

Paseo Real Wastewater Treatment Plant



Update to City of Santa Fe Governing Body, August 13, 2025

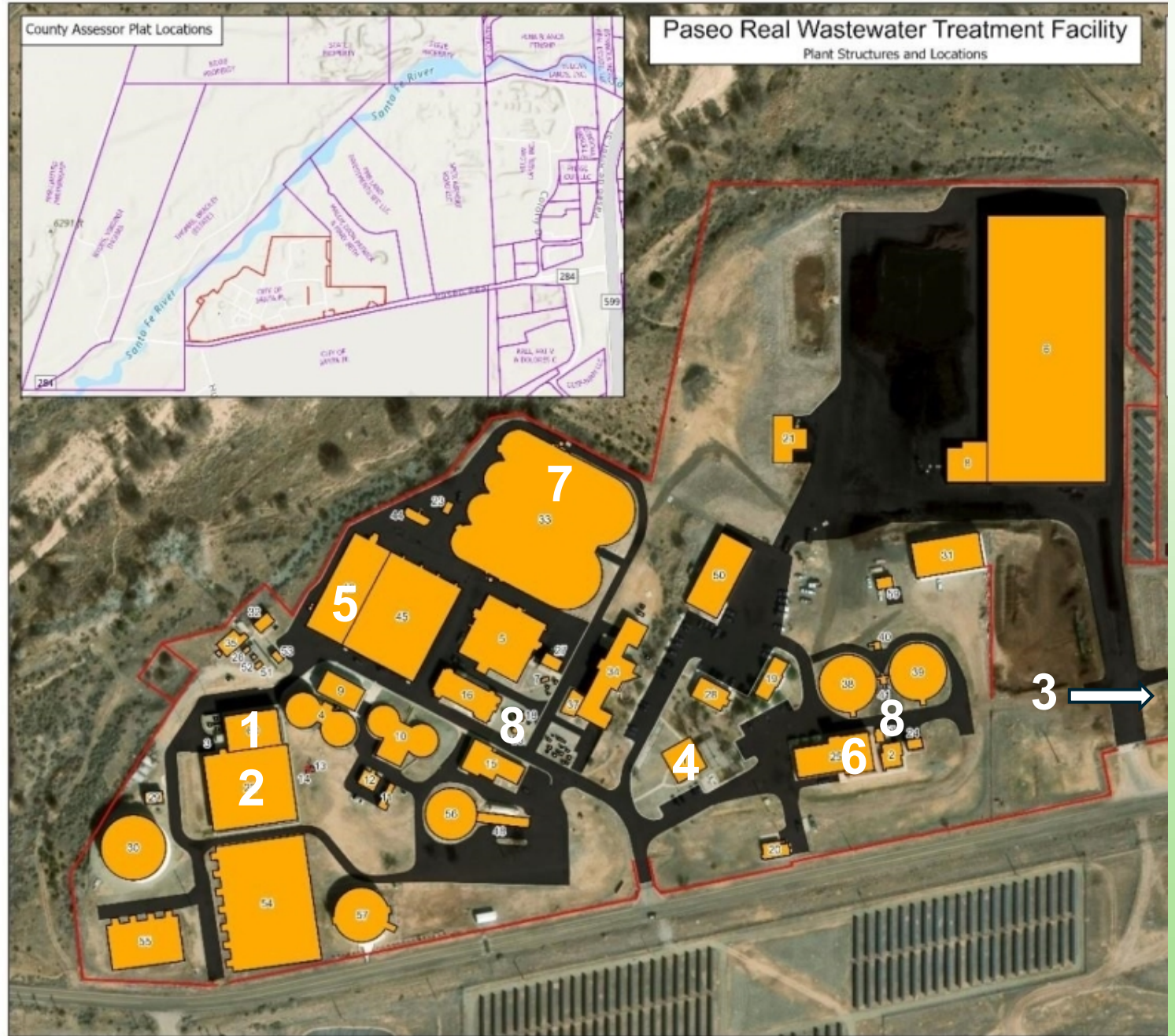
Summary

1. Significant project completion during FY2025
2. E. Coli compliance success
3. High vacancy, especially for positions requiring State Certification
 - Utility Operator initiative to increase compensation
 - Certification based retention incentive
 - “Grow our own” efforts
4. Treatment Plant Upgrade or Rebuild
 - RFI – RFQ – RFP – Design Build Contract process



FY25 Projects

1. UV rehabilitation
2. Tertiary Filtration Rental
3. Septic receiving and Stand-pipe building replaced
4. Administration and Training building
5. Secondary Clarifiers 5&6 rehabilitated and back online
6. 1 Headworks screen and grit wash replaced
7. North aeration basin back in service
8. Plant and Tertiary treatment generators replaced
9. 18,000 ft Fiber optic wire installed
10. Multiple pump replacements



3. Septic Receiving and Standpipe site



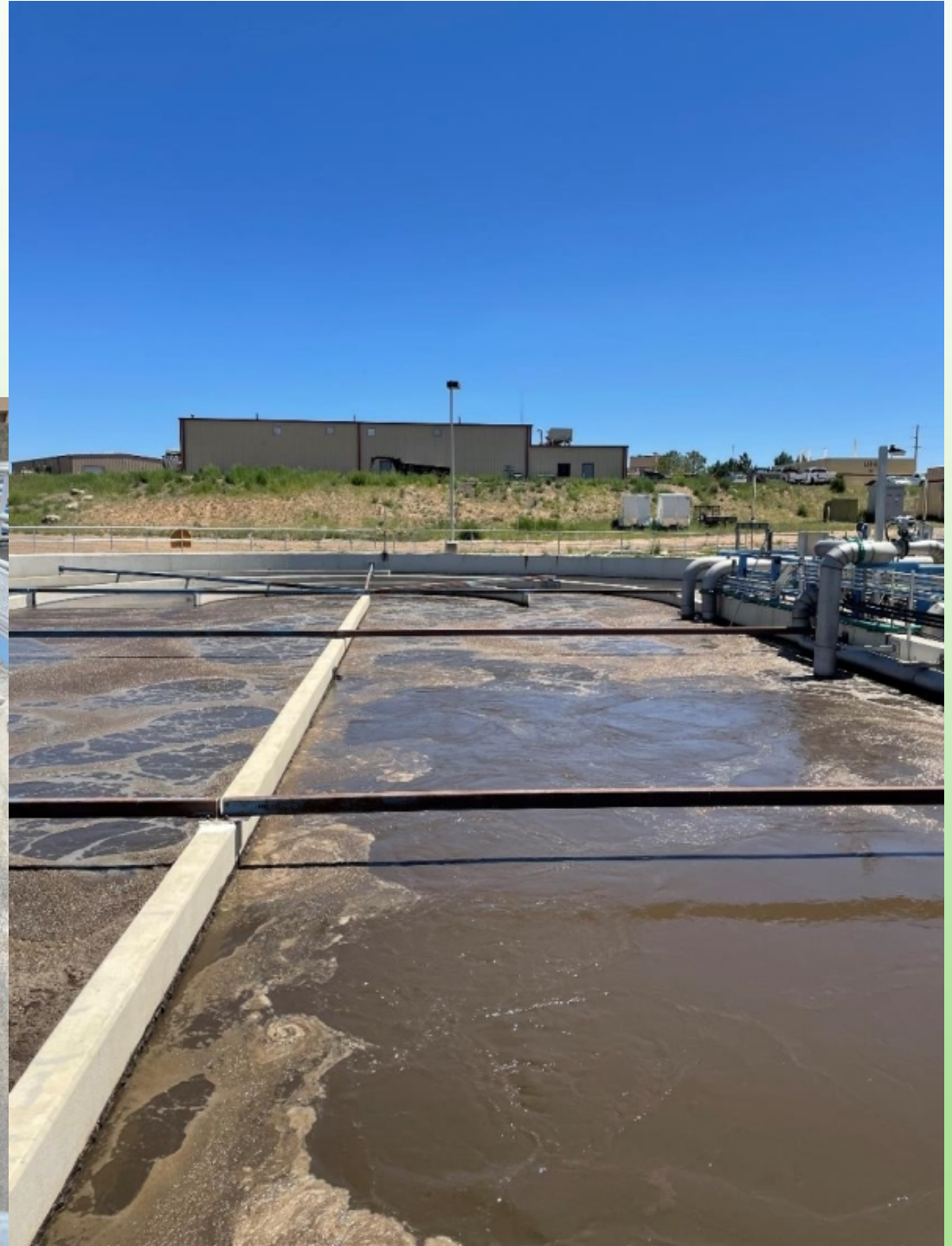
4. Administration and Training Building



6. Headworks screen & gritwash replacement



7. North Aeration Basin



8. Backup Power Generation



Hospital Interconnection



How are we doing?



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E. Coli Compliance:

- Permit for effluent flows to the river since 11/1/2024
 - One exceedance of 410 colony forming units (CFU)/100ml daily limit
 - UV power outage
 - No exceedances of 126 CFU/100ml monthly geometric average limit.
- Permit for effluent use for turf irrigation since 11/1/2024
 - Six exceedances of 126 CFU/100ml daily limit
 - UV power outage, turbid water, and duck carcass in the UV channel
 - No exceedances of 63 CFU/100ml monthly geometric average limit.



PRWTP effluent in lower SF River

Results available on our website

Public Utilities

Utility Billing Division

Water Division

Environmental Services Division

Wastewater Management Division

FAQs

Purchase Compost

Purchase Reclaimed Water

Septic Discharge Site

Wastewater Utility Rate Increase

Relative Date

Date Slider

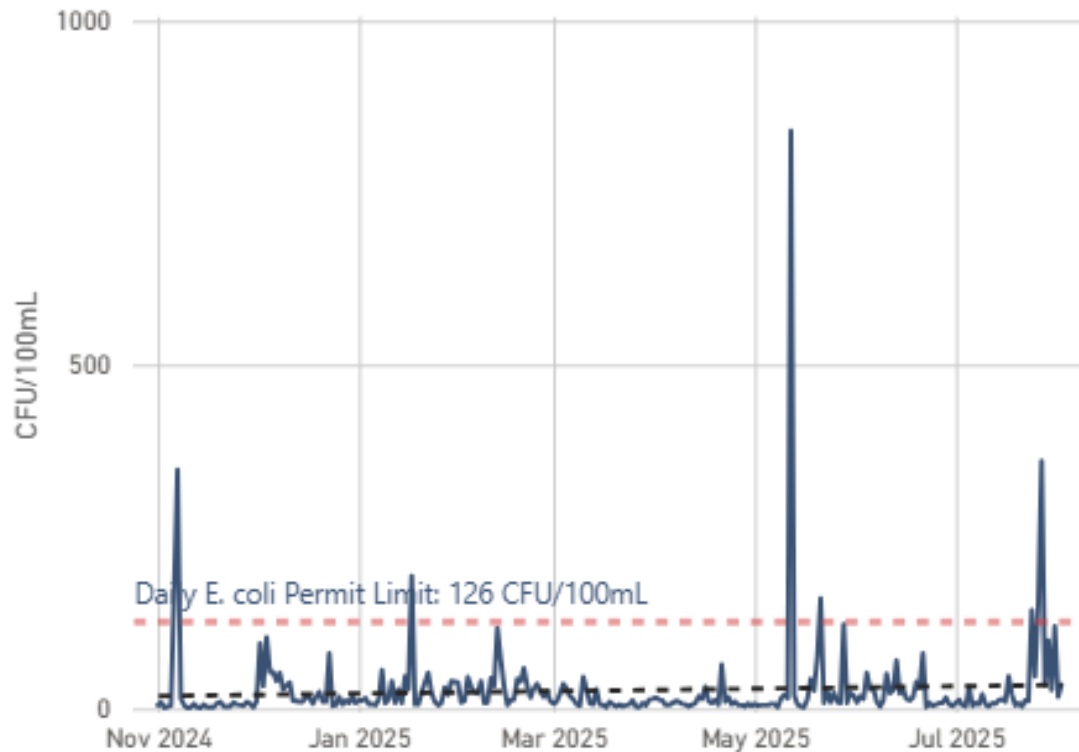
Monthly

Daily

Date

11/1/2024

8/2/2025



Year	E. coli Geometric Avg (CFU/100mL)	Monthly Permit Limit (CFU/100mL)
2025	14	63
Aug	24	63
Jul	16	63
Jun	15	63
May	14	63
Apr	9	63
Mar	8	63
Feb	24	63
Jan	17	63
2024	9	63
Dec	18	63
Nov	4	63
Total	13	

- <https://santafenm.gov/public-utilities/wastewater-division/reclaimed-water-data>



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Wastewater Division Vacancies

Admin:	6 positions	1	vacancy	17%
Maintenance:	4 positions	3	vacancies	75%
Collections:	17 positions	6	vacancies	35%
Operations:	25 positions	10	vacancies	40%
Lab:	6 positions	1	vacancy	17%
Compost:	4 positions	1	vacancy	25%
Engineering:	6 positions	1	vacancy	17%
	68 Total	23	vacancies	34%
vacant				

Collections and Operations Vacancies

Collections: 17 positions 6 vacancies 35% vacancy
 Operations: 25 positions 10 vacancies 40% vacancy

- 16 vacant positions, all of which require a state wastewater certification
- Proposed PUD wide job description “Utility Operator” aligning water and wastewater target salaries based on certifications level
- Proposed certification-based retention incentive pilot for current FY
- Brings divisions into alignment at a level that is competitive with Los Alamos and Santa Fe County utilities

Position	NMED Operator Level	Experience required years	Proposed Target Hourly	Increase from Water Target Hourly	Increase from Wastewater Target Hourly	Proposed Annual Retention Incentive
Utility Operator Entry		Any	\$ 20.00	-1%	3%	
Utility Operator Basic	1	1	\$ 24.00	1%	10%	\$2,000
Utility Operator Intermediate	2	2	\$ 28.80	5%	13%	\$3,000
Utility Operator Advanced	3	3	\$ 34.56	6%	23%	\$4,000
Utility Operator Lead	4	4	\$ 41.47	9%	26%	\$5,000

Growing our own



- Utilizing Hazen&Sawyer

1. Area Process and Expectations(APE Training) built out to train on all process areas
2. New asset management software and implementation with training modules

RFI – RFQ – RFP for Progressive Design

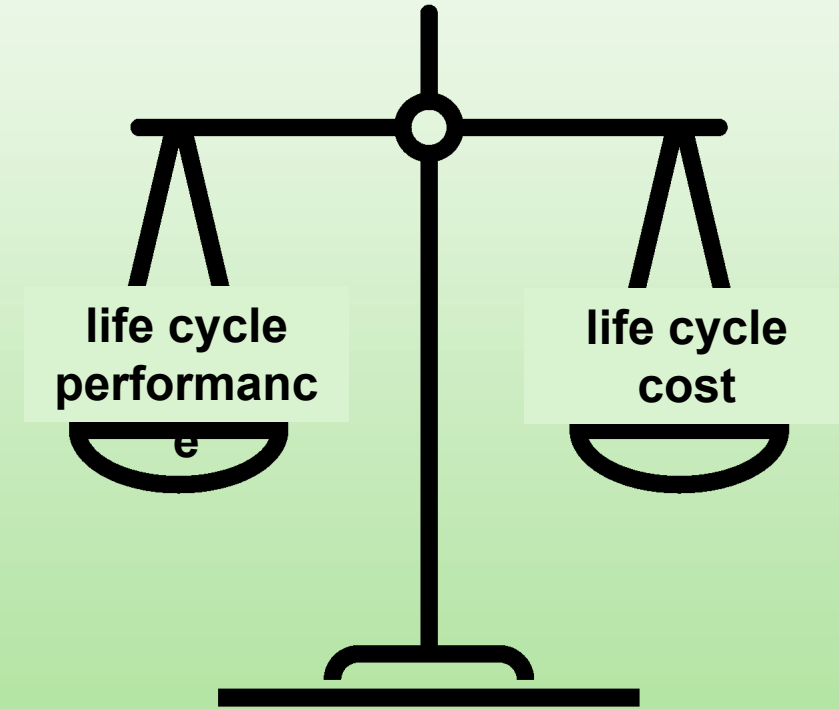
Build

- Request For Information (RFI) attended by 32 individuals from 11 companies
- Request for Qualifications (RFQ)
 - Tentative release date: August 18, 2025
 - Tentative award date: October 7, 2025
 - Intent: Select up to 3 qualified design build teams
- Request for Proposals (RFP)
 - Tentative release date: October 20, 2025
 - Responses due: February, 2026
 - Tentative award date: March, 2026
 - Intent: Select one design build team from qualified teams based on their conceptual solution and an associated preliminary budgetary estimate
- Progressive Design Build Contract
 - Tentative execution date: June, 2026
 - Intent: Cooperative development of a 30% design and revised budgetary numbers, then 60% design and maximum allowable construction cost with off-ramp option, or option to continue through 100% design and construction. This will be GB decision point.



The problem we are asking the market to solve

- The City seeks the most resource-efficient solution to meet water quality standards over the next 30 to 50 years.
- Whether the new water treatment plant involves complete replacement or incorporates existing components, uninterrupted operation of the current facility must be maintained throughout the project.
- Where existing components are determined to be in excellent condition, capable of effective integration into the new process design, and provide a cost-effective alternative, their reuse is encouraged to reduce the overall lifecycle cost of the new water treatment plant



Questions?

