or pinpoint pupils
3. Nosebleeds, excessive sniffling, chronic sinus problems, nasal sores
4. Needle tracks or blood spots on clothing
5. Tremors, racing or irregular heartbeats
6. Slurred or incoherent speech
7. Confusion, anxiety, paranoia
8. Coordination problems
9. Lethargy and sleepiness

Effects of Drugs and Alcohol

Drugs and alcohol can harm health and the workplace in a variety of ways.

Alcohol

Alcohol is a central nervous system depressant that acts like a poison if used in large quantities. Each year the lives of tens of thousands of Americans are shortened or ended by alcohol misuse.

Alcohol quickly reaches the brain after drinking. It impairs self-control and other learned behaviors. This loss of self-control can lead to aggressive driving (or overly cautious driving), as well as the other kinds of aggressive behaviors associated with drinking. Even small doses of alcohol, i.e. a single drink, can harm driving performance. In large doses, alcohol significantly impairs coordination, memory and judgment.

Over time, alcohol misuse damages the liver, the heart, and the digestive system and can cause permanent brain damage. On average, alcoholics shorten their life span by about 10 years.

Alcohol misuse harms the ability to think clearly, harms judgment and can affect the ability to get along with and work constructively with co-workers and customers. Alcoholics often have attendance and work performance problems and get fired because of the consequences of alcohol misuse. Because of its adverse effects on coordination, reflex time, vision, driving ability, judgment and the ability to evaluate and quickly process information, alcohol is especially dangerous for drivers of commercial motor vehicles.

A small glass of wine, a can of beer and a one and one-half ounce shot of liquor all contain about the same amount of alcohol. It takes the body about one hour to metabolize and eliminate each "drink" of alcohol. Coffee, exercise and cold showers do not speed up this process or magically produce sobriety. While individuals differ greatly, each drink on an empty stomach by an average-sized adult male may lead to an alcohol concentration of about .02. Thus, drinking more than two drinks raises a serious risk of having an alcohol concentration more than DOT rules, especially for people with low body weights. Any drinking while on duty or during the 4 hours before working violates DOT rules.

Cocaine
Cocaine is a powerful stimulant that can be inhaled up the nose, injected or smoked. It greatly increases heart rate and blood pressure. Partly because of its effects on the circulatory system, cocaine use can lead to seizures. Every time cocaine is used, there is some unquantifiable risk of a fatal stroke or heart attack. Cocaine can also cause tremors, convulsions, vomiting and raises body temperature to dangerous levels. Repeated snorting damages nasal tissues, sometimes permanently. Needle use carries risks of infection and overdose.

Initially, cocaine use brings a rush of euphoria and exaggerated overconfidence. Sometimes these effects are so strong that safe driving is impossible. Cocaine wears off in about an hour after it is snorted and in just a few minutes after it is smoked. When it wears off, the user may become depressed, anxious, paranoid and exhausted.

Cocaine users may exhibit rapid mood swings and changes in activity level. They may grind their teeth, repeatedly wash their hands or engage in other compulsive behaviors.

Amphetamines/Methamphetamine
Amphetamines, also known as "speed," are powerful stimulants that are often abused by employees because they make it easy to stay awake. Amphetamines, however, are dangerous drugs with a high potential for abuse. Amphetamines may also be known as uppers, black beauties, white crosses or dexies.

Use brings feelings of alertness and a loss in appetite. The user may also become very talkative or physically active or feel very strong after ingesting amphetamines. In a few hours however, the amphetamines wear off and restlessness, anxiety, paranoia and headaches set in.

In large doses, amphetamines can produce serious toxic effects. The user's blood pressure can rise to the point where strokes or heart attacks occur. Long-term users often have acne and tooth problems and may exhibit symptoms of permanent brain damage.

Methamphetamine is a dangerous stimulant that is double synthesized from amphetamine and is not used for any medical purposes. Unlike amphetamines, which do have a potential for causing tolerance and abuse but only with time, methamphetamine use can quickly lead to tolerance and addiction. Abusers who use meth will often require higher dose of the drug, more often with only a couple of uses.

Marijuana
Marijuana is a hallucinogen that alters the user's sense of time and reduces the user's ability to perform tasks requiring coordination, swift reactions and concentration. Taken in large quantities, marijuana can act like a depressant.

While some people may regard marijuana as harmless, there is evidence its use is unhealthy and dangerous for the driver. Marijuana causes significant increases in blood pressure and pulse rate and, thus, can aggravate or cause heart disease. Marijuana smoke also contains several known carcinogens. Many experts believe that marijuana is unhealthier to smoke than tobacco.

Studies have shown that smoking marijuana affects the ability to perform tasks like driving, which require both thinking and motor skills, for at least 24 hours. Users, however, often believe that all the impairing effects of smoking have worn off after 4 to 6 hours. Marijuana significantly impairs_short-term memory and can harm the user's ability to concentrate or plan for and achieve long-term goals. There is also significant evidence that marijuana harms the reproductive systems of men and women and is dangerous for children and non-smokers who live with the user.

Opiates/Opioids
An opiate is a narcotic analgesic that directly depresses the central nervous system and the processes associated with the entire central nervous system. There are three types of opiates: natural, synthetic and semi synthetic. While some of these drugs are used for medicinal purposes, others are illegal and highly dangerous. However, all opiates can become addictive when abused.

Natural opiates are substances that occur naturally within the poppy plant. While they are often thought to be less harmful than synthetics, they can still become addictive and cause dangerous respiratory depression. The natural opiates include opium, morphine and codeine.

Synthetic opiates are drugs that are completely manmade in a "chemical laboratories" with a similar "chemical structure" to the natural opiates. These drugs are widely used and cause the same basic effects that natural opiates produce. Some examples of synthetic opioids include, methadone, fentanyl.

Semi-synthetic opiates are derived from natural opiates to make other substances. They have a combination of natural opiates and synthetic opiates. Semi-synthetic opiates were developed in the early 20th century. They were meant to be safer and more effective than the use of natural opiates for medical purposes but can still have the same side effects as opiates.

Heroin is a semi-synthetic opiate and is the strongest opiate and the most abused opiate drug derived from morphine. Heroin use has been increasing in recent years because of the availability and is rather inexpensive. This new stronger heroin can be smoked or snorted. Heroin can also be injected using needles. There is no medicinal use for this drug. Other common semi-synthetic opiates include meperidine, oxycodone, oxymorphone, hydrocodone and hydromorphone.

Opiates and opioids are not the same thing, although many people use the terms interchangeably. Opiates or opiate drugs originate from naturally-occurring alkaloids found in the opium poppy plant. Whereas opioids are synthetic or partly-synthetic drugs that are manufactured to work in a similar way to opiates. All types of opiate drugs alter the way that pain is perceived, thus making the individual who has taken the drug experience less pain. The drugs may also calm anxiety, cause relaxation and induce a pleasant sense of euphoria. Opioids are among the most commonly prescribed drug in the world and are highly addictive. Therefore, it may not come as a surprise that abuse and addiction of opioids have increased in the recent years.

PCP

Phencyclidine, or PCP, is also called angel dust or dust. PCP is an extremely dangerous hallucinogen that has unusual and unpredictable side effects. It was developed as an anesthetic in the late 1950's and used for a while as a tranquilizer both for humans and animals. Because of its dangers, it now has no legal uses and is no longer legally manufactured. Rather, PCP is manufactured in underground laboratories. It often contains dangerous adulterants but is very dangerous all by itself.

PCP can produce violence and bizarre behavior in anyone who uses it. Occasionally, PCP users attack nurses and policemen or jump out of windows because they believe they can fly. PCP somehow scrambles the brain's internal stimuli and seriously changes how users feel, see and deal with their environment.

In low doses, PCP produces a feeling of numbness. Increased doses produce excitement, confusion and delirium. The user's body may become rigid or go into convulsions. Routine activities like driving become dangerous and unpredictable.

Users may walk with strange uncoordinated steps. PCP users may have a blank stare, sweat heavily, have thick slurred speech or engage in some of the violent and bizarre behaviors mentioned above.

Wasatch Front Waste & Recycling District
Acknowledgement of Receipt of Policy

I hereby acknowledge that I have received, read, and understand the District's *Drug and Alcohol Testing Policy for Safety-Sensitive Positions, Commercial Driver's License Holders, and Commercial Motor Vehicle Operators* required by Department of Transportation (DOT) regulations. I understand that I am subject to and must adhere to the DOT regulations and must abide by terms of the District's Policy as a condition of employment.

I understand that:

1. I may be required to submit to drug and/or alcohol tests based on Department of Transportation regulations as directed by the District;

2. Laboratory test results will be released in accordance with the Policy and based on Department of Transportation regulations to the Medical Review Officer (MRO) selected by CODA on behalf of the District and I authorize the release of the results of a saliva or breath alcohol test by a certified technician to Wasatch Front Waste & Recycling District;

3. The District's Policy on drugs and/or alcohol and understand failure to comply is grounds for disciplinary action, up to and including separation, in addition to any action required by DOT regulations; and

4. Refusal to submit to a drug and/or alcohol test in accordance with the Policy is a violation of DOT regulations and the Policy, and may result in disciplinary action, including but not limited to suspension (with or without pay) or separation of employment, in addition to action required by DOT regulations.

THE UNDERSIGNED STATES THAT HE OR SHE HAS READ THE FOREGOING ACKNOWLEDGEMENT AND UNDERSTANDS THE CONTENTS THEREOF.

Employee Name: ____ Date: ___________________

Commercial Driver License #: ____________________________________ State of Issuance: _______

Employee Signature: ____

Wasatch Front Waste & Recycling District (District)____

Reasonable Suspicion/Cause Checklist

Employee Name: ______________________________________ Date: ___________________________

Wasatch Front Waste & Recycling District ____

Time: ____________ AM/PM

When there is reasonable suspicion/cause that an employee may be impaired and/or appear unfit for their job duties, the Supervisor or Manager is required for the safety of others to document any of the following behaviors as they may apply. Another Supervisor or Manager is required as a witness as they meet with the employee prior to performing the drug screen. Where 'Other' may be marked, please describe.

Walking:	____ Unsteady	____ Stumbling	____ Unable to Walk	
	____ Falling	____ Staggering	____ Swaying	
	____ Other ____			
Standing:	____ Swaying	____ Feet Braced	____ Unable to Stand	
	____ Rigid	____ Staggering	____ Sagging at the Knees	
	____ Other ____			
Speech:	____ Whispering	____ Slurred	____ Shouting	
	____ Incoherent	____ Slobbering	____ Mute	
	____ Rambling	____ Slow		
	____ Other ____			
Demeanor:	____ Cooperative	____ Calm	____ Talkative	____ Polite
	____ Sarcastic	____ Sleeping	____ Crying	
	____ Tired/Sleepy	____ Argumentative	____ Excited/Hyper	
	____ Other ____			
Actions:	____ Hostile	____ Fighting	____ Profane	
	____ Threatening	____ Hyperactive	____ Erratic	
	____ Calm	____ Resisting Communication		
	____ Other ____			
Eyes:	____ Hostile	____ Fighting	____ Profane	
	____ Threatening	____ Hyperactive	____ Erratic	
	____ Calm	____ Resisting Communication		
	____ Other ____			
Face:	____ Flushed	____ Pale	____ Sweating	____ Slack

____ Other ____

Appearance/ Clothing:	____ Neat	____ Unruly	____ Messy	____ Dirty
	____ Strong Odor	____ Partially Dressed	____ Erratic	
	____ Stained Clothing	____ Bodily Excrement Stains		

____ Other ____

Breath:	____ No Alcohol Odor	____ Faint Alcohol Odor	____ Alcohol Odor
	____ Sweet/Pungent Odor	____ Heavy use of Breath Spray	

____ Other ____

Movements:	____ Fumbling	____ Jerky	____ Nervous
	____ Slow	____ Hyperactive	

____ Other ____

Miscellaneous:
____ Drugs and/or alcohol found on the employee's possession or in vicinity.
____ On-the-job misconduct by employee.
____ Employee admission concerning drug and/or alcohol use.
____ If there are witnesses to employees conduct, list below.

____

____

____

Other Observations: (if accident provide details)

____

____

____

____

____

Employee's Explanation of Reasons for their Conduct:

____

____

____

____ Employee has Agreed to Testing

____ Employee has refused to test and has been notified that failure to test will be treated according to District actions as outlined in the District policy

Supervisor/Manager | Date

Witness Supervisor/Manager | Date

WASATCH FRONT
Waste & Recycling District

POLICY MANUAL
Rev. 0~~3~~6/~~0~~22/2026

employee may want to meet with a member of management and/or the General Manager to discuss the issue.

9.39. ALCOHOL AND DRUG-FREE WORKPLACE

The District is committed to ~~provide~~ a healthy, safe, and secure work environment free from negative effects of alcohol or the illegal use of drugs, and as such the District maintains an alcohol and drug-free workplace. Whenever employees are working, operating District vehicles, or present ~~on~~ at District ~~property~~ facilities including staging, fueling, and parking areas, they are prohibited from (a) possessing, consuming, or being under the influence of alcohol or illegal drugs, and (b) using, possessing, buying, selling, manufacturing, or dispensing illegal drugs, including unlawful use or sale of prescription medications.

The District has a zero-tolerance policy for being under the influence of alcohol while at work and illegal drug use. Employees who are found to be in violation of this Alcohol and Drug Free Workplace policy will be subject to immediate separation of employment. All employees are expected to report to work in suitable physical constitution to perform assigned work duties safely and effectively.

An employee who does not have a CDL and is tested under reasonable suspicion of being under the influence of alcohol at work and registers a breath alcohol result of 0.05 or greater violates state law as well as the District's zero tolerance policy and will be separated from employment immediately.

For CDL holders~~:~~ and employees performing Department of Transportation (DOT) safety-sensitive functions, ~~T~~the District will comply with all applicable federal and state drug and alcohol testing requirements, including the District's DOT Drug and Alcohol Testing Policy. ~~federal statutes and guidelines for drug and alcohol testing. In accordance with the Federal Motor Carrier Safety Administration (FMSCA) regulation 49 CFR part 40, all CDL holders will be subject to random drug and alcohol testing.~~ CDL drivers are also subject to Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol requirements, including pre-employment testing, random testing, annual Clearinghouse queries, reporting requirements, and return-to-duty procedures as required by federal regulations.

Testing is conducted by an authorized independent testing company. Employees who refuse to submit to a required drug or alcohol test, fail to cooperate in the testing process, fail to remain available for testing, adulterate or substitute a specimen, test positive, or otherwise engage in conduct constituting a refusal to test under applicable DOT regulations will be subject to performance correction up to and including immediate separation from employment;~~.~~ these employee shall be immediately removed from safety-sensitive duties by a District Designated Employer Representative (DER) as required by federal law.

- A CDL holder with a breath alcohol concentration of 0.02 or greater, but less than 0.04~~39~~ will be subject to FMSCA regulations and the District's DOT Drug and Alcohol Testing Policy.~~guidelines.~~ Additionally, the employee will receive performance correction and may be referred to a Substance Abuse Professional (SAP) for counselling at the employee's ~~their~~ own expense. The employee will also be subject to ongoing random testing for an extended period of time as determined by the SAP where applicable. ~~the six months following the recorded Breath Alcohol reading, or when returning to work after SAP if applicable.~~

- A CDL holder with a breath alcohol result of 0.04 or greater, violates federal standards as well as the District's zero tolerance policy and will be separated from employment immediately.

In accordance with Utah Code Ann. § 26-61a-111, the District will treat an employee's use of medical cannabis under a valid medical cannabis card in the same way it treats the use of any prescribed controlled substance, and such employee will not be subject to adverse action for failing a drug test due to marijuana or tetrahydrocannabinol unless there is evidence that the employee was impaired or otherwise adversely affected in the employee's job performance due to the use of the medical cannabis. Notwithstanding the foregoing, any employee whose position is dependent on a license that is subject to federal regulations, including but not limited to CDL license holders, are still subject to the District's no-tolerance policy concerning marijuana use.

9.40. HIRING PRACTICES

All offers of employment are contingent on verifying the following:

1. Prior Employment Verification: Confirms applicant's recent employment with the listed companies, including dates of employment, position(s) held, reason for departure, and eligibility for rehire.

2. Personal and Professional References: Calls may be placed to individuals listed as references by the applicant.

3. Educational Verification: Confirms the applicant's claimed educational institution, including the years attended and the degree/diploma received.

9.41. BACKGROUND CHECKS

The District designates certain positions that require clear results of a background check as defined herein. Applicants in these positions and being considered for these positions must be provided an opportunity to review the policy before being required to submit to a background check. Background checks will be conducted on all final candidates and on all employees who are promoted, as deemed necessary. Background checks will include some or all of the following, as applicable:

9.42. CRIMINAL HISTORY

Includes review of criminal convictions and probation. The following factors will be considered for applicants with a criminal history:

17.3. EMERGENCY EXPENDITURES

The Board shall empower the General Manager to expend District funds in the event of an emergency or natural disaster up to $500,000.

AMENDED AND APPROVED this 22nd day of ~~March~~June, 2026
BOARD OF TRUSTEES OF WASATCH FRONT WASTE AND RECYCLING DISTRICT

By: ______________________________
Chair, Board of Trustees

Attest: ___________________________
Wasatch Front Waste and Recycling District Legal Counsel

BOARD OF TRUSTEES AGENDA ITEM SUMMARY

MEETING DATE: June 22, 2026

AGENDA ITEM: Utility Account Credit Appeal – Customer Account 148853.01

PREPARED BY: Helen Kurtz, Finance Director

SUMMARY:

Residential customer was overcharged for multiple years and is requesting an account credit beyond the previously approved maximum allowed by District policy.

The subject property was originally classified as a duplex and County records indicate the property was reclassified as a single-family residence. Though the County could not verify the date, the customer indicates this took place in 1991; however, District account records were never updated to reflect the change. As a result, the customer continued to be billed at the duplex rate rather than the applicable single-family residential rate.

After the customer notified the District of the discrepancy, staff reviewed the account and confirmed that the property had been incorrectly billed. Staff approved a credit of $565.50 in accordance with Section 16.4.2 of the District's Policy Manual, which limits refunds to a two-year lookback period.

The customer is requesting reimbursement for an additional two years consistent with Utah Code Section 78B-2-307(1)(c) which establishes a four-year statute of limitations for actions brought on open accounts for services rendered. The additional credit would be $445.50.

Previously applied credit (4/1/24 – 3/31/26)	$ 565.50
Additional credit requested (4/1/22 – 3/31/24)	**$ 445.50**
Total credit for four years	$1,011.00

ADDITIONAL INFORMATION:

District Policy Manual:

16.4.2. Refunds: If the District is notified of or otherwise becomes aware that a payor has overpaid for any reason, the General Manager may authorize a refund to the payor. The General Manager may request any documentation he or she deems necessary to proving the existence of or the validity of the refund claim. The General Manager's authority outlined in this paragraph relates to amounts billed over past two (2) years.

Utah Code:

78B-2-307. Within four years.

An action may be brought within four years:

(1) After the last charge is made or the last payment is received:

(c) on an open account for work, labor or services rendered, or materials furnished

Wasatch Front Waste & Recycling District
604 West 6960 South, Midvale, Utah 84047
Phone: (385) 468-6325 • Fax: (385) 468-6330
info@wfwrdutah.gov • www.wfwrdutah.gov

STAFF RECOMMENDATION:

Staff recommend the Board grant the customer's appeal and authorize a credit for the requested additional two years of overcharges. Approval would provide the customer with reimbursement covering a total of four years of overcharges, consistent with the period allowed under Utah Code Section 78B-2-307.

OPTIONS/ALTERNATIVES FOR BOARD CONSIDERATION:

1. Approve the request for an additional two-year credit in the amount of $445.50.
2. Deny the request for an additional two-year credit in the amount of $445.50.
3. Approve a partial portion of the amount requested.

MOTION/ACTION REQUESTED:

Approve the request for an additional two-year credit in the amount of $445.50 and direct staff to apply the credit to the customer's account.

ATTACHMENTS:

3.5b Customer 148853.01 Letter of Appeal
3.5c Customer Provided 148853.01_Four YR Billing History

APPEAL

Date: June 2, 2026

To: District Board of Trustees
WFWRD
c/o Catarina Garcia
604 W 6960 S
Midvale, UT 84047

From: Frank Falk
1128 E. Hillview Drive
Millcreek, Utah 84124
801-661-3069

R.E: Appeal of Overbilling 2 Year Repayment Determination

Dear Members of the Board of Trustees,

This letter to is appeal the determination of WFWRD that we are entitled only to a reimbursement for two (2) years of overpayment which determination was made pursuant to WFWRD policy Section 16.4.2. I specifically request repayment for a total of four (4) years for the following reasons.

We purchased our home in 1990. At the time we purchased the home, it had a basement apartment. However, due to the size of our family, in 1991 we removed the basement apartment and restored the property to a single family dwelling. Since 1991 through the present, our property has always been a single family residence. In addition, we have always only had two (2) cans – a black one for garbage and a blue one for recycling. As I understand it, WFWRD took over the servicing of our property approximately thirteen (13) years ago. While I do not have the records to prove it, and apparently WFWRD does not maintain records for more than a four (4) year period, I assume that at all times during the period in which WFWRD has serviced our property, you have billed us for two (2) units. I am attaching the last four (4) year billing record which indicates that we have been double billed the entire time. In addition, even after bringing this to WFWRD's attention, our billing statement for the month of May continued to bill us for two (2) units.

In accordance with WFWRD policy 16.2.1.2, the owners of the property unit being served are responsible for payment of the service charges levied. Assuming you would not improperly levy charges to which you are not due, upon receipt of the invoices for the levied charges, I paid them without questioning the amount billed. Further, the actual explanation on the billing statements is sufficiently vague that one could interpret the amount due and owing is currently $26.00 per can, rather than $26.00 for the first two (2) cans. As such, consistent with your policy and my understanding, I paid the amounts levied.

When my wife finally reviewed the bill, she stated she believed we were being double billed for each billing period. I then contacted WFWRD and made inquiry which confirmed that in fact we had been double billed for the entire period of time for which you have maintained records. When I spoke with Kenneth Simin, he ultimately informed me that WFWRD was prepared to refund for a two (2) year period in the amount of $565.50. I expressed my displeasure with this result because I believed that pursuant to the limitation period the legislature adopted for written contracts, the remain enforceable for their breach for a six (6) year period. Ultimately, I spoke with Helen Kurtz who informed me because you are a utility, there is a four (4) year limitation period based on Utah Code Ann. §78B-2-307, but that policy provides for only a two (2) year lookback unless I lodge an appeal with your Board.

The policy at issue is WFWRD Section 16.4.2. This section provides:

> 16.4.2. Refunds: If the District is notified of or otherwise becomes aware that a payor has overpaid for any reason, the General Manager may authorize a refund to the payor. The General Manager may request any documentation he or she deems necessary to proving the existence of or the validity of the refund claim. The General Manager's authority outlined in this paragraph relates to amounts billed over past two (2) years.
>
> > 16.4.2.1. The Treasurer or Finance Director shall verify each refund prior to final approval by the General Manager.
> > Alternatively, at the General Manager's discretion, the amount in question may be applied as a credit to the customer's account.
> > 16.4.2.2. The General Manager may refund overpayments, or erroneous payments.

Id. No one disputes that I have been double billed and most likely since 2013. While I believe I should be refunded the entire overpayment, I know that any involuntary action I might take to collect that overpayment would be limited by the four (4) year limitation period. As such, while I understand that the General Manager's authority is limited to refunding for a two (2) year period, I do not believe that your authority is so limited. I believe you have the authority to do the right thing and to refund for whatever period of time you believe is equitable, regardless of the statute of limitations which might otherwise limit the time period I could involuntarily seek to enforce.

Let me put this in perspective for you. Assuming the current billing rate had remained unchanged for the last thirteen (13) years (which I am sure it has not), my billing over that thirteen (13) years should have been $4056.00. Instead, I was double billed paying WFWRD twice that amount or $8,112.00. Clearly, this is wholly inequitable. Further, the policy which limits the reimbursement lookback period to two (2) years is similarly inequitable. In the end, I am not asking for reimbursement of monies WFWRD was rightfully due, but rather for the reimbursement of the monies which it improperly levied which I paid because I had the duty to to do so. Therefore, I am requesting that you refund the money which I overpaid, which you improperly levied and which I had the legal duty to pay, regardless of whether the amount levied was incorrect.

As stated above, I am including with this Appeal the four (4) year billing and payment history provided to me by WFWRD. Your consideration of this appeal is greatly appreciated. I assume you will do the right and equitable thing. Thank you.

/s/*Frank J. Falk*

Frank J. Falk

Date	Type	Reference Number	Service	Quantity Billed	Description	Amount	Last Modified by
04/30/2022	Billing	1	GARBAGE	0	Summary Transaction	102.00	cbpirtle
06/02/2022	Billing	9334	LATE FEE	0	Penalty Billing	1.53	ksimin
06/22/2022	Pmt	73	*	0	Online Payment	103.53-	BPritle
06/30/2022	Billing	57909	GARBAGE*	2	Automatic Billing	102.00	ksimin
07/19/2022	Pmt	209	GARBAGE	0	Online Payment	102.00-	
09/30/2022	Billing	49740	GARBAGE*	2	Automatic Billing	102.00	ksimin
10/06/2022	Pmt	508	GARBAGE	0	Online Payment	102.00-	
12/31/2022	Billing	49868	GARBAGE*	2	Automatic Billing	102.00	ksimin
03/02/2023	Billing	9081	LATE FEE	0	Penalty Billing	1.53	ksimin
03/15/2023	Pmt	1	GARBAGE	0	Online Payment	102.00-	
03/31/2023	Billing	49508	GARBAGE*	2	Automatic Billing	117.00	Ksimin
06/02/2023	Billing	9573	LATE FEE	0	Penalty Billing	1.76	ksimin
06/30/2023	Billing	50069	GARBAGE*	2	Automatic Billing	117.00	Ksimin
07/02/2023	Billing	8335	LATE FEE	0	Penalty Billing	1.76	Ksimin
07/12/2023	Pmt	44	*	0	Online Payment	239.05-	
09/30/2023	Billing	49616	GARBAGE*	2	Automatic Billing	117.00	ksimin
10/10/2023	Pmt	379	GARBAGE	0	Online Payment	117.00-	
12/31/2023	Billing	49298	GARBAGE*	2	Automatic Billing	117.00	ksimin
01/08/2024	Pmt	318	GARBAGE	0	Online Payment	117.00-	
03/31/2024	Billing	49084	GARBAGE*	2	Automatic Billing	117.00	bpirtle
06/03/2024	Billing	9741	LATE FEE	0	Penalty Billing	1.76	bpirtle

Summarize options: Adjustment, Billings, Interest, Payments

Date	Type	Reference Number	Service	Quantity Billed	Description	Amount	Last Modified by
06/10/2024	Pmt	179	GARBAGE	0	Online Payment	117.00-	bpirtle
06/30/2024	Billing	49177	GARBAGE*	2	Automatic Billing	117.00	bpirtle
07/16/2024	Pmt	1043	*	0	Online Payment	118.76-	cbpirtle
09/30/2024	Billing	49122	GARBAGE*	2	Automatic Billing	117.00	cbpirtle
10/18/2024	Pmt	1289	GARBAGE	0	Online Payment	117.00-	cbpirtle
12/31/2024	Billing	49092	GARBAGE*	2	Automatic Billing	117.00	mferguson
03/03/2025	Billing	9269	LATE FEE	0	Penalty Billing	1.76	cbpirtle
03/31/2025	Billing	49164	GARBAGE*	2	Automatic Billing	156.00	cbpirtle
04/03/2025	Billing	7817	LATE FEE	0	Penalty Billing	1.76	cbpirtle
05/02/2025	Billing	6603	LATE FEE	0	Penalty Billing	1.76	cbpirtle
06/02/2025	Billing	9312	LATE FEE	0	Penalty Billing	4.10	cbpirtle
06/30/2025	Billing	49082	GARBAGE*	2	Automatic Billing	156.00	cbpirtle
07/03/2025	Billing	8084	LATE FEE	0	Penalty Billing	4.10	cbpirtle
07/09/2025	Pmt	327	*	0	Online Payment	438.38-	cbpirtle
09/01/2025	Pmt	244	LATE FEE	0	Online Payment	4.10-	cbpirtle
09/30/2025	Billing	49073	GARBAGE*	2	Automatic Billing	156.00	cbpirtle
10/07/2025	Pmt	325	GARBAGE	0	Online Payment	156.00-	cbpirtle
12/31/2025	Billing	49045	GARBAGE*	2	Automatic Billing	156.00	cbpirtle
01/31/2026	Billing	48937	GARBAGE*	2	Automatic Billing	52.00	cbpirtle
02/28/2026	Billing	49022	GARBAGE*	2	Automatic Billing	52.00	cbpirtle
03/04/2026	Pmt	1695	GARBAGE	0	Online Payment	260.00-	MJEPPSON

Summarize options: Adjustment, Billings, Interest, Payments

Date	Type	Reference Number	Service	Quantity Billed	Description	Amount	Last Modified by
03/31/2026	Billing	49001	GARBAGE*	2	Automatic Billing	52.00	cbpirtle
04/11/2026	Pmt	125	GARBAGE	0	Online Payment	52.00-	cbpirtle
04/30/2026	Billing	49041	GARBAGE*	2	Automatic Billing	52.00	cbpirtle
05/06/2026	BAdj	1	GARBAGE	0	NOT A DUPLEX, April billilng credit.	26.00-	ksimin
05/15/2026	BAdj	3	GARBAGE	0	NOT A DUPLEX Credit; Sing Fam Home	565.50-	ksimin