



Rate Change Request

Refuse Rates Board Hearing #1

April 13, 2023



Commitment to San Francisco



Provide excellent service at fair and competitive rates and enhance the programs that help keep San Francisco clean and support the City's climate action goals.



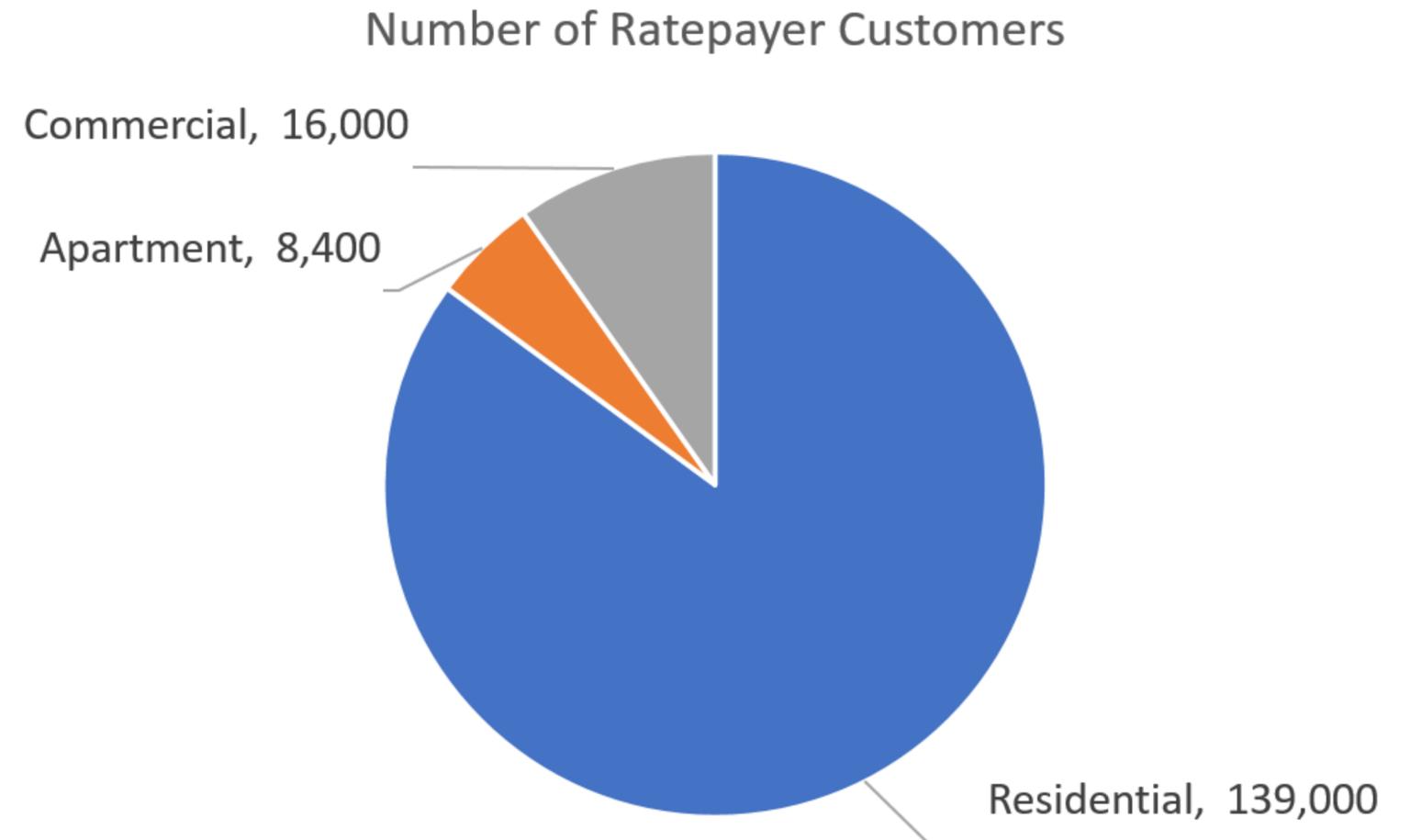
Agenda

1. Business Overview
2. Rate-Setting Methodology
3. Key Rate Components
4. Rate Change Proposal
5. Programs
6. Questions and Answers

Business Overview

Business Structure

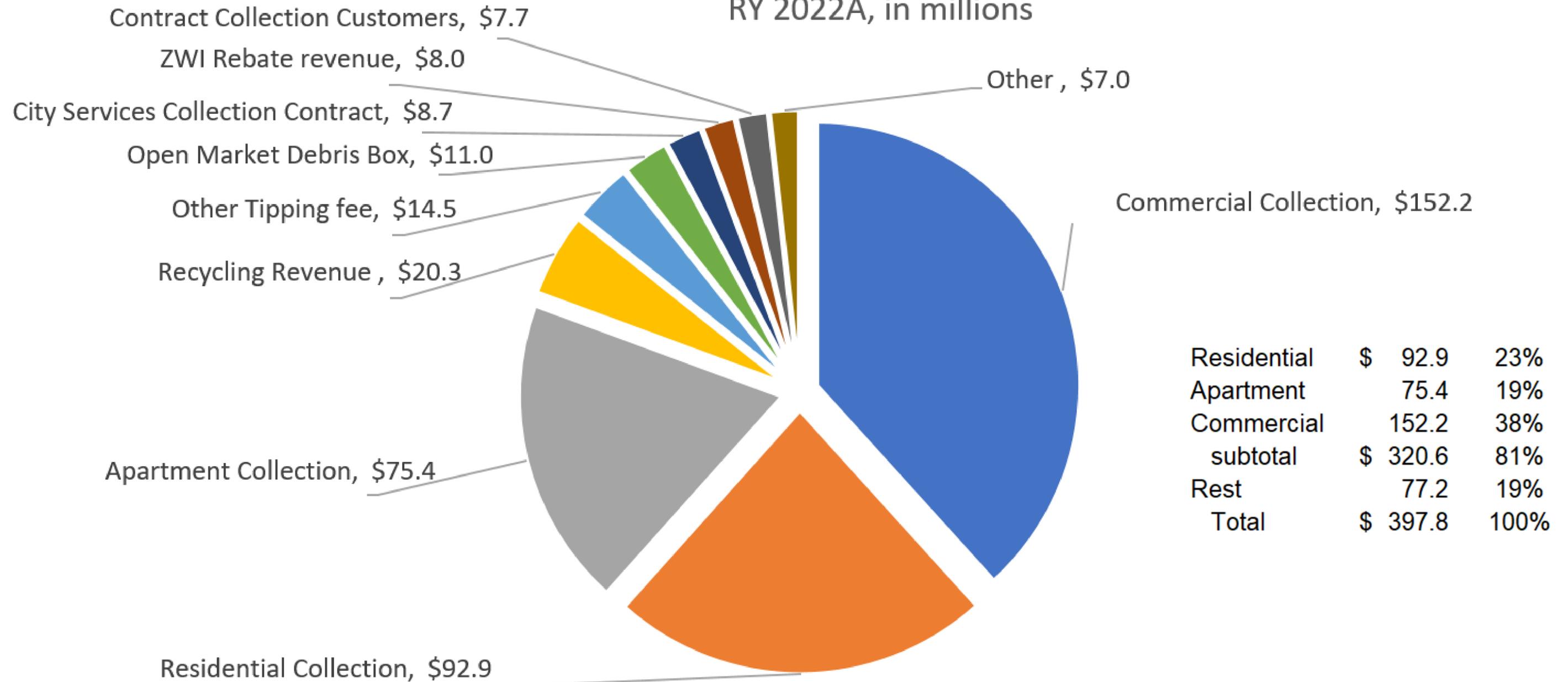
- Collections provided by Recology Sunset Scavenger (“RSS”) and Recology Golden Gate (“RGG”)
- Disposal and processing provided by Recology San Francisco (“RSF”)
 - Recycle Central
 - iMRF
 - Transfer Station
 - Organics
 - Public Reuse and Recycling Area
 - Household Hazardous Waste



Revenues

Consolidated SF Recology Companies Revenues

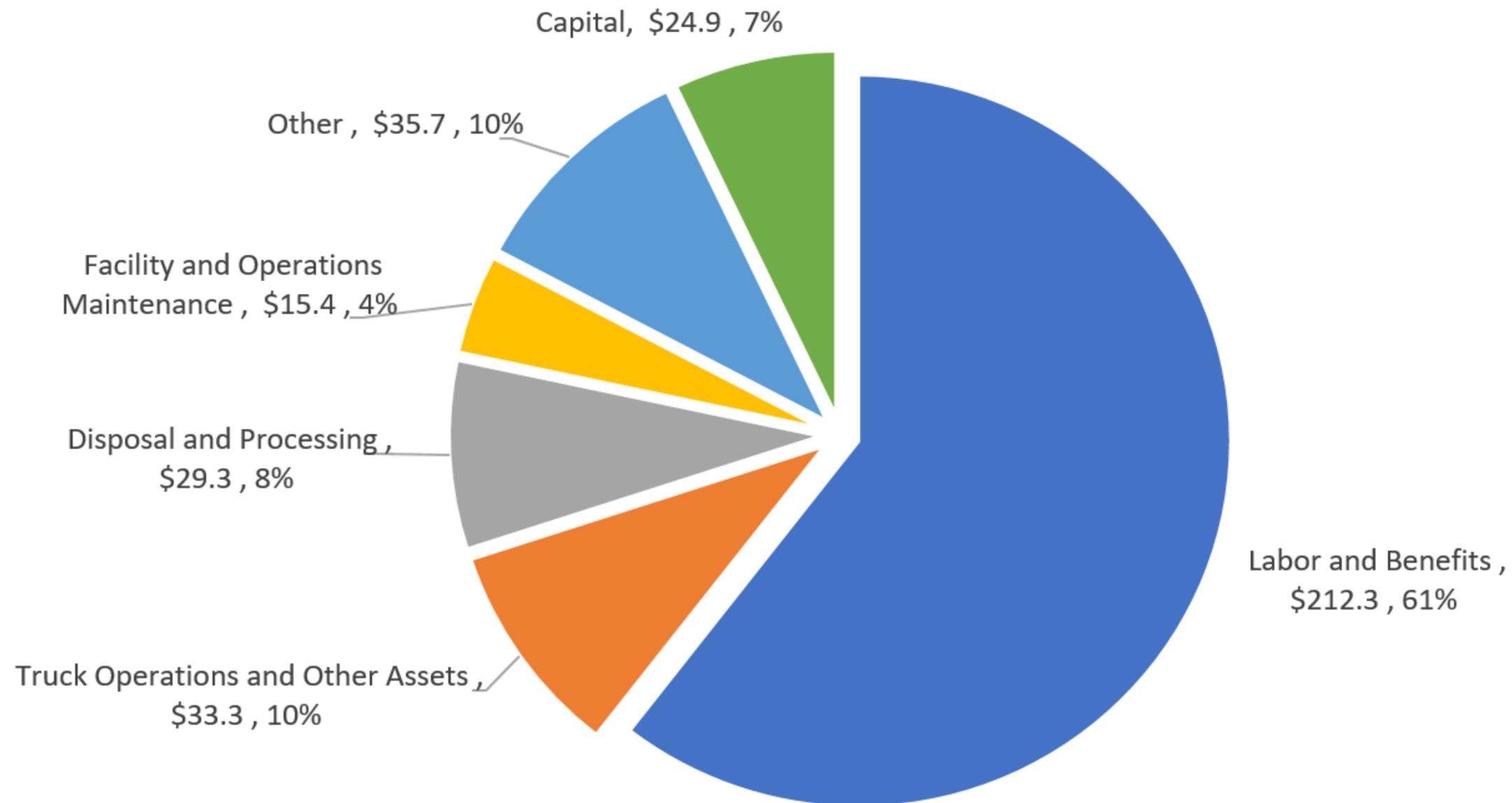
RY 2022A, in millions



Costs

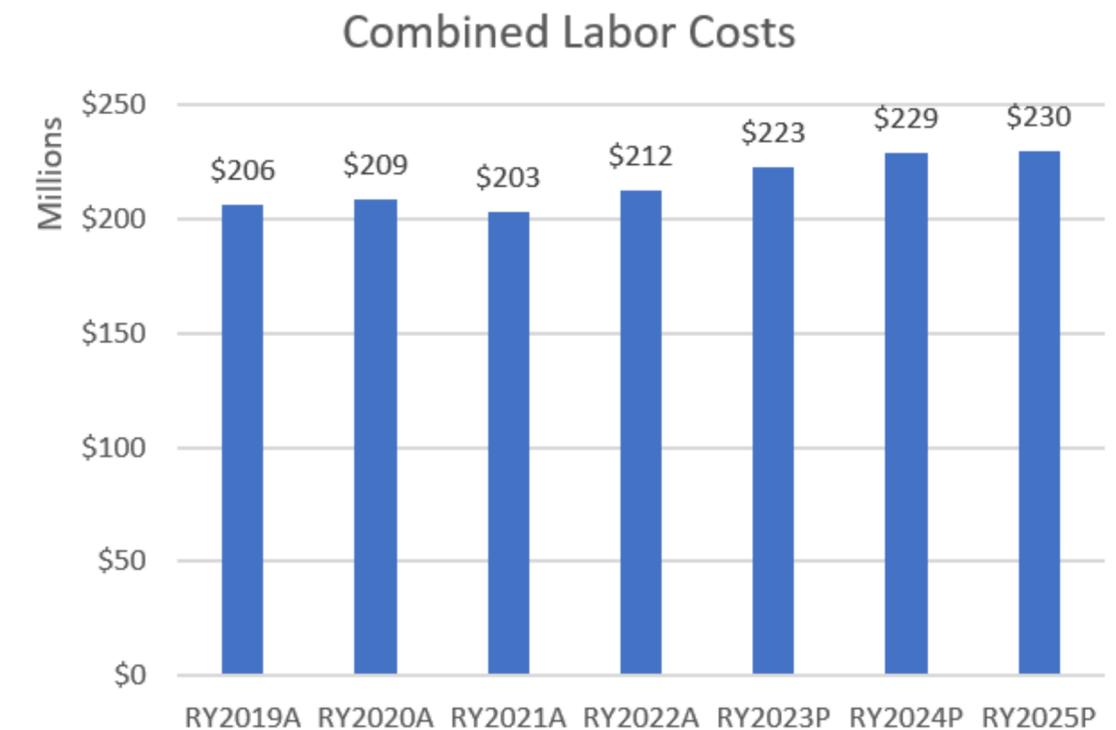
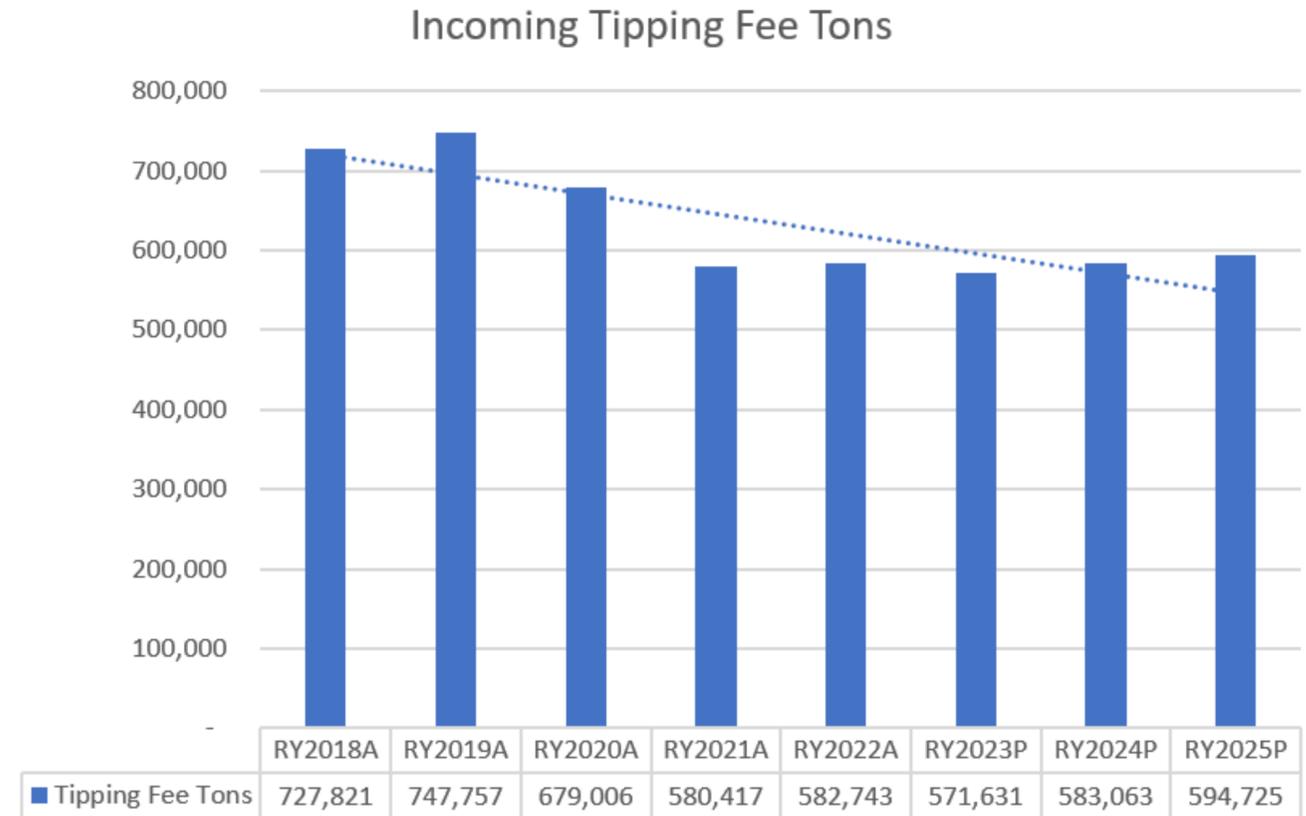
Consolidated SF Recology Companies Costs

RY 2022A, in millions



Business Impacts

- Reduction in commercial activity
 - San Francisco's ongoing commercial / economic recovery
- Lower tonnage collected
- Cost increases
 - Pandemic-related increases in headcount
 - Collective Bargaining Agreement and other labor cost increases
 - Truck replacements

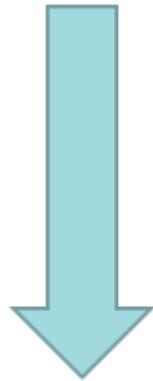


Business Impacts

- Reduction in commercial activity and lower tons collected drives a rate increase



Fewer tons collected
by RSS / RGG



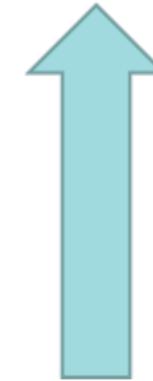
Lower revenue
at RSF



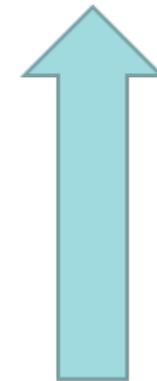
Same fixed
costs at RSF



Higher per-ton
processing costs



Higher tipping
fee needed



Results in higher
RSS / RGG rates

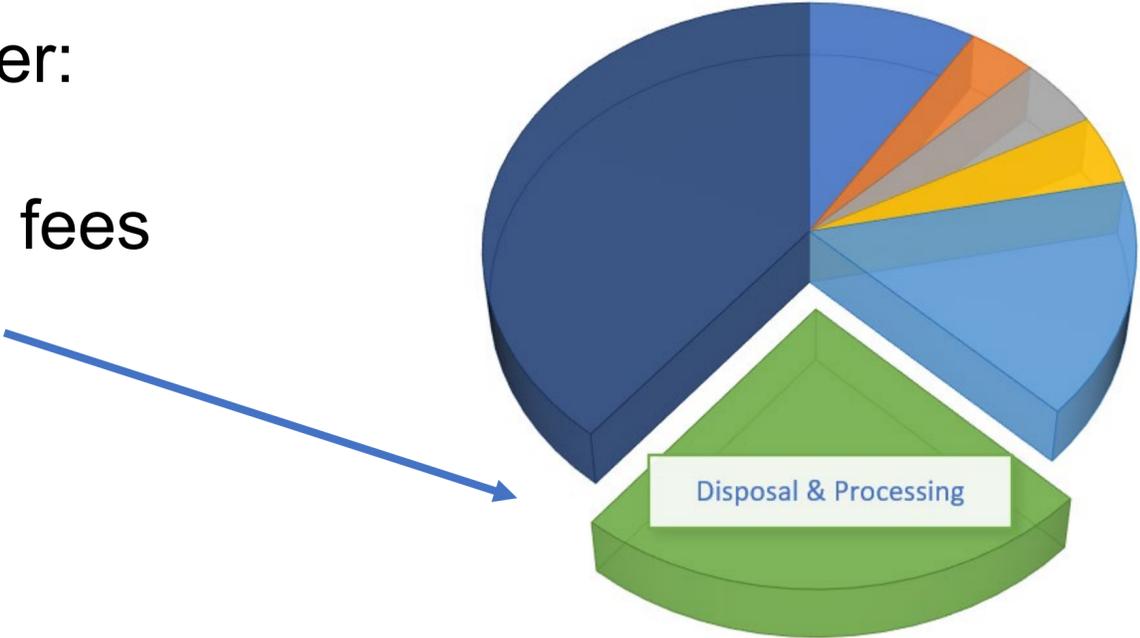
Rate Change Request

	RY 2024	RY 2025
Collection increase	3.90%	2.17%
Tipping fee increase	16.36%	0.08%

RY2024 RATE @\$48.70

Impact of tipping fee increase on ratepayer:

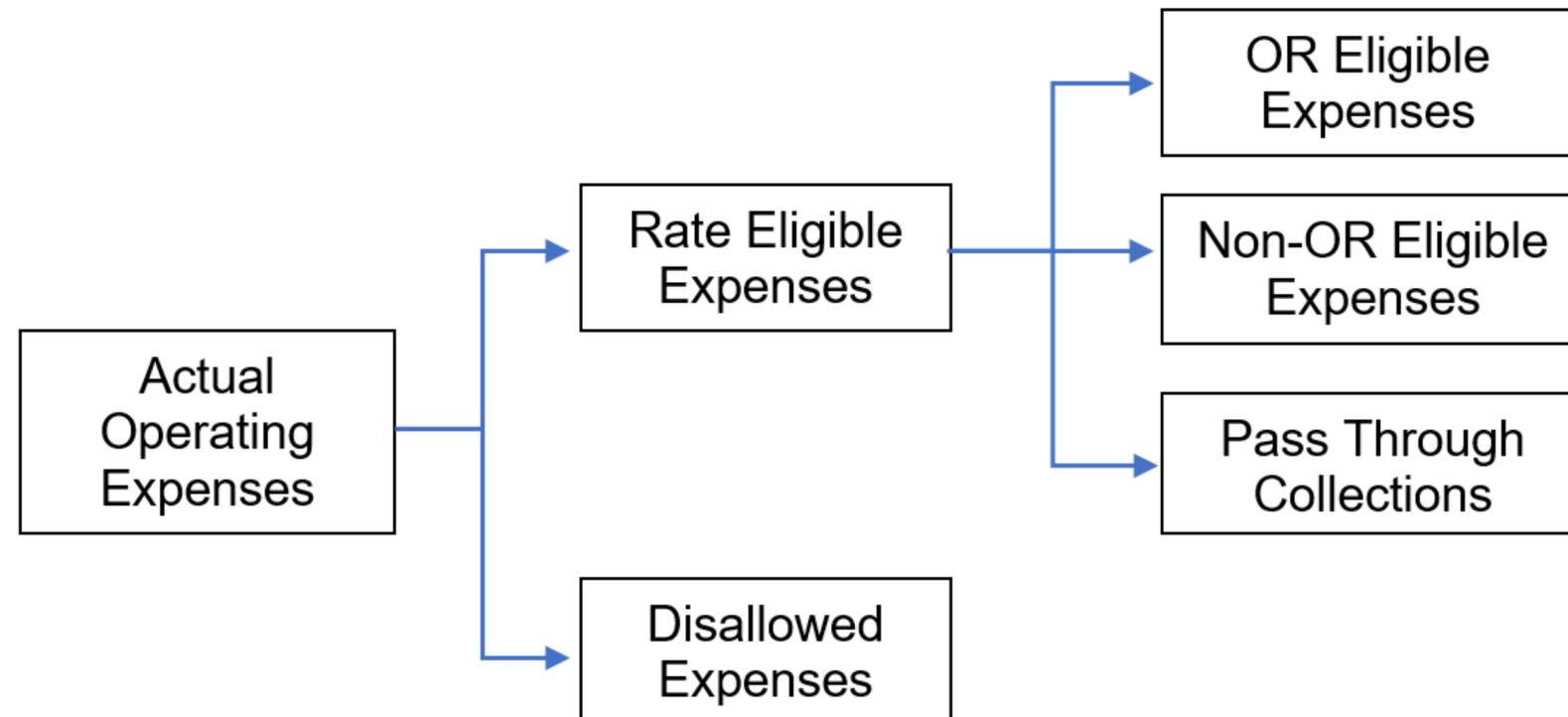
- ~30% of collection rates are for tipping fees



Rate-Setting Methodology

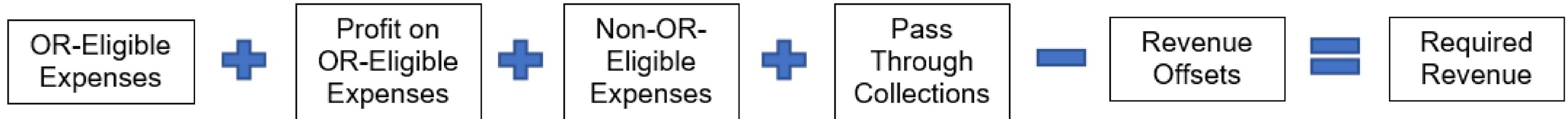
Rate-Setting Methodology

- Cost plus allowed profit model
- Some operating expenses are not included in calculation of rates
- Profit allowed on subset of expenses (“OR eligible expenses”)
- No profit allowed on certain expenses (“Non-OR eligible expenses”)
- Collection of impound and ZWI funding (“Pass through collections”)

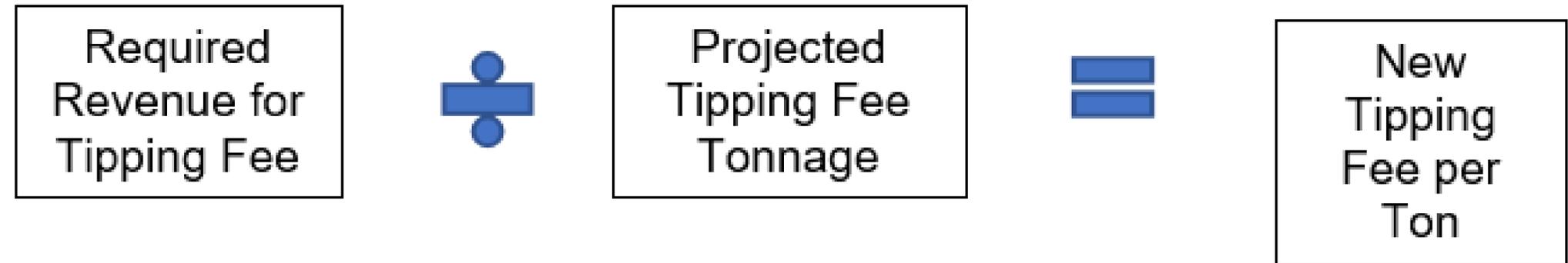


Rate-Setting Methodology

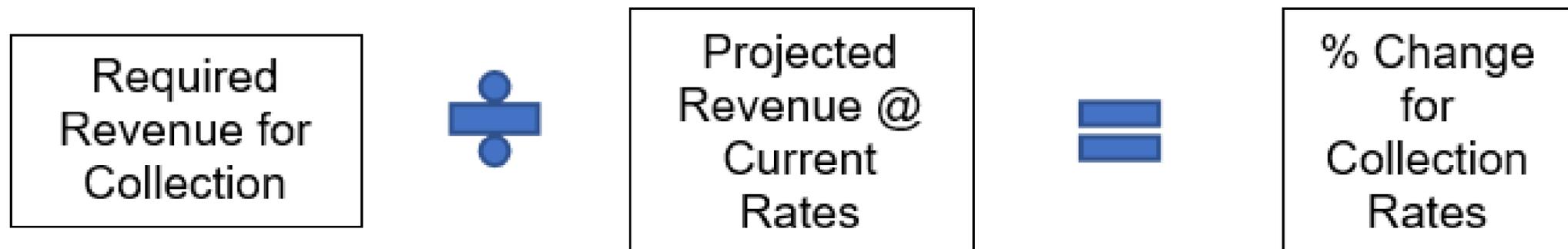
- Required revenue calculation:



- RSF tipping fee:



- RSS / RGG rates:

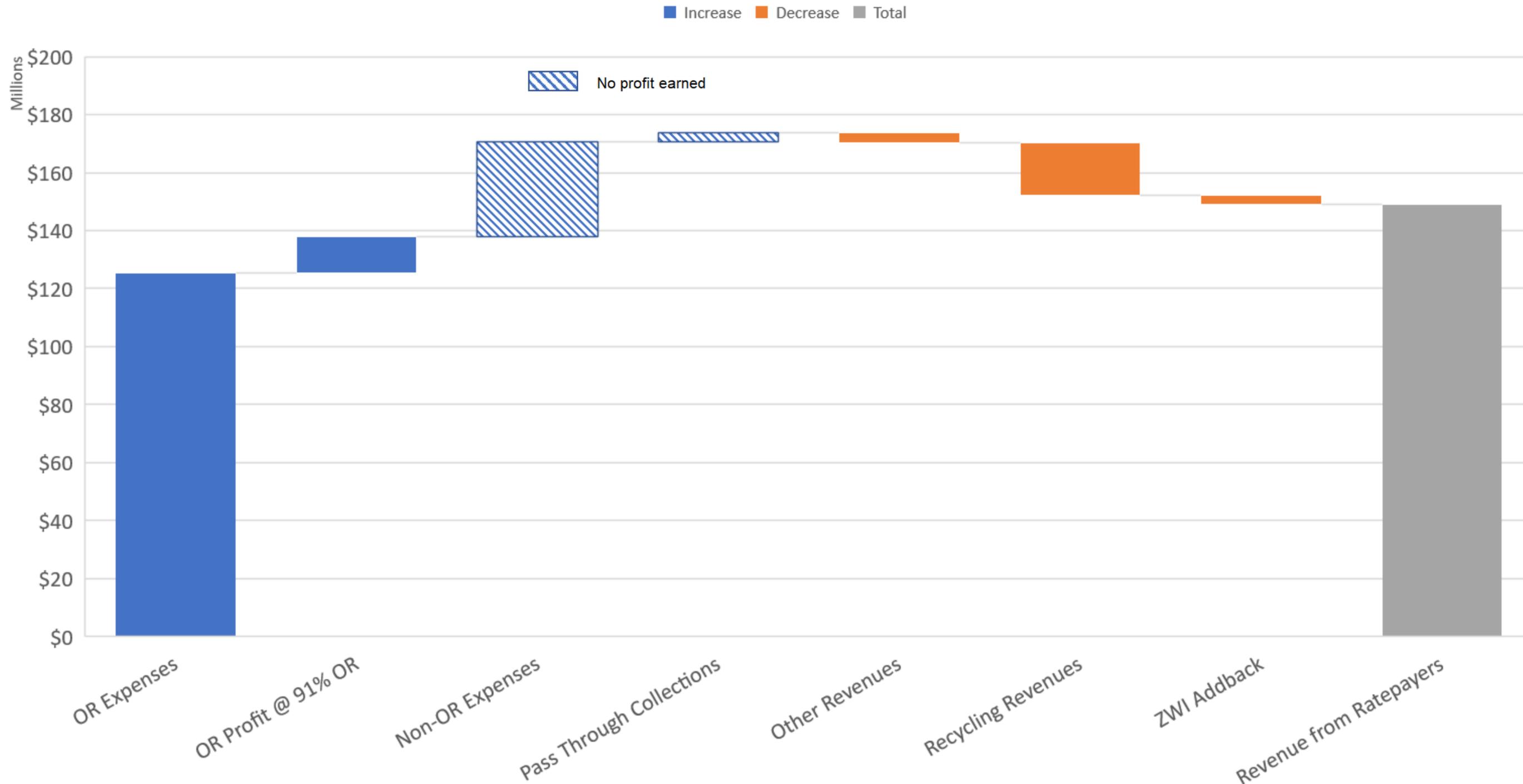


Operating Ratio

- Standard mechanism in waste industry to calculate target profit
- 91% OR generates low profit levels by industry standards
 - High OR = low profit
- Applied only to a portion of expenses (“OR-eligible expenses”)
 - Effective profit margin lower
- OR-eligible expenses are approximately 65% of RSS / RGG expenses and approximately 80% of RSF expenses
- Calculation example:
 - OR-eligible expenses of \$1,000.00
 - \$1,000.00 divided by 91% equals \$1,098.90
 - \$1,098.90 less \$1,000.00 equals \$98.90 in profit

Revenue Requirement

RY 2024 RSF Revenue Requirement



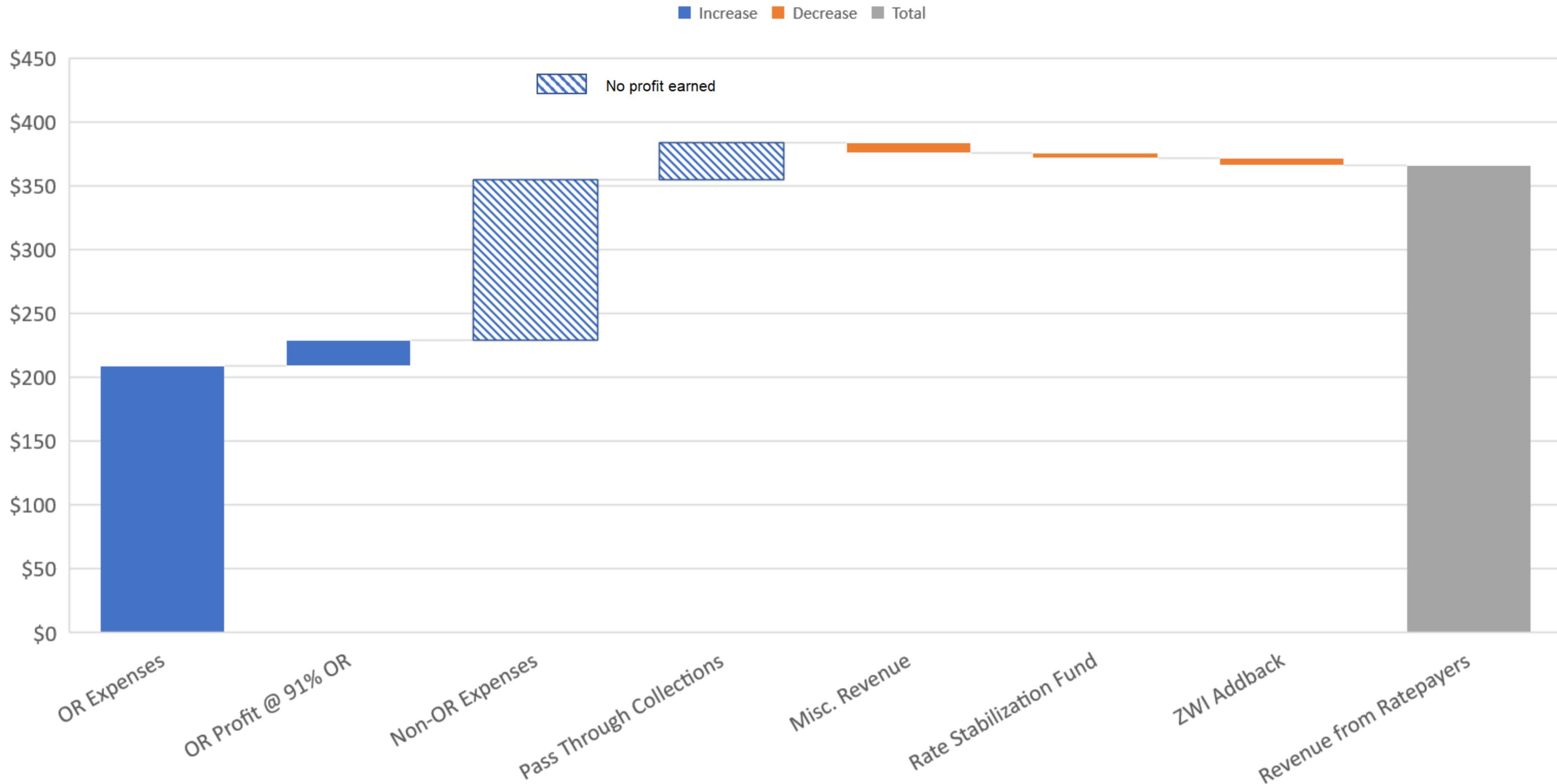
Rate-Setting Methodology

- RSF tipping fee

Recology San Francisco	RY 2024	RY 2025	
Operating Ratio Expenses	\$ 125,521,082	\$ 125,781,488	[a]
Operating Ratio Profit @ 91% OR	\$ 12,414,173	\$ 12,439,927	[b] = [a] / 0.91 - [a]
Non Operating Ratio Expense			
Intercompany Processing and Disposal	28,092,680	29,511,394	[c]
Licenses & Permits	4,685,676	4,820,307	[d]
Zero Waste Incentives @ 2% OR on OR Expenses	3,099,669	3,106,099	[e] = [a] / 0.89 - [a] - [b]
Other Revenue			
Other Commercial Revenues	(3,639,266)	(3,649,443)	[f]
Recycling Revenues	(17,842,450)	(18,194,791)	[g]
Net Revenue Requirement before Offsets	\$ 152,331,564	\$ 153,814,981	[h] = sum [a] to [g]
Total Projected Revenue Tons (assumes 2% growth)	583,063	594,725	[i]
Current Tipping Charge per Ton	\$ 219.86	\$ 255.82	[j] RY25 = RY24 adjusted tipping free
Proposed Tipping Charge per Ton before Offsets	\$ 261.26	\$ 258.63	[k] = [h] / [i]
Percent Increase before Offsets	18.83%	1.10%	[l] = ([k] - [j]) / [j]
Net Revenue Requirement Offsets			
RY 2023 ZWI Addback (4 Tiers)	3,172,268		[m]
RY 2024 ZWI Addback (2 Tiers)		1,549,834	[n]
Net Revenue Requirement After Offsets	\$ 149,159,296	\$ 152,265,146	[o] = [h] + [m] + [n]
Adjusted Tipping Fee	\$ 255.82	\$ 256.03	[p] = [o] / [i]
Adjusted Percent Increase	16.36%	0.08%	[q] = ([p] - [j]) / [j]

Revenue Requirement

RY 2024 SSGG Revenue Requirement



Rate-Setting Methodology

- RSS / RGG rates

Sunset Scavenger / Golden Gate	RY 2024 Adjusted	RY 2025 Adjusted	
Operating Ratio Expenses	\$ 208,479,995	\$ 213,720,134	[a]
Operating Ratio Profit @ 91% OR	20,618,901	21,137,156	[b] = [a] / 0.91 - [a]
<u>Non Operating Ratio Expense</u>			
Disposal Cost	55,688,560	56,819,239	[c]
Processing Cost	67,225,568	68,571,494	[d]
Impound Account	23,847,771	23,847,771	[e]
Licenses & Permits	2,439,330	2,495,900	[f]
Zero Waste Incentives (2% OR)	5,148,290	5,277,692	[g] = [a] / 0.89 - [a] - [b]
<u>Other Revenue</u>			
Revenue not subject to rate increase	(2,917,723)	(2,917,723)	[h]
Contamination Charges	(5,000,000)	(5,000,000)	[i]
Net Revenue Requirement before Offsets	\$ 375,530,691	\$ 383,951,663	[j] = sum [a] to [i]
Net Revenue Requirement Offsets			
Rate Stabilization Fund	4,250,000	-	[k]
RY 2023 ZWI Addback (4 Tiers)	5,313,635	-	[l]
RY 2024 ZWI Addback (2 Tiers)	-	2,574,145	[m]
Net Revenue Requirement After Offsets	\$ 365,967,056	\$ 381,377,518	[n] = [j] - sum [k] to [m]
Revenue @ Current Rates [1]	\$ 352,224,256	\$ 373,286,397	[o]
Difference	\$ 13,742,799	\$ 8,091,121	[p] = [n] - [o]
RY 2024 & RY 2025 Net Increase	3.90%	2.17%	[q] = [p] / [o]

[1] RY 2025 Revenue @ Current Rates = Net Revenue Requirement After Offsets for RY 2024 plus 2% growth

Annual Rate Adjustment

- Annual rate adjustment for RY 2026 and beyond
- COLA will continue to be applied except for years when Rate Board sets new rates
 - Helps align rates with cost changes
 - Factors to approximate most recent cost structure
 - Weighting adjusted annually based on actual costs
- Additional components of the annual rate adjustment
 - ZWI rebates to ratepayers
 - Changes in projected pension contributions
 - Balancing account adjustments

Balancing Account

- Mechanism to adjust rates based on actual profits earned above or below target profit
- Balance increased for 100% of profits earned above target
 - Results in rate decrease in next following rate year
- Balance decreased for 100% of profits earned below target
 - Results in rate increase in next following rate year

Key Rate Components

Growth Assumptions

- Recology used a blended 2% growth assumption for RY 2024 and RY 2025
 - Commercial is 48% of total collections revenue
 - Residential is 52% of total collections revenue
- City's 5-year Plan growth assumptions from Table 7
 - Business growth is 5.0% in RY 2024 and 4.1% in RY 2025
 - Residential growth is -0.4% in RY 2024 and flat in RY 2025

	City Data Projected Growth	City Business Projected Growth (Table 7)	City Residential Projected Growth	Recology Projection
FY 2024	3.56%	5.00%	-0.40%	2.00%
FY 2025	2.62%	4.10%	0.00%	2.00%

Pension

- Pension cost largely consists of contributions to Recology Inc. defined benefit pension plan (“Plan”)
- Rate application includes \$23.5M for RY 2024 and \$17.6M for RY 2025 for Plan contributions
- 100% funding projected by June 2025 - no contributions in RY 2026 unless Plan funding falls below 98%
- RY 2026 rates will be adjusted downward for reduction of pension costs
- Balancing account to capture changes in contributions, as needed, to maintain funding at 100%

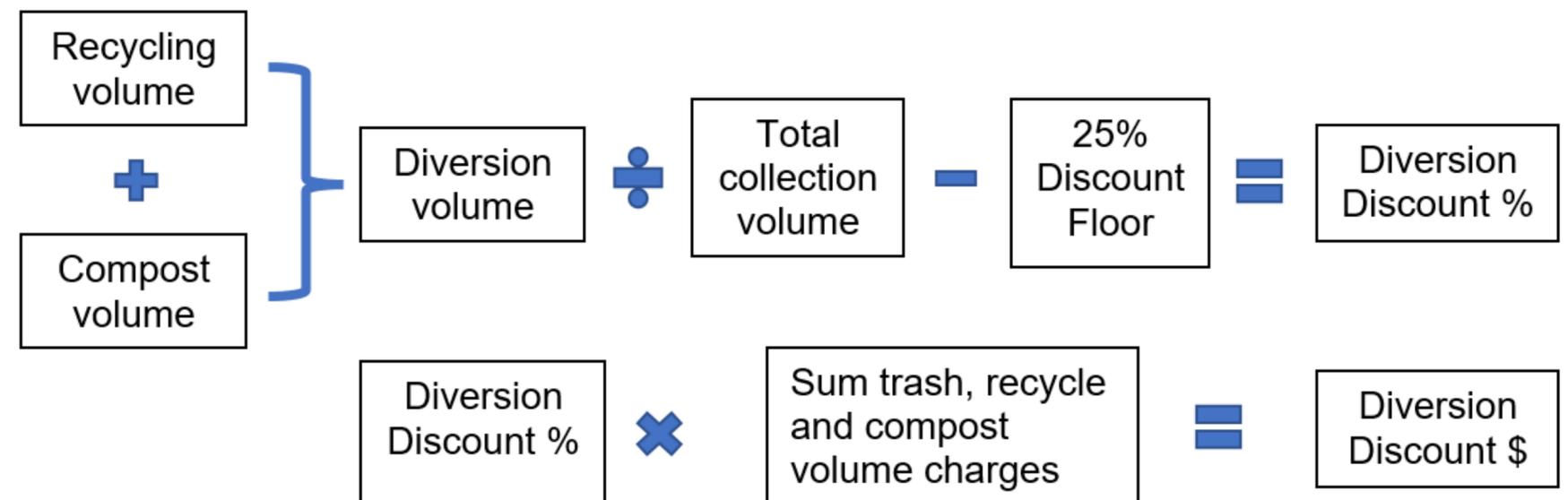
Impound and ZWI Funding

- Recology funds accounts that are not part of OR-eligible costs
 - Impound Funding
 - Funds supporting SFE and Public Works
 - \$23.8M included in each of RY 2024 and RY 2025
 - Does not reflect changes requested by SFE and Public Works
 - ZWI Funding
 - Calculated as 2.0% of projected OR
 - \$8.2M in RY 2024 and \$8.4M in RY 2025
 - Managed by SFE

Rate Change Proposal

Rate Structure

- Residential
 - Per dwelling unit charge plus volume charges and other fees as applicable
 - Diversion incentive built into residential rates
- Apartment
 - Per dwelling unit charge plus volume charges and other fees as applicable
 - Diversion discounts available
- Commercial
 - Volume charges and other fees as applicable
 - Diversion discounts available



Rate Change Request

	RY 2024	RY 2025
Default residential monthly increase	\$1.83	\$1.07
Collection increase	3.90%	2.17%
Tipping fee	\$255.82	\$256.03
Tipping fee increase - \$	\$35.96	\$0.21
Tipping fee increase - %	16.36%	0.08%

Residential Rate Example

Single Unit Residential Account

- **Default service – 16 gal Trash / 64 gal Recycling / 32 gal Organics**

	RY 2023	RY 2024	RY 2025
	(Current)	(3.90% increase)	(2.17% increase)
Monthly charge	\$46.87	\$48.70	\$49.77
Monthly change		\$1.83	\$1.07

Residential Rate Example

4-Unit Multifamily Residential Account

- 96 gal Trash / 64 gal Recycling / 32 gal Organics

	RY 2023	RY 2024	RY 2025
	(Current)	(3.90% increase)	(2.17% increase)
Monthly charge	\$136.17	\$141.49	\$144.56
<i>Per unit equivalent – Monthly charge</i>	<i>\$34.04</i>	<i>\$35.37</i>	<i>\$36.14</i>
Monthly change		\$5.32	\$3.07
<i>Per unit equivalent – Monthly charge</i>		<i>\$1.33</i>	<i>\$0.77</i>

Commercial Rate Example

Small Restaurant Commercial Account

- collection twice per week
- 35% diversion discount

	RY 2023	RY 2024	RY 2025
	(Current)	(3.90% increase)	(2.17% increase)
Monthly charge	\$372.82	\$387.37	\$395.77
Monthly change		\$14.55	\$8.40

Commercial Rate Example

Mid-size Hotel Commercial Account

- collection 4 days per week plus Saturday
- 50% diversion discount

	RY 2023	RY 2024	RY 2025
	(Current)	(3.90% increase)	(2.17% increase)
Monthly charge	\$5,861.74	6,090.34	\$6,222.50
Monthly change		\$228.60	\$132.16

Programs Serving Ratepayers

Programs Serving Ratepayers

Keeping San Francisco clean and supporting the City's climate action goals

Trash Collection (Grey bin)

1. Bulky Item Recycling (BIR)
2. Public Refuse Receptacle Collection
3. Abandoned Materials Collection
4. Disposal of Street Sweeping and Abandoned Waste
5. District Clean-up Events
6. Battery Recycling
7. Christmas Tree Recycling
8. Construction and Demolition Debris Recycling
9. Public Reuse and Recycling Area

Recycling Collection (Blue bin)

10. Household Hazardous Waste Drop-off
11. Door to Door Household Hazardous Waste Collection
12. Household Hazardous Waste Retail Take-back Program
13. Very Small Quantity Generator Program
14. E-waste Recycling
15. Safe Needle Program
16. Perfectly-good Reuse Program

Organics Collection (Green bin)

17. Mattress Recycling
18. Toilet Recycling
19. Tire Recycling
20. Styrofoam Drop-off
21. Film Plastic Drop-off
22. Litter Collection from Community Benefit Districts
23. Event Recycling
24. Artist in Residence
25. Educational Tour Program
26. Compost Giveaway

Abandoned Materials

Current Service Levels

Collecting abandoned material (furniture, mattresses, etc.) in the public right of way

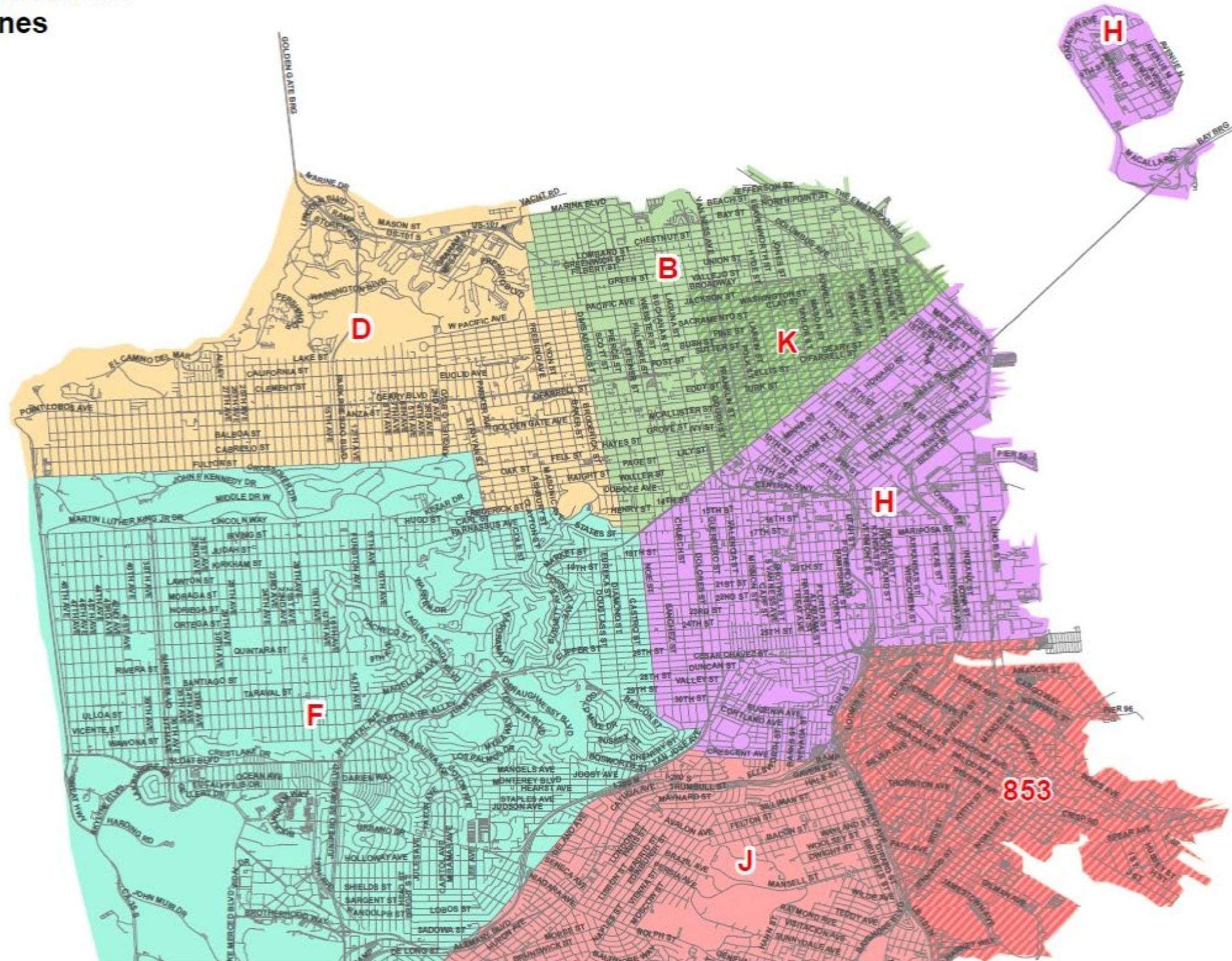
- 13 driver headcount for 5 zones, each with dedicated routes, plus 2 sweep routes covering San Francisco
- Target response time within 4 hours
- Estimated direct program cost = \$5.4M per year

Current Service Analysis

- Existing zones are experiencing service requests at 117% of estimated service capacity
- Service requests increased 2.89% from CY 2021 to CY 2022
- Response time eroded 33% from CY 2021 to CY 2022

Abandoned Materials

Abandoned Waste Zones



Abandoned Materials

Enhancement: One Additional Abandoned Materials Zone

Goal

- Existing 5 zones to be split across 6 zones, each with a dedicated route
- To respond to ongoing increases in service requests above current service capacity and provide proactive service capability to all zones covering San Francisco
- With the additional service capability, all zones will be able to more quickly respond to 311 service requests and will be able to proactively drive streets within their zones to collect abandoned material before a 311 call is received

Rate Requirements

- 2 additional driver FTE = \$476K per year
- 2 additional collection vehicles = \$493K truck acquisition cost

Public Receptacles

Current Service Levels

Dedicated public receptacle routes for additional service of high use cans

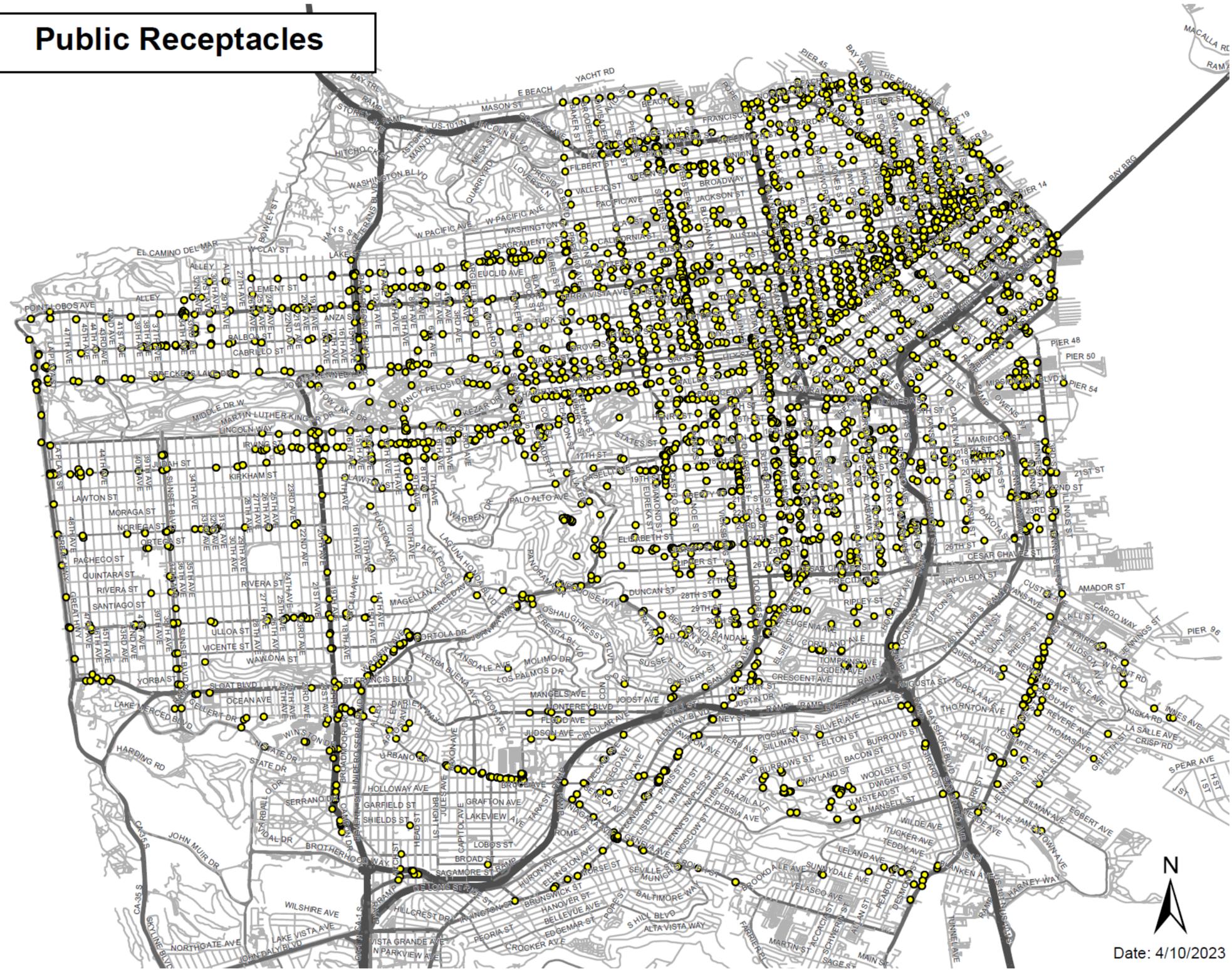
- 10 driver FTE and 10 route trucks
- Routes are scheduled to begin service after standard collection routes
- Estimated direct program cost = \$4.1M per year

Current Service Analysis

- Commercial corridors outside of the downtown area are requiring additional service of public receptacles
- 7 out of 10 311 calls come in during the afternoon hours
- Installation of sensors is projected to increase the frequency of service requests and need for dynamic routes, which requires additional capacity
- 311 calls for overflow requests for CY 2023 are on pace to increase by 137% over CY 2022

Public Receptacles

Public Receptacles



Date: 4/10/2023

Public Receptacles

Enhancement: Two Additional Dedicated Public Receptacle Routes

Goal

- To provide the additional resources needed to meet increased public receptacle service requests and future scheduling flexibility for sensor deployment
- Additional dedicated public receptacle routes will add capacity for approximately 150,000 additional stops annually

Rate Requirements

- 2 additional driver FTE = \$476K per year
- 2 additional collection vehicles = \$410K truck acquisition cost

Weekend Clean-up Events

Enhancement: 22 Weekend Clean-up Events Across San Francisco

Goal

- To restart the weekend clean-up events to provide additional opportunities for residents to dispose of bulky, miscellaneous, and other items

Background

- These events support proper disposal and reduce material left in the public right of way
- In addition to the two Bulky Item Recycling pickups each resident and apartment unit receives per calendar year

Rate Requirements

- Estimated direct program costs for 22 events = \$559K per year

Waste Zero Outreach

Ongoing Education and Outreach Programs



- Conduct site visits, presentations, and service recommendations to maximize diversion.
 - Provide kitchen compost pail to residents and tenants upon request
 - Mail welcome letters with information on proper sorting to all newly started customers
 - Provide assistance to 1,250 commercial and 600 apartment customers per year through phone calls, email, letters, direct trainings, and support
 - Contact customers with frequent contamination to offer training, signage, and ensure service levels match waste stream
 - Conduct audits of large refuse generators and provide results to SFE, per Refuse Separation Ordinance
- Events and educational support
- Tours
- Presentations and trainings

Current Waste Zero and Diversion Auditor Team is 11 FTE

Waste Zero Outreach Enhancements

Education and Outreach Programs

Goal: Prevent contamination at the source

- Distribute Recology service guides to all residential and apartment customers every other year
- Provide Recology service guides for commercial customers detailing what goes where, how to avoid/remove contamination charges, and additional services such as locking and indoor services to discourage illegal dumping
- Targeted Outreach – Contact all new apartment and commercial accounts above 2 yards of service, with low diversion (less than 50%)

Rate Requirements

- Cost projected is \$393K per year
- Production and distribution of service guides for approximately 320K customers
- 1 additional FTE to conduct focused outreach to low diversion customers
- Automated email distribution of newsletter

Contamination Outreach

Residual Reduction and Quality Compost

Goal: Reduce contamination to improve diversion and product quality

Starting with outreach and education

- Onsite trainings, posters and signage plus one-on-one site visits
- Information about importance of sorting correctly and potential for contamination charges

At point of collection

- On-board technology - identify contamination at source
- Targeted outreach and education

Rate Requirements

- 1 FTE = \$225K per year, to evaluate photos, conduct trainings, manage customer account data, contamination warnings, and process
- Onboard technology and cameras for 38 units = \$243K acquisition cost



Point of collection: Photo of recycling truck hopper, from on-board camera pilot program



Contamination Fees

Contamination Charge Process

Goal: Hold contaminators accountable with a clearly defined process

Apartment and Commercial Process

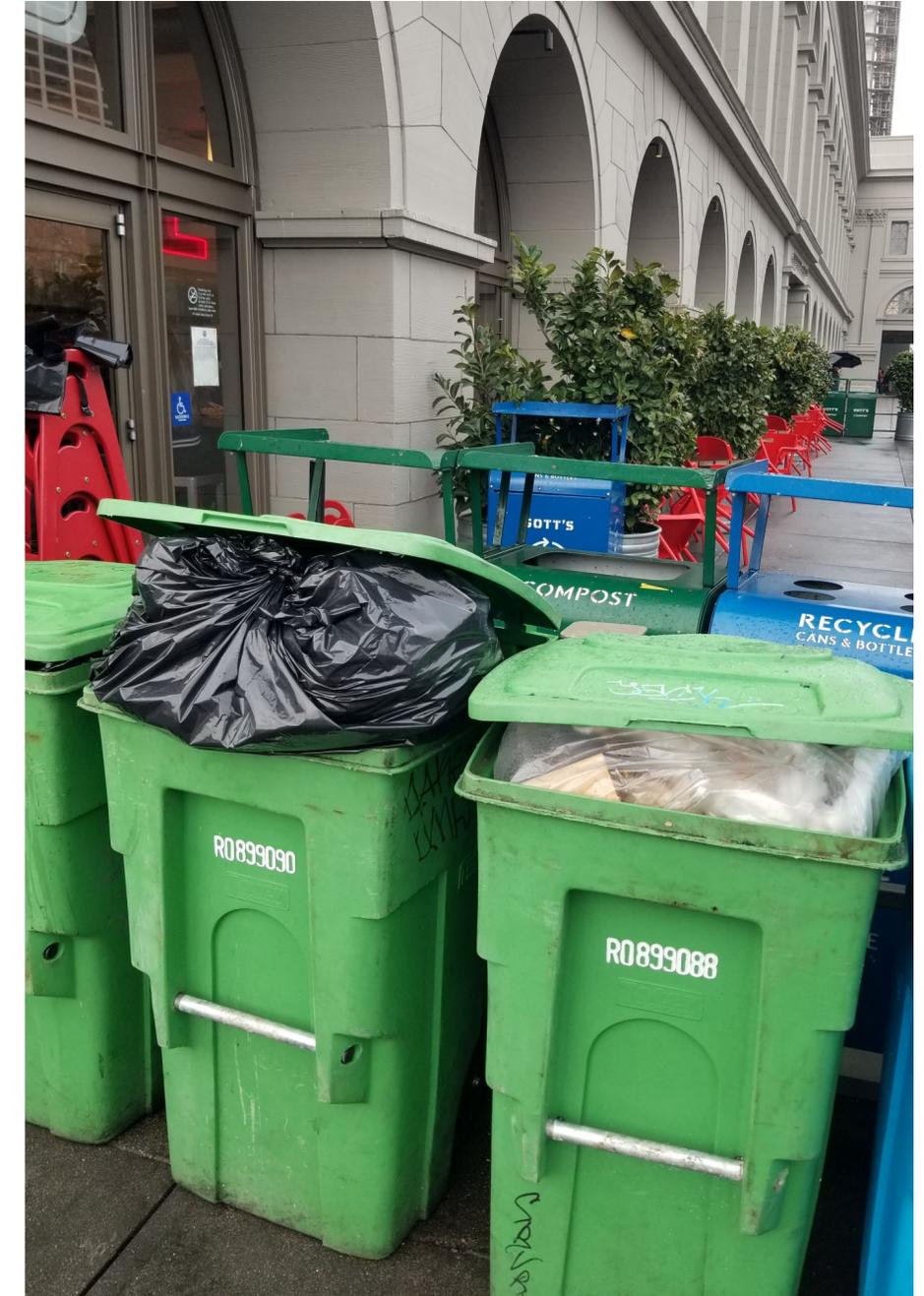
1. **First instance:** Tag cart and send letter to customer
 2. **Second instance:** Tag cart, send letter to customer, and charge to dump contaminated bin as extra trash
 3. **Third instance:** Send letter to customer, add 50% contamination fee to monthly bill
 4. **Ongoing contamination:** Monthly contamination fees added to account and escalated over time from 50% up to 100% and removal of diversion discount
- ✓ A clean inspection will result in removal of all contamination charges

Residential Process

- Tag cart and charge to dump contaminated bin as extra trash

Projected additional contamination fees:

- \$5 million additional revenue per year



Safe Service

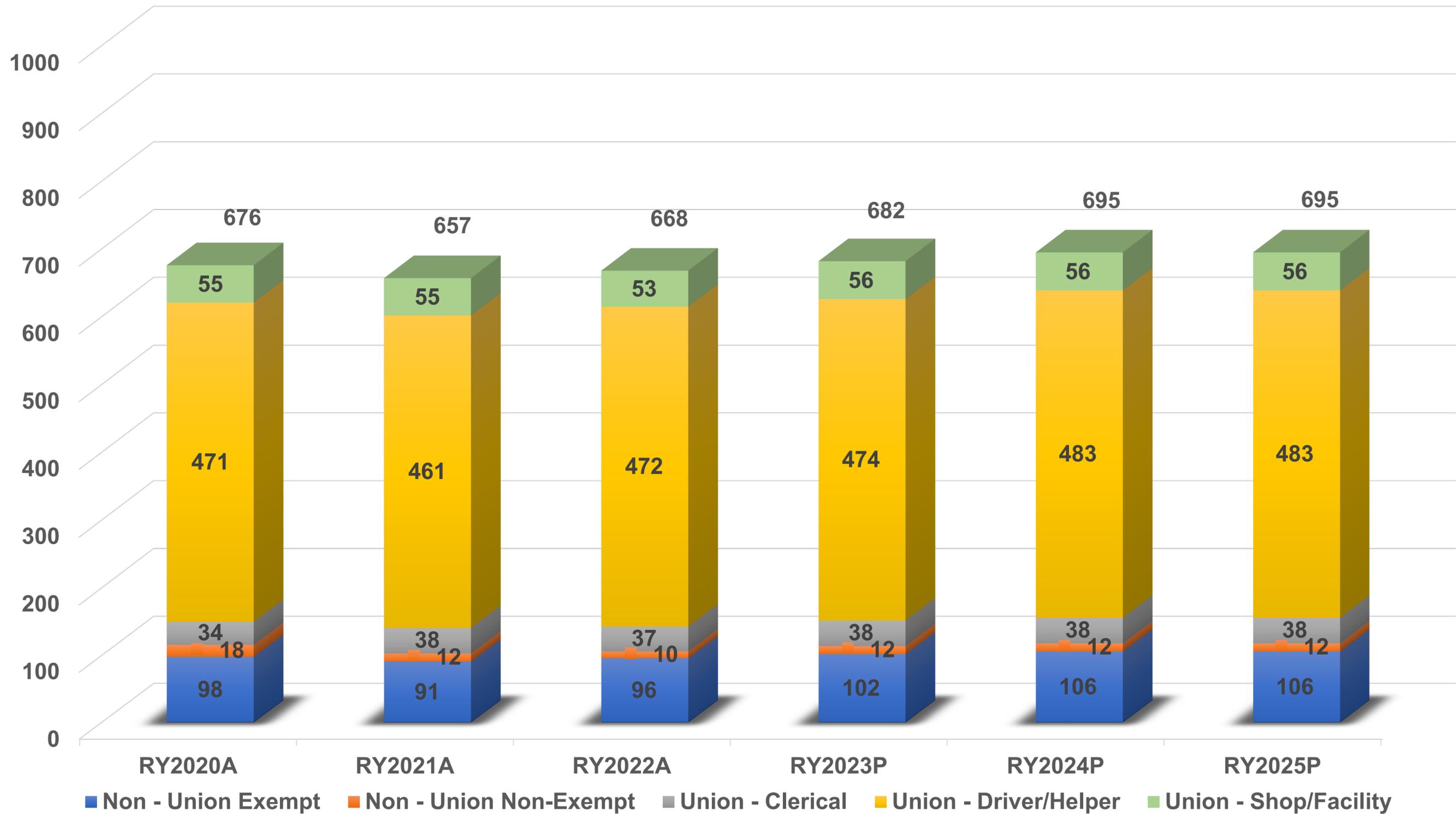
Interference with Safe Service

- Recology and Union collaborating with City departments
- Implemented changes to address frequency and severity of incidents
- Established two-person routes where needed
- Increased supervision to improve presence and response times
- Increased training

Rate Requirements

- 3 additional driver FTE = \$714K per year
- 1 additional supervisor FTE = \$146K per year

RSS / RGG Headcount



RSS / RGG Changes to FTE RY 2023 vs. RY 2022

Category	Job Type	FTE	Open Headcount or New Hire	Operational Requirement
Non-Union Exempt	Rate Analyst	2	New hire	Prepares and analyze rate schedules and models. Ensures the rate structure is applied appropriately across the organization and quarterly rate reporting adheres to regulations.
Non-Union Exempt	Finance Manager	1	Open headcount	Oversees the rate reporting requirements and ensures compliance with regulations.
Non-Union Exempt	Assistant Controller	1	Open headcount	Supports the Regional Controller in managing financial reporting, month-end close, and development of policies, while overseeing the day-to-day operations of the accounting department.
Non-Union Exempt	Senior Human Resource Generalist	1	New hire	Supports the Human Resources department with additional regulatory responsibilities associated with PHELO and Proposition G.
Non-Union Exempt	GIS Supervisor	1	Open headcount	Replacement GIS Supervisor
Non-Union Non-Exempt	Payroll Coordinator	1	New hire	Supports the regional payroll team in executing new payroll regulatory and new collective bargaining agreement requirements. All union employees are moving to a weekly payroll.
Non-Union Non-Exempt	Liens Collection	1	New hire	Supports Accounts Receivable team to send delinquent accounts to third-party collections agency if the account cannot be liened. Point of contact to work with third-party agency to reduce the Region's bad debt.
Union – Clerical	Diversion Auditor	1	Open headcount	Monitors data from on-board cameras to assess and document contamination for contamination charges and quality monitoring.
Union – Driver/Helper	Driver	2	New hire	Additional relief drivers needed to provide route coverage due to Proposition G regulatory change.
Non-Union Exempt	Maintenance Supervisor	1	New hire	Supports the maintenance manager and department's 24-hour window of operation
Union – Shop/Facility	Mechanic	1	Open headcount	Retirement
Union – Shop/Facility	Shop Person	1	Open headcount	Retirement
	Total	14		

RSS / RGG Changes to FTE RY 2024 vs. RY 2023

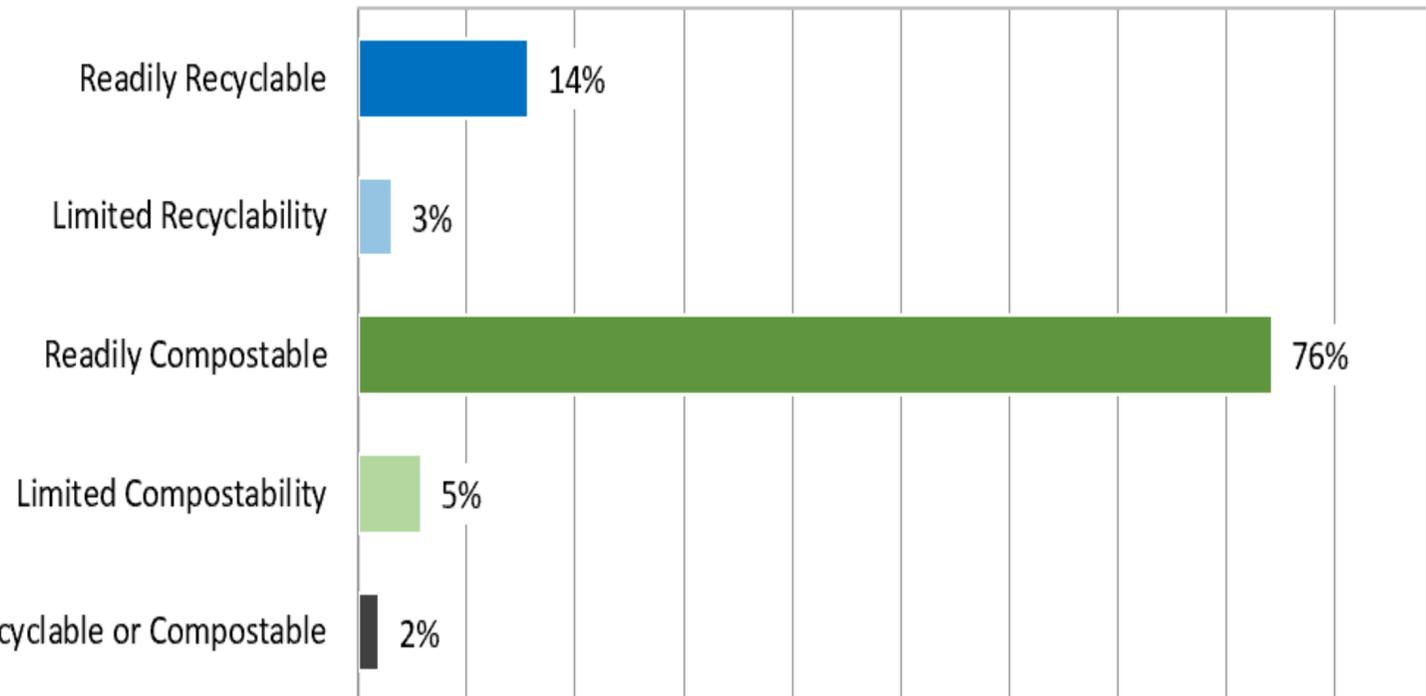
Category	Job Type	FTE	Open Headcount or New Hire	Operational Requirement
Non-Union Exempt	Operations Supervisor	2	New hire	Supports safe service operations, Special Event coordination, and public receptacle supervision.
Non-Union Exempt	Waste Zero Specialist	2	New hire	Supports additional outreach to commercial customers generating two or more yards per week, with less than 50% diversion rates.
Union Driver/Helper	Driver	9	New hire	Two public receptacle drivers for increased service demands, two abandoned materials drivers for increased service demands, three drivers for the safe service routing changes, two drivers for cardboard collection in high demand areas.
	Total	13		

Note: FTE is projected to remain constant from RY 2024 to RY 2025.

Organics Pre-Processing

Organics Contamination

Subtotals by Recoverability



- Currently, 24% of total organics tonnage collected by SF Recology Companies is non-compostable or has limited compostability
- Stanislaus County has notified Recology it has until December 2023 to clean up organics feedstock from San Francisco
- Recology working with SFE on steps towards removing plastics, including bio-bags, from the organics feedstock

Organics Pre-Processing

Contamination Concerns & Objectives

- At current contamination levels, we are in jeopardy of losing the ability to deliver San Francisco organics to the current organics processing facility
- SB 1383 has created a market capacity issue and currently unclear if alternative markets can accept our tonnage
- Regulatory and industry standards consider bioplastics to be contamination that must be removed from the organics stream; SFE has indicated that bioplastics are key to the success of organics participation
- Current standards for certifying compostable plastics do not align with actual facility conditions, including processing times
- The organics processing facility cannot state that these materials can be “processed and recovered”
- Proposing to install and operate a pre-processing system to remove contaminants from the organics feedstock prior to delivering to the organics processing facility

Organics Pre-Processing

Organics Pre-Processing System

- Removing contaminants from organics feedstock creates challenges with yield loss and product quality

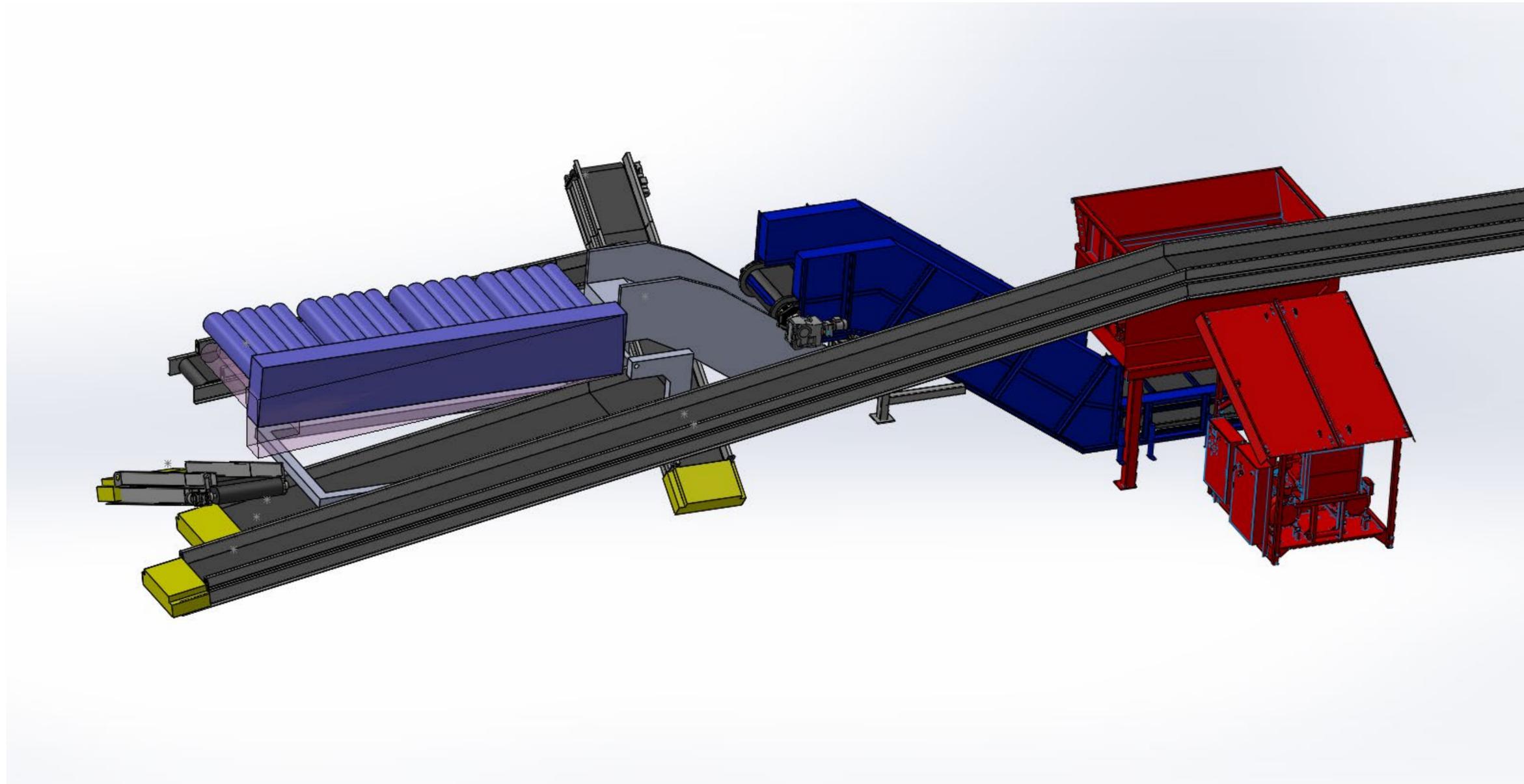
System Cost Estimate

Bag Breaker/Opener	\$ 725,000
Separation Screen	405,000
Installation and Conveyors	898,000
Electrical Service and Connections	503,000
PG&E Transformer Upgrades	<u>750,000</u>
Total Project (w/o sales tax)	\$3,281,000

- \$2.5M is included in leases over 10 years, and the rest will be depreciated over 10 years resulting in incremental costs per year of approximately \$205K in RY 2025 and \$410K per year in future rate years

Organics Pre-Processing

Organics Pre-Processing Conceptual Design



Trash Processing Pilot

Large Scale Trash Processing Test

- SFE requested that Recology deliver 1,200 tons of unsorted municipal solid waste (MSW) to Davis Street Organics Materials Recovery Facility (OMRF)
- SFE estimated a 46% recovery rate for the MSW that is run through the OMRF based on reports presented to Oakland by the facility operators in 2022

Trash Processing Pilot

Test Objectives

- Intent is to determine feasibility of processing trash for San Francisco to recover organic and recyclable materials that can then be composted and recycled
- MSW will be processed at OMRF
- Urbaser Environment will perform a detailed analysis of the recovered organic fraction, recyclable commodities, and non-recyclables
- Organic material recovered from the trash processing test will then be composted at the adjoining Organics Material Composting Facility (OMCF)

Trash Processing Pilot

Incremental cost of MSW processing test

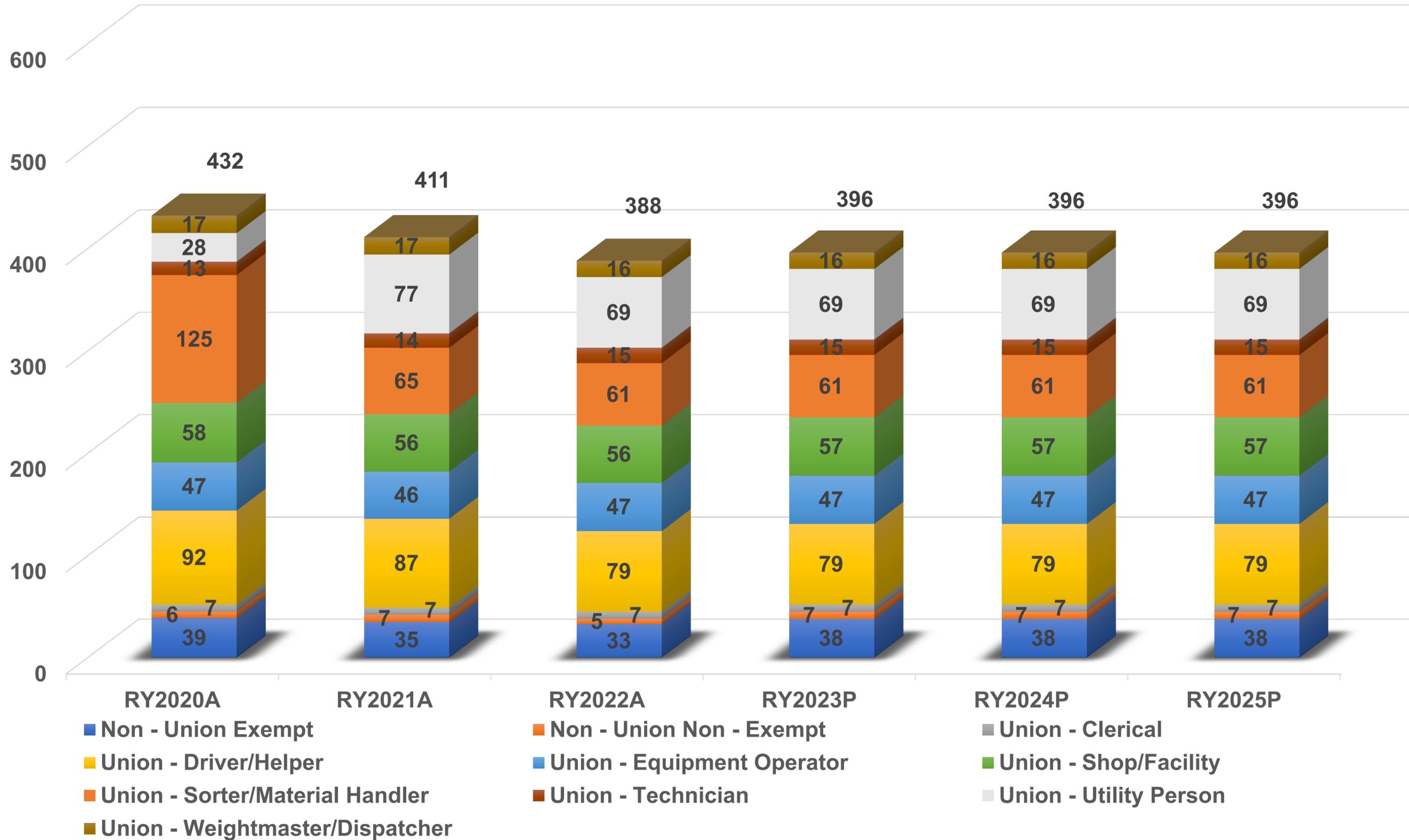
- \$479,970 or \$400 per ton

	<u>Hay Rd</u>	<u>Davis St. OMRF</u>	<u>Difference</u>
Truck & Labor Cost per Hour	\$ 193.00	\$ 193.00	
Number of Loads	47.06	54.55	
Time per load	5.00	2.50	
Total Freight	\$ 45,412	\$ 26,318	
Tipping Fee	\$ 37.80	\$ 452.10	
Tons	1,200	1,200	
Total Disposal/Processing Cost	\$ 45,360	\$ 542,521	
Total Cost	\$ 90,772	\$ 570,741	\$ 479,970

Pier 94 Sustainable Crushing

- Sustainable Crushing operation at Pier 94 closed in 2021; site will be cleared by August 2023
- No Sustainable Crushing costs included for RY 2024 and beyond
- RY 2023 costs:
 - \$3M freight to clear site
 - \$90K / month lease
- In RY 2023, 2 FTE for scalehouse weighmaster and equipment operator
- By RY 2024, 2 FTE will backfill existing vacancies and offset overtime in RSF

RSF Headcount



RSF Changes to FTE RY 2023 vs. RY 2022

Category	Job Type	FTE	Open Headcount or New Hire	Operational Requirement
Non-Union Exempt	Human Resources Manager	1	Open headcount	Supports the RSF employee population.
Non-Union Exempt	Environmental Specialist	1	Open headcount	Supports Regional Compliance Manager with Environmental and Operational Permit Compliance.
Non-Union Exempt	Operations Manager - Transportation	1	New hire	Manages RSF Transportation Department. Currently this business unit is overseen indirectly by the Senior Operations Manager.
Non-Union Exempt	Operations Supervisor - Transportation	1	New hire	Reports to the Operations Manager to have appropriate structure and coverage.
Non-Union Exempt	Operations Supervisor - Shop	1	New hire	Covers the swing shift and provides shift coverage for the graveyard shift.
Non-Union Non-Exempt	Artist in Residence/Environmental Program Specialist	1	Open headcount	Primarily supports the Educational Tour programming and Artist in Residence Program at a minor level as needed. Leads onsite student and adult tours and offsite school presentations. Develops and implements curriculum, workshops, and educational materials.
Non-Union Non-Exempt	EIR Coordinator	1	Open headcount	Coordinates environmental studies and deliverables between the San Francisco and Brisbane Planning Departments, environmental consultants, land use attorneys, and Recology management.
Union – Shop/Facility	Lube Tech	1	New hire	Performs maintenance on the iMRF C&D processing line.
	Total	8		

Note: FTE is projected to remain constant from RY 2023 to RY 2025.

Residential Rate Market Comparison

Even after proposed increases, residential rates are below nearby comparable cities

	Current monthly residential rate	RY 2024 proposed residential rate	RY 2025 proposed residential rate
San Jose	\$55.24		
Oakland	\$54.69		
San Francisco	\$46.87	\$48.70	\$49.77

Q&A

Appendix

Residential Rate Example Detail

Single Unit Residential Account

		RY 2023	RY 2024	RY 2025
Services	Units	Charge (Current)	Charge (3.90% increase)	Charge (2.17% increase)
Dwelling Unit	1	\$17.55	\$18.23	\$18.63
Trash (grey) 16 Gal	1	\$7.33	\$7.62	\$7.79
Recycling (blue) 64 Gal	1	\$14.66	\$15.23	\$15.56
Organics (green) 32 Gal	1	\$7.33	\$7.62	\$7.79
Monthly charge		\$46.87	\$48.70	\$49.77
Monthly change			\$1.83	\$1.07

Residential Rate Example Detail

4-Unit Multifamily Residential Account

		RY 2023	RY 2024	RY 2025
Services	Units	Charge (Current)	Charge (3.90% increase)	Charge (2.17% increase)
Dwelling Unit	4	\$70.20	\$72.94	\$74.52
Trash (grey) 96 Gal	1	\$43.98	\$45.70	\$46.69
Recycling (blue) 64 Gal	1	\$14.66	\$15.23	\$15.56
Organics (green) 32 Gal	1	\$7.33	\$7.62	\$7.79
Monthly charge		\$136.17	\$141.49	\$144.56
Monthly change			\$5.32	\$3.07

Apartment Rate Example Detail

100-Unit Apartment Account – collection once per week

		RY 2023	RY 2024	RY 2025
Services	Units	Charge (Current)	Charge (3.90% increase)	Charge (2.17% increase)
Dwelling Unit	100	\$583.00	\$605.74	\$618.88
Trash (grey) 2 YD	6	\$2,129.04	\$2,212.07	\$2,260.07
Recycling (blue) 2 YD	12	\$4,258.08	\$4,424.15	\$4,520.15
Organics (green) 64 Gal	6	\$337.44	\$350.60	\$358.21
Diversion Discount		\$(2,914.34)	\$(3,028.00)	\$(3,093.74)
Monthly charge		\$4,393.22	\$4,564.56	\$4,663.60
Monthly change			\$171.34	\$99.04

Commercial Rate Example Detail

Small Restaurant Commercial Account - collection twice per week

		RY 2023	RY 2024	RY 2025
Services	Units	Charge (Current)	Charge (3.90% increase)	Charge (2.17% increase)
Trash (grey) 64 Gal	1	\$210.42	\$218.63	\$223.37
Recycling (blue) 64 Gal	1	\$210.42	\$218.63	\$223.37
Organics (green) 32 Gal	1	\$105.20	\$109.30	\$111.67
Bin Access Charge		\$30.90	\$32.11	\$32.81
Diversion Discount	35%	\$(184.12)	\$(191.30)	\$(195.45)
Monthly charge		\$372.82	\$387.37	\$395.77
Monthly change			\$14.55	\$8.40

Commercial Rate Example Detail

Mid-size Hotel Commercial Account

		RY 2023	RY 2024	RY 2025
Services	Days	Charge (Current)	Charge (3.90% increase)	Charge (2.17% increase)
Trash (grey) 2 YD x 1	4 + SAT	\$2,930.87	\$3,045.17	\$3,111.25
Recycling (blue) 2 YD x 2	4 + SAT	\$5,861.74	\$6,090.35	\$6,222.51
Organics (green) 2 YD x1	4 + SAT	\$2,930.87	\$3,045.17	\$3,111.25
Diversion Discount	50%	\$(5,861.74)	\$(6,090.35)	\$(6,222.51)
Monthly charge		\$5,861.74	\$6,090.34	\$6,222.50
Monthly change			\$228.60	\$132.16



Thank you

