

REGULAR MEETING OF THE FLORIN RESOURCE CONSERVATION DISTRICT BOARD OF DIRECTORS

Agenda

Tuesday, February 21, 2023

6:30 PM

Compliance with Government Code Section 54957.5

Public records, including writings related to an agenda item for an open session of a regular meeting of the Florin Resources Conservation District that are distributed less than 72 hours before the meeting, are available by email request. In addition, such writings may be posted, whenever possible, on the Elk Grove Water District website at www.egwd.org. The Board will discuss all items on the agenda and may take action on any item listed as an "Action" item. The Board may discuss items that do not appear on the agenda but will not act on those items unless there is a need to take immediate action and the Board determines by a two-thirds (2/3) vote that the need for action arose after posting of the agenda. If necessary, the Meeting will be adjourned to Closed Session to discuss items on the agenda listed under "Closed Session." At the conclusion of the Closed Session, the meeting will reconvene to "Open Session."

CALL TO ORDER, ROLL CALL AND PLEDGE OF ALLEGIANCE

Public Comment

This is the opportunity for the public to comment on non-agenda items within the subject matter jurisdiction. Comments are limited to three (3) minutes.

Page Numbers

1. Proclamations and Announcements

- a. Recognition of Amber Kavert for her five (5) years of service.

Associate Director Comment

Public Comment

2. Consent Calendar

(Stefani Phillips, Board Secretary and Patrick Lee, Treasurer)

- | | |
|--|-------|
| a. Minutes of Community Advisory Committee Meeting of January 17, 2023 | 6 |
| b. Minutes of Regular Board Meeting of January 17, 2023 | 7-11 |
| c. Accounts Payable Check History – January 2023 | 12-15 |
| d. Board and Employee Expense/Reimbursements – January 2023 | 16 |
| e. Active Accounts – January 2023 | 17 |
| f. Bond Covenant Status for FY 2022-23 – January 2023 | 18 |
| g. CASH - Detail Schedule of Investments– January 2023 | 19 |
| h. Consultants Expenses – January 2023 | 20 |
| i. Major Capital Improvement Projects – January 2023 | 21 |

Associate Director Comment

Public Comment

Recommended Action/Information: Approve Florin Resource Conservation District
Consent Calendar items a – i.

3. Year to Date Revenues and Expenses Compared to Budget – January 2023 22-24
(Patrick Lee, Finance Manager)

Associate Director Comment

Public Comment

Recommended Action/Information: Information Only.

4. Florin Resource Conservation District/Elk Grove Water District 2023 Compensation Study 25-95
(Stefani Phillips, Human Resources Administrator)

Associate Director Comment

Public Comment

Recommended Action/Information: Discuss and provide direction to staff.

5. 2024-2028 Water Rate and Connection Fee Study Financial Plan 96-105
(Patrick Lee, Finance Manager)

Associate Director Comment

Public Comment

Recommended Action/Information: Discuss and provide direction to staff.

6. Florin Resource Conservation District/Elk Grove Water District Board Chambers Use Policy 106-110
(Stefani Phillips, Board Secretary)

Associate Director Comment

Public Comment

Recommended Action/Information: Adopt Resolution No. 02.21.23.01, approving the Board of Chambers Use Policy.

7. Conflict of Interest Code 111-120
(Stefani Phillips, Board Secretary)

Associate Director Comment

Public Comment

Recommended Action/Information: Adopt Resolution No. 02.21.23.02, amending the Conflict of Interest Code Pursuant to the Political Reform Act of 1974.

8. Florin Resource Conservation District Outside Agency Representation – 2023 121-122
(Stefani Phillips, Board Secretary)

Associate Director Comment

Public Comment

Recommended Action/Information: Appoint Vice-Chair Paul Lindsay as an alternate representative for Association of California Water Agencies Joint Powers Insurance Authority.

9. Coalition Letter Supporting Senate Bill 23 123-128
(Bruce Kamilos, General Manager)

Associate Director Comment

Public Comment

Recommended Action/Information: Authorize the General Manager to sign on to a coalition letter supporting Senate Bill 23.

10. General Manager's Report 129-131
(Bruce Kamilos, General Manager)

Associate Director Comment

Public Comment

Recommended Action/Information: Information only.

11. Elk Grove Water District Operations Report – January 2023 132-182
(Bruce Kamilos, General Manager)

Associate Director Comment

Public Comment

Recommended Action/Information: Information only.

12. Directors Comments

Adjourn to Regular Meeting – March 21, 2023

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Stefani Phillips, Board Secretary and Patrick Lee, Treasurer

SUBJECT: **CONSENT CALENDAR**

RECOMMENDATION

It is recommended that the Florin Resource Conservation District Board of Directors approve Florin Resource Conservation District Consent Calendar items a – i.

SUMMARY

Consent Calendar items a – i are standing items on the Regular Board Meeting agenda.

By this action, the Florin Resource Conservation District (FRCD) Board of Directors will approve FRCD Consent Calendar items a – i.

DISCUSSION

Background

Consent Calendar items are standing items on the Regular Board Meeting agenda.

Present Situation

Consent Calendar items a – i are standing items on the Regular Board Meeting agenda.

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

STRATEGIC PLAN CONFORMITY

This item conforms to the FRCD/Elk Grove Water District 2020-2025 Strategic Plan. The monthly Consent Calendar report provides transparency, which aligns with Goal No. 1, Governance and Customer Engagement, of the Strategic Plan 2020-2025.

CONSENT CALENDAR

Page 2

FINANCIAL SUMMARY

There is no financial impact associated with this report.

Respectfully Submitted,



STEFANI PHILLIPS
BOARD SECRETARY

And



PATRICK LEE
TREASURER

Attachments

**MINUTES OF THE COMMUNITY ADVISORY COMMITTEE MEETING
OF THE FLORIN RESOURCE CONSERVATION DISTRICT/
ELK GROVE WATER DISTRICT**

Tuesday, January 17, 2023

Attendance:

Committee Members Present: Robert Blank, Rita Achuff, Mark Freathy, Paul Lindsay, Kimberly Martin, Leopold Naranjo IV, Reinold Rau, Robert Stresak, Donald Trethewey, Dwight Weathers

Staff Present: Bruce Kamilos, General Manager; Patrick Lee, Finance Manager; Stefani Phillips, Board Secretary; Donella Murillo, Finance Supervisor; Amber Kavert, Human Resources Technician; and Aurelia Camilo, Administrative Assistant II

Consultants Present: Theresa Jurotich, Raftelis

1. 2024-2028 Water Rate and Connection Fee Study

General Manager Bruce Kamilos kicked off the meeting.

Theresa Jurotich from Raftelis presented the PowerPoint. She shared the financial plan and provided three (3) scenarios that Raftelis came up with using operational data provided by the Florin Resource Conservation District/Elk Grove Water District (District) and the Consumer Price Index (CPI).

The three scenarios are as follows:

- 1) No Revenue Adjustment – 0% increase
- 2) 4%, 4%, 3%, 2.5%, 2.5%/year
- 3) 4%, 4%, 4%, 2.5%, 2.5%/year

There were discussions around some of the projects incorporated into the data.

Community Advisory Committee (CAC) Chair Robert Blank asked what it would look like if the rate increase percentages were straight across the board for all five (5) years.

CAC member Dwight Weathers stated, they need to have confidence in the District staff's ability to manage the rate increases and not micromanage. He further mentioned that staff are the ones who have to make sure the rate increase percentage is adequate depending on finances, complimenting them on a job well done. He stated he would rather overshoot and give the District the opportunity that if the percentage is 4%, but only 3% is needed, the District will look at it and not take the whole amount, as opposed to trying to sell needing a higher percentage later.

Many discussions occurred regarding different scenarios.

Mr. Weathers asked to have a discussion on tier levels at the next meeting.

The CAC asked for a Scenario #4, using the idea that people are going to conserve, that would use Fiscal Year 2021-22 actuals and inflation with no projected growth over the five (5) years.

Respectfully submitted,

Stefani Phillips

Stefani Phillips, Board Secretary
AK/SP

Adjourn to next Community Advisory Committee Meeting: Wednesday, March 21, 2023.

MINUTES OF THE REGULAR MEETING OF THE FLORIN RESOURCE CONSERVATION DISTRICT BOARD OF DIRECTORS

Tuesday, January 17, 2023

The regular meeting of the Florin Resource Conservation District Board of Directors was called to order at 6:30 p.m. by Chair Sophia Scherman at 9829 Waterman Road, Elk Grove, CA.

Call to Order, Roll Call, and Pledge of Allegiance.

Directors Present: Sophia Scherman, Tom Nelson, Paul Lindsay, Lisa Medina, Elliot Mulberg
Directors Absent: None
Staff Present: Bruce Kamilos, General Manager; Patrick Lee, Finance Manager/Treasurer; Stefani Phillips, Human Resources Administrator/Board Secretary; Donella Murillo, Finance Supervisor; Ben Voelz, Associate Engineer; Amber Kavert, Human Resources Technician
Staff Absent: Travis Franklin, Program Manager
Associate Directors Present: None
Associate Directors Absent: None
General Counsel Present: Ren Nosky, JRG Attorneys at Law
Consultant Present: Theresa Jurotich, Raftelis
Public Present: Robert Blank

Public Comment

No comment.

1. Proclamations and Announcements

Nothing to report.

2. Oath of Office

Board Secretary Stefani Phillips presented the item to the Board.

In summary, every two (2) years following a statewide election, the Board Secretary administers the Oath of Office to the newly elected Florin Resource Conservation District (FRCD) Board of Directors (Board). Directors Paul Lindsay, Elliot Mulberg, and Tom Nelson each pulled and filed candidacy papers for the November 8, 2022, election. The FRCD did not exceed the number of offices to be filled at the General Election and therefore an election was not held. A petition signed by 10% of the voters or 50 voters, whichever is the smaller number, in the district or trustee area if elected by trustee area, requesting that the district general election be held was not presented, therefore, in accordance with Elections Code §10515, the Board of Supervisors were requested to appoint Paul Lindsay, Elliot Mulberg, and Tom Nelson who filed a declaration of candidacy to take office and serve exactly as if elected in the general district election.

The Oath of Office was administered for Directors Paul Lindsay, Elliot Mulberg, and Tom Nelson.

3. Consent Calendar

- a. Minutes of Regular Board Meeting of November 15, 2022
- b. Minutes of Special Board Meeting of December 13, 2022
- c. Accounts Payable Check History – November 2022
- d. Accounts Payable Check History – December 2022
- e. Board and Employee Expense/Reimbursements – November 2022
- f. Board and Employee Expense/Reimbursements – December 2022
- g. Active Accounts – November 2022

- h. Active Accounts – December 2022
- i. Bond Covenant Status for FY 2021-22 – November 2022
- j. Bond Covenant Status for FY 2021-22 – December 2022
- k. CASH - Detail Schedule of Investments– November 2022
- l. CASH - Detail Schedule of Investments– December 2022
- m. Consultants Expenses – November 2022
- n. Consultants Expenses – December 2022
- o. Major Capital Improvement Projects – November 2022
- p. Major Capital Improvement Projects – December 2022

Items c, d, and e were pulled for questions.

Questions were asked and answered regarding items c and d. The action of pulling item e was withdrawn.

MSC (Medina/Mulberg) to approve Florin Resource Conservation District Consent Calendar items a-p. 5/0: Ayes: Lindsay, Nelson, Medina, Mulberg, and Scherman.

4. 2024-2028 Water Rate and Connection Fee Study Financial Plan

Finance Manager Patrick Lee introduced Theresa Jurotich with Raftelis to present the Water Rate Study PowerPoint, and General Manager Bruce Kamilos introduced the Community Advisory Committee (CAC) Chair Robert Blank who would later be called on to discuss the CAC meeting that was held prior to the board meeting.

Discussion ensued after the PowerPoint presentation. Director Elliot Mulberg asked how the formula was created for the Water Rate Study. Mr. Kamilos explained to Director Mulberg, the Water Rate Study is following the rate study principles described in the American Water Works Association M1 manual.

Mr. Kamilos had CAC Chair Blank give the overview of what was discussed at the CAC meeting. Mr. Blank explained some of the conversations the CAC had. He also explained to the Board that the CAC would like a scenario #4, which would be based on keeping the Fiscal Year 2021-22 actuals of 6481 acre feet of demand constant over the future years (no account growth) to figure out what revenue rates would be required over the five (5) years to be stable. Mr. Kamilos explained he believes the CAC would support this scenario #4, with the commitment that the District will be managed to keep rates at a minimum, while allowing a cushion for unforeseen events.

Director Mulberg asked if the Cost-of-Living Adjustments (inflation) were in the Prop 218 language. Staff and Raftelis will work on providing the answer to that question.

5. Florin Resource Conservation District Election of Officers - 2023

Ms. Phillips presented the item to the Board.

In summary, each year, the Board elects a Chair and Vice-Chair to serve as officers of the Board for a period of one (1) year or until successors are elected.

Chair Sophia Scherman asked about the discussion of having an agenda item to consider a policy for rotating chair. Mr. Kamilos mentioned the appropriate time to have addressed the rotating chair would have been during the agenda item for the Bylaws brought by staff at the November board meeting.

Director Paul Lindsay nominated Director Tom Nelson for Chair. Director Lisa Medina seconded.

Director Elliot Mulberg nominated himself for Chair. Without a second, the motion died.

MSC (Lindsay/Medina) to nominate Director Tom Nelson as Chair. 4/1: Ayes: Lindsay, Medina, Nelson and Scherman Noes: Mulberg

Director Tom Nelson nominated Director Paul Lindsay as Vice-Chair. Director Lisa Medina seconded.

MSC (Nelson/Medina) to nominate Director Paul Lindsay as Vice-Chair. 5/0: Ayes: Lindsay, Medina, Mulberg, Nelson and Scherman.

6. Florin Resource Conservation District Committee Appointments and Outside Agency Representation – 2023

Ms. Phillips presented the item to the Board, providing the various committees and various outside agency representation.

The new committees are as shown:

Conservation Committee – FRCD:

**Sophia Scherman
Elliot Mulberg**

Infrastructure Committee – EGWD:

**Paul Lindsay
Lisa Medina**

MSC (Lindsay/Scherman) to appoint Directors to sit on the Conservation and infrastructure Committees of the Florin Resource Conservation District as follows: Director Sophia Scherman and Director Elliot Mulberg were appointed to sit on the Conservation Committee; Vice-Chair Paul Lindsay and Director Lisa Medina were appointed to sit on the Infrastructure Committee. 5/0: Ayes: Lindsay, Medina, Mulberg, Nelson and Scherman.

The outside agency representation are as shown:

Association of California Water Agency/Joint Powers Insurance Authority (ACWA/JPIA) – Representative of Elk Grove Water District (EGWD)

**Tom Nelson
Bruce Kamilos (Alternate)**

California Special District Association (CSDA)

Elliot Mulberg

Regional Water Authority (RWA) Board of Directors

**Tom Nelson (Primary)
Bruce Kamilos (Primary)**

Sacramento Central Groundwater Authority (SCGA)

**Bruce Kamilos (Primary)
Tom Nelson (Alternate)**

There was a discussion on multiple Board members attending the ACWA conferences. Staff will look into budgeting for multiple Board members.

Staff will look into multiple alternates for ACWA.

MSC (Medina/Scherman) to appoint representatives for outside agency participation as follows: Chair Tom Nelson to be the representative to the ACWA/JPIA, representing EGWD with General Manager Bruce Kamilos as alternate; Director Elliot Mulberg to be a representative to the CSDA; Chair Nelson and Mr. Kamilos to be primary representatives to the RWA Board of Directors; and Mr. Kamilos to be a representative to the SCGA and Chair Nelson to be an alternate. 5:0 Ayes: Lindsay, Medina, Mulberg, Nelson, and Scherman.

7. Sacramento Local Agency Formation Commission Special District Advisory Committee Member Nominations

Ms. Phillips presented the item to the Board.

In summary, Sacramento Local Agency Formation Commission (LAFCo) is soliciting nominations for members to serve on the Special District Advisory Committee (SDAC). There are seven (7) vacant seats for Office B for two-year terms (1/23 – 12/24). Office A has three (3) vacant seats, with the remaining term (1/22 – 12/23).

The Board chose to not nominate anyone.

8. Elk Grove Water District Fiscal Year 2022-23 Quarterly Operating Budget Status Report

Mr. Lee provided an update to the Board.

In summary, revenues collected through the second quarter of the fiscal year total \$8,599,492 which is 54.18% of the \$15,873,385 annual budget. The revenues are \$80,629 or 0.93% below the same quarter of the prior year due to an overall slight reduction in consumption for the months of July, August, and September 2022 as a result of conservation efforts.

9. Elk Grove Water District Fiscal Year 2022-23 Quarterly Capital Reserve Status Report

Mr. Lee provided an update to the Board.

In summary, through the second quarter of Fiscal Year (FY) 2022-23, the District expended \$1,478,280 for capital projects leaving a remaining total reserve balance on December 31, 2022 of \$17,939,676.

10. Sustainable Groundwater Management Grant Proposal Resolution

Mr. Kamilos presented the item to the Board.

In summary, the California Department of Water Resources (DWR) Sustainable Groundwater Management (SGM) Grant Program will award approximately \$205 million to Groundwater Sustainability Agencies (GSAs) that oversee medium or high priority basins. The South American Subbasin (SASb) is a high priority basin. The District has teamed with SASb GSAs to submit a grant proposal for a SASb Implementation Project (Project). The Project includes a Recharge Well Planning project that the District has been leading. This is a project that has the potential to improve California's water resilience, an objective of FRCD's Strategic Plan. The Omoichumne-Hartnell Water District (OHWD) is the lead agency for the SASb Implementation Project. Resolution No. 01.17.23.01 supports OHWD submitting a grant proposal on FRCD's behalf.

MSC (Medina/Mulberg) to adopt Resolution No. 01.17.23.01, authorizing Omoichumne-Hartnell Water District to submit a grant proposal for the South American Subbasin on its behalf. 5/0: Ayes: Lindsay, Medina, Mulberg, Nelson and Scherman.

11. General Managers Report

Mr. Kamilos presented the item to the Board.

In summary, the Administration Building Tenant Improvements final costs were distributed, and the District got a total of \$160,092 back from AP Thomas. The District received the ACWA/JPIA Presidents Special Recognition Award, which is given to districts that have a Loss Ratio of 20% or less in their Liability, Property or Workers' Compensation programs. Mr. Kamilos mentioned that he was elected Vice-Chair of the Sacramento Central Groundwater Authority for the 2023 calendar year and was elected to serve on the Regional Water Authority Executive Committee for the 2023 calendar year.

12. Elk Grove Water District Operations Report – November and December 2022

Mr. Kamilos presented the EGWD Operations Report – November and December 2022 to the Board.

He highlighted how well the District employees responded to the storm events in early January.

13. Directors Comments

Chair Sophia Scherman expressed her great pleasure in serving as the Chair for the District the past two (2) years.

Adjourn to Regular Board Meeting on February 21, 2023.

Respectfully submitted,

Stefani Phillips

Stefani Phillips, Board Secretary

AK/SP

Check History Report
1/1/2023 to 1/31/2023
Elk Grove Water District

| Check Number | Check Date | Vendor Number | Vendor Name | Check Amount |
|--------------|------------|---------------|--------------------------------|--------------|
| 056634 | 1/4/2023 | ACWA JP | ACWA JP/IA | 15,958.51 |
| 056635 | 1/4/2023 | AFLAC | AFLAC | 2,167.38 |
| 056636 | 1/4/2023 | AMAZON | AMAZON CAPITAL SERVICES | 586.96 |
| 056637 | 1/4/2023 | AQUA ME | AQUA-METRIC SALES, CO. | 7,930.40 |
| 056638 | 1/4/2023 | AUTOMAT | AUTOMATIONDIRECT.COM, INC | 1,447.08 |
| 056639 | 1/4/2023 | BATTER | BATTERIES PLUS | 1,563.23 |
| 056639 | 1/4/2023 | BATTER | BATTERIES PLUS | 1,563.23- |
| 056640 | 1/4/2023 | BATTER | BATTERIES PLUS | 108.16 |
| 056641 | 1/4/2023 | BATTER | BATTERIES PLUS | 140.68 |
| 056642 | 1/4/2023 | BSK4 | BSK ASSOCIATES | 1,215.00 |
| 056643 | 1/4/2023 | CINTAS | CINTAS | 314.66 |
| 056644 | 1/4/2023 | CINTAS2 | CINTAS | 331.92 |
| 056645 | 1/4/2023 | CLOW VA | CLOW VALVE COMPANY | 1,475.00 |
| 056646 | 1/4/2023 | COEG | CITY OF ELK GROVE | 587.98 |
| 056647 | 1/4/2023 | CONSOLI | CONSOLIDATED COMMUNICATIONS | 9,103.26 |
| 056648 | 1/4/2023 | COVER A | COVERALL NORTH AMERICA, INC | 1,050.00 |
| 056649 | 1/4/2023 | CRF BED | BRIAN EDWARDS | 63.79 |
| 056650 | 1/4/2023 | CRF CDR | CORINA DRAGNEA | 83.66 |
| 056651 | 1/4/2023 | CRF CDR | CORINA DRAGNEA | 110.01 |
| 056652 | 1/4/2023 | CS AA | CARD SERVICES | 1,318.86 |
| 056653 | 1/4/2023 | DB COLS | DB CONSTRUCTION LANDSCAPE | 3,150.00 |
| 056654 | 1/4/2023 | DITCH 3 | DITCH WITCH WEST | 1,082.92 |
| 056655 | 1/4/2023 | EG FORD | ELK GROVE FORD | 2,692.31 |
| 056656 | 1/4/2023 | ELK LOC | ELK GROVE LOCK AND SAFE CO | 2,454.00 |
| 056657 | 1/4/2023 | FREDER | DAVID FREDERICK | 263.99 |
| 056658 | 1/4/2023 | FRONT C | FRONTIER COMMUNICATIONS | 287.48 |
| 056659 | 1/4/2023 | ICONIX | ICONIX WATERWORKS (US) INC. | 26,480.22 |
| 056660 | 1/4/2023 | KIRBY | KIRBY'S PUMP & MECHANICAL, INC | 24,711.29 |
| 056661 | 1/4/2023 | OREILLY | O'REILLY AUTO PARTS | 22.51 |
| 056662 | 1/4/2023 | PACE | PACE SUPPLY CORP | 5,765.55 |
| 056663 | 1/4/2023 | PEST | PEST CONTROL CENTER INC | 169.00 |
| 056664 | 1/4/2023 | REPUBLI | REPUBLIC SERVICES #922 | 507.82 |
| 056665 | 1/4/2023 | REPUBLI | REPUBLIC SERVICES #922 | 1,555.38 |
| 056666 | 1/4/2023 | S CHEM | SIERRA CHEMICAL COMPANY | 2,707.65 |
| 056667 | 1/4/2023 | SMUD | SMUD | 583.39 |
| 056668 | 1/4/2023 | SOUTHWE | SOUTHWEST ANSWERING SERVICE, | 628.13 |
| 056669 | 1/4/2023 | STATE W | SWRCB ACCOUNTING OFFICE | 56,790.32 |
| 056670 | 1/4/2023 | SWRCB | SWRCB | 3,274.00 |
| 056671 | 1/4/2023 | TRE&TRA | TRENCH & TRAFFIC SUPPLY | 4,713.48 |
| 056672 | 1/4/2023 | WALKER | WALKER KREATIVE | 1,900.00 |
| 056673 | 1/11/2023 | ACWAJPI | CB&T/ACWA-JPIA | 64,723.28 |
| 056674 | 1/11/2023 | AMAZON | AMAZON CAPITAL SERVICES | 39.87 |
| 056675 | 1/11/2023 | BG SOLU | SOLUTIONS BY BG INC. | 9,903.50 |

Workers' Compensation Program - Quarter 2

(5) Invoices - Materials & Supplies - OPS Meters - 1" iPerl
HMI Touch Screen for Well #8
Duplicate Payment - VOID
Duplicate Payment - VOID

Sampling - Treatment

iHydrant Services - Treatment

General District Maintenance - Encroachment/Overhead Alloc
Communications Equipment/Phones

Account Closed - Customer Refund
Account Closed - Customer Refund
Account Closed - Customer Refund

Safety Gear, Training, Materials, Supplies, Meals
Landscape & Maintenance - Wellsite's & Offices
Materials - Bit for Coring Machine - Utility Crew

(3) Invoices - Repairs & Maintenance OPS Vehicles
Replacing Construction Cores and the LFIC on Exterior Doors -ADMIN
Boot Reimbursement

(2) Invoices - Materials - CIP Water Main Replacement Project
Mobilize and Pull Well 11D Pump

(5) Invoices - Materials & Supplies - Distribution

Materials & Supplies - Treatment

*Water System Annual Fees - State Water Resources Control Board
*Annual Permit Fee - NPDES WW Community WS

(5) Invoices - Equipment Rental - Water Main Replacement Project
Social Media Public Outreach Campaign
Medical Benefits - February 2023

Daily Tasks/Help Tickets

| | | | | | |
|--------|-----------|---------|--------------------------------|------------|---|
| 056676 | 1/11/2023 | BRYCE | BRYCE CONSULTING, INC | 1,615.00 | HR Technical Services |
| 056677 | 1/11/2023 | BSK4 | BSK ASSOCIATES | 473.00 | Sampling - Treatment |
| 056678 | 1/11/2023 | CHECK P | CHECK PROCESSORS, INC | 355.20 | |
| 056679 | 1/11/2023 | CINTAS2 | CINTAS | 91.12 | |
| 056680 | 1/11/2023 | COUNTY4 | SACRAMENTO COUNTY UTILITIES | 74.18 | |
| 056681 | 1/11/2023 | COVER A | COVERALL NORTH AMERICA, INC | 499.00 | |
| 056682 | 1/11/2023 | CRFFH | F&H CONSTRUCTION | 944.22 | Account Closed - Customer Refund |
| 056683 | 1/11/2023 | CRF LEN | LENNAR HOMES CA, INC | 34.70 | Account Closed - Customer Refund |
| 056684 | 1/11/2023 | CRF LEN | LENNAR HOMES CA, INC | 80.92 | Account Closed - Customer Refund |
| 056685 | 1/11/2023 | CRF LEN | LENNAR HOMES CA, INC | 100.00 | Account Closed - Customer Refund |
| 056686 | 1/11/2023 | CRF LNT | LENNAR TITLE | 189.91 | Account Closed - Customer Refund |
| 056687 | 1/11/2023 | CRF OKA | PAULA & RODNEY OKAMOTO | 230.95 | Account Closed - Customer Refund |
| 056688 | 1/11/2023 | CRFFNC | FIDELITY NATIONAL TITLE COMP | 101.73 | Account Closed - Customer Refund |
| 056689 | 1/11/2023 | CRFFNC | FIDELITY NATIONAL TITLE COMP | 108.24 | Account Closed - Customer Refund |
| 056690 | 1/11/2023 | CRFFTC | FIRST AMERICAN TITLE COMPANY | 8.96 | Account Closed - Customer Refund |
| 056691 | 1/11/2023 | CRFSTS6 | STEWART TITLE OF SACRAMENTO | 102.30 | Account Closed - Customer Refund |
| 056692 | 1/11/2023 | DATAPRO | DATAPROSE LLC | 6,372.47 | December Billing, Postage and Insert |
| 056693 | 1/11/2023 | DELPHIA | DELPHIA CONSULTING, LLC | 110.00 | Contracted Services - HRMS - Payroll and HR |
| 056694 | 1/11/2023 | EARL CO | EARL CONSULTING CO., LLC | 720.00 | Project Management - New ADMIN Building |
| 056695 | 1/11/2023 | JRG | JRG ATTORNEYS, LLP | 624.30 | Legal - Dec 2022 |
| 056696 | 1/11/2023 | KIRBY | KIRBY'S PUMP & MECHANICAL, INC | 22,535.94 | Grundfos Pump Motor Replacement - Well 8 |
| 056697 | 1/11/2023 | SAC 5 | SACRAMENTO COUNTY | 20.00 | |
| 056698 | 1/11/2023 | SMUD | SMUD | 964.03 | |
| 056699 | 1/11/2023 | SMUD | SMUD | 447.70 | |
| 056700 | 1/11/2023 | SMUD | SMUD | 8,050.32 | |
| 056701 | 1/11/2023 | SMUD | SMUD | 6,672.66 | |
| 056702 | 1/11/2023 | SMUD | SMUD | 1,161.68 | |
| 056703 | 1/11/2023 | SMUD | SMUD | 52.54 | |
| 056704 | 1/11/2023 | SMUD | SMUD | 2,398.71 | |
| 056705 | 1/11/2023 | SMUD | SMUD | 3,754.74 | |
| 056706 | 1/11/2023 | SWRCB2 | SWRCB-DWOCB | 90.00 | Alan Aragon - Certification Renewal - D3 |
| 056707 | 1/18/2023 | AMAZON | AMAZON CAPITAL SERVICES | 678.04 | (8) Invoices - Materials & Supplies - OPS/ADMIN |
| 056708 | 1/18/2023 | AQUA | AQUA SIERRA CONTROLS, INC | 1,922.14 | Breaker Replacement - Well #8 |
| 056709 | 1/18/2023 | BAY 3 | BAY ALARM COMPANY | 2,457.25 | |
| 056710 | 1/18/2023 | BSK4 | BSK ASSOCIATES | 192.00 | Sampling - Treatment |
| 056711 | 1/18/2023 | CAL CUT | CALIFORNIA CUT & CORE, INC | 400.00 | Saw Cut for CIP Water Main Replacement |
| 056712 | 1/18/2023 | CERTEX | CERTEX USA, INC. | 527.13 | Materials - Distribution |
| 056713 | 1/18/2023 | CINTAS2 | CINTAS | 331.92 | |
| 056714 | 1/18/2023 | COEG | CITY OF ELK GROVE | 2,000.00 | *General District Maintenance - Annual Permit Deposit |
| 056715 | 1/18/2023 | COEG | CITY OF ELK GROVE | 4,000.00 | Encroachment Permit - Locust/Summit St. Alley - CIP |
| 056716 | 1/18/2023 | COEG | CITY OF ELK GROVE | 1,469.96 | Encroachment/Overhead Allocation - 2nd Ave Water Main Project |
| 056717 | 1/18/2023 | COUNTY | COUNTY OF SACRAMENTO | 468,189.19 | Sacramento County Water Billing for Nov-Dec 2022 |
| 056718 | 1/18/2023 | CR MARK | MARKETONE BUILDERS | 1,599.68 | Construction Meter Refund |
| 056719 | 1/18/2023 | CR QUES | QUEST TECHNOLOGY MGMT | 887.72 | Construction Meter Refund |
| 056720 | 1/18/2023 | CS BV | CARD SERVICES | 363.50 | Annual Association Dues, Filing Fee |
| 056721 | 1/18/2023 | CS DM | CARD SERVICES | 631.11 | Software Programs, Supplies, Employee Appreciation |
| 056722 | 1/18/2023 | CS SP | CARD SERVICES | 96.70 | Meal, Employee Appreciation, Bank Fees |
| 056723 | 1/18/2023 | CSPL | CARD SERVICES | 534.59 | Employee Appreciation Meal - Christmas Party |
| 056724 | 1/18/2023 | DE NORA | DE NORA WATER TECHNOLOGIES, | 70,010.56 | Chlorotec System Replacement - CIP |
| 056725 | 1/18/2023 | FERRELL | FERRELLGAS | 71.84 | |
| 056726 | 1/18/2023 | HOLT | HOLT OF CALIFORNIA | 4,628.67 | Equipment Rental - Excavator Water Main Replacement Project |
| 056727 | 1/18/2023 | INT STA | INTERSTATE OIL COMPANY | 1,270.01 | Fuel |

| | | | | | |
|--------|-----------|---------|------------------------------|-----------|---|
| 056728 | 1/18/2023 | INT STA | INTERSTATE OIL COMPANY | 1,419.08 | Fuel |
| 056729 | 1/18/2023 | PACE | PACE SUPPLY CORP | 5,502.11 | (5) Invoices - Materials & Supplies - Distribution |
| 056730 | 1/18/2023 | PETTY | PETTY CASH | 100.76 | |
| 056731 | 1/18/2023 | PG&E | PACIFIC GAS & ELECTRIC | 1,083.96 | |
| 056732 | 1/18/2023 | RADIAL | RADIAL TIRE OF ELK GROVE | 1,006.30 | (2) Invoices - Repairs & Maintenance - OPS Vehicles |
| 056733 | 1/18/2023 | RAFT | RAFTELIS | 10,881.64 | Water Rate and Connection Fee Study |
| 056734 | 1/18/2023 | SAC 5 | SACRAMENTO COUNTY | 20.00 | |
| 056735 | 1/18/2023 | SIERRA | SIERRA OFFICE SUPPLIES | 343.59 | |
| 056736 | 1/18/2023 | SOURCE | SOURCETECH SYSTEMS, INC. | 26,575.00 | Replacement Servers for Off-Site Disaster Recovery |
| 056737 | 1/18/2023 | SWRCB2 | SWRCB-DWOCP | 90.00 | D3 Certification Exam Passed - Justin Mello |
| 056738 | 1/18/2023 | SWRCB2 | SWRCB-DWOCP | 90.00 | D3 Certification Exam Passed - Salvador Mendoza |
| 056739 | 1/18/2023 | TRE&TRA | TRENCH & TRAFFIC SUPPLY | 6,111.17 | (3) Invoices - Equipment Rentals - Water Main Replacement Project |
| 056740 | 1/18/2023 | ULTRA | ULTRA TRUCK WORKS, INC | 139.29 | |
| 056741 | 1/18/2023 | USS | UNITED SITE SERVICES | 1,217.40 | |
| 056742 | 1/18/2023 | VERIZON | VERIZON WIRELESS | 637.27 | |
| 056743 | 1/19/2023 | CS AA | CARD SERVICES | 47.42 | Bank Fees |
| 056744 | 1/19/2023 | CS CP | CARD SERVICES | 844.82 | Equipment, Safety Gear and Supplies - Utility Crew |
| 056745 | 1/19/2023 | CS DF | CARD SERVICES | 16.14 | Supplies - OPS |
| 056746 | 1/19/2023 | CS SH | CARD SERVICES | 781.91 | Materials, Employee Appreciation Meal, Table Rentals |
| 056747 | 1/25/2023 | AIMS TE | JEROEN PREISS, AIMS TEAM LLC | 13,380.00 | (2) Invoices - AMP Update Final |
| 056748 | 1/25/2023 | AMAZON | AMAZON CAPITAL SERVICES | 278.58 | (3) Invoices - Materials & Supplies - OPS |
| 056749 | 1/25/2023 | AQUA ME | AQUA-METRIC SALES, CO. | 7,995.59 | (2) Invoices - 5 - 2" Meters |
| 056750 | 1/25/2023 | BACK TE | BACKFLOW TECHNOLOGIES, INC | 65.00 | |
| 056751 | 1/25/2023 | BAY 3 | BAY ALARM COMPANY | 2,794.75 | Daily Tasks/Help Tickets |
| 056752 | 1/25/2023 | BG SOLU | SOLUTIONS BY BG INC. | 9,086.63 | Sampling - Treatment |
| 056753 | 1/25/2023 | BSK4 | BSK ASSOCIATES | 532.00 | Saw Cut for CIP Water Main Replacement |
| 056754 | 1/25/2023 | CAL CUT | CALIFORNIA CUT & CORE, INC | 925.00 | January Board Meeting Meal |
| 056755 | 1/25/2023 | CILANTR | CILANTRO'S MEXICAN GRILL | 327.55 | |
| 056756 | 1/25/2023 | COUNTY3 | COUNTY OF SACRAMENTO | 142.70 | |
| 056757 | 1/25/2023 | CR DMA | DAVID MARTCHENKE | 127.33 | |
| 056758 | 1/25/2023 | CRCT 2 | CHICAGO TITLE | 10.27 | Account Closed - Customer Refund |
| 056759 | 1/25/2023 | CRF BHT | THE BEATRICE HOSPODKA TRUST | 55.39 | Account Closed - Customer Refund |
| 056760 | 1/25/2023 | CRF DES | DENNIS & DIANA SUMROW | 48.17 | Account Closed - Customer Refund |
| 056761 | 1/25/2023 | CRF DHL | DEMETER HOLDINGS, LLC | 21.52 | Account Closed - Customer Refund |
| 056762 | 1/25/2023 | CRF DHO | DENNIS HOOPER | 29.25 | Account Closed - Customer Refund |
| 056763 | 1/25/2023 | CRF HWA | HEATHER WARD | 99.76 | Account Closed - Customer Refund |
| 056764 | 1/25/2023 | CRF JSO | JOSEPH SOUZA | 68.86 | Account Closed - Customer Refund |
| 056765 | 1/25/2023 | CRF KMU | KEVIN MUNDAY | 132.82 | Account Closed - Customer Refund |
| 056766 | 1/25/2023 | CRF LAU | LAURIE A. DAPELO | 14.72 | Account Closed - Customer Refund |
| 056767 | 1/25/2023 | CRF NPB | NANCY P. BEACH | 22.06 | Account Closed - Customer Refund |
| 056768 | 1/25/2023 | CRF OPL | OPENDOOR LAB, INC | 70.25 | Account Closed - Customer Refund |
| 056769 | 1/25/2023 | CRF PAG | PAUL GOETZ | 92.73 | Account Closed - Customer Refund |
| 056770 | 1/25/2023 | CRF RCR | RACHEL CRANE | 56.58 | Account Closed - Customer Refund |
| 056771 | 1/25/2023 | CRF SRU | SUSAN RUSHING | 21.32 | Account Closed - Customer Refund |
| 056772 | 1/25/2023 | CRF WCT | WILLIAM CULLEN TRUST | 64.99 | Account Closed - Customer Refund |
| 056773 | 1/25/2023 | CRF WWA | WADE WAYLAND | 167.78 | Account Closed - Customer Refund |
| 056774 | 1/25/2023 | CRF WWA | WADE WAYLAND | 167.78 | Account Closed - Customer Refund |
| 056775 | 1/25/2023 | CRFCHH | CHRISTINE HESS | 22.02 | Account Closed - Customer Refund |
| 056776 | 1/25/2023 | CRFFAT3 | FIRST AMERICAN TITLE | 11.12 | Account Closed - Customer Refund |
| 056777 | 1/25/2023 | CRFFI13 | FIRST AMERICAN TITLE CO | 279.84 | Account Closed - Customer Refund |
| 056778 | 1/25/2023 | CRFFTC | FIRST AMERICAN TITLE COMPANY | 10.14 | Account Closed - Customer Refund |
| 056779 | 1/25/2023 | CRFFTC | FIRST AMERICAN TITLE COMPANY | 65.42 | Account Closed - Customer Refund |

| | | | | | |
|--------|-----------|---------|------------------------------|-----------|--|
| 056779 | 1/25/2023 | CRFFTC | FIRST AMERICAN TITLE COMPANY | 18.45 | Account Closed - Customer Refund |
| 056780 | 1/25/2023 | CRFFTC | FIRST AMERICAN TITLE COMPANY | 25.13 | Account Closed - Customer Refund |
| 056781 | 1/25/2023 | CRFINCL | INCLINE MANAGEMENT, LLC | 231.25 | Account Closed - Customer Refund |
| 056782 | 1/25/2023 | CRFMARP | MARGUERITE POLLARD | 22.34 | Account Closed - Customer Refund |
| 056783 | 1/25/2023 | CRNICKS | NICK SHEBERT | 43.49 | Account Closed - Customer Refund |
| 056784 | 1/25/2023 | CS AH | CARD SERVICES | 190.64 | eLearning Course, Tools - Treatment |
| 056785 | 1/25/2023 | CS BK | CARD SERVICES | 5,511.29 | Hotel, Employee Appreciation, Meals, Uber, Software Programs |
| 056786 | 1/25/2023 | CS TF | CARD SERVICES | 1,766.36 | Hotel, Conservation Swag, Training, Employee Appreciation |
| 056787 | 1/25/2023 | DELPHIA | DELPHIA CONSULTING, LLC | 770.00 | HR/Payroll |
| 056788 | 1/25/2023 | DMV | DMV | 9.00 | |
| 056789 | 1/25/2023 | EG FORD | ELK GROVE FORD | 317.68 | Repairs & Maintenance - OPS Vehical |
| 056790 | 1/25/2023 | FRONT C | FRONTIER COMMUNICATIONS | 290.78 | |
| 056791 | 1/25/2023 | ICONIX | ICONIX WATERWORKS (US) INC. | 26,174.42 | (2) Invoices - CIP Water Main Replacement Project |
| 056792 | 1/25/2023 | INT STA | INTERSTATE OIL COMPANY | 995.45 | Fuel |
| 056793 | 1/25/2023 | JMENDOZ | JOSE MENDOZA | 280.14 | Boot Reimbursement |
| 056794 | 1/25/2023 | KAISER3 | THE PERMANENTE MEDICAL | 115.00 | HR Related Services |
| 056795 | 1/25/2023 | LIFE ST | LIFE STORAGE #669 | 933.00 | (3) Storage Rentals |
| 056796 | 1/25/2023 | PEST | PEST CONTROL CENTER INC | 84.00 | |
| 056797 | 1/25/2023 | PIT 5 | PURCHASE POWER | 527.57 | Postage Machine - ADMIN |
| 056798 | 1/25/2023 | QUAL SO | QUALITY SOUND | 2,615.21 | 1 - Electro-Voice Wireless Microphone for the Boardroom |
| 056799 | 1/25/2023 | SIERRA | SIERRA OFFICE SUPPLIES | 1,538.58 | |
| 056800 | 1/25/2023 | TRE&TRA | TRENCH & TRAFFIC SUPPLY | 10,265.50 | (9) Equipment Rental - CIP Water Main Replacement/Truman & Adams |
| 056801 | 1/25/2023 | TRUEPOI | TRUEPOINT SOLUTIONS | 1,110.00 | Custom Development - Implementation of Recurring Credit Card Feature |
| 056802 | 1/25/2023 | USBANK | U.S. BANK EQUIPMENT FINANCE | 752.14 | Copier - ADMIN |
| 056803 | 1/25/2023 | VRF JOF | JODY L FAIRMAN | 41.22 | Account Closed - Customer Refund |
| 056804 | 1/25/2023 | WHITECA | WHITE CAP L.P. | 1,133.12 | Materials & Supplies - Treatment |

Total: 1,029,167.91

**Active Account Information
As of 01/31/2023**

| | JULY | AUG | SEPT | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUNE |
|------------------------|--------|--------|--------|--------|--------|--------|--------|-----|-----|-----|-----|------|
| Water Accounts: | | | | | | | | | | | | |
| Metered | | | | | | | | | | | | |
| Residential | 12,303 | 12,292 | 12,293 | 12,289 | 12,300 | 12,299 | 12,302 | | | | | |
| Commercial | 361 | 361 | 360 | 361 | 360 | 360 | 360 | | | | | |
| Irrigation | 185 | 187 | 186 | 186 | 186 | 187 | 187 | | | | | |
| Fire Service | 186 | 186 | 187 | 187 | 187 | 187 | 187 | | | | | |
| Total Accounts | 13,035 | 13,026 | 13,026 | 13,023 | 13,033 | 13,033 | 13,036 | - | - | - | - | - |

**Active Account Information
FY 2021/2022**

| | JULY | AUG | SEPT | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUNE |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Water Accounts: | | | | | | | | | | | | |
| Metered | | | | | | | | | | | | |
| Residential | 12,305 | 12,318 | 12,300 | 12,309 | 12,299 | 12,312 | 12,300 | 12,293 | 12,312 | 12,297 | 12,293 | 12,314 |
| Commercial | 362 | 363 | 362 | 362 | 362 | 363 | 362 | 362 | 362 | 366 | 361 | 361 |
| Irrigation | 183 | 183 | 183 | 183 | 183 | 183 | 184 | 184 | 185 | 186 | 184 | 185 |
| Fire Service | 183 | 183 | 183 | 183 | 183 | 184 | 184 | 184 | 185 | 188 | 185 | 186 |
| Total Accounts | 13,033 | 13,047 | 13,028 | 13,037 | 13,027 | 13,042 | 13,030 | 13,023 | 13,044 | 13,037 | 13,023 | 13,046 |

**Bond Covenant Status
For Fiscal Year 2022-23
As of 01/31/2023**

| | |
|---|-------------------------|
| Operating Revenues: | |
| Charges for Services | \$ 9,715,938 |
| Operating Expenses: | |
| Salaries & Benefits | 2,449,816 |
| Seminars, Conventions and Travel | 19,018 |
| Office & Operational | 878,933 |
| Purchased Water | 1,969,915 |
| Outside Services | 477,050 |
| Equipment Rent, Taxes, and Utilities | 350,666 |
| Total Operating Expenses | 6,145,398 |
| Net Operating Income | \$ 3,570,540 |
| Annual Interest & Principal Payments | |
| \$3,883,204 | \$ 2,265,202 (1) |
| Debt Service Coverage Ratio, YTD Only: | 1.58 |
| Required | 1.15 |

Notes

1. Reflects budget divided by number of months year to date.
However, first Principal/Interest Payments made in September.
Projected Annual Budget Coverage Ratio is **1.29**

**CASH - Detail Schedule of Investments
As of 01/31/2023**

G/L Account Fund
HELD BY BOND TRUSTEE:

| <u>G/L Account Fund</u> | <u>Water</u> | <u>Account number / name</u> | <u>Investment Name</u> | <u>Investment Type</u> | <u>Restrictions</u> | <u>Market Value</u> | |
|------------------------------|--------------|---|--------------------------|------------------------|-----------------------|----------------------|---------------------------|
| 1110-000-20 | Water | BNY 892744 FRCD 2014A DEBT SERVICE | Dreyfus Inst Treasury | MM Mutual Fund | Restricted | 0.00 | |
| 1112-000-20 | Water | BNY 743850 FRCD 2016A DEBT SERVICE | Dreyfus Inst Treasury | MM Mutual Fund | Restricted | 0.00 | |
| | | | | | Subtotal | - | |
| 1001-000-20 | Water | Cash on Hand | | | Unrestricted | 300.00 | |
| HELD BY F&M BANK: | | | | | | | |
| 1011-000-10 | FRCD | F&M 08-032009-01 CHECKING ACCOUNT | | | Unrestricted | | |
| 1011-000-20 | Water | F&M 08-032017-01 OPERATING ACCOUNT | | | Unrestricted | 4,098,379.24 | |
| 1084-000-20 | Water | F&M 08-03201702-31 MONEY MARKET | | 0.25% | Unrestricted | 100,973.14 | |
| 1031-000-20 | Water | F&M 08-032912-01 CREDIT CARD ACCOUNT | | | Unrestricted | 514,394.26 | |
| 1061-000-20 | Water | F&M 08-032890-01 PAYROLL ACCOUNT | | | Unrestricted | 234,233.66 | |
| 1071-000-20 | Water | F&M 08-032920-01 DRAFTS ACCOUNT | | | Unrestricted | 118,056.71 | |
| | | | | | Subtotal | 5,066,037.01 | |
| INVESTMENTS | | | | | | | |
| 1080-000-20 | Water | Office of the Treasurer - Sacramento California | LAIF | Investment Pool | Unrestricted | 5,538,873.63 | |
| 1081-000-20 | Water | CALTrust Medium Term | | Investment | Unrestricted | 1,345,629.84 | |
| 1082-000-20 | Water | | | | | | |
| | | <u>PURCHASE DATE</u> | <u>ISSUED BY</u> | <u>CALL DATE</u> | <u>% of Portfolio</u> | <u>CURRENT YIELD</u> | <u>MARKET VALUE</u> |
| | | 9/30/2016 | US Bank | N/A | 1.90% | 4.10% | 69,854.24 |
| | | 11/19/2020 | Federal Home Loan (FHLB) | 07/10/20 - qrtly | 24.20% | 0.640% | 903,970.00 |
| | | 7/31/2020 | Federal Home Loan (FHLB) | 11/25/2024 | 25.20% | 0.600% | 943,870.00 |
| | | 7/29/2021 | Federal Home Loan (FHLB) | 04/15/26- qrtly | 24.10% | 0.960% | 902,380.00 |
| | | 7/31/2020 | Federal Natl MTG ASSN | 07/09/2021 - qrtly | 24.60% | 0.780% | 919,120.00 |
| | | | | | | | 3,739,194.24 |
| | | | | | | | Total |
| | | | | | | | 15,690,034.62 |
| | | | | | | | Total Restricted |
| | | | | | | | - |
| | | | | | | | Total Unrestricted |
| | | | | | | | 15,690,034.62 |
| | | <u>Call Date</u> | <u>CUSIP</u> | <u>Issued by:</u> | <u>Interest Rate</u> | <u>YTM</u> | <u>Market Value</u> |
| | | | | | | | |
| | | | | | | | \$ - |
| | | | | | | | \$ - |

YTM = Yield to Maturity
qtrly = quarterly
cont. = continuous

Authorized Signers
Bruce Kamilos
Patrick Lee
Donella Murrillo
Stefani Phillips

Consultant Expenses
As of 01/31/2023

Fiscal Retainer Contracts

| | Description | Total Contract | Current Month | Paid to date | 2022-2023 FY Budget | Percent of year (58%) |
|--------------------------|-------------|----------------|---------------|--------------|---------------------|-----------------------|
| JRG Attorneys, LLP | Task orders | TBD | \$ 624 | \$ 10,415 | | |
| Liebert Cassidy Whitmore | Task orders | TBD | \$ - | \$ 1,297 | | |
| Total | | | \$ 624 | \$ 11,712 | \$ 145,000 | 8.08% |
| Solutions by BG, Inc. | Task orders | 792,676 | \$ 18,990 | \$ 156,525 | \$ 255,840 | 61.18% |

Major Contracts

| Consultant | Description | Total Contract | Paid to date | 2022-2023 FY Budget | Percent of Contract Amount |
|----------------------------|-------------|----------------|--------------|---------------------|----------------------------|
| *Earl Consulting | PSA | \$ 78,000 | \$ 75,447 | | 96.73% |
| **MFDB Architects | PSA | \$ 205,270 | \$ 202,039 | | 98.43% |
| A.P. Thomas (Construction) | PSA | \$ 2,554,565 | \$ 2,461,128 | | 96.34% |
| | | \$ 2,837,835 | \$ 2,738,614 | | 96.50% |

*Change Order to Amend Contract for an additional \$10,000, issued on 11/14/2021. Change order issued for \$28,000 on 2/25/22. Original Contract amount was \$40,000.

**Change Order to Amend Contract for an additional \$12,770.00. Original Contract amount was \$192,500.

Major Capital Improvement Project
Budget vs Actuals
As of 01/31/2023

| Capital Project | Total Project Budget | Total Project Exp to Date | Percent Spent | Capitalized Labor | Fund Type | Project Type | 2022-23 Budget | | Jan | | YTD % Spent |
|--|----------------------|---------------------------|---------------|-------------------|-----------|---------------------|----------------|-------------|--------------|---------------|-------------|
| | | | | | | | Budget | Project Exp | Project Exp | Total YTD (1) | |
| Locust/Summit Alley Water Main | 635,000 | 22,765 | 3.58% | \$ 15,455 | R&R | Supply/Distribution | 635,000 | \$ 7,250 | \$ 22,765 | 3.58% | |
| 2nd Ave Water Main | 188,000 | 223,530 | 118.90% | 100,513 | R&R | Supply/Distribution | 188,000 | 1,525 | 212,586 | 113.08% | |
| Truman St/Adams St Water Main | 129,000 | 99,941 | 77.47% | 54,277 | R&R | Supply/Distribution | 129,000 | 6,166 | 99,941 | 77.47% | |
| Elk Grove Blvd/Grove Street Alley Water Main | 376,000 | 84,051 | 22.35% | 8,615 | R&R | Supply/Distribution | 376,000 | 67,352 | 84,051 | 22.35% | |
| ChlorTech System Replacements | 150,000 | 70,011 | 46.67% | - | R&R | Treatment | 150,000 | 70,011 | 70,011 | 46.67% | |
| Media Replacement - RRWTP Filter Vessel | 90,000 | 63,505 | 70.56% | 1,617 | R&R | Treatment | 90,000 | 63,505 | 63,505 | 70.56% | |
| Backup IT Server Replacements | 30,000 | 26,575 | 88.58% | - | R&R | Building and Site | 30,000 | 26,575 | 26,575 | 88.58% | |
| 9829 Waterman Rd | 3,238,028 | 3,011,313 | 93.00% | - | CIP | Building and Site | 1,281,316 | 11,639 | 1,054,600 | 82.31% | |
| Brinkman Transmission Main | 50,000 | - | 0.00% | - | CIP | Supply/Distribution | 50,000 | - | - | 0.00% | |
| Service Line Replacements (Paving) | 85,000 | 83,932 | 98.74% | - | CIP | Supply/Distribution | 85,000 | - | 83,932 | 98.74% | |
| Truck Replacement | 65,337 | - | 0.00% | - | CIP | Supply/Distribution | 65,337 | - | - | 0.00% | |
| Unforeseen Capital Projects | 100,000 | 14,337 | 14.34% | - | - | Building and Site | 100,000 | - | 14,337 | 14.34% | |
| Sub-Total | \$ 5,136,365 | \$ 3,699,959 | 72.03% | \$ 180,477 | | | \$ 3,179,653 | \$ 254,022 | \$ 1,732,302 | 54.48% | |

(1) Includes \$180,477 in capitalized labor through 01/31/2023

(2) Includes unforeseen capital projects, including:

| | |
|------------------------|------------------|
| Radio Antenna Well 4D | \$ 435 |
| Radio Antenna Well 4D | 170 |
| Aqua Sierra - VFD | 3,550 |
| County Permit - Well 8 | 182 |
| Aqua Sierra - VFD | 10,000 |
| Total | \$ 14,337 |

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District
FROM: Patrick Lee, Finance Manager/Treasurer
SUBJECT: **YEAR TO DATE REVENUES AND EXPENSES COMPARED TO BUDGET – JANUARY 2023**

RECOMMENDATION

This item is presented for discussion purposes only. No action by the Florin Resource Conservation District Board of Directors is requested at this time.

SUMMARY

Per the Florin Resource Conservation District (District) Board of Directors (Board) request, consent item g – Year-To-Date Revenues and Expenses Compared to Budget is being included in the Board packet as a standalone agenda item.

DISCUSSION

Background

The Year-To-Date Revenues and Expenses Compared to Budget was a standing item included in the monthly consent calendar presented to the Board each month. The Board has requested that staff remove the report from consent calendar and include it as a standalone agenda item for discussion purposes for all future Board meetings.

Present Situation

The Year-To-Date Revenues and Expenses Compared to Budget report for January 2023 is being provided to the Board for review and discussion.

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

February 21, 2023

**YEAR TO DATE REVENUES AND EXPENSES COMPARED TO BUDGET – JANUARY
2023**

Page 2

STRATEGIC PLAN CONFORMITY

This item conforms to the FRCD/Elk Grove Water District 2020-2025 Strategic Plan Goal No. 1, Governance and Customer Engagement by providing transparency in the District's financial operations.

FINANCIAL SUMMARY

There is no financial impact associated with this report.

Respectfully Submitted,



PATRICK LEE
TREASURER

Attachment

Attachment

Elk Grove Water District
Year to Date Revenues and Expenses Compared to Budget
As of January 31, 2023

| | General Ledger Reference | YTD Activity | Annual Budget | 7/12=58.33% % Realized |
|---|-----------------------------|-----------------|------------------|------------------------------|
| Revenues | 4100 - 4900 | \$ 9,715,938 | \$ 15,873,385 | 61.21% |
| Operating Expenses | | | | |
| Salaries & Benefits | 5100 - 5280 | 2,633,622 | 4,847,546 | 54.33% |
| less Capitalized Labor | | (180,477) | (459,089) | 39.31% |
| Less CalPERS Prepayment for Remainder of Year: (1) | | (3,329) | | |
| Adjusted Salaries and Benefits: | | \$ 2,449,816 | \$ 4,388,457 | 55.82% |
| Seminars, Conventions and Travel | 5300 - 5350 | 19,018 | 40,393 | 47.08% |
| Office & Operational | 5410 - 5494 | 878,933 | 1,402,320 | 62.68% |
| Purchased Water est. (1) | 5495 - 5495 | 1,969,915 | 3,455,261 | 57.01% |
| Outside Services | 5505 - 5580 | 477,050 | 1,077,032 | 44.29% |
| Equipment Rent, Taxes, Utilities | 5620 - 5760 | 350,666 | 499,674 | 70.18% |
| Total Operational Expenses | | \$ 6,145,398 | \$ 10,863,137 | 56.57% |
| Net Operating Income | | \$ 3,570,540 | \$ 5,010,248 | 71.26% |
| Non-Operating Revenues | | | | |
| Interest Received | 9910 - 9910 | 57,476 | 25,000 | 229.91% |
| Unrealized Gains/(Losses) | 9911 - 9911 | 32,402 | - | 100.00% |
| Other Income/(Expense) | 9920 - 9973 | 101,028 | 263,105 | 38.40% |
| Total Non-Operating Revenues | | \$ 190,906 | \$ 288,105 | 66.26% |
| Non-Operating Expenses | | | | |
| Election Costs | 9950 - 9950 | (1,887) | 250,000 | 0.75% |
| Capital Expenses (2): | | | | |
| Capital Improvements | 1705 - 1760 | 1,138,532 | 1,481,653 | 76.84% |
| Capital Replacements | 1705 - 1760 | 579,434 | 1,598,000 | 36.26% |
| Unforeseen Capital Projects | 1705 - 1760 | 14,337 | 100,000 | 14.34% |
| Total Capital Expenses: | | \$ 1,732,302 | \$ 3,179,653 | 54.48% |
| Bond Interest Accrued (3) | 7300 - 7300 | 771,869 | 1,323,204 | 58.33% |
| Total Non Operating Expenses | | \$ 2,502,284 | \$ 4,752,857 | 52.65% |
| Bond Retirement (3): | | \$ 1,493,333 | \$ 2,560,000 | 58.33% |
| Total Expenditures | | 9,950,110 | 17,887,889 | 55.62% |
| Revenues in Excess of All Expenditures, including Capital | | \$ (234,171) | \$ (2,014,504) | 11.62% |

Notes:

1. There is a lag in water billings from the Sacramento County Water Agency. Included above is an estimate of costs to date based on water used.
2. YTD Activity includes \$180,477 in capitalized labor charged to capital projects.
3. Bond retirement payments are made two times a year in September and March
4. Accounts receivable balance, which represents the difference between the total amount billed and total amount collected, as of January 31, 2023 is \$131,439

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District
FROM: Stefani Phillips, Human Resources Administrator
SUBJECT: **FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT 2023 COMPENSATION STUDY**

RECOMMENDATION

This item is presented for discussion and direction from the Florin Resource Conservation District Board of Directors.

SUMMARY

The Florin Resource Conservation District/Elk Grove Water District (District) is undergoing a compensation study for all District classifications. The compensation study commenced from a goal established by the Strategic Plan 2020-2025. The District's goal is to be an employer of choice with the objective of providing the employees with competitive salaries and benefits.

DISCUSSION

Background

In October 2022, the District retained Bryce Consulting (Consultant) to perform the Florin Resource Conservation District/Elk Grove Water District Compensation Study (Study).

The Study objectives include the following:

- Research and recommend survey parameters including survey agencies and data elements (Attachment 1).
- Collect and analyze base salary and benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology, results, and recommendations.

The Study was performed using ten agencies recommended by the Consultant and supported by the Florin Resource Conservation District Board of Directors (Board).

**FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT
2023 COMPENSATION STUDY**

Page 2

Selected labor market agencies:

- | | |
|-------------------------------------|-------------------------------|
| 1. Amador Water Agency | 2. Carmichael Water District |
| 3. Citrus Heights Water District | 4. City of Folsom |
| 5. El Dorado Irrigation District | 6. Fair Oaks Water District |
| 7. Nevada Irrigation District | 8. Placer County Water Agency |
| 9. Sacramento Suburban Water Agency | 10. San Juan Water District |

Present Situation

On February 7, 2023, a Board Working Group (BWG) met to review and discuss the Study's findings and recommendations. Included in the meeting were Chair Tom Nelson Director Lisa Medina, General Manager Bruce Kamilos, Human Resources Administrator Stefani Phillips, Finance Manager Patrick Lee, and Human Resources Technician Amber Kavert.

The District 2023 Compensation Study Report (Attachment 2) summarizes the methodology, results, and recommendations for each classification.

The Consultant calculated the labor market median, 60th percentile, 62.5th percentile, and mean for maximum base salary, total cash, and total compensation. Based on discussion with the BWG, the recommendations were developed using the 60th percentile for total compensation. Overall, the District is 1.70% below market for base salary, 0.67% below market for total cash, and 2.13% below market for total compensation. However, each classification should be reviewed individually in developing the salary recommendations to ensure the classifications are competitive and consistent with the market.

Where a classification was not surveyed or insufficient data was found, the salary recommendation has been developed based on internal relationships with 10% between entry and journey, 10% between journey and advanced journey, and 15% if the advanced journey level supervises. If a classification was over market, the consultant has recommended a new lower salary range should the position be vacated in the future.

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

February 21, 2023

**FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT
2023 COMPENSATION STUDY**

Page 3

STRATEGIC PLAN CONFORMITY

This agenda item conforms with the District's objective of maintaining competitive salaries and benefits as stated in the Florin Resource Conservation District/Elk Grove Water District 2020-2025 Strategic Plan Strategic Goal 6.

FINANCIAL SUMMARY

The actions listed above, if approved, would increase the District's current salary and benefit costs by approximately \$207,518 in the first year.

Respectfully submitted,



STEFANI PHILLIPS
HUMAN RESOURCES ADMINISTRATOR

Attachments



Florin Resource Conservation District/Elk Grove Water District

2023 Total Compensation Study

Board of Director

February 21, 2023

Agenda

- Compensation Study
 - Process
 - Survey Agencies
 - Data Elements
 - Survey Classes
- Findings

Compensation Study

- Process
 - Researched and recommended survey agencies
 - Collected salary and benefit information, along with organizational charts and job descriptions, to confirm comparability of classes
 - Formed calculations based on the median, 60th percentile 62.5th percentile and mean, taking into consideration salary plus benefits
 - Data is effective January 1, 2023

Survey Agencies

- Survey agencies were selected with consideration for:
 - Operating Budget;
 - Full Time Employees;
 - Connections;
 - Services;
 - Distance from the District;
 - Past practice
- Goal is to identify like organizations that serve as potential competition for the District
- Typical labor market includes 10 – 12 agencies

Survey Agencies

| Agency | Operating Budget (millions) Not including Capital Budget | FTE | Connections | Water Treatment | Water Distribution | Miles from Elk Grove |
|----------------------------------|--|---------------------------------|---------------|-----------------|--------------------|----------------------|
| <i>Elk Grove Water District</i> | \$10.86 | 30 | 13,052 | Yes | Yes | --- |
| Amador Water Agency | \$10.2 | 51 | 10,000 | Yes | Yes | 39 |
| Carmichael Water District | \$9.89 | 30 | 11,947 | Yes | Yes | 22 |
| Citrus Heights Water District | \$13.6 | 36 | 19,960 | No | Yes | 23 |
| City of Folsom | \$102 (total GF) \$15.7 (water fund) | 479 56 (water/wastewater) | 22,169 | Yes | Yes | 25 |
| El Dorado Irrigation District | \$60 | 221 | 39,000 | Yes | Yes | 46 |
| Fair Oaks Water District | \$7.3 | 31 | 14,390 | No | Yes | 20 |
| Nevada Irrigation District | \$28 | 205 | 19,667 | Yes | Yes | 74 |
| Placer County Water Agency | \$77.8 \$45 (water) | 231 31 (water) | 41,000 | Yes | Yes | 49 |
| Sacramento Suburban Water Agency | \$23.8 | 73 | 47,054 | Yes | Yes | 16 |
| San Juan Water District | \$10.2 Wholesale \$13.5 Retail \$23.7 Total | 49 | 10,700 | Yes | Yes | 28 |

Data Elements

- Data Included in Datasheets
 - Base Salary
 - Employee’s share of retirement paid by employer
 - Deferred compensation contribution
 - Longevity pay at year 10
 - Certification/education incentive pay
 - Paid insurances (health, dental, vision, life, long term disability)
 - Social Security
 - Employee share of employer retirement cost
- Data Included in Summary Tables
 - Data and amount of last and next cost of living increase
 - Paid Leave
 - Vacation
 - Sick
 - Holiday
 - Administrative/management

Survey Classes

- Administrative Assistant II
- Associate Civil Engineer
- Engineering Technician II
- Finance Manager
- Finance Supervisor
- General Manager
- Human Resources Administrator
- Human Resources Technician
- Program Manager
- Senior Utility Billing Specialist
- Utility Billing Specialist III
- Water Distribution Operator II
- Water Distribution Operator III
- Water Distribution Supervisor
- Water Treatment Operator II
- Water Treatment Operator III
- Water Treatment Supervisor

Findings

- Refer to Summary Sheets

Recommendations

- Salary recommendations are based on
 - Labor market 60th percentile for total compensation
 - Internal relationships for classes that resulted in insufficient data or a series

Q&A

Attachment 2

BRYCE
CONSULTING

FLORIN RESOURCE CONSERVATION DISTRICT/ELK
GROVE WATER DISTRICT
2023 COMPENSATION STUDY REPORT

Prepared By
Bryce Consulting, Inc.
1024 Iron Point Road, Suite 100
Folsom, CA 95630
916-974-0199



February 2023

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the Florin Resource Conservation District/Elk Grove Water District (District) to conduct a comprehensive compensation study of District classifications. This report presents the compensation survey results and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Compensation Survey Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Research and recommend survey parameters including survey agencies and data elements.
- Collect and analyze base salary and benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology, results and recommendations.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market." A labor market consists of those employers with whom the District might compete for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.

LABOR MARKET

Table 1 displays the 10 survey agencies that were recommended for comparison. All of the agencies surveyed participated in the process.

| TABLE 1 SURVEY AGENCIES |
|------------------------------------|
| Amador Water Agency |
| Carmichael Water District |
| Citrus Heights Water District |
| City of Folsom |
| El Dorado Irrigation District |
| Fair Oaks Water District |
| Nevada Irrigation District |
| Placer County Water Agency |
| Sacramento Suburban Water District |
| San Juan Water District |

SURVEY CLASSES

Survey classes, as displayed in **Table 2**, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

With respect to the Engineer series, the Associate Civil was surveyed as most organizations require registration as a Professional Engineer; therefore, it is a better benchmark than the Associate Engineer level.

| TABLE 2 SURVEY CLASSIFICATIONS |
|---|
| Administrative Assistant II |
| Associate Civil Engineer |
| Engineering Technician II |
| Finance Manager |
| Finance Supervisor |
| General Manager |
| Human Resources Administrator |
| Human Resources Technician |
| Program Manager |
| Senior Utility Billing Specialist |
| Utility Billing Specialist III |
| Water Distribution Operator II |
| Water Distribution Operator III |
| Water Distribution Supervisor |
| Water Treatment Operator II |
| Water Treatment Operator III |
| Water Treatment Supervisor |

SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected for each survey class included:

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement for new “classic” employees
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/Education Pay (e.g. Class A driver’s license)
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement
- Cost of living information including date and amount of next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Leave benefits

- Retiree health, dental and vision benefits
- On-Call/Standby Pay Policies
- Equal Pay Act compliance

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies' websites were utilized to collect salary and benefit data and to compare job descriptions, where available.
- The consultant followed up the survey agencies to collect additional information and seek clarification.

In addition to the collection of base salary and benefit information, careful efforts were made to analyze the full range of duties and requirements of the job classes determined to be comparable to the District's classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the District's position was compared to the labor market to determine the percentage the District is above or below the labor market median, 60th percentile, 62.5th percentile, and mean. The data is effective January 2023.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. **Appendix B** contains the miscellaneous benefit data that was collected.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

| TABLE 3 COMPARABILITY | |
|-----------------------------------|------------------------------|
| Survey Classification | Number of Comparable Classes |
| Administrative Assistant II | 5 |
| Associate Civil Engineer | 7 |
| Engineering Technician II | 6 |
| Finance Manager | 9 |
| Finance Supervisor | 1* |
| General Manager | 9 |
| Human Resources Administrator | 5 |
| Human Resources Technician | 5 |
| Program Manager | 6 |
| Senior Utility Billing Specialist | 7 |
| Utility Billing Specialist III | 9 |
| Water Distribution Operator II | 10 |
| Water Distribution Operator III | 4 |
| Water Distribution Supervisor | 8 |
| Water Treatment Operator II | 7 |
| Water Treatment Operator III | 7 |
| Water Treatment Supervisor | 2* |

*Insufficient Data – Fewer than 3 matches

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the District’s relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. While several different statistics were calculated, the recommendations presented are based on the 60th percentile. Therefore, the summary tables on the following pages focus on the District’s comparison to the 60th percentile. **Table 4** summarizes for each classification how the District’s base salaries compare to the labor market. The following data is presented:

- Title of the District’s classification
- The District’s current maximum monthly base salary for each classification

- The labor market 60th percentile for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the 60th percentile of the labor market

| TABLE 4 SUMMARY OF BASE SALARY | | | |
|-----------------------------------|-------------------------------------|---|---|
| Survey Classification | FRCD/EGWD Maximum Base Salary | Labor Market 60 th Percentile | % FRCD/EGWD IS Above or Below Labor Market 60 th Percentile |
| Administrative Assistant II | \$5,521 | \$6,159 | -11.56% |
| Associate Civil Engineer | \$10,934 | \$11,361 | -3.90% |
| Engineering Technician II | \$7,401 | \$7,953 | -7.45% |
| Finance Manager | \$13,955 | \$16,244 | -16.40% |
| Finance Supervisor | \$11,480 | Insuff Data | --- |
| General Manager | \$17,183 | \$20,493 | -19.26% |
| Human Resources Administrator | \$11,206 | \$11,198 | 0.07% |
| Human Resources Technician | \$7,223 | \$7,455 | -3.21% |
| Program Manager | \$10,934 | \$9,431 | 13.74% |
| Senior Utility Billing Specialist | \$7,966 | \$6,489 | 18.54% |
| Utility Billing Specialist III | \$6,240 | \$5,993 | 3.96% |
| Water Distribution Operator II | \$7,048 | \$7,048 | -0.01% |
| Water Distribution Operator III | \$7,966 | \$7,446 | 6.53% |
| Water Distribution Supervisor | \$8,779 | \$9,761 | -11.18% |
| Water Treatment Operator II | \$7,048 | \$6,859 | 2.67% |
| Water Treatment Operator III | \$7,966 | \$7,812 | 1.94% |
| Water Treatment Supervisor | \$8,779 | Insuff Data | --- |

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies' contribution towards the employees' share of retirement, the agencies' contribution towards deferred compensation, longevity pay, up to and including year 10, and certification/education pay. **Table 5** displays how the District compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the District's classification
- The District's current total cash for each classification
- The 60th percentile of the labor market for total cash
- Percentage the District's total cash is above or below the 60th percentile of the labor market

**TABLE 5
SUMMARY OF TOTAL CASH**

| Survey Classification | FRCD/EGWD Maximum Total Cash | Labor Market 60 th percentile | % FRCD/EGWD IS Above or Below Labor Market 60 th percentile |
|-----------------------------------|------------------------------|--|--|
| Administrative Assistant II | \$5,714 | \$6,273 | -9.79% |
| Associate Civil Engineer | \$11,317 | \$11,521 | -1.80% |
| Engineering Technician II | \$7,660 | \$7,953 | -3.81% |
| Finance Manager | \$14,444 | \$16,518 | -14.36% |
| Finance Supervisor | \$11,882 | Insuff Data | --- |
| General Manager | \$17,784 | \$21,107 | -18.68% |
| Human Resources Administrator | \$11,598 | \$11,264 | 2.88% |
| Human Resources Technician | \$7,476 | \$7,677 | -2.69% |
| Program Manager | \$11,317 | \$9,521 | 15.87% |
| Senior Utility Billing Specialist | \$8,245 | \$6,737 | 18.29% |
| Utility Billing Specialist III | \$6,458 | \$6,144 | 4.87% |
| Water Distribution Operator II | \$7,294 | \$7,386 | -1.26% |
| Water Distribution Operator III | \$8,245 | \$7,585 | 8.01% |
| Water Distribution Supervisor | \$9,087 | \$10,042 | -10.51% |
| Water Treatment Operator II | \$7,294 | \$7,225 | 0.95% |
| Water Treatment Operator III | \$8,245 | \$8,084 | 1.95% |
| Water Treatment Supervisor | \$9,087 | Insuff Data | --- |

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agencies’ contribution towards a cafeteria plan, health, dental, vision, life insurance, long-term disability, retiree health savings plan, Social Security, minus the employers’ share of retirement paid by the employee. **Table 6** displays how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District’s classification
- The District’s current total compensation for each classification
- The 60th percentile of the labor market for total compensation
- Percentage the District’s total compensation is above or below the 60th percentile of the labor market

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

| Survey Classification | FRCD/EGWD Maximum Total Compensation | Labor Market 60th percentile | % FRCD/EGWD IS Above or Below Labor Market 60th percentile |
|-----------------------------------|---|--|--|
| Administrative Assistant II | \$8,478 | \$8,866 | -4.57% |
| Associate Civil Engineer | \$14,176 | \$14,705 | -3.73% |
| Engineering Technician II | \$10,463 | \$11,484 | -9.75% |
| Finance Manager | \$17,347 | \$20,520 | -18.29% |
| Finance Supervisor | \$14,749 | Insuff Data | --- |
| General Manager | \$20,735 | \$24,250 | -16.95% |
| Human Resources Administrator | \$14,462 | \$14,380 | 0.57% |
| Human Resources Technician | \$10,275 | \$10,444 | -1.64% |
| Program Manager | \$14,176 | \$12,773 | 9.90% |
| Senior Utility Billing Specialist | \$11,060 | \$9,408 | 14.94% |
| Utility Billing Specialist III | \$9,238 | \$8,883 | 3.83% |
| Water Distribution Operator II | \$10,090 | \$10,084 | 0.06% |
| Water Distribution Operator III | \$11,060 | \$11,083 | -0.21% |
| Water Distribution Supervisor | \$11,915 | \$13,155 | -10.41% |
| Water Treatment Operator II | \$10,090 | \$9,856 | 2.32% |
| Water Treatment Operator III | \$11,060 | \$10,841 | 1.98% |
| Water Treatment Supervisor | \$11,915 | Insuff Data | --- |

RELATIONSHIP TO THE MARKET

On average, for all of the survey classifications, the District is 1.70% below market for base salary, 0.67% below of the market for total cash, and 2.13% below the market for total compensation when compared to the labor market 60th percentile.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, leave benefits and retiree health benefits, on-call/stand by pay practices and equal pay act compliance.

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

With respect to cost of living, the District’s last increase was in July of 2022 in the amount of 7.2%. The District is scheduled for a cost-of-living increase in July of 2023 with the amount yet to be determined.

With respect to the responding agencies, seven of the agencies received an increase in 2022 and five received an increase in January 2023, depending on bargaining unit, ranging from 2% to 8.3%. Four agencies are scheduled for a cost-of-living increase later in 2023 ranging from 1% to 5%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The District has a CalPERS retirement plan with a benefit of 2% @ 55 and a formula of Highest Three-Year Average for Classic tier employees. Employees pay 6% of the employee share of retirement.

Of the responding agencies, all have a CalPERS retirement plan. Seven agencies have a benefit of 2% @ 55; one has a benefit of 2.7% @ 55; one has a benefit of 2% @ 60; and one has a benefit of 3% @ 60. Seven have a formula of Highest 3 Year Average and three have a formula of Single Highest Year. All of the agencies require the employee to pay a portion or all of the employee's share of retirement.

EDUCATION/CERTIFICATION PAY – APPENDIX B TABLE 3

The District does not provide education or certification pay. Six of the survey agencies provide certification and/or education pay with the amount varying by classification. The details are provided in Table 3 of Appendix B.

LEAVE BENEFITS – APPENDIX B – TABLES 4 - 5

The District offers 40 hours of vacation leave in year 1; 80 hours at year 2; 120 hours at year 5; 160 hours at year 10; 200 hours at year 15; and 208 hours at year 20. The District provides 12 days of Paid Time Off with a maximum accrual of 320 hours, recognizes 12 holidays, and provides 80 hours of administrative leave for exempt classifications.

Two of the survey agencies have annual leave whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 88 - 93 hours at year 1, depending on bargaining unit; 90 - 95 hours at year 2; 114 hours at year 5; 142 hours at year 10; 168 hours at year 15; and 187 – 192 hours at year 20. The majority of the survey agencies provide 12 days of sick leave with six providing an unlimited accrual. The labor market average for holidays is 12, with all agencies providing administrative/management leave with the amounts ranging from 40 – 104 hours, depending on classification.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 6

The District does not contribute to a retiree health savings account but does contribute to post employment retiree health benefits with 100% of the cost paid by the District with 15 years of service.

Two of the agencies contribute to a retiree health savings account ranging \$25 per pay period to \$200 per month. Six agencies contribute to post employment retiree health benefits ranging from the PEMCHA minimum to 100%, depending on years of service.

RETIREE DENTAL BENEFITS – APPENDIX B – TABLE 7

The District contributes to post employment dental health benefits with 100% of the cost paid by the District with 15 years of service.

Only one agency contributes to post employment retiree dental in the amount of 50% with 10 years of service with an additional 5% for each year of service.

RETIREE VISION BENEFITS – APPENDIX B – TABLE 8

The District contributes to post employment vision health benefits with 100% of the cost paid by the District with 15 years of service.

Only one agency contributes to post employment retiree vision in the amount of 50% with 10 years of service with an additional 5% for each year of service.

ON-CALL/STANDBY PAY – APPENDIX B – TABLE 9

The District compensates \$85 per day for employees assigned to on-call duty.

All of the agencies provide some level of compensation for on-call and/or standby with the details varying by agencies as displayed in Table 9 of Appendix B.

EQUAL PAY ACT – APPENDIX B – TABLE 10

The District as well as all of the survey agencies comply with the Equal Pay Act of 1963

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary recommendations. In setting salary levels, both market data and internal relationships are taken into consideration so that the District’s compensation plan is both competitive with the market and internally balanced; however, where sufficient data has been collected, the salary has generally been set to market. The salaries have been set using the total compensation labor market 60th percentile of the market for new “Classic” employees. In terms of internal alignment, the following are internal relationship guidelines typically utilized by local government agencies:

- Approximately 10% between entry and journey level classes in a series.
- Approximately 10% between journey and advanced journey level classes in a series.
- Approximately 15% between journey and advanced journey level classes in a series if the advanced journey level supervises.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting has prepared salary recommendations for all District classes as presented in **Appendix C**.

APPENDIX A

DETAILED MARKET DATASHEETS

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|---|------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|------------|---|--|--|---------------------------|
| Florin Resource Conservation District/Elk Grove Water District | Administrative Assistant II | \$4,543 | \$5,521 | 1% | \$55 | \$0 | \$138 | \$0 | | \$5,714 | \$0 | \$2,500 | \$128 | \$23 | \$33 | \$0 | \$0 | \$80 | \$8,478 | 0% | \$0 | \$8,478 | |
| Amador Water Agency | Administrative Assistant II | \$4,547 | \$5,956 | 0% | \$0 | \$83 | \$0 | \$0 | | \$6,040 | \$0 | \$1,643 | \$123 | \$24 | \$4 | \$16 | \$200 | \$456 | \$8,505 | 0% | \$0 | \$8,505 | |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Citrus Heights Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| City of Folsom | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Supervises clerical staff |
| El Dorado Irrigation District | Administrative Assistant II | \$4,139 | \$5,031 | 0% | \$0 | \$0 | \$0 | \$0 | | \$5,031 | \$0 | \$2,156 | \$131 | \$15 | \$9 | \$0 | \$0 | \$385 | \$7,727 | 0% | \$0 | \$7,727 | |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | Management Assistant | \$4,744 | \$5,764 | 0% | \$0 | \$0 | \$0 | \$0 | | \$5,764 | \$0 | \$2,103 | \$123 | \$16 | \$53 | \$6 | \$0 | \$84 | \$8,148 | 0% | \$0 | \$8,148 | |
| Placer County Water Agency | Administrative Aide | \$5,064 | \$6,463 | 0% | \$0 | \$0 | \$162 | \$0 | | \$6,624 | \$0 | \$2,178 | \$58 | \$18 | \$18 | \$16 | \$0 | \$494 | \$9,406 | 0% | \$0 | \$9,406 | |
| Sacramento Suburban Water District | Administrative Assistant II | \$5,408 | \$6,760 | 0% | \$0 | \$0 | \$0 | \$43 | \$0.25 hour for certification not required for position | \$6,803 | \$0 | \$2,124 | \$195 | \$20 | \$24 | \$18 | \$0 | \$517 | \$9,702 | 0% | \$0 | \$9,702 | |
| San Juan Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| | Labor Market Median | | \$5,956 | | | | | | | \$6,040 | | | | | | | | | | | | \$8,505 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | -7.89% | | | | | | | -5.70% | | | | | | | | | | | | -0.31% | |
| | 60th Percentile | | \$6,159 | | | | | | | \$6,273 | | | | | | | | | | | | \$8,866 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -11.56% | | | | | | | -9.79% | | | | | | | | | | | | -4.57% | |
| | 62.5th Percentile | | \$6,209 | | | | | | | \$6,332 | | | | | | | | | | | | \$8,956 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -12.48% | | | | | | | -10.82% | | | | | | | | | | | | -5.63% | |
| | Labor Market Mean | | \$5,995 | | | | | | | \$6,052 | | | | | | | | | | | | \$8,698 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | -8.59% | | | | | | | -5.92% | | | | | | | | | | | | -2.59% | |
| | # Of Comparable Matches | | 5 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|------------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|-----------------|
| Florin Resource Conservation District/Elk Grove Water District | Associate Civil Engineer | \$8,966 | \$10,934 | 1% | \$109 | \$0 | \$273 | \$0 | | \$11,317 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$159 | \$14,176 | 0% | \$0 | \$14,176 | PE |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | PE not required |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | PE not required |
| Citrus Heights Water District | Associate Civil Engineer | \$9,853 | \$13,301 | 0% | \$0 | \$399 | \$0 | \$0 | | \$13,700 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$66 | \$0 | \$1,018 | \$17,646 | 0% | \$0 | \$17,646 | PE |
| City of Folsom | Associate Civil Engineer | \$7,610 | \$9,741 | 0% | \$0 | \$275 | \$0 | \$300 | \$300 MA | \$10,316 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$34 | \$50 | \$745 | \$12,982 | 0% | \$0 | \$12,982 | PE |
| El Dorado Irrigation District | Associate Civil Engineer | \$9,363 | \$11,381 | 0% | \$0 | \$0 | \$0 | \$0 | | \$11,381 | \$0 | \$2,156 | \$131 | \$15 | \$20 | \$0 | \$0 | \$871 | \$14,575 | 0% | \$0 | \$14,575 | PE |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | PE not required |
| Nevada Irrigation District | Associate Engineer (Registered) | \$8,759 | \$10,649 | 0% | \$0 | \$0 | \$0 | \$0 | | \$10,649 | \$0 | \$2,103 | \$123 | \$16 | \$95 | \$6 | \$0 | \$154 | \$13,146 | 0% | \$0 | \$13,146 | PE |
| Placer County Water Agency | Associate Engineer | \$8,878 | \$11,331 | 0% | \$0 | \$0 | \$283 | \$0 | | \$11,614 | \$0 | \$2,178 | \$58 | \$18 | \$31 | \$27 | \$0 | \$867 | \$14,792 | 0% | \$0 | \$14,792 | PE |
| Sacramento Suburban Water District | Associate Engineer | \$7,828 | \$11,184 | 0% | \$0 | \$0 | \$0 | \$0 | | \$11,184 | \$0 | \$2,124 | \$195 | \$20 | \$40 | \$31 | \$0 | \$856 | \$14,449 | 0% | \$0 | \$14,449 | PE |
| San Juan Water District | Associate Engineer | \$10,066 | \$12,080 | 0% | \$0 | \$0 | \$0 | \$0 | | \$12,080 | \$0 | \$2,692 | \$149 | \$19 | \$41 | \$42 | \$0 | \$924 | \$15,945 | 0% | \$0 | \$15,945 | PE |
| | Labor Market Median | | \$11,331 | | | | | | | \$11,381 | | | | | | | | | | | | \$14,575 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | -3.63% | | | | | | | -0.57% | | | | | | | | | | | | -2.81% | |
| | 60th Percentile | | \$11,361 | | | | | | | \$11,521 | | | | | | | | | | | | \$14,705 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -3.90% | | | | | | | -1.80% | | | | | | | | | | | | -3.73% | |
| | 62.5th Percentile | | \$11,368 | | | | | | | \$11,556 | | | | | | | | | | | | \$14,737 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -3.97% | | | | | | | -2.11% | | | | | | | | | | | | -3.96% | |
| | Labor Market Mean | | \$11,381 | | | | | | | \$11,561 | | | | | | | | | | | | \$14,791 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | -4.09% | | | | | | | -2.16% | | | | | | | | | | | | -4.33% | |
| | # Of Comparable Matches | | 7 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
 EID- 5% COLA included for January 1
 NID- 2% COLA included for January
 PCWA- 5% COLA included for January
 SSWD- 8.3% COLA included for January
 Folsom- FMMG still in negotiations

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/Education Pay | Certification/Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|-----------------------------|-----------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|----------|
| Florin Resource Conservation District/Elk Grove Water District | Engineering Technician II | \$6,088 | \$7,401 | 1% | \$74 | \$0 | \$185 | \$0 | | \$7,660 | \$0 | \$2,500 | \$128 | \$23 | \$44 | \$0 | \$0 | \$107 | \$10,463 | 0% | \$0 | \$10,463 | |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Citrus Heights Water District | Engineering/GIS Specialist | \$6,844 | \$9,240 | 0% | \$0 | \$277 | \$0 | \$0 | | \$9,517 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$46 | \$0 | \$707 | \$13,133 | 0% | \$0 | \$13,133 | |
| City of Folsom | Engineering Technician II | \$5,739 | \$7,270 | 0% | \$0 | \$100 | \$182 | \$300 | \$300 max | \$7,852 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$26 | \$50 | \$556 | \$10,320 | 0% | \$0 | \$10,320 | |
| El Dorado Irrigation District | Engineering Technician II | \$5,982 | \$7,271 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,271 | \$0 | \$2,156 | \$131 | \$15 | \$13 | \$0 | \$0 | \$556 | \$10,143 | 0% | \$0 | \$10,143 | |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | Engineering Technician II | \$5,902 | \$7,177 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,177 | \$0 | \$2,103 | \$123 | \$16 | \$65 | \$6 | \$0 | \$104 | \$9,594 | 0% | \$0 | \$9,594 | |
| Placer County Water Agency | Engineering Technician II | \$6,786 | \$8,660 | 0% | \$0 | \$0 | \$217 | \$0 | | \$8,877 | \$0 | \$2,178 | \$58 | \$18 | \$24 | \$22 | \$0 | \$663 | \$11,838 | 0% | \$0 | \$11,838 | |
| Sacramento Suburban Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| San Juan Water District | Engineering Technician II | \$6,628 | \$7,953 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,953 | \$0 | \$2,692 | \$149 | \$19 | \$27 | \$37 | \$0 | \$608 | \$11,484 | 0% | \$0 | \$11,484 | |
| | Labor Market Median | | \$7,612 | | | | | | | \$7,902 | | | | | | | | | | | | \$10,902 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | -2.84% | | | | | | | -3.16% | | | | | | | | | | | | -4.19% | |
| | 60th Percentile | | \$7,953 | | | | | | | \$7,953 | | | | | | | | | | | | \$11,484 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -7.45% | | | | | | | -3.81% | | | | | | | | | | | | -9.75% | |
| | 62.5th Percentile | | \$8,041 | | | | | | | \$8,068 | | | | | | | | | | | | \$11,528 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -8.64% | | | | | | | -5.32% | | | | | | | | | | | | -10.17% | |
| | Labor Market Mean | | \$7,928 | | | | | | | \$8,108 | | | | | | | | | | | | \$11,086 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | -7.12% | | | | | | | -5.84% | | | | | | | | | | | | -5.94% | |
| | # Of Comparable Matches | | 6 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
EID- 5% COLA included for January 1
NID- 2% COLA included for January
PCWA- 5% COLA included for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|------------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|---|
| Florin Resource Conservation District/Elk Grove Water District | Finance Manager | \$11,480 | \$13,955 | 1% | \$140 | \$0 | \$349 | \$0 | | \$14,444 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$202 | \$17,347 | 0% | \$0 | \$17,347 | |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Financial Services Manager not budgeted |
| Carmichael Water District | Finance Manager | \$11,299 | \$13,734 | 0% | \$0 | \$0 | \$0 | \$0 | | \$13,734 | \$0 | \$2,311 | \$115 | \$29 | \$50 | \$20 | \$0 | \$1,027 | \$17,284 | 0% | \$0 | \$17,284 | |
| Citrus Heights Water District | Director of Finance | \$11,921 | \$16,094 | 0% | \$0 | \$483 | \$0 | \$0 | | \$16,577 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$74 | \$0 | \$1,061 | \$20,575 | 0% | \$0 | \$20,575 | |
| City of Folsom | Financial Services Manager | \$11,021 | \$13,101 | 0% | \$0 | \$275 | \$0 | \$300 | \$300 MA | \$13,676 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$46 | \$50 | \$1,002 | \$16,611 | 0% | \$0 | \$16,611 | Went down a level due to size |
| El Dorado Irrigation District | Director of Finance | \$14,368 | \$17,496 | 0% | \$0 | \$167 | \$0 | \$0 | | \$17,663 | \$0 | \$2,156 | \$131 | \$15 | \$31 | \$0 | \$0 | \$1,081 | \$21,079 | 0% | \$0 | \$21,079 | |
| Fair Oaks Water District | Finance Manager | \$9,767 | \$12,959 | 0% | \$0 | \$0 | \$0 | \$0 | | \$12,959 | \$0 | \$3,182 | \$128 | \$24 | \$36 | \$41 | \$0 | \$991 | \$17,362 | 0% | \$0 | \$17,362 | |
| Nevada Irrigation District | Director of Finance | \$13,716 | \$18,564 | 0% | \$0 | \$0 | \$0 | \$0 | | \$18,564 | \$0 | \$2,103 | \$123 | \$16 | \$95 | \$6 | \$0 | \$269 | \$21,176 | 0% | \$0 | \$21,176 | |
| Placer County Water Agency | Director of Financial Services | \$14,372 | \$18,341 | 0% | \$0 | \$0 | \$459 | \$0 | | \$18,800 | \$0 | \$2,178 | \$58 | \$18 | \$50 | \$27 | \$0 | \$1,094 | \$22,224 | 0% | \$0 | \$22,224 | |
| Sacramento Suburban Water District | Director of Finance and Administration | \$10,745 | \$15,350 | 0% | \$0 | \$0 | \$0 | \$0 | | \$15,350 | \$0 | \$2,124 | \$195 | \$20 | \$55 | \$41 | \$0 | \$1,050 | \$18,835 | 0% | \$0 | \$18,835 | |
| San Juan Water District | Director of Finance | \$13,569 | \$16,281 | 0% | \$0 | \$0 | \$0 | \$0 | | \$16,281 | \$0 | \$2,692 | \$149 | \$19 | \$55 | \$42 | \$0 | \$1,064 | \$20,301 | 0% | \$0 | \$20,301 | |
| | Labor Market Median | | \$16,094 | | | | | | | \$16,281 | | | | | | | | | | | | \$20,301 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | -15.33% | | | | | | | -12.72% | | | | | | | | | | | | -17.02% | |
| | 60th Percentile | | \$16,244 | | | | | | | \$16,518 | | | | | | | | | | | | \$20,520 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -16.40% | | | | | | | -14.36% | | | | | | | | | | | | -18.29% | |
| | 62.5th Percentile | | \$16,281 | | | | | | | \$16,577 | | | | | | | | | | | | \$20,575 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -16.67% | | | | | | | -14.77% | | | | | | | | | | | | -18.61% | |
| | Labor Market Mean | | \$15,769 | | | | | | | \$15,956 | | | | | | | | | | | | \$19,494 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | -13.00% | | | | | | | -10.47% | | | | | | | | | | | | -12.38% | |
| | # Of Comparable Matches | | 9 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
 EID- 5% COLA included for January 1
 NID- 2% COLA included for January
 PCWA- 5% COLA included for January
 SSWD- 8.3% COLA included for January
 Folsom- FMMG still in negotiations
 FOWD- included 4% COLA for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|------------------------------------|-------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|--|
| Florin Resource Conservation District/Elk Grove Water District | Finance Supervisor | \$9,443 | \$11,480 | 1% | \$115 | \$0 | \$287 | \$0 | | \$11,882 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$166 | \$14,749 | 0% | \$0 | \$14,749 | |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Requires High school only |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Billing Supervisor only requires High School |
| Citrus Heights Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| City of Folsom | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | BA required |
| El Dorado Irrigation District | Utility Billing Supervisor | \$7,226 | \$8,783 | 0% | \$0 | \$0 | \$0 | \$0 | | \$8,783 | \$0 | \$2,156 | \$131 | \$15 | \$16 | \$0 | \$0 | \$672 | \$11,774 | 0% | \$0 | \$11,774 | |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Placer County Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Custer Services Supervisor requires BA |
| Sacramento Suburban Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| San Juan Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| | Labor Market Median | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | Insuff Data | | | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | --- | | | | | | | | --- | | | | | | | | | | --- | | | |
| | 60th Percentile | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | Insuff Data | | | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | --- | | | | | | | | --- | | | | | | | | | | --- | | | |
| | 62.5th Percentile | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | Insuff Data | | | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | --- | | | | | | | | --- | | | | | | | | | | --- | | | |
| | Labor Market Mean | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | Insuff Data | | | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | --- | | | | | | | | --- | | | | | | | | | | --- | | | |
| | # Of Comparable Matches | 1 | | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
EID- 5% COLA included for January 1

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|---------------------|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|------------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|------------|---|--|--|---|
| Florin Resource Conservation District/Elk Grove Water District | General Manager | \$17,183 | \$17,183 | 1% | \$172 | \$0 | \$430 | \$0 | | \$17,784 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$249 | \$20,735 | 0% | \$0 | \$20,735 | |
| Amador Water Agency | General Manager | \$13,250 | \$16,563 | 0% | \$0 | \$167 | \$0 | \$0 | | \$16,729 | \$0 | \$1,643 | \$123 | \$24 | \$15 | \$34 | \$200 | \$1,068 | \$19,836 | 0% | \$0 | \$19,836 | |
| Carmichael Water District | General Manager | \$16,829 | \$16,829 | 7% | \$1,178 | \$433 | \$0 | \$0 | | \$18,441 | \$0 | \$2,311 | \$115 | \$29 | \$50 | \$20 | \$0 | \$1,072 | \$22,036 | 0% | \$0 | \$22,036 | Salary could increase in January, but unknown until January Board meeting |
| Citrus Heights Water District | General Manager | \$15,657 | \$21,139 | 0% | \$0 | \$634 | \$0 | \$0 | | \$21,773 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$74 | \$0 | \$1,134 | \$25,844 | 0% | \$0 | \$25,844 | |
| City of Folsom | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| El Dorado Irrigation District | General Manager | \$25,361 | \$25,361 | 0% | \$0 | \$0 | \$0 | \$0 | | \$25,361 | \$0 | \$2,156 | \$131 | \$15 | \$46 | \$0 | \$0 | \$1,195 | \$28,905 | 0% | \$0 | \$28,905 | |
| Fair Oaks Water District | General Manager | \$13,264 | \$17,907 | 0% | \$0 | \$0 | \$0 | \$0 | | \$17,907 | \$0 | \$3,182 | \$128 | \$24 | \$49 | \$57 | \$0 | \$1,087 | \$22,435 | 0% | \$0 | \$22,435 | Unknown if 4% COLA will apply-did not include |
| Nevada Irrigation District | General Manager | \$22,041 | \$22,041 | 0% | \$0 | \$0 | \$0 | \$0 | | \$22,041 | \$0 | \$2,103 | \$123 | \$16 | \$95 | \$6 | \$0 | \$320 | \$24,704 | 0% | \$0 | \$24,704 | |
| Placer County Water Agency | General Manager | \$25,117 | \$25,117 | 0% | \$0 | \$0 | \$628 | \$0 | | \$25,745 | \$0 | \$2,178 | \$58 | \$18 | \$69 | \$27 | \$0 | \$1,192 | \$29,286 | 0% | \$0 | \$29,286 | |
| Sacramento Suburban Water District | General Manager | \$17,233 | \$17,233 | 0% | \$0 | \$0 | \$0 | \$0 | | \$17,233 | \$0 | \$2,124 | \$195 | \$20 | \$62 | \$41 | \$0 | \$1,078 | \$20,752 | 0% | \$0 | \$20,752 | Salary could increase in January, but unknown until January Board meeting |
| San Juan Water District | General Manager | \$17,333 | \$17,333 | 0% | \$0 | \$0 | \$0 | \$0 | | \$17,333 | \$0 | \$2,692 | \$149 | \$19 | \$56 | \$42 | \$0 | \$1,079 | \$21,369 | 0% | \$0 | \$21,369 | |
| Labor Market Median | | \$17,907 | | | | | | | | \$18,441 | | | | | | | | | \$22,435 | | | | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | -4.22% | | | | | | | | -3.69% | | | | | | | | | -8.20% | | | | |
| 60th Percentile | | \$20,493 | | | | | | | | \$21,107 | | | | | | | | | \$24,250 | | | | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -19.26% | | | | | | | | -18.68% | | | | | | | | | -16.95% | | | | |
| 62.5th Percentile | | \$21,139 | | | | | | | | \$21,773 | | | | | | | | | \$24,704 | | | | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -23.02% | | | | | | | | -22.43% | | | | | | | | | -19.14% | | | | |
| Labor Market Mean | | \$19,947 | | | | | | | | \$20,285 | | | | | | | | | \$23,908 | | | | |
| % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | -16.09% | | | | | | | | -14.06% | | | | | | | | | -15.30% | | | | |
| # Of Comparable Matches | | 9 | | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
EID- 3% + 7.9% increase per contract included for January 1
NID- 2% COLA included for January
PCWA- 5% COLA included for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/Education Pay | Certification/Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|-----------------------------|-----------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|------------|---|--|--|--|
| Florin Resource Conservation District/Elk Grove Water District | Human Resources Administrator | \$9,218 | \$11,206 | 1% | \$112 | \$0 | \$280 | \$0 | | \$11,598 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$162 | \$14,462 | 0% | \$0 | \$14,462 | AA |
| Amador Water Agency | Human Resources/Risk Management Manager | \$9,211 | \$11,513 | 0% | \$0 | \$167 | \$0 | \$0 | | \$11,680 | \$0 | \$1,643 | \$123 | \$24 | \$14 | \$32 | \$200 | \$881 | \$14,596 | 0% | \$0 | \$14,596 | BA |
| Carmichael Water District | Administrator Specialist II | \$6,908 | \$8,397 | 0% | \$0 | \$0 | \$0 | \$0 | | \$8,397 | \$0 | \$2,311 | \$115 | \$29 | \$50 | \$20 | \$0 | \$642 | \$11,563 | 0% | \$0 | \$11,563 | BA |
| Citrus Heights Water District | Administrative Services Manager | \$8,835 | \$11,930 | 0% | \$0 | \$358 | \$0 | \$0 | | \$12,288 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$59 | \$0 | \$913 | \$16,122 | 0% | \$0 | \$16,122 | BA; over Human Resources and Board Clerk |
| City of Folsom | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Director level |
| El Dorado Irrigation District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Analyst and Director |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | High School |
| Nevada Irrigation District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Director level |
| Placer County Water Agency | Human Resources Program Manager | \$6,935 | \$8,850 | 0% | \$0 | \$0 | \$221 | \$0 | | \$9,072 | \$0 | \$2,178 | \$58 | \$18 | \$24 | \$22 | \$0 | \$677 | \$12,049 | 0% | \$0 | \$12,049 | BA |
| Sacramento Suburban Water District | Human Resources Manager | \$8,200 | \$10,987 | 0% | \$0 | \$0 | \$0 | \$0 | | \$10,987 | \$0 | \$2,124 | \$195 | \$20 | \$40 | \$30 | \$0 | \$841 | \$14,236 | 0% | \$0 | \$14,236 | BA |
| San Juan Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| | Labor Market Median | | \$10,987 | | | | | | | \$10,987 | | | | | | | | | | | | \$14,236 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | 1.95% | | | | | | | 5.27% | | | | | | | | | | | | 1.56% | |
| | 60th Percentile | | \$11,198 | | | | | | | \$11,264 | | | | | | | | | | | | \$14,380 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | 0.07% | | | | | | | 2.88% | | | | | | | | | | | | 0.57% | |
| | 62.5th Percentile | | \$11,250 | | | | | | | \$11,334 | | | | | | | | | | | | \$14,416 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -0.39% | | | | | | | 2.28% | | | | | | | | | | | | 0.32% | |
| | Labor Market Mean | | \$10,336 | | | | | | | \$10,485 | | | | | | | | | | | | \$13,713 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | 7.77% | | | | | | | 9.60% | | | | | | | | | | | | 5.18% | |
| | # Of Comparable Matches | | 5 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
PCWA- 5% COLA included for January
SSWD- 8.3% COLA included for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|---|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|----------|
| Florin Resource Conservation District/Elk Grove Water District | Human Resources Technician | \$5,944 | \$7,223 | 1% | \$72 | \$0 | \$181 | \$0 | | \$7,476 | \$0 | \$2,500 | \$128 | \$23 | \$43 | \$0 | \$0 | \$105 | \$10,275 | 0% | \$0 | \$10,275 | AA |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Citrus Heights Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| City of Folsom | Human Resources Technician II | \$5,489 | \$7,594 | 0% | \$0 | \$190 | \$0 | \$300 | \$300 MA | \$8,083 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$27 | \$50 | \$581 | \$10,578 | 0% | \$0 | \$10,578 | |
| El Dorado Irrigation District | Human Resources Technician | \$5,693 | \$6,917 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,917 | \$0 | \$2,156 | \$131 | \$15 | \$12 | \$0 | \$0 | \$529 | \$9,762 | 0% | \$0 | \$9,762 | |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | Human Resources Representative II | \$6,791 | \$8,253 | 0% | \$0 | \$0 | \$0 | \$75 | \$75/m max | \$8,328 | \$0 | \$2,103 | \$123 | \$16 | \$75 | \$6 | \$0 | \$120 | \$10,771 | 0% | \$0 | \$10,771 | |
| Placer County Water Agency | Human Resources Technician | \$5,583 | \$7,125 | 0% | \$0 | \$0 | \$178 | \$0 | | \$7,303 | \$0 | \$2,178 | \$58 | \$18 | \$19 | \$18 | \$0 | \$545 | \$10,139 | 0% | \$0 | \$10,139 | |
| Sacramento Suburban Water District | Human Resources Technician | \$5,889 | \$7,362 | 0% | \$0 | \$0 | \$0 | \$43 | \$0.25 hour for certification not required for position | \$7,406 | \$0 | \$2,124 | \$195 | \$20 | \$27 | \$20 | \$0 | \$563 | \$10,354 | 0% | \$0 | \$10,354 | |
| San Juan Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| | Labor Market Median | | \$7,362 | | | | | | | \$7,406 | | | | | | | | | | | | \$10,354 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | -1.93% | | | | | | | 0.94% | | | | | | | | | | | | -0.77% | |
| | 60th Percentile | | \$7,455 | | | | | | | \$7,677 | | | | | | | | | | | | \$10,444 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -3.21% | | | | | | | -2.69% | | | | | | | | | | | | -1.64% | |
| | 62.5th Percentile | | \$7,478 | | | | | | | \$7,745 | | | | | | | | | | | | \$10,466 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -3.53% | | | | | | | -3.60% | | | | | | | | | | | | -1.86% | |
| | Labor Market Mean | | \$7,450 | | | | | | | \$7,608 | | | | | | | | | | | | \$10,321 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | -3.15% | | | | | | | -1.76% | | | | | | | | | | | | -0.45% | |
| | # Of Comparable Matches | | 5 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
 EID- 5% COLA included for January 1
 NID- 2% COLA included for January
 PCWA- 5% COLA included for January
 SSWD- 8.3% COLA included for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/Education Pay | Certification/Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|-----------------------------|-----------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|--|
| Florin Resource Conservation District/Elk Grove Water District | Program Manager | \$8,966 | \$10,934 | 1% | \$109 | \$0 | \$273 | \$0 | | \$11,317 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$159 | \$14,176 | 0% | \$0 | \$14,176 | BA |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Carmichael Water District | Public Information Officer | \$7,833 | \$9,521 | 0% | \$0 | \$0 | \$0 | \$0 | | \$9,521 | \$0 | \$2,311 | \$115 | \$29 | \$50 | \$20 | \$0 | \$728 | \$12,773 | 0% | \$0 | \$12,773 | Public Information, Water Efficiency, New Construction |
| Citrus Heights Water District | Management Analyst | \$6,983 | \$9,431 | 0% | \$0 | \$283 | \$0 | \$0 | | \$9,714 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$47 | \$0 | \$721 | \$13,345 | 0% | \$0 | \$13,345 | |
| City of Folsom | Water Management Coordinator | \$6,807 | \$8,623 | 0% | \$0 | \$100 | \$216 | \$300 | \$300 max | \$9,239 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$31 | \$50 | \$660 | \$11,815 | 0% | \$0 | \$11,815 | |
| El Dorado Irrigation District | Administrative Analyst II | \$7,522 | \$9,143 | 0% | \$0 | \$0 | \$0 | \$0 | | \$9,143 | \$0 | \$2,156 | \$131 | \$15 | \$16 | \$0 | \$0 | \$699 | \$12,162 | 0% | \$0 | \$12,162 | |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | Safety Analyst | \$6,589 | \$8,011 | 0% | \$0 | \$0 | \$0 | \$75 | \$75/m max | \$8,086 | \$0 | \$2,103 | \$123 | \$16 | \$73 | \$6 | \$0 | \$116 | \$10,524 | 0% | \$0 | \$10,524 | |
| Placer County Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Sacramento Suburban Water District | Safety/Risk Officer | \$7,730 | \$11,044 | 0% | \$0 | \$0 | \$0 | \$0 | | \$11,044 | \$0 | \$2,124 | \$195 | \$20 | \$40 | \$30 | \$0 | \$845 | \$14,297 | 0% | \$0 | \$14,297 | |
| San Juan Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| | Labor Market Median | | \$9,287 | | | | | | | \$9,380 | | | | | | | | | | | | \$12,468 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | 15.06% | | | | | | | 17.11% | | | | | | | | | | | | 12.05% | |
| | 60th Percentile | | \$9,431 | | | | | | | \$9,521 | | | | | | | | | | | | \$12,773 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | 13.74% | | | | | | | 15.87% | | | | | | | | | | | | 9.90% | |
| | 62.5th Percentile | | \$9,442 | | | | | | | \$9,545 | | | | | | | | | | | | \$12,845 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | 13.64% | | | | | | | 15.65% | | | | | | | | | | | | 9.39% | |
| | Labor Market Mean | | \$9,296 | | | | | | | \$9,458 | | | | | | | | | | | | \$12,486 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | 14.98% | | | | | | | 16.43% | | | | | | | | | | | | 11.92% | |
| | # Of Comparable Matches | | 6 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|---|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|---|
| Florin Resource Conservation District/Elk Grove Water District | Senior Utility Billing Specialist | \$6,554 | \$7,966 | 1% | \$80 | \$0 | \$199 | \$0 | | \$8,245 | \$0 | \$2,500 | \$128 | \$23 | \$48 | \$0 | \$0 | \$116 | \$11,060 | 0% | \$0 | \$11,060 | Journey level |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Customer Services Representative III not budgeted |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Citrus Heights Water District | Senior Customer Services Specialist | \$6,496 | \$8,772 | 0% | \$0 | \$263 | \$0 | \$0 | | \$9,035 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$43 | \$0 | \$671 | \$12,613 | 0% | \$0 | \$12,613 | |
| City of Folsom | Senior Revenue Technician | \$5,081 | \$6,436 | 0% | \$0 | \$100 | \$161 | \$250 | \$250 MA | \$6,947 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$23 | \$50 | \$492 | \$9,349 | 0% | \$0 | \$9,349 | |
| El Dorado Irrigation District | Senior Finance Assistant | \$5,003 | \$6,078 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,078 | \$0 | \$2,156 | \$131 | \$15 | \$11 | \$0 | \$0 | \$465 | \$8,857 | 0% | \$0 | \$8,857 | |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | Senior Customer Service Representative | \$5,152 | \$6,261 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,261 | \$0 | \$2,103 | \$123 | \$16 | \$57 | \$6 | \$0 | \$91 | \$8,657 | 0% | \$0 | \$8,657 | |
| Placer County Water Agency | Lead Customer Service Representative | \$4,942 | \$6,309 | 0% | \$0 | \$0 | \$158 | \$0 | | \$6,467 | \$0 | \$2,178 | \$58 | \$18 | \$17 | \$16 | \$0 | \$483 | \$9,237 | 0% | \$0 | \$9,237 | |
| Sacramento Suburban Water District | Senior Customer Service Representative | \$5,220 | \$6,525 | 0% | \$0 | \$0 | \$0 | \$43 | \$0.25 hour for certification not required for position | \$6,568 | \$0 | \$2,124 | \$195 | \$20 | \$23 | \$18 | \$0 | \$499 | \$9,448 | 0% | \$0 | \$9,448 | |
| San Juan Water District | Customer Service Technician III | \$5,710 | \$6,850 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,850 | \$0 | \$2,692 | \$149 | \$19 | \$23 | \$32 | \$0 | \$524 | \$10,288 | 0% | \$0 | \$10,288 | |
| | Labor Market Median | | \$6,436 | | | | | | | \$6,568 | | | | | | | | | | | | \$9,349 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | 19.21% | | | | | | | 20.34% | | | | | | | | | | | | 15.47% | |
| | 60th Percentile | | \$6,489 | | | | | | | \$6,737 | | | | | | | | | | | | \$9,408 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | 18.54% | | | | | | | 18.29% | | | | | | | | | | | | 14.94% | |
| | 62.5th Percentile | | \$6,503 | | | | | | | \$6,780 | | | | | | | | | | | | \$9,423 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | 18.37% | | | | | | | 17.77% | | | | | | | | | | | | 14.80% | |
| | Labor Market Mean | | \$6,747 | | | | | | | \$6,887 | | | | | | | | | | | | \$9,778 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | 15.30% | | | | | | | 16.48% | | | | | | | | | | | | 11.59% | |
| | # Of Comparable Matches | | 7 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
 EID- 5% COLA included for January 1
 NID- 2% COLA included for January
 PCWA- 5% COLA included for January
 SSWD- 8.3% COLA included for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|---|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|---|
| Florin Resource Conservation District/Elk Grove Water District | Utility Billing Specialist III | \$5,136 | \$6,240 | 1% | \$62 | \$0 | \$156 | \$0 | | \$6,458 | \$0 | \$2,500 | \$128 | \$23 | \$37 | \$0 | \$0 | \$90 | \$9,238 | 0% | \$0 | \$9,238 | Journey level |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Customer Services Representative III not budgeted |
| Carmichael Water District | Billing Specialist 2 | \$4,716 | \$5,732 | 0% | \$0 | \$0 | \$0 | \$0 | | \$5,732 | \$0 | \$2,311 | \$115 | \$29 | \$34 | \$13 | \$0 | \$439 | \$8,673 | 0% | \$0 | \$8,673 | |
| Citrus Heights Water District | Customer Services Specialist | \$5,871 | \$7,928 | 0% | \$0 | \$238 | \$0 | \$0 | | \$8,166 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$39 | \$0 | \$606 | \$11,674 | 0% | \$0 | \$11,674 | |
| City of Folsom | Revenue Technician II | \$4,497 | \$5,697 | 0% | \$0 | \$100 | \$142 | \$250 | \$250 MA | \$6,190 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$20 | \$50 | \$436 | \$8,532 | 0% | \$0 | \$8,532 | |
| El Dorado Irrigation District | Finance Assistant II | \$4,530 | \$5,505 | 0% | \$0 | \$0 | \$0 | \$0 | | \$5,505 | \$0 | \$2,156 | \$131 | \$15 | \$10 | \$0 | \$0 | \$421 | \$8,239 | 0% | \$0 | \$8,239 | |
| Fair Oaks Water District | Customer Service Representative II | \$4,508 | \$6,086 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,086 | \$0 | \$3,182 | \$128 | \$24 | \$17 | \$19 | \$0 | \$466 | \$9,922 | 0% | \$0 | \$9,922 | |
| Nevada Irrigation District | Customer Service Representative II | \$4,671 | \$5,678 | 0% | \$0 | \$0 | \$0 | \$0 | | \$5,678 | \$0 | \$2,103 | \$123 | \$16 | \$52 | \$6 | \$0 | \$82 | \$8,061 | 0% | \$0 | \$8,061 | |
| Placer County Water Agency | Customer Service Representative II | \$4,708 | \$6,008 | 0% | \$0 | \$0 | \$150 | \$0 | | \$6,158 | \$0 | \$2,178 | \$58 | \$18 | \$16 | \$15 | \$0 | \$460 | \$8,903 | 0% | \$0 | \$8,903 | |
| Sacramento Suburban Water District | Customer Service Representative II | \$4,746 | \$5,932 | 0% | \$0 | \$0 | \$0 | \$43 | \$0.25 hour for certification not required for position | \$5,975 | \$0 | \$2,124 | \$195 | \$20 | \$21 | \$16 | \$0 | \$454 | \$8,805 | 0% | \$0 | \$8,805 | |
| San Juan Water District | Customer Service Technician II | \$5,169 | \$6,202 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,202 | \$0 | \$2,692 | \$149 | \$19 | \$21 | \$29 | \$0 | \$474 | \$9,585 | 0% | \$0 | \$9,585 | |
| | Labor Market Median | | \$5,932 | | | | | | | \$6,086 | | | | | | | | | | | | \$8,805 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | 4.94% | | | | | | | 5.77% | | | | | | | | | | | | 4.68% | |
| | 60th Percentile | | \$5,993 | | | | | | | \$6,144 | | | | | | | | | | | | \$8,883 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | 3.96% | | | | | | | 4.87% | | | | | | | | | | | | 3.83% | |
| | 62.5th Percentile | | \$6,008 | | | | | | | \$6,158 | | | | | | | | | | | | \$8,903 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | 3.72% | | | | | | | 4.65% | | | | | | | | | | | | 3.62% | |
| | Labor Market Mean | | \$6,085 | | | | | | | \$6,188 | | | | | | | | | | | | \$9,155 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | 2.48% | | | | | | | 4.19% | | | | | | | | | | | | 0.90% | |
| | # Of Comparable Matches | | 9 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
 EID- 5% COLA included for January 1
 NID- 2% COLA included for January
 PCWA- 5% COLA included for January
 SSWD- 8.3% COLA included for January
 FOWD- included 4% COLA for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/Education Pay | Certification/Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|---------------------------------|---------------------|---------------------|---|--|-----------------------|---------------------------|-----------------------------|-----------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|------------|---|--|--|------------------|
| Florin Resource Conservation District/Elk Grove Water District | Water Distribution Operator II | \$5,800 | \$7,048 | 1% | \$70 | \$0 | \$176 | \$0 | | \$7,294 | \$0 | \$2,500 | \$128 | \$23 | \$42 | \$0 | \$0 | \$102 | \$10,090 | 0% | \$0 | \$10,090 | D2; T2 |
| Amador Water Agency | Distribution II | \$4,861 | \$6,076 | 0% | \$0 | \$83 | \$0 | \$0 | | \$6,159 | \$0 | \$1,643 | \$123 | \$24 | \$4 | \$17 | \$200 | \$465 | \$8,634 | 0% | \$0 | \$8,634 | D2 |
| Carmichael Water District | Distribution Operator 2 | \$5,860 | \$6,623 | 0% | \$0 | \$0 | \$0 | \$173 | \$1/hour for D4 | \$6,796 | \$0 | \$2,311 | \$115 | \$29 | \$40 | \$15 | \$0 | \$507 | \$9,813 | 0% | \$0 | \$9,813 | D2; Class A or B |
| Citrus Heights Water District | Water Distribution Operator II | \$6,110 | \$8,249 | 0% | \$0 | \$247 | \$0 | \$140 | \$100 for D5; \$40 for T2 | \$8,636 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$41 | \$0 | \$631 | \$12,171 | 0% | \$0 | \$12,171 | D2 |
| City of Folsom | Water Distribution Operator II | \$5,466 | \$6,924 | 0% | \$0 | \$100 | \$173 | \$300 | \$300 max | \$7,497 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$25 | \$50 | \$530 | \$9,938 | 0% | \$0 | \$9,938 | D2 |
| El Dorado Irrigation District | Distribution Operator II | \$5,471 | \$6,651 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,651 | \$0 | \$2,156 | \$131 | \$15 | \$12 | \$0 | \$0 | \$509 | \$9,474 | 0% | \$0 | \$9,474 | D2 |
| Fair Oaks Water District | Distribution System Operator II | \$4,508 | \$6,086 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,086 | \$0 | \$3,182 | \$128 | \$24 | \$17 | \$19 | \$0 | \$466 | \$9,922 | 0% | \$0 | \$9,922 | D2; Class A |
| Nevada Irrigation District | Water Distribution Operator II | \$5,152 | \$6,259 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,259 | \$0 | \$2,103 | \$123 | \$16 | \$57 | \$6 | \$0 | \$91 | \$8,655 | 0% | \$0 | \$8,655 | D2 |
| Placer County Water Agency | Distribution Operator II | \$5,723 | \$7,304 | 0% | \$0 | \$0 | \$183 | \$365 | 5% max | \$7,852 | \$0 | \$2,178 | \$58 | \$18 | \$20 | \$19 | \$0 | \$559 | \$10,702 | 0% | \$0 | \$10,702 | D2 |
| Sacramento Suburban Water District | Distribution Operator II | \$5,787 | \$7,235 | 0% | \$0 | \$0 | \$0 | \$130 | \$.75 for 2 certs above | \$7,365 | \$0 | \$2,124 | \$195 | \$20 | \$26 | \$20 | \$0 | \$553 | \$10,303 | 0% | \$0 | \$10,303 | D2; T2 |
| San Juan Water District | Distribution Operator II | \$6,181 | \$7,419 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,419 | \$0 | \$2,692 | \$149 | \$19 | \$25 | \$35 | \$0 | \$568 | \$10,905 | 0% | \$0 | \$10,905 | D2 |
| Labor Market Median | | \$6,787 | | | | | | | | \$7,081 | | | | | | | | | | | | \$9,930 | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | 3.69% | | | | | | | | -2.93% | | | | | | | | | | | | 1.59% | |
| 60th Percentile | | \$7,048 | | | | | | | | \$7,386 | | | | | | | | | | | | \$10,084 | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -0.01% | | | | | | | | -1.26% | | | | | | | | | | | | 0.06% | |
| 62.5th Percentile | | \$7,118 | | | | | | | | \$7,398 | | | | | | | | | | | | \$10,166 | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -1.00% | | | | | | | | -1.43% | | | | | | | | | | | | -0.75% | |
| Labor Market Mean | | \$6,882 | | | | | | | | \$7,072 | | | | | | | | | | | | \$10,052 | |
| % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | 2.35% | | | | | | | | 3.05% | | | | | | | | | | | | 0.38% | |
| # Of Comparable Matches | | 10 | | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
 EID- 5% COLA included for January 1
 NID- 2% COLA included for January
 PCWA- 5% COLA included for January
 SSWD- 8.3% COLA included for January
 FOWD- included 4% COLA for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|----------------------------------|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|------------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|-----------------------------------|
| Florin Resource Conservation District/Elk Grove Water District | Water Distribution Operator III | \$6,554 | \$7,966 | 1% | \$80 | \$0 | \$199 | \$0 | | \$8,245 | \$0 | \$2,500 | \$128 | \$23 | \$48 | \$0 | \$0 | \$116 | \$11,060 | 0% | \$0 | \$11,060 | D3; T2 |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Carmichael Water District | Distribution Operator 3 | \$6,636 | \$7,500 | 0% | \$0 | \$0 | \$0 | \$173 | \$1/hour for D4 | \$7,673 | \$0 | \$2,311 | \$115 | \$29 | \$45 | \$18 | \$0 | \$574 | \$10,764 | 0% | \$0 | \$10,764 | D3; Class A or B |
| Citrus Heights Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| City of Folsom | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| El Dorado Irrigation District | Distribution Operator III | \$5,750 | \$6,989 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,989 | \$0 | \$2,156 | \$131 | \$15 | \$13 | \$0 | \$0 | \$535 | \$9,839 | 0% | \$0 | \$9,839 | D3 |
| Fair Oaks Water District | Distribution System Operator III | \$5,359 | \$7,232 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,232 | \$0 | \$3,182 | \$128 | \$24 | \$20 | \$23 | \$0 | \$553 | \$11,163 | 0% | \$0 | \$11,163 | D3; T1; Class A |
| Nevada Irrigation District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Senior also operates hydro plants |
| Placer County Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Sacramento Suburban Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| San Juan Water District | Distribution Operator III | \$6,829 | \$8,195 | 0% | \$0 | \$0 | \$0 | \$0 | | \$8,195 | \$0 | \$2,692 | \$149 | \$19 | \$28 | \$38 | \$0 | \$627 | \$11,747 | 0% | \$0 | \$11,747 | D3; Class A |
| Labor Market Median | | \$7,366 | | | | | | | | \$7,453 | | | | | | | | | | | | \$10,963 | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | 7.53% | | | | | | | | 9.61% | | | | | | | | | | | | 0.87% | |
| 60th Percentile | | \$7,446 | | | | | | | | \$7,585 | | | | | | | | | | | | \$11,083 | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | 6.53% | | | | | | | | 8.01% | | | | | | | | | | | | -0.21% | |
| 62.5th Percentile | | \$7,467 | | | | | | | | \$7,618 | | | | | | | | | | | | \$11,113 | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | 6.27% | | | | | | | | 7.60% | | | | | | | | | | | | -0.48% | |
| Labor Market Mean | | \$7,479 | | | | | | | | \$7,522 | | | | | | | | | | | | \$10,878 | |
| % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | 6.12% | | | | | | | | 8.77% | | | | | | | | | | | | 1.64% | |
| # Of Comparable Matches | | 4 | | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
EID- 5% COLA included for January 1
FOWD- included 4% COLA for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/Education Pay | Certification/Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|-----------------------------|-----------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|------------|---|--|--|--|
| Florin Resource Conservation District/Elk Grove Water District | Water Distribution Supervisor | \$7,223 | \$8,779 | 1% | \$88 | \$0 | \$219 | \$0 | | \$9,087 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$127 | \$11,915 | 0% | \$0 | \$11,915 | D3; T2 |
| Amador Water Agency | Distribution/Canal Supervisor | \$7,803 | \$9,754 | 0% | \$0 | \$167 | \$0 | \$0 | | \$9,921 | \$0 | \$1,643 | \$123 | \$24 | \$6 | \$27 | \$200 | \$746 | \$12,690 | 0% | \$0 | \$12,690 | D4; Backflow; Cross Connection |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Manager level |
| Citrus Heights Water District | Water Distribution Supervisor | \$9,041 | \$12,206 | 0% | \$0 | \$366 | \$0 | \$140 | \$100 for D5; \$40 for T2 | \$12,712 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$60 | \$0 | \$934 | \$16,569 | 0% | \$0 | \$16,569 | D3; T1 |
| City of Folsom | Water Distribution Supervisor | \$7,066 | \$9,504 | 0% | \$0 | \$275 | \$0 | \$300 | \$300 MA | \$10,079 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$34 | \$50 | \$727 | \$12,726 | 0% | \$0 | \$12,726 | D5 |
| El Dorado Irrigation District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Over distribution and treatment |
| Fair Oaks Water District | Operations Supervisor | \$6,910 | \$9,327 | 0% | \$0 | \$0 | \$0 | \$0 | | \$9,327 | \$0 | \$3,182 | \$128 | \$24 | \$26 | \$29 | \$0 | \$714 | \$13,430 | 0% | \$0 | \$13,430 | D3; T2; Class A |
| Nevada Irrigation District | Water Distribution Supervisor | \$6,558 | \$7,970 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,970 | \$0 | \$2,103 | \$123 | \$16 | \$73 | \$6 | \$0 | \$116 | \$10,407 | 0% | \$0 | \$10,407 | D4 |
| Placer County Water Agency | Distribution Supervisor | \$7,668 | \$9,788 | 0% | \$0 | \$0 | \$245 | \$0 | | \$10,033 | \$0 | \$2,178 | \$58 | \$18 | \$27 | \$25 | \$0 | \$749 | \$13,087 | 0% | \$0 | \$13,087 | D4; D5 within 18 months; Back Flow; Cross Connection |
| Sacramento Suburban Water District | Foreman | \$7,441 | \$9,302 | 0% | \$0 | \$0 | \$0 | \$130 | \$.75 for 2 certs above | \$9,432 | \$0 | \$2,124 | \$195 | \$20 | \$33 | \$25 | \$0 | \$712 | \$12,541 | 0% | \$0 | \$12,541 | D3; T2 |
| San Juan Water District | Distribution Lead Worker | \$8,670 | \$10,405 | 0% | \$0 | \$0 | \$0 | \$0 | | \$10,405 | \$0 | \$2,692 | \$149 | \$19 | \$35 | \$42 | \$0 | \$796 | \$14,137 | 0% | \$0 | \$14,137 | D4; Backflow; Class A; Cross Connection |
| | Labor Market Median | | \$9,629 | | | | | | | \$9,977 | | | | | | | | | | | | \$12,906 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | -9.68% | | | | | | | -9.80% | | | | | | | | | | | | -8.32% | |
| | 60th Percentile | | \$9,761 | | | | | | | \$10,042 | | | | | | | | | | | | \$13,155 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | -11.18% | | | | | | | -10.51% | | | | | | | | | | | | -10.41% | |
| | 62.5th Percentile | | \$9,767 | | | | | | | \$10,050 | | | | | | | | | | | | \$13,215 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | -11.25% | | | | | | | -10.60% | | | | | | | | | | | | -10.91% | |
| | Labor Market Mean | | \$9,782 | | | | | | | \$9,985 | | | | | | | | | | | | \$13,198 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | -11.42% | | | | | | | -9.88% | | | | | | | | | | | | -10.77% | |
| | # Of Comparable Matches | | 8 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
SSWD- 8.3% COLA included for January
PCWA- 5% COLA included for January
NID- 2% COLA included for January
Folsom- FMMG still in negotiations
FOWD- included 4% COLA for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/Education Pay | Certification/Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|-------------------------------------|---------------------|---------------------|---|--|-----------------------|---------------------------|-----------------------------|-----------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|------------|---|--|--|-----------------------------|
| Florin Resource Conservation District/Elk Grove Water District | Water Treatment Operator II | \$5,800 | \$7,048 | 1% | \$70 | \$0 | \$176 | \$0 | | \$7,294 | \$0 | \$2,500 | \$128 | \$23 | \$42 | \$0 | \$0 | \$102 | \$10,090 | 0% | \$0 | \$10,090 | T2; D2 |
| Amador Water Agency | Plant Operator II | \$5,389 | \$6,737 | 0% | \$0 | \$83 | \$0 | \$0 | | \$6,820 | \$0 | \$1,643 | \$123 | \$24 | \$4 | \$18 | \$200 | \$515 | \$9,348 | 0% | \$0 | \$9,348 | T2; D2 |
| Carmichael Water District | Treatment Operator 2 | \$5,795 | \$6,550 | 0% | \$0 | \$0 | \$0 | \$173 | \$1/hour for T5 | \$6,723 | \$0 | \$2,311 | \$115 | \$29 | \$39 | \$15 | \$0 | \$501 | \$9,734 | 0% | \$0 | \$9,734 | T2; T3 within 24 months; D1 |
| Citrus Heights Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| City of Folsom | Water Treatment Plant Operator II | \$5,466 | \$6,924 | 0% | \$0 | \$100 | \$173 | \$300 | \$300 max | \$7,497 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$25 | \$50 | \$530 | \$9,938 | 0% | \$0 | \$9,938 | T2 |
| El Dorado Irrigation District | Water Treatment Plant Operator II | \$6,167 | \$7,495 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,495 | \$0 | \$2,156 | \$131 | \$15 | \$13 | \$0 | \$0 | \$573 | \$10,385 | 0% | \$0 | \$10,385 | T2; D1 |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | Water Treatment Operator II | \$5,566 | \$6,763 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,763 | \$0 | \$2,103 | \$123 | \$16 | \$62 | \$6 | \$0 | \$98 | \$9,171 | 0% | \$0 | \$9,171 | T2 |
| Placer County Water Agency | Treatment Plant Operator Trainee II | \$4,823 | \$6,154 | 0% | \$0 | \$0 | \$154 | \$0 | | \$6,308 | \$0 | \$2,178 | \$58 | \$18 | \$17 | \$16 | \$0 | \$471 | \$9,065 | 0% | \$0 | \$9,065 | T2 |
| Sacramento Suburban Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| San Juan Water District | Water Treatment Plant Operator II | \$6,562 | \$7,875 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,875 | \$0 | \$2,692 | \$149 | \$19 | \$26 | \$37 | \$0 | \$602 | \$11,399 | 0% | \$0 | \$11,399 | T2 |

| | | | |
|--|---------|---------|---------|
| Labor Market Median | \$6,763 | \$6,820 | \$9,734 |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | 4.05% | 6.50% | 3.54% |
| 60th Percentile | \$6,859 | \$7,225 | \$9,856 |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | 2.67% | 0.95% | 2.32% |
| 62.5th Percentile | \$6,884 | \$7,326 | \$9,887 |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | 2.33% | -0.44% | 2.02% |
| Labor Market Mean | \$6,928 | \$7,069 | \$9,863 |
| % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | 1.70% | 3.10% | 2.26% |
| # Of Comparable Matches | 7 | | |

Data effective as of 1/2023
EID- 5% COLA included for January 1
PCWA- 5% COLA included for January
NID- 2% COLA included for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/Education Pay | Certification/Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|--|---------------------|---------------------|---|--|-----------------------|---------------------------|-----------------------------|-----------------------------------|------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|------------|---|--|--|------------------|
| Florin Resource Conservation District/Elk Grove Water District | Water Treatment Operator III | \$6,554 | \$7,966 | 1% | \$80 | \$0 | \$199 | \$0 | | \$8,245 | \$0 | \$2,500 | \$128 | \$23 | \$48 | \$0 | \$0 | \$116 | \$11,060 | 0% | \$0 | \$11,060 | T3; D2 |
| Amador Water Agency | Plant Operator III | \$6,198 | \$7,747 | 0% | \$0 | \$83 | \$0 | \$0 | | \$7,831 | \$0 | \$1,643 | \$123 | \$24 | \$5 | \$21 | \$200 | \$593 | \$10,439 | 0% | \$0 | \$10,439 | T3; D3 |
| Carmichael Water District | Treatment Operator 3 | \$6,724 | \$7,600 | 0% | \$0 | \$0 | \$0 | \$173 | \$1/hour for T5 | \$7,773 | \$0 | \$2,311 | \$115 | \$29 | \$46 | \$18 | \$0 | \$581 | \$10,873 | 0% | \$0 | \$10,873 | T3; D2; Backflow |
| Citrus Heights Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| City of Folsom | Water Treatment Plant Operator III | \$6,025 | \$7,633 | 0% | \$0 | \$100 | \$191 | \$300 | \$300 max | \$8,224 | \$0 | \$1,695 | \$113 | \$19 | \$9 | \$27 | \$50 | \$584 | \$10,721 | 0% | \$0 | \$10,721 | T3 |
| El Dorado Irrigation District | Water Treatment Plant Operator III | \$6,479 | \$7,875 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,875 | \$0 | \$2,156 | \$131 | \$15 | \$14 | \$0 | \$0 | \$602 | \$10,794 | 0% | \$0 | \$10,794 | T3; D2 |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | Water Treatment Operator III | \$6,146 | \$7,468 | 0% | \$0 | \$0 | \$0 | \$0 | | \$7,468 | \$0 | \$2,103 | \$123 | \$16 | \$68 | \$6 | \$0 | \$108 | \$9,893 | 0% | \$0 | \$9,893 | T3 |
| Placer County Water Agency | Treatment Plant Operator | \$6,154 | \$7,855 | 0% | \$0 | \$0 | \$196 | \$393 | 5% max | \$8,444 | \$0 | \$2,178 | \$58 | \$18 | \$21 | \$20 | \$0 | \$601 | \$11,340 | 0% | \$0 | \$11,340 | T3 |
| Sacramento Suburban Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| San Juan Water District | Water Treatment Plant Operator III | \$7,249 | \$8,698 | 0% | \$0 | \$0 | \$0 | \$0 | | \$8,698 | \$0 | \$2,692 | \$149 | \$19 | \$29 | \$41 | \$0 | \$665 | \$12,292 | 0% | \$0 | \$12,292 | T3 |
| | Labor Market Median | | \$7,747 | | | | | | | \$7,875 | | | | | | | | | | | | \$10,794 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | 2.75% | | | | | | | 4.49% | | | | | | | | | | | | 2.40% | |
| | 60th Percentile | | \$7,812 | | | | | | | \$8,084 | | | | | | | | | | | | \$10,841 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | 1.94% | | | | | | | 1.95% | | | | | | | | | | | | 1.98% | |
| | 62.5th Percentile | | \$7,828 | | | | | | | \$8,136 | | | | | | | | | | | | \$10,853 | |
| | Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | 1.74% | | | | | | | 1.32% | | | | | | | | | | | | 1.87% | |
| | Labor Market Mean | | \$7,839 | | | | | | | \$8,045 | | | | | | | | | | | | \$10,907 | |
| | % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | 1.59% | | | | | | | 2.43% | | | | | | | | | | | | 1.38% | |
| | # Of Comparable Matches | | 7 | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
EID- 5% COLA included for January 1
PCWA- 5% COLA included for January
NID- 2% COLA included for January

New Hires, Classic Members

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) | Employee's Portion of Retirement Paid by the Employer (\$) | Deferred Compensation | Longevity pay at 10 Years | Certification/ Education Pay | Certification/ Education Pay Notes | Total Cash | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp | Employer's Portion of Retirement Paid by the Employee (%) | Employer's Portion of Retirement Paid by the Employee (\$) | Total Compensation minus ER portion of retirement paid by EE | Comments |
|--|---|---------------------|---------------------|---|--|-----------------------|---------------------------|------------------------------|------------------------------------|-------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|------------|---|--|--|--|
| Florin Resource Conservation District/Elk Grove Water District | Water Treatment Supervisor | \$7,223 | \$8,779 | 1% | \$88 | \$0 | \$219 | \$0 | | \$9,087 | \$0 | \$2,500 | \$128 | \$23 | \$50 | \$0 | \$0 | \$127 | \$11,915 | 0% | \$0 | \$11,915 | T3, D2 |
| Amador Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | T4; D2; Treatment Plant |
| Carmichael Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Manager level |
| Citrus Heights Water District | Water Resources Supervisor/Chief Operator | \$9,041 | \$12,206 | 0% | \$0 | \$366 | \$0 | \$60 | \$60 for T3 | \$12,632 | \$0 | \$2,674 | \$149 | \$25 | \$15 | \$60 | \$0 | \$934 | \$16,489 | 0% | \$0 | \$16,489 | T2; D3; over operation of water distribution, production, and treatment equipment |
| City of Folsom | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | All appropriate and valid State of California Plant Operator Certificate(s) consistent with the legal requirements of the State of California by the time of appointment.Treatment Plant |
| El Dorado Irrigation District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | Over distribution and treatment |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Nevada Irrigation District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | T5; D2; Water Quality Analyst I; Treatment Plant |
| Placer County Water Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | T4; T5 within 18 months; Treatment Plant |
| Sacramento Suburban Water District | Foreman | \$7,441 | \$9,302 | 0% | \$0 | \$0 | \$0 | \$130 | \$.75 for 2 certs above | \$9,432 | \$0 | \$2,124 | \$195 | \$20 | \$33 | \$25 | \$0 | \$712 | \$12,541 | 0% | \$0 | \$12,541 | D3; T2 |
| San Juan Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | T4; Treatment Plant |
| Labor Market Median | | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | | | Insuff Data | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below Median | | --- | | | | | | | | --- | | | | | | | | | | | | --- | |
| 60th Percentile | | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | | | Insuff Data | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile | | --- | | | | | | | | --- | | | | | | | | | | | | --- | |
| 62.5th Percentile | | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | | | Insuff Data | |
| Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile | | --- | | | | | | | | --- | | | | | | | | | | | | --- | |
| Labor Market Mean | | Insuff Data | | | | | | | | Insuff Data | | | | | | | | | | | | Insuff Data | |
| % Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean | | --- | | | | | | | | --- | | | | | | | | | | | | --- | |
| # Of Comparable Matches | | 2 | | | | | | | | | | | | | | | | | | | | | |

Data effective as of 1/2023
PCWA- 5% COLA included for January
NID- 2% COLA included for January

APPENDIX B

MISCELLANEOUS BENEFITS

APPENDIX B - TABLE 1¹

COLA/Salary Range Increase Information

| Survey Agency | Index Used for COLAs | Last COLA/Salary Range Increase Date/Amount | Next COLA/Salary Range Increase Date/Amount |
|---|---|---|---|
| Florin Resource Conservation District/Elk Grove Water District | <i>Cost of living adjustments (COLA) may be made annually at the determination and discretion of the Board of Directors. The COLA is generally based on the average of the All Cities CPI – U, Western CPI – U, and San Francisco CPI-U. COLAs shall be used in computing all salary related costs and shall be effective on a date designated by the Board of Directors.</i> | 7/2022-7.2% | 7/2023-TBD |
| Amador Water Agency | May CPI for West Region – Min 3% - Max 6% | 7/2022-6% | 7/2023- Should the CPI be below 3%, all represented members shall receive a 3% COLA. Should the CPI be above 6%, all represented members shall receive a 6% COLA. Should the CPI fall between 3% and 6%, all represented members shall receive a COLA equal to the CPI. |
| Carmichael Water District | Annual Cost of Living Adjustment based on the Consumer Price Index (CPI) of West “A” category from previous year | All 7/2022- amounts varied based on compensation study | Unrepresented/AFSCME 7/2023-1% to 5% General Manager 1/2023-Amount TBD (unknown at time of data collection) |
| Citrus Heights Water District | CPI-U, West Region | 1/2023-4.8% (Included) | None Scheduled |
| City of Folsom | Data Not Available | FMMG 1/2022-2.25% | FMMG TBD- MOU expires 12/2022- still in negotiations as of 1/2023 |

¹ Salary data effective as of January 2023; all known increases included in datasheets

APPENDIX B - TABLE 1¹

COLA/Salary Range Increase Information

| Survey Agency | Index Used for COLAs | Last COLA/Salary Range Increase Date/Amount | Next COLA/Salary Range Increase Date/Amount |
|------------------------------------|---|--|---|
| | | Local 39 7/2022-3% Unrepresented Varies by class | Local 39 7/2023-3% Unrepresented Varies by class |
| El Dorado Irrigation District | Federal Bureau of Labor Statistics CPI-W (All Urban and Clerical Workers) comparing October and October | General/Supervisory/Unrepresented 1/2023-5% General Manager 1/2023- 3% + 7.9% | General/Supervisory/Unrepresented 1/2024- 3% to 5% General Manager 1/2024-TBD |
| Fair Oaks Water District | The amount of the COLA each year will be guided using the month of October CPI, as a reference. | 7/2022-5% | FOWD will implement a zero to four percent COLA beginning 2023 that will be effective in January each year. |
| Nevada Irrigation District | In the past we used San Francisco Area CPI for general reference. | 1/2023-2% | None Scheduled |
| Placer County Water Agency | January COLA is based on CPI-U (All Urban Consumers for U.S. City Average) for the period of December 1, 2021, through November 30, 2022. | 1/2023-5% | 1/2024- 3% |
| Sacramento Suburban Water District | August "West – Size Class B/C -CPI-U" percentage. | Staff 1/2023-8.3% General Manager 1/2022-7.37% | Staff None Scheduled General Manager 1/2023-Amount TBD (unknown at time of data collection) |
| San Juan Water District | COLA's are informally tied to the March CPI for West Cities B | All 7/2022-3.8% COLA + various | Staff None Scheduled, but considering a |

APPENDIX B - TABLE 1¹

COLA/Salary Range Increase Information

| Survey Agency | Index Used for COLAs | Last COLA/Salary Range Increase Date/Amount | Next COLA/Salary Range Increase Date/Amount |
|---------------|----------------------|--|--|
| | | increases based on study | mid year COLA at December Board Meeting General Manager May/June of 2024- TBD by Board |

APPENDIX B - TABLE 2
Retirement Information
New Hire-Classic Employee

| Survey Agency | Retirement Agency | Retirement Benefit | Employee Contribution towards EE share of retirement | Retirement Formula | 22/23 Employer Contribution Normal Cost |
|---|-------------------|--------------------|---|------------------------|---|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | <i>CalPERS</i> | 2% @ 55 | 6% | Highest 3 Years | 10.32% |
| Amador Water Agency | CalPERS | 2% @ 60 | 7% | Highest 3 Years | 8.63% |
| Carmichael Water District | CalPERS | 2% @ 55 | Staff 7% GM 0% | Single Highest Year | 11.65% |
| Citrus Heights Water District | CalPERS | 2% @ 55 | 7% | Single Highest Year | 10.32% |
| City of Folsom | CalPERS | 2% @ 55 | 7% | Highest 3 Years | 10.64% |
| El Dorado Irrigation District | CalPERS | 2% @ 55 | 7% | Highest 3 Years | 10.33% |
| Fair Oaks Water District | CalPERS | 2% @ 55 | 7% | Highest 3 Years | 10.32% |
| Nevada Irrigation District | CalPERS | 2% @ 55 | 7% | Highest 3 years | 10.07% |
| Placer County Water Agency | CalPERS | 2.7% @ 55 | 8% | Single Highest Year | 10.97% |
| Sacramento Suburban Water District | CalPERS | 2% @ 55 | 7% (Current GM pays 0%, but a new Classic Hired GM would pay 7%) | Highest 3 Years | 11.06% |

APPENDIX B - TABLE 2
Retirement Information
New Hire-Class Employee

| Survey Agency | Retirement Agency | Retirement Benefit | Employee Contribution towards EE share of retirement | Retirement Formula | 22/23 Employer Contribution Normal Cost |
|-------------------------|-------------------|--------------------|--|--------------------|---|
| San Juan Water District | CalPERS | 3% @ 60 | 8% | Highest 3 Years | 14.53% |

**APPENDIX B - TABLE 3
Education/Certification Pay**

| Survey Agency | Education/Certification Pay |
|---|--|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | None |
| Amador Water Agency | None (Payment is 1x only) |
| Carmichael Water District | Unrepresented None AFSCME Treatment Operator with T5 = \$1.00/hour Distribution Operator with D4 = \$1.00/hour |
| Citrus Heights Water District | Non-exempt Regular Employees are authorized to receive the following compensation: Certified California State Water Distribution System Operators Grade D1 \$ 20.00 / month Grade D2 \$ 40.00 / month Grade D3 \$ 60.00 / month Grade D4 \$ 80.00 / month Grade D5 \$100.00 / month Certified California State Water Treatment Operators Grade T1 \$ 20.00 / month Grade T2 \$ 40.00 / month Grade T3 \$ 60.00 / month Grade T4 \$ 80.00 / month Grade T5 \$100.00 / month |
| City of Folsom | FMIMG \$300-BA \$300-MA \$150-BA/MA unrelated field Local 39 |

APPENDIX B - TABLE 3

Education/Certification Pay

| Survey Agency | Education/Certification Pay |
|---------------|---|
| | <p>\$300/month Max \$150-AA \$250-BA \$250-MA</p> <p>\$150-BA/MA (unrelated field)</p> <p>Building Inspector- \$50 each (Certified Combination Inspector, Certified Electrical Inspector, Certified Mechanical Inspector, Certified Plumbing Inspector, Uniform Fire Code Certificate, ADA Specialist Certificate Clerical- \$50 for Notary Public Commission</p> <p>Code Enforcement Technician- \$100 for Certified Code Enforcement Officer</p> <p>Construction Inspector- \$200- Registered Public Works Inspector</p> <p>Engineering Technician- \$200-Licensed Land Surveyor</p> <p>IS Technician/Analyst- \$75 Microsoft or CISCO</p> <p>Lead Plant Mechanic-\$150 for Class A; \$50 for ASE-various certs</p> <p>Lead Senior Mechanic- \$150 for Class A Maintenance I/II/Lead- \$150- Class A Mechanic I/II/Senior-\$150 for Class A; \$50- ASE Certs</p> <p>Mechanic/Welder- \$200- ASE Master, \$50- for each- Automatic Transmission, Brakes, Electrical Systems, Engine Performance, Heating and Air, Manual Transmission, Refrigerant License, SMOG, Suspension and Steering</p> <p>Park Maintenance Worker I/II- \$100- Playground Safety and Pool Operator; \$50- Landscape Irrigation Auditor, Landscape Technician, Irrigation Contractor</p> <p>Park Planner/Associate Planner- \$50- Irrigation Designer</p> <p>Plan Checker- \$50 for each- Building Inspector, Electrical Inspector, Plumbing Inspector, Mechanical Inspector, Fire Code Certificate, ADA Specialist</p> <p>Traffic Control/Lighting Technician I/II- \$50- IMSA Level I/II/III, IMSA Roadway Lighting certificate; Fiber Optics Installation Certification</p> <p>Water Utility Worker I/II/III/Senior, WTPO I/II/III/Senior; Water Distribution Operator I/II/III/Chief; Wastewater Collection Technician I/II/III/Senior, Water Management Specialist, Water Quality Technician, Water Management Coordinator- \$300- advanced state certification for D5, T5, G4 only; \$200- advanced state certification for D4, T4, G3; \$150- Class A Max is \$300</p> |

APPENDIX B - TABLE 3
Education/Certification Pay

| Survey Agency | Education/Certification Pay |
|------------------------------------|--|
| El Dorado Irrigation District | None |
| Fair Oaks Water District | None |
| Nevada Irrigation District | <p>Office/Field/Supervisory</p> <p>Unrepresented Confidential \$75/month- one certification</p> <p>Unrepresented Management None</p> |
| Placer County Water Agency | <p>WSU</p> <p>Canal Operator I/II- 2.5% with D2 or higher</p> <p>Lead Canal Operator-2.5% with D2 or higher</p> <p>Field Maintenance Supervisor-2.5% with D4; 2.5% with D5</p> <p>Lead Worker, Treated Water Maintenance-2.5% with D4; 2.5% with D5</p> <p>Maintenance Worker I/II- 2.5% Class A</p> <p>Service Worker- 2.5% for D4 and 2.5% for D5</p> <p>Distribution Operator II-2.5% for D4 and 2.5% for D5</p> <p>Lead Treatment Plant Operator- 2.5% for T4 and 2.5% for T5</p> <p>Treatment Plant Operator- 2.5% for T4 and 2.5% for T5</p> <p>Water Quality Specialist- 2.5% for D3 and 2.5% for D4</p> <p>Water Quality Supervisor-2.5% for D4 and 2.5% for D5</p> |
| Sacramento Suburban Water District | <p>State Certification Required for Position</p> <p>Non-exempt employees who meet the minimum certification requirement(s) for positions requiring State of California State Water Resources Control Board, Division of Drinking Water, Distribution and/or Treatment Operator certifications will be compensated \$0.50 per hour for a maximum of one certification above the required level per employee.</p> <p>State Certification Not Required for Position</p> <p>Non-exempt employees who obtain certification from the State of California State Water Resources Control Board, Division of Drinking Water, for either Water Distribution Operator or Treatment Operator and the</p> |

**APPENDIX B - TABLE 3
Education/Certification Pay**

| Survey Agency | Education/Certification Pay |
|-------------------------|--|
| | <p>certification is not required for their current position will be compensated \$0.25 per hour for a maximum of one certification per employee.</p> <p align="center">Other Certification Not Required for Position</p> <p>Non-exempt employees who obtain other certification not required for their current position may be compensated \$0.25 per hour for a maximum of one certificate per employee determined to be of value to the district subject to approval by the General Manager.</p> |
| San Juan Water District | None |

APPENDIX B - TABLE 4
Vacation Leave

| Agency | Year 1 (hours per year) | Year 2 (hours per year) | Year 5 (hours per year) | Year 10 (hours per year) | Year 15 (hours per year) | Year 20 (hours per year) | Max Accrual |
|---|-------------------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|--------------------------------|---|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | 40 | 80 | 120 | 160 | 200 | 208 | 320 |
| Amador Water Agency | 80 | 96 | 120 | 144 | 200 | 200 | General 1.5x Supervisory/Exempt 2x |
| Carmichael Water District ² | 96 | 96 | 120 | 144 | 176 | 176 | 300 |
| Citrus Heights Water District | 96 | 96 | 120 | 144 | 168 | 216 | 200 |
| City of Folsom ³ | 192 | 192 | 224 | 256 | 288 | 288 | 320 |
| El Dorado Irrigation District ⁴ | 176 | 176 | 216 | 156 | 296 | 296 | 280 |

² General Manager receives 200 hours per year

³ Annual Leave

⁴ Annual Leave

APPENDIX B - TABLE 4
Vacation Leave

| Agency | Year 1 (hours per year) | Year 2 (hours per year) | Year 5 (hours per year) | Year 10 (hours per year) | Year 15 (hours per year) | Year 20 (hours per year) | Max Accrual |
|--|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Fair Oaks Water District ⁵ | 80 | 80 | 120 | 160 | 160 | 160 | 320 |
| Nevada Irrigation District | 80 | 80 | 96 | 120 | 160 | 200 | 416 |
| Placer County Water Agency ⁶ | WSU 80 Management 120 | WSU 80 Management 120 | WSU 120 Management 120 | WSU 160 Management 160 | WSU 160 Management 160 | WSU 200 Management 160 | WSU 320 Management 320 |
| Sacramento Suburban Water District ⁷ | 96 | 96 | 96 | 120 | 152 | 192 | 400 hours (to age 55) Unlimited (over age 55) |
| San Juan Water District | 96 | 96 | 120 | 144 | 168 | 192 | 240 |

⁵ General Manager receives 160 hours per year with a max of 400 hours

⁶ 40 hours lump sum Longevity Leave with 20 Years of Service, not included above

⁷ General Manager receives 240 hours with max of 500 hours

APPENDIX B - TABLE 5

Sick Leave, Holidays, and Administrative Leave

| Agency | Sick Leave Annual Accrual (days/year) | Sick Leave Max Accrual | Fixed Holidays + Floating Holidays (number of holidays per year) | Administrative, Management Leave, Personal Leave (number of hours per year) |
|---|---------------------------------------|------------------------|--|--|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | 12 <i>(Called PTO)</i> | 320 hours | 11 + 1 = 12 | Exempt 80 Non-exempt 0 |
| Amador Water Agency | 12 | Unlimited | 12 + 1 = 13 | General/Supervisor 0 Management 64-104 (varies) General Manager 120 |
| Carmichael Water District | 12 | Unlimited | 11 + 1 = 12 | Represented 0 General Manager 80 Unrepresented 80 (certain classes) |
| Citrus Heights Water District | 12 | Unlimited | 9 +.5 +.5 = 11 | Management 80 Others 0 |

**APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave**

| Agency | Sick Leave Annual Accrual (days/year) | Sick Leave Max Accrual | Fixed Holidays + Floating Holidays (number of holidays per year) | Administrative, Management Leave, Personal Leave (number of hours per year) |
|-------------------------------|--|-------------------------------|---|---|
| City of Folsom | Included in vacation | NA | 12 + 1 = 13 | Local 39 0 FMMG and Unrepresented 80 if exempt |
| El Dorado Irrigation District | Included in vacation | NA | 12.5 + 1 = 13.5 | General 40 if exempt Supervisory 80 Unrepresented 40 – 80 (varies) |
| Fair Oaks Water District | 10 | Unlimited | 10 + 1 = 11 | Management 40 (Years 1-5) 64 (Year 6+) General Manager 104 Others 0 |

**APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave**

| Agency | Sick Leave Annual Accrual (days/year) | Sick Leave Max Accrual | Fixed Holidays + Floating Holidays (number of holidays per year) | Administrative, Management Leave, Personal Leave (number of hours per year) |
|------------------------------------|--|---|---|---|
| Nevada Irrigation District | 12 | Unlimited | 12 + 2 = 14 | Office/Field 0 Supervisory 60 if exempt Unrepresented Management 80 Unrepresented 56 if exempt |
| Placer County Water Agency | 12 | Unlimited | 10 + 3 = 13 | WSU 0 Management 72 |
| Sacramento Suburban Water District | 12 | 240 hours (under age 55) Unlimited (over age 55) | 13 + 0 = 13 | General Manager 80 Exempt 40 Non-exempt 0 |

APPENDIX B - TABLE 5

Sick Leave, Holidays, and Administrative Leave

| Agency | Sick Leave Annual Accrual (days/year) | Sick Leave Max Accrual | Fixed Holidays + Floating Holidays (number of holidays per year) | Administrative, Management Leave, Personal Leave (number of hours per year) |
|-------------------------|---------------------------------------|------------------------|--|---|
| San Juan Water District | 12 | 480 hours | 11 + 1 = 12 | Exempt 40 Others 0 |

APPENDIX B - TABLE 6
Retiree Health - (New Hires)

| Agency | Agency Contribution to Retiree Health Savings | Agency Monthly Contribution for Retiree | Agency Monthly Contribution for Retiree + 1 | Agency Monthly Contribution for Retiree + 2 | Vesting |
|---|--|--|--|--|-------------------------------|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | \$0 | 100% of cap with 15 years | 100% of cap with 15 years | No Additional Contribution | 15 years |
| Amador Water Agency | \$200 | \$0 | \$0 | \$0 | NA |
| Carmichael Water District | \$0 | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years |
| Citrus Heights Water District | \$0 | \$0 | \$0 | \$0 | NA |
| City of Folsom | \$25/per pay period | \$0 | \$0 | \$0 | NA |
| El Dorado Irrigation District | \$0 | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years |
| Fair Oaks Water District | \$0 | \$0 | \$0 | \$0 | NA |
| Nevada Irrigation District | \$0 | PEMHCA Minimum | No additional contribution | No additional contribution | 10 years PERS; 5 years Agency |
| Placer County Water Agency | \$0 | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years |

**APPENDIX B - TABLE 6
Retiree Health - (New Hires)**

| Agency | Agency Contribution to Retiree Health Savings | Agency Monthly Contribution for Retiree | Agency Monthly Contribution for Retiree + 1 | Agency Monthly Contribution for Retiree + 2 | Vesting |
|------------------------------------|--|--|--|--|----------------|
| Sacramento Suburban Water District | \$0 | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years |
| San Juan Water District | \$0 | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years |

**APPENDIX B - TABLE 7
Retiree Dental - (New Hires)**

| Agency | Agency Monthly Contribution for Retiree | Agency Monthly Contribution for Retiree + 1 | Agency Monthly Contribution for Retiree + 2 | Vesting |
|--|--|--|--|------------------------|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | <i>100% of cap with 15 years</i> | <i>100% of cap with 15 years</i> | <i>No Additional Contribution</i> | <i>15 years</i> |
| Amador Water Agency | \$0 | \$0 | \$0 | NA |
| Carmichael Water District | \$0 | \$0 | \$0 | NA |
| Citrus Heights Water District | \$0 | \$0 | \$0 | NA |
| City of Folsom | \$0 | \$0 | \$0 | NA |
| El Dorado Irrigation District | \$0 | \$0 | \$0 | NA |
| Fair Oaks Water District | \$0 | \$0 | \$0 | NA |
| Nevada Irrigation District | \$0 | \$0 | \$0 | NA |
| Placer County Water Agency | \$0 | \$0 | \$0 | NA |
| Sacramento Suburban Water District | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years |
| San Juan Water District | \$0 | \$0 | \$0 | NA |

APPENDIX B - TABLE 8
Retiree Vision - (New Hires)

| Agency | Agency Monthly Contribution for Retiree | Agency Monthly Contribution for Retiree + 1 | Agency Monthly Contribution for Retiree + 2 | Vesting |
|--|--|--|--|------------------------|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | <i>100% of cap with 15 years</i> | <i>100% of cap with 15 years</i> | <i>No Additional Contribution</i> | <i>15 years</i> |
| Amador Water Agency | \$0 | \$0 | \$0 | NA |
| Carmichael Water District | \$0 | \$0 | \$0 | NA |
| Citrus Heights Water District | \$0 | \$0 | \$0 | NA |
| City of Folsom | \$0 | \$0 | \$0 | NA |
| El Dorado Irrigation District | \$0 | \$0 | \$0 | NA |
| Fair Oaks Water District | \$0 | \$0 | \$0 | NA |
| Nevada Irrigation District | \$0 | \$0 | \$0 | NA |
| Placer County Water Agency | \$0 | \$0 | \$0 | NA |
| Sacramento Suburban Water District | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years = 50%; + 5% for each additional year to max of 100% with 20 years | 10 years |
| San Juan Water District | \$0 | \$0 | \$0 | NA |

**APPENDIX B - TABLE 9
On-Call/Stand By Pay Policies**

| On-Call/Stand By Pay Policies | |
|---|---|
| Agency | |
| Florin Resource Conservation District/Elk Grove Water District | Employees assigned to on-call duty are paid \$85 per day. |
| Amador Water Agency | Standby compensation shall be \$50 per weekday and \$70 per weekend day and holiday |
| Carmichael Water District | <p>On-Call Duty – Flat Rate</p> <p>Level - Daily Rate - Weekly Rate</p> <p>T4 - \$88.00 - \$616.00</p> <p>T3 - \$76.00 - \$532.00</p> <p>D3 - \$76.00 - \$532.00</p> <p>D2 - \$65.00 - \$455.00</p> <p>* D1/T1/T2 are not eligible for On-Call Duty</p> |
| Citrus Heights Water District | <p>Updated @ December Board Meeting</p> <p>Regular Work Days \$ 44.00 / day</p> <p>Friday \$ 108.00 / day</p> <p>Saturday \$ 108.00 / day</p> <p>Sunday \$ 108.00 / day</p> <p>District Holidays \$ 44.00 / day</p> |
| City of Folsom | <p>When the City places an employee on Standby Duty, the City agrees to assign twelve (12) hours of Standby Duty per week; except that when one of the following holidays occur during the period of Standby Duty the City will assign fifteen (15) hours of standby: Christmas Day, New Year's Day, Thanksgiving, and July 4th. Standby Duty shall be assigned on a rotating basis. Compensation for Standby Duty shall be at one and one-half times the employee's hourly rate of pay.</p> <p>Standby pay shall be \$4.20 per hour beginning the first full pay period in January 2022, or upon ratification of this MOU, whichever occurs later. Commencing the first full pay period in January 2023, any time that represented employees receive an across-the-board Cost of Living Adjustment increase, the hourly rate for standby shall be increased by the same percentage. (COLA in January 2023 is 5%, so new standby pay will be \$4.41/hour)</p> |
| Fair Oaks Water District | <p>Weekday-\$ 30.00</p> <p>Weekend-\$100.00</p> <p>Holiday - \$175.00</p> |

**APPENDIX B - TABLE 9
On-Call/Stand By Pay Policies**

On-Call/Stand By Pay Policies

| Agency | |
|------------------------------------|---|
| Nevada Irrigation District | Office/Field/Supervisory Standby pay shall be paid at \$86.00 per normal workday and \$129.00 per day on weekends and holidays |
| Placer County Water Agency | Employees shall be compensated for stand-by duty at the rate of \$65.00 per day for all days other than weekends and holidays and at the rate of \$80.00 for weekends and holidays, for 24 hours of stand-by duty, or any portion thereof. |
| Sacramento Suburban Water District | Additional compensation will be paid an employee for Standby Duty at the rate of fourteen (14) hours straight time for each seven (7) day period. If Standby Duty is less than seven (7) days, the amount of compensation paid will be proportionately reduced. Standby Duty pay will be in addition to any overtime pay for Standby Duty actually worked. |
| San Juan Water District | Employees who are assigned to On-Call duty shall be entitled to daily Stand-By Pay in addition to their regular compensation and overtime pay equal to two hours of regular pay at the employee's regular rate of pay for each weekday assigned to On-Call duty and four hours of regular pay at the employee's regular rate of pay for each weekend day assigned to On-Call duty. The On-Call employee working a District recognized holiday will receive four hours of Stand-By Pay at the employee's regular rate of pay for On-Call duty on the recognized holiday. |

**APPENDIX B - TABLE 10
Equal Pay Act of 1963**

Does the Agency comply with the Equal Pay Act of 1963?

| Agency | Does the Agency comply with the Equal Pay Act of 1963? |
|---|--|
| <i>Florin Resource Conservation District/Elk Grove Water District</i> | Yes |
| Amador Water Agency | Yes |
| Carmichael Water District | Yes |
| Citrus Heights Water District | Yes |
| City of Folsom | Yes |
| El Dorado Irrigation District | Yes |
| Fair Oaks Water District | Yes |
| Nevada Irrigation District | Yes |
| Placer County Water Agency | Yes |
| Sacramento Suburban Water District | Yes |
| San Juan Water District | Yes |

APPENDIX C

SALARY RECOMMENDATIONS

| Survey Classification | EGWD Maximum Base Salary (Monthly) | EGWD Maximum Base Salary (Annual) | EGWD Total Compensation | Labor Market 60th Percentile Total Compensation | % EGWD Is Above or Below Labor Market | Adjusted Labor Market (60th) | Annual | Recommended Range | Recommended Monthly Max (annual) | Recommended Monthly Max (monthly) | \$ Difference | % Difference | Rationale |
|-----------------------------------|------------------------------------|-----------------------------------|-------------------------|---|---------------------------------------|------------------------------|-----------|-------------------|----------------------------------|-----------------------------------|---------------|--------------|---|
| General Manager | \$17,183 | \$206,193 | \$20,735 | \$24,250 | -16.95% | \$20,532 | \$246,384 | 95 | \$247,416 | \$20,618 | \$3,435 | 19.99% | Market |
| Senior Civil Engineer | \$12,655 | \$151,861 | --- | --- | --- | --- | --- | 77 | \$159,474 | \$13,289 | \$634 | 5.01% | 15% above Associate Civil Engineer (supervises) |
| Associate Civil Engineer | \$10,934 | \$131,206 | \$14,176 | \$14,705 | -3.73% | \$11,437 | \$137,244 | 71 | \$137,758 | \$11,480 | \$546 | 4.99% | Market |
| Associate Engineer | \$8,996 | \$107,952 | --- | --- | --- | --- | --- | 65 | \$118,976 | \$9,915 | \$919 | 10.21% | 15% below Associate Civil Engineer (additional 5% is to recognize it does not require a PE) |
| Engineering Technician III | \$8,568 | \$102,814 | --- | --- | --- | --- | --- | 63 | \$113,318 | \$9,443 | \$875 | 10.22% | 10% above Engineering Technician II |
| Engineering Technician II | \$7,401 | \$88,816 | \$10,463 | \$11,484 | -9.75% | \$8,368 | \$100,416 | 59 | \$102,814 | \$8,568 | \$1,167 | 15.76% | Market |
| Engineering Technician I | \$7,223 | \$86,674 | --- | --- | --- | --- | --- | 55 | \$93,246 | \$7,771 | \$548 | 7.58% | 10% below Engineering Technician II |
| Finance Manager | \$13,955 | \$167,461 | \$17,347 | \$20,520 | -18.29% | \$16,979 | \$203,748 | 88 | \$208,603 | \$17,384 | \$3,429 | 24.57% | Market |
| Finance Supervisor | \$11,480 | \$137,758 | \$14,749 | Insuff Data | --- | ID | --- | 70 | \$134,472 | \$11,206 | -\$274 | -2.39% | Same as Human Resources Administrator |
| Senior Utility Billing Specialist | \$7,966 | \$95,597 | \$11,060 | \$9,408 | 14.94% | \$6,401 | \$76,812 | 48 | \$78,645 | \$6,554 | -\$1,413 | -17.73% | 10% above Utility Billing Specialist III (this is also market) |
| Utility Billing Specialist III | \$6,240 | \$74,880 | \$9,238 | \$8,883 | 3.83% | \$5,904 | \$70,848 | 44 | \$71,323 | \$5,944 | -\$296 | -4.75% | Market |
| Utility Billing Specialist II | \$5,008 | \$60,091 | --- | --- | --- | --- | --- | 40 | \$64,688 | \$5,391 | \$383 | 7.65% | 10% below Utility Billing Specialist III |
| Utility Billing Specialist I | \$4,326 | \$51,917 | --- | --- | --- | --- | --- | 36 | \$58,656 | \$4,888 | \$562 | 12.98% | 10% below Utility Billing Specialist II |
| Human Resources Administrator | \$11,206 | \$134,472 | \$14,462 | \$14,380 | 0.57% | \$11,128 | \$133,536 | 70 | \$134,472 | \$11,206 | \$0 | 0.00% | Market |
| Human Resources Technician | \$7,223 | \$86,674 | \$10,275 | \$10,444 | -1.64% | \$7,383 | \$86,674 | 52 | \$86,674 | \$7,223 | \$0 | 0.00% | Market |
| Administrative Assistant II | \$5,521 | \$66,248 | \$8,478 | \$8,866 | -4.57% | \$5,887 | \$70,644 | 44 | \$71,323 | \$5,944 | \$423 | 7.66% | Market |
| Administrative Assistant I | \$4,770 | \$57,242 | --- | --- | --- | --- | --- | 40 | \$64,688 | \$5,391 | \$621 | 13.01% | 10% below Administrative Assistant II |
| Program Manager | \$10,934 | \$131,206 | \$14,176 | \$12,773 | 9.90% | \$9,597 | \$115,164 | 64 | \$116,168 | \$9,681 | -\$1,253 | -11.46% | Market |
| Water Distribution Supervisor | \$8,779 | \$105,352 | \$11,915 | \$13,155 | -10.41% | \$9,961 | \$119,532 | 66 | \$121,992 | \$10,166 | \$1,387 | 15.79% | Market |
| Water Distribution Operator III | \$7,966 | \$95,597 | \$11,060 | \$11,083 | -0.21% | \$7,988 | \$95,856 | 57 | \$97,906 | \$8,159 | \$192 | 2.42% | Market |
| Water Distribution Operator II | \$7,048 | \$84,573 | \$10,090 | \$10,084 | 0.06% | \$7,042 | \$84,573 | 53 | \$88,816 | \$7,401 | \$354 | 5.02% | 10% below Water Distribution Operator III |
| Water Distribution Operator I | \$6,240 | \$74,880 | --- | --- | --- | --- | --- | 49 | \$80,538 | \$6,712 | \$472 | 7.56% | 10% below Distribution Operator II |
| Distribution Operator In Training | \$5,008 | \$60,091 | --- | --- | --- | --- | --- | 45 | \$73,050 | \$6,087 | \$1,080 | 21.56% | 10% below Water Distribution Operator I |

| Survey Classification | EGWD Maximum Base Salary (Monthly) | EGWD Maximum Base Salary (Annual) | EGWD Total Compensation | Labor Market 60th Percentile Total Compensation | % EGWD Is Above or Below Labor Market | Adjusted Labor Market (60th) | Annual | Recommended Range | Recommended Monthly Max (annual) | Recommended Monthly Max (monthly) | \$ Difference | % Difference | Rationale |
|------------------------------|------------------------------------|-----------------------------------|-------------------------|---|---------------------------------------|------------------------------|----------|-------------------|----------------------------------|-----------------------------------|---------------|--------------|---|
| | | | | | | | | | | | | | |
| Water Treatment Supervisor | \$8,779 | \$105,352 | \$11,915 | Insuff Data | --- | --- | --- | 66 | \$121,992 | \$10,166 | \$1,387 | 15.79% | Same as Water Distribution Supervisor |
| Water Treatment Operator III | \$7,966 | \$95,597 | \$11,060 | \$10,841 | 1.98% | \$7,759 | \$93,108 | 57 | \$97,906 | \$8,159 | \$192 | 2.42% | Same as Water Distribution Operator III |
| Water Treatment Operator II | \$7,048 | \$84,573 | \$10,090 | \$9,856 | 2.32% | \$6,826 | \$81,912 | 53 | \$88,816 | \$7,401 | \$354 | 5.02% | 10% below Water Treatment Operator III |
| Water Treatment Operator I | \$6,240 | \$74,880 | --- | --- | --- | --- | --- | 49 | \$80,538 | \$6,712 | \$472 | 7.56% | 10% below Water Treatment Operator II |

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Patrick Lee, Finance Manager/Board Treasurer

SUBJECT: **2024-2028 WATER RATE AND CONNECTION FEE STUDY FINANCIAL PLAN**

RECOMMENDATION

This item is presented for discussion and direction from the Florin Resource Conservation District Board of Directors.

SUMMARY

The Florin Resource Conservation District (District) has retained the consulting firm Raftelis to complete the 2024-2028 Water Rate and Connection Fee Study for the Elk Grove Water District. Raftelis prepared a draft 10-year financial plan which was presented to the Community Advisory Committee (CAC) and the Board of Directors (Board) on January 17, 2023. Both the CAC and the Board requested that Raftelis run an additional scenario where water demand is based on the fiscal year-end (FYE) 2022 water demand volume and held constant for all future years. The CAC and the Board felt that this scenario would provide a conservative approach to manage the District's fiscal needs. District staff also worked with Raftelis to run an additional scenario where 5-year revenue adjustments were held at 4% for all five (5) years to determine its effect on reserve requirements. These additional scenarios have been completed and are being presented to the Board for discussion and direction.

DISCUSSION

Background

As part of the Florin Resource Conservation District 2020-2025 Strategic Plan, the District is due to conduct a review of the Elk Grove Water District water rates to ensure revenues will be sufficient to cover operational, debt service and capital expenses for the years 2024-2028. The last water rate study was completed and adopted by the Board in June 2018. A new water rate study was identified by the Board as a key objective for fiscal year 2022-2023.

On January 17, 2023, the District held a special meeting of the CAC and a regular meeting of the Board to gather direction from the CAC and the Board as to preferred annual

2024-2028 WATER RATE AND CONNECTION FEE STUDY FINANCIAL PLAN

Page 2

revenue adjustments for the next five (5) fiscal years. The District's consultant Raftelis presented the following three (3) scenarios to the CAC and the Board:

- Scenario 1: A do-nothing case (0%, 0%, 0%, 0%, 0%) resulting in negative minimum reserve cash balances by FYE 2027 and beyond and the District falling out of compliance with its debt covenant ratio by FYE 2027.
- Scenario 2: Revenue adjustments of 4%, 4%, 3%, 2.5%, 2.5% over five (5) years assuming water demand and customer growth of 1.5% per year resulting in the District projecting to barely meet its minimum reserve cash balances in FYE 2028 and FYE 2029.
- Scenario 3: Revenue adjustments of 4%, 4%, 4%, 2.5%, 2.5% over five (5) years assuming water demand and customer growth of 1.5% per year resulting in the District projecting to have a slightly positive minimum reserve cash balance in FYE 2028 and positive reserve cash balances in other years.

At the CAC meeting, the CAC Chair Robert Blank recommended that staff run an additional scenario where water demand is based on the FYE 2022 water demand volume and held constant for all future years (no demand or customer growth). The CAC felt that this scenario would provide a conservative approach to manage the District's fiscal needs in the case of mandated water conservation efforts related to drought conditions, and as water conservation increasingly becomes a California way of life.

This request was also presented to the Board during the regular Board meeting by the CAC Chair, with the Board agreeing to the additional scenario. In addition, Board Director Elliot Mulberg requested information on indexing annual water rate increases to inflation.

District staff worked with Raftelis to 1) run a 0% growth water demand scenario (Scenario 4), 2) an additional scenario (Scenario 5) where 5-year revenue adjustments were held at 4% for all five (5) years and 3) obtain information on inflation-adjusted water rates.

Present Situation

Scenarios 4 and 5 have been completed by Raftelis with the following results:

- Scenario 4: Water demand growth held at 0% resulted in revenue adjustments of 4.5%, 4.5%, 4.5%, 4.5%, 4.5%. This scenario yielded a slightly positive minimum reserve cash balance in FYE 2028 and positive reserve cash balances in other years. This conservative approach allows the District the greatest flexibility to manage required rate increases based on actual inflation, operating results and projected budgets.

2024-2028 WATER RATE AND CONNECTION FEE STUDY FINANCIAL PLAN

Page 3

- Scenario 5: Revenue adjustments held at 4%, 4%, 4%, 4%, 4% required a water demand growth of 0.9% (Scenarios 1-3 assumed 1.5% and Scenario 4 assumed 0%) per year to meet projected cash balance needs. This scenario resulted in a zero minimum reserve cash balance in FYE 2028 and positive reserve cash balances in other years. Scenario 5 also provides the District with a higher level of flexibility to manage required rate increases based on actual inflation, operating results and projected budgets.

Staff also worked with Raftelis to obtain information related to inflation-adjusted water rates. Raftelis expressed that this method is not popular as it places additional administrative burden on water agencies. Agencies must perform an analysis every year to determine how water rates should be increased based on the current inflation index. Furthermore, because the District funds its capital improvement program on a pay-as-you-go basis, water rates must collect revenues that not only pay for operational expenses, but also pay for future capital projects. When inflation is low, inflation-adjusted rates would result in insufficient revenue to pay for future capital projects. Consequently, staff does not recommend that the District incorporate inflation-adjusted water rates into its water rate study.

Based on review of the additional scenarios provided by Raftelis, staff is recommending that the Board consider Scenario 4, which assumes 0% water demand and customer growth over the next five (5) years, resulting in recommended revenue rate increases of 4.5%, 4.5%, 4.5%, 4.5% and 4.5%. This conservative approach will allow the District the flexibility to manage rate increases over the next five (5) years based on actual operating performance, actual customer and demand growth, and actual cost of inflation.

ENVIRONMENTAL CONSIDERATIONS

There are no environmental considerations associated with this report.

STRATEGIC PLAN CONFORMITY

The recommendations made in this report conform to Strategic Goal 2 – Fiscal Responsibility of the District’s Fiscal Year 2020-2025 Strategic Plan to conduct the 2024-2028 Water Rate and Connection Fee Study.

February 21, 2023

2024-2028 WATER RATE AND CONNECTION FEE STUDY FINANCIAL PLAN

Page 4

FINANCIAL SUMMARY

There is no direct financial impact associated with this item.

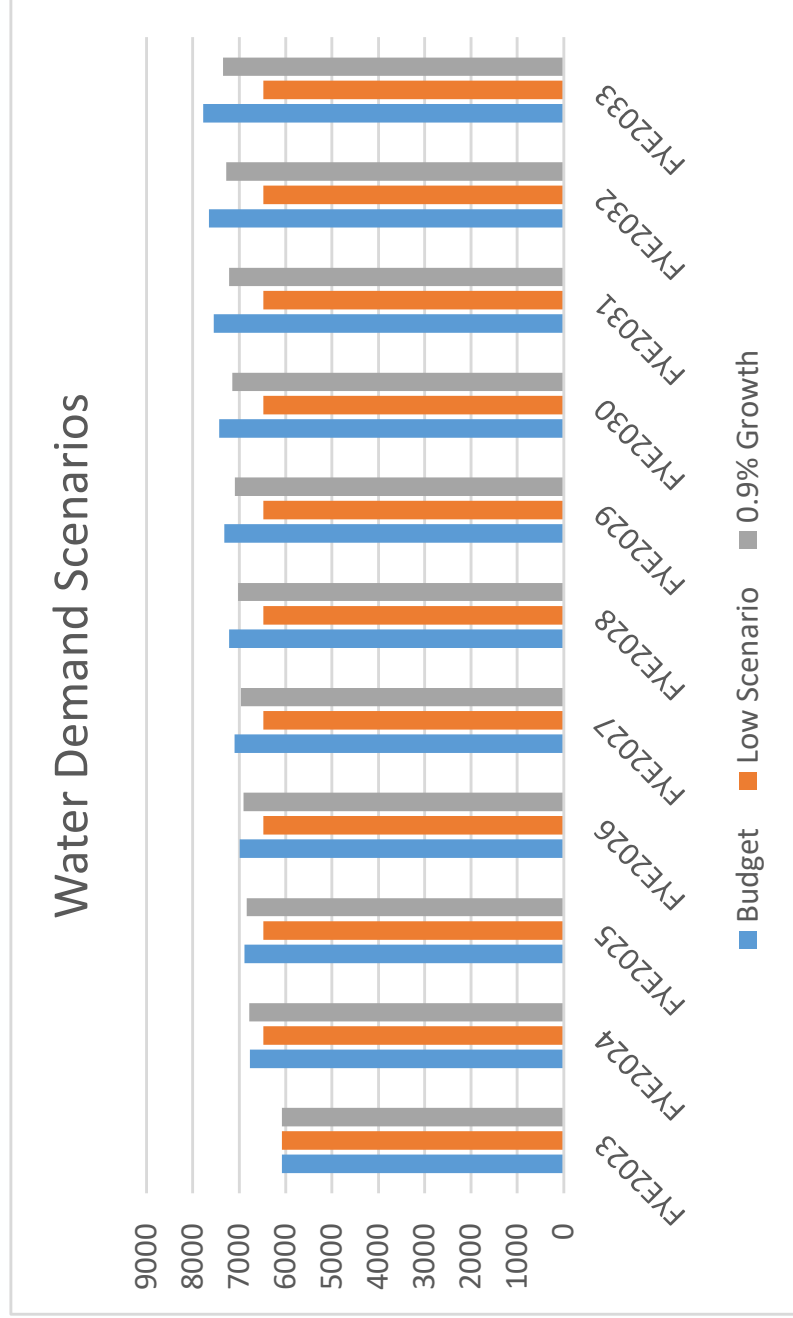
Respectfully submitted,



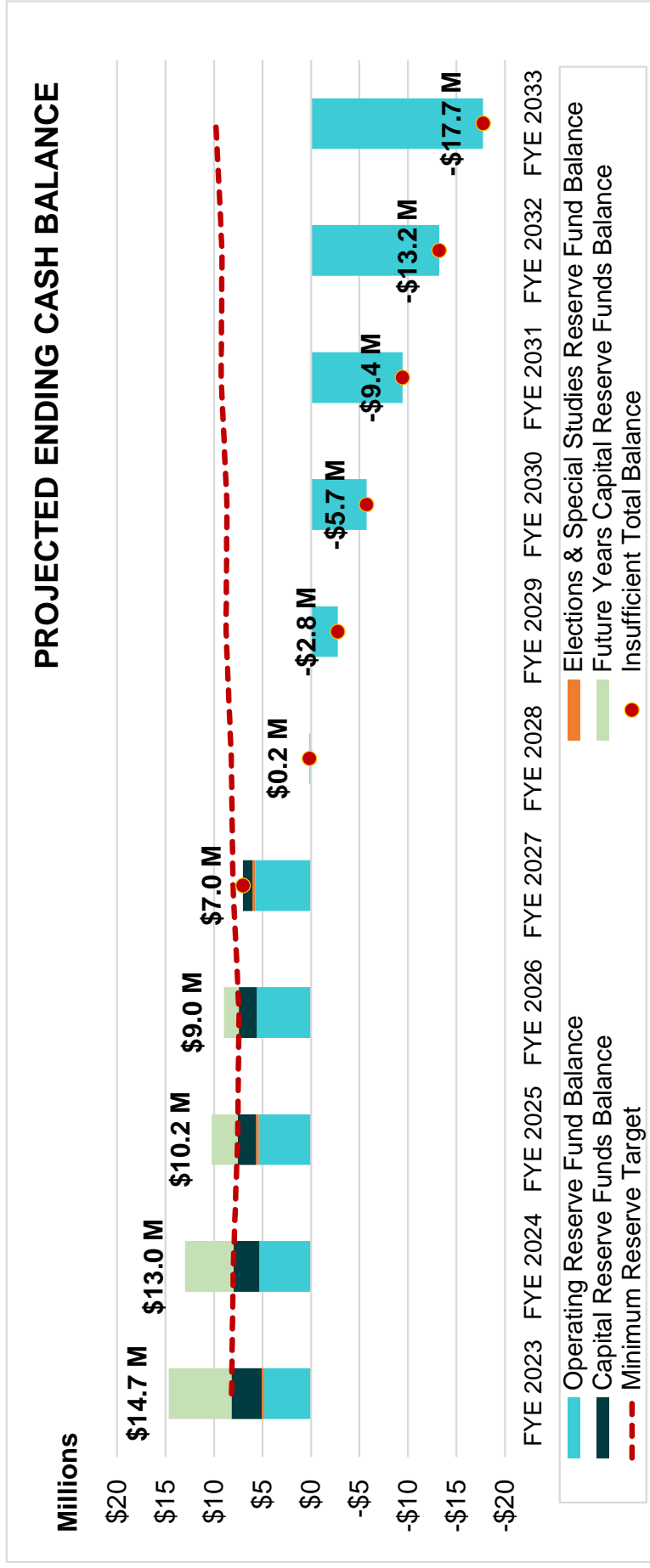
PATRICK LEE
FINANCE MANAGER/TREASURER

Attachment

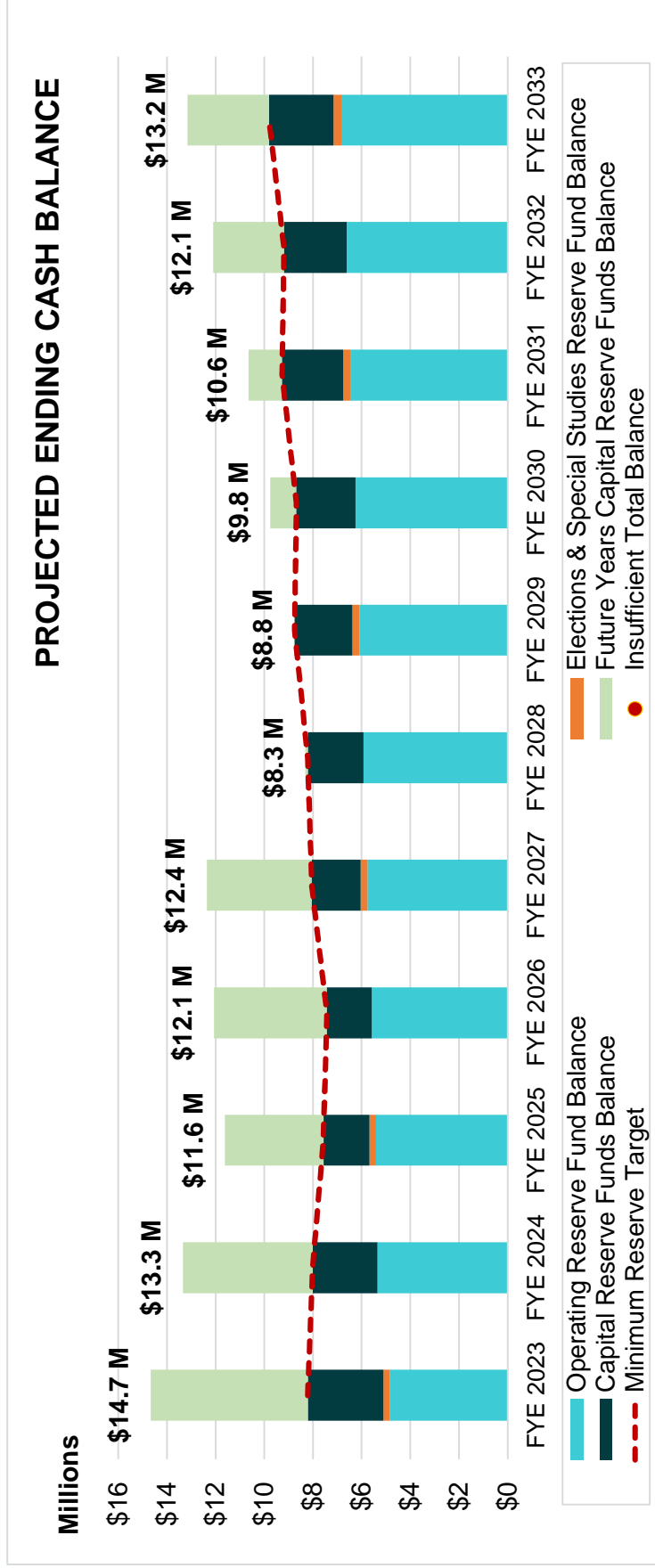
Water Demand



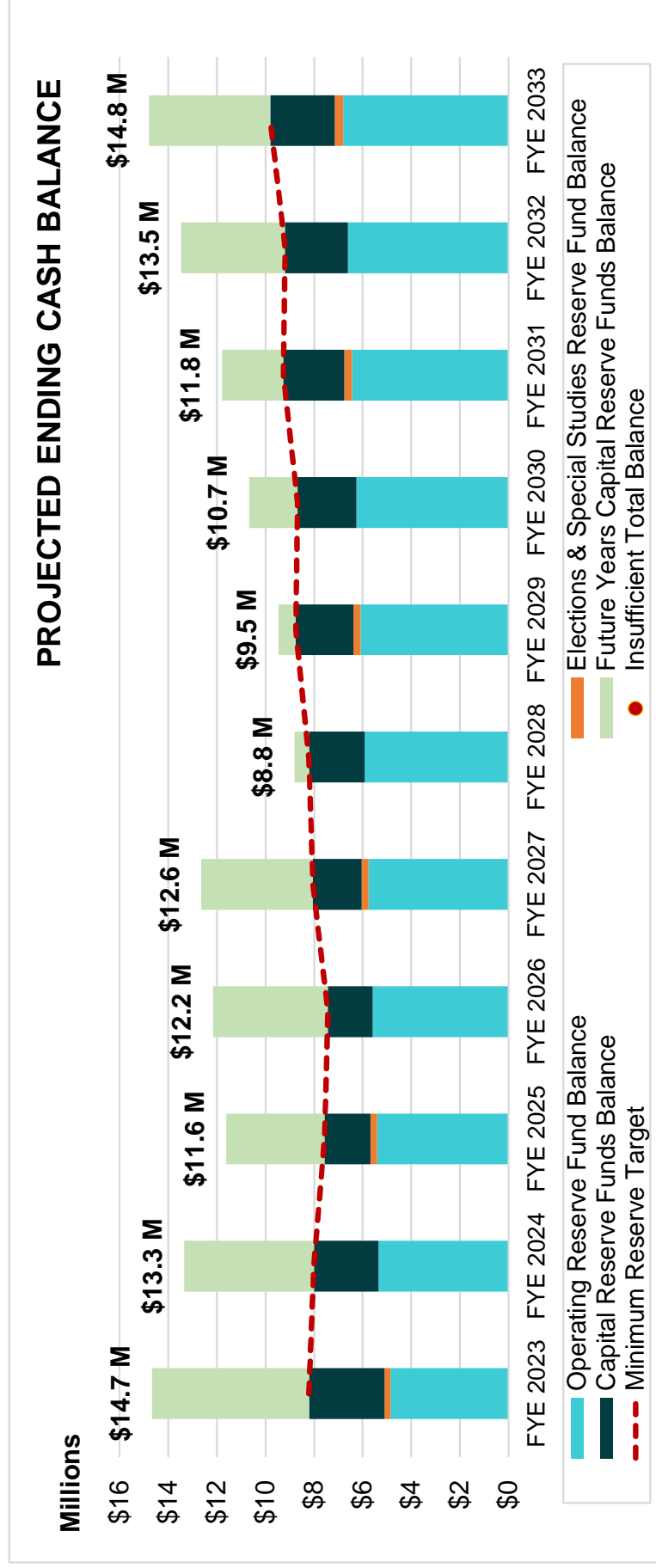
Scenario 1: No Revenue Adjustment



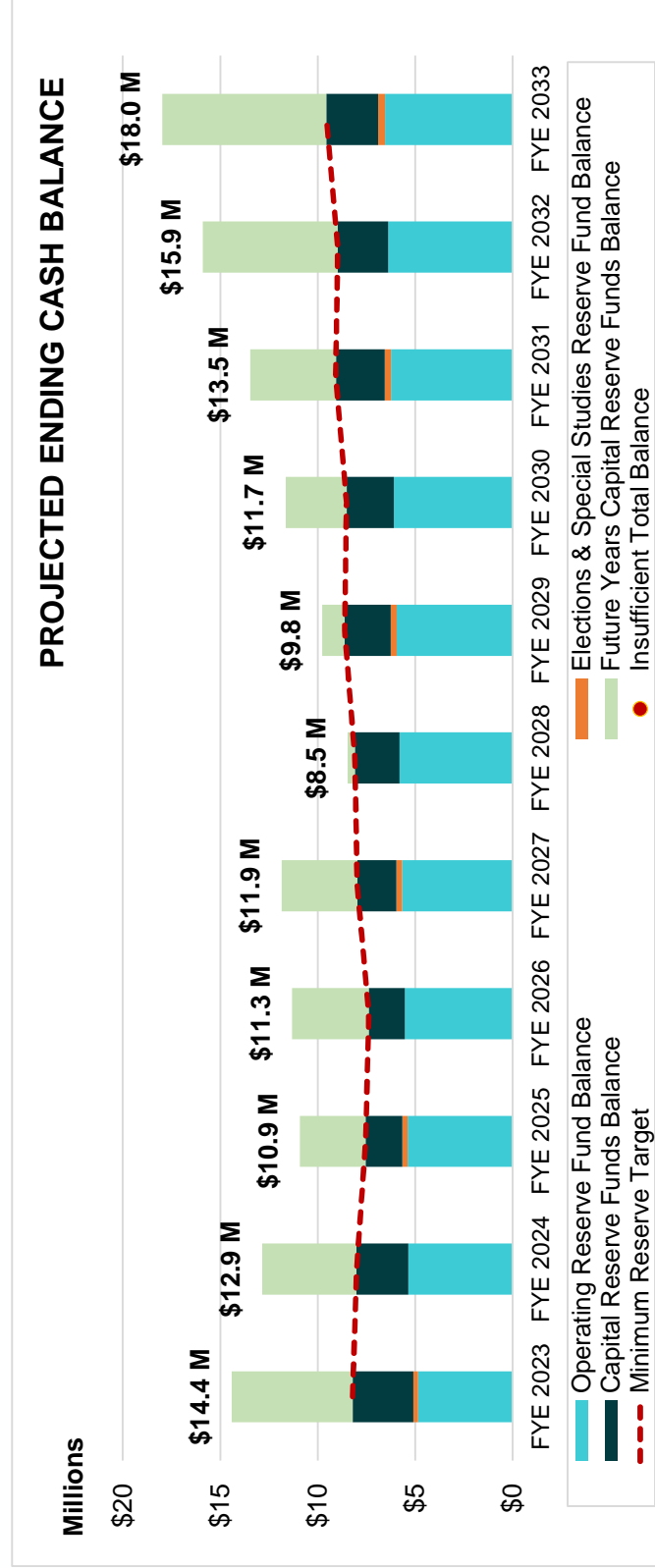
Scenario 2: 4%, 4%, 3%, 2.5%/yr Annual Revenue Adjustment



Scenario 3: 4%, 4%, 4%, 2.5%/yr Annual Revenue Adjustment

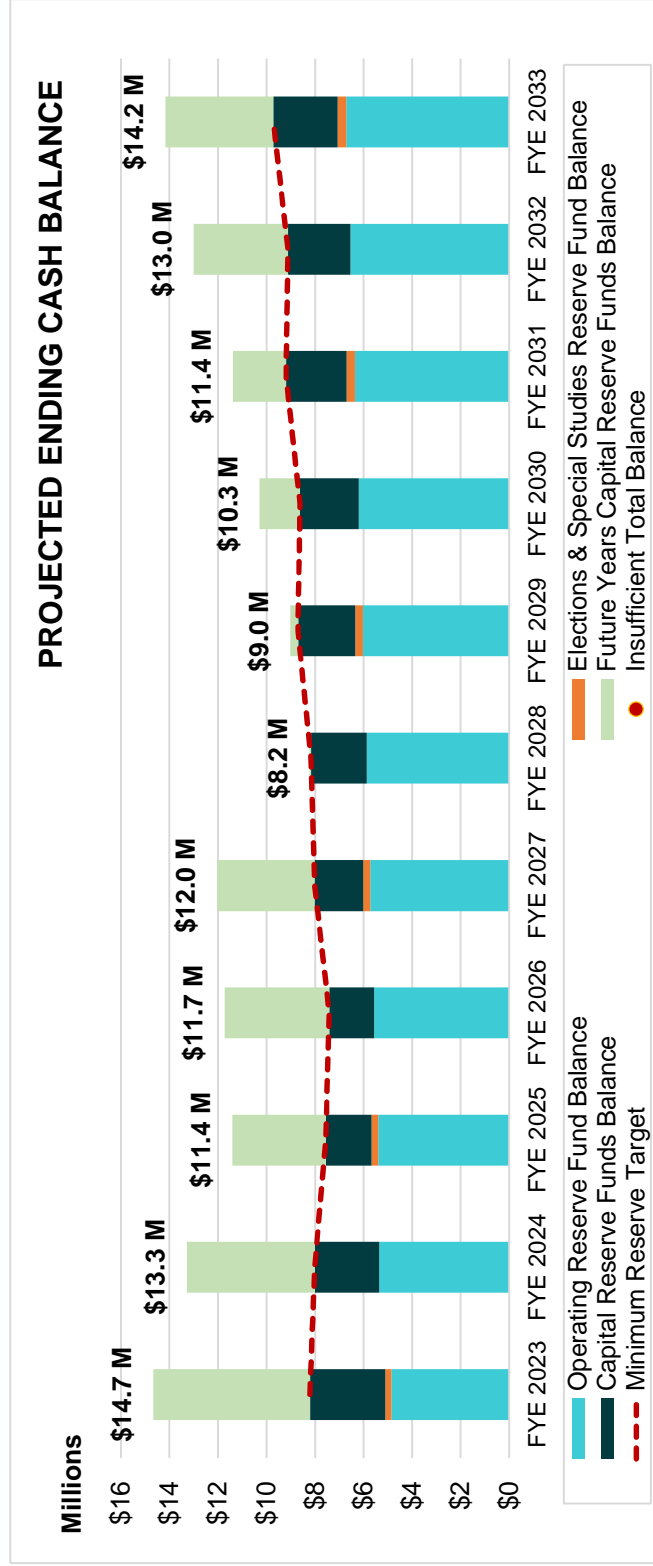


Scenario 4: Low Water Demand - Flat Scenario



| FY | Adj. |
|------|------|
| 2024 | 4.5% |
| 2025 | 4.5% |
| 2026 | 4.5% |
| 2027 | 4.5% |
| 2028 | 4.5% |
| 2029 | 2.5% |
| 2030 | 2.5% |
| 2031 | 2.5% |
| 2032 | 2.5% |
| 2033 | 2.5% |

Scenario 5: Flat Scenario – Growth at 0.9%/year FYE25+



| FY | Adj. |
|------|------|
| 2024 | 4% |
| 2025 | 4% |
| 2026 | 4% |
| 2027 | 4% |
| 2028 | 4% |
| 2029 | 2.5% |
| 2030 | 2.5% |
| 2031 | 2.5% |
| 2032 | 2.5% |
| 2033 | 2.5% |

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Stefani Phillips, Board Secretary

SUBJECT: **FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT BOARD CHAMBERS USE POLICY**

RECOMMENDATION

It is recommended that the Florin Resource Conservation District Board of Directors adopt Resolution No. 02.21.23.01, approving the Board Chambers Use Policy.

SUMMARY

The Florin Resource Conservation District (District) Board of Directors (Board) held their first meeting in the new Board Chambers in November 2022. The Board asked staff to prepare a Board Chambers Use Policy and bring it back to the Board.

DISCUSSION

Background

At the November Board meeting, the Board discussed how Board Chambers would be used and asked staff to prepare a policy.

Staff reviewed multiple policies from other water districts, community services districts, and libraries, as well as discussed potential liability issues with Association of California Water Agencies Joint Powers Association.

Present Situation

On February 8, 2023, a board working group (BWG) consisting of Chair Tom Nelson and Vice-Chair Paul Lindsay met with staff to review the draft Board Chambers Use Policy (attached) and an associated agreement document.

The BWG and staff concluded that there is a high potential for liability. Therefore, it is recommended the Board limit the use of the Board Chambers to District-related business and prohibit its use to outside groups.

Staff recommends the Board adopt Resolution No. 02.21.23.01, approving the Board Chambers Use Policy.

February 21, 2023

**FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT
BOARD CHAMBERS USE POLICY**

Page 2

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

STRATEGIC PLAN CONFORMITY

This item conforms to the FRCD/EGWD's 2020-2025 Strategic Plan. Setting Board policies provides the Board the ability to maintain and oversee compliance of operations and thereby conforms with Strategic Goal No. 1, Governance and Customer Engagement, of the Strategic Plan 2020-2025.

FINANCIAL SUMMARY

There is no direct financial impact associated with this item at this time.

Respectfully submitted,



STEFANI PHILLIPS
BOARD SECRETARY

Attachments

RESOLUTION NO. 02.21.23.01

**A RESOLUTION OF THE FLORIN RESOURCE CONSERVATION
DISTRICT BOARD OF DIRECTORS APPROVING
THE BOARD CHAMBERS USE POLICY**

WHEREAS, the Florin Resource Conservation District (District) is a Resource Conservation District organized pursuant to Division 9 of the California Public Resources Code, Sections 9001, et seq. (Resource Conservation Law).

WHEREAS, the District is formed for the purposes delineated in the Public Resources Code Section 9001 and all things necessary to carry out the provisions of the Resource Conservation Law and adopted District Bylaws;

WHEREAS, the District's new Administration Building has a Board Chambers room, and the Florin Resources Board of Directors (Board) developed a policy on the parameters of the Board Chambers use.

NOW, THEREFORE, THE BOARD DOES HEREBY RESOLVE:

SECTION 1. The Board hereby adopts the foregoing recitals as true and correct and incorporates them herein by reference.

SECTION 2. The Board hereby adopts Resolution No. 02.21.23.01, approving the Board Chambers Use Policy as incorporated herein, and attached hereto as Exhibit "A".

SECTION 3. The Board Secretary shall certify to the adoption of this Resolution.

SECTION 4. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED, AND ADOPTED this 21st day of February 2023.

**AYES:
NOES:
ABSENT:
ABSTAIN:**

Tom Nelson,
Chair

Attest:

Stefani Phillips
Board Secretary

Approved as to form:

Richard E. Nosky
District Legal Counsel

EXHIBIT “A”

FLORIN RESOURCE CONSERVATION DISTRICT

“BOARD CHAMBERS USE POLICY”

[Attached behind this cover page]

Policy Type: Florin Resource Conservation District Board of Directors
Policy Title: Board Chambers Use Policy
Date Adopted:
Resolution No:
Date Amended:

I. PURPOSE

The purpose of this policy is to establish guidelines for use of the Florin Resource Conservation District/Elk Grove Water District (District) Board Chambers.

II. POLICY

This policy limits the use of the Board Chambers to District related business and prohibits it's use to outside groups.

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Stefani Phillips, Human Resources Administrator

SUBJECT: **CONFLICT OF INTEREST CODE**

RECOMMENDATION

It is recommended that the Florin Resource Conservation District Board of Directors adopt Resolution No. 02.21.23.02, amending the Conflict of Interest Code Pursuant to the Political Reform Act of 1974.

SUMMARY

The Political Reform Act requires that state and local government agencies review their Conflict of Interest Code every two years (biennially). After the Florin Resource Conservation District (District) Board of Directors (Board) has adopted the proposed Conflict of Interest Code, it is forwarded to the County of Sacramento Board of Supervisors. The County of Sacramento Board of Supervisors is the code-reviewing body for Sacramento County. The Florin Resource Conservation District is wholly contained within the boundaries of the County of Sacramento, and therefore, the Conflict of Interest Code (COIC) must be submitted to them for review. The effective date of the COIC (attached) will be 30 days after the date of approval by the Board of Supervisors.

DISCUSSION

Background

The District's first COIC was developed in August 2010 and adopted by the Board in September 2010. The COIC designates officials and employees that make or participate in governmental decisions. The disclosure categories assigned to those positions require the disclosure of all investments, business positions, interests in real property, and sources of income that may foreseeably be affected materially by the decisions made by those holding the designated positions; and the code includes all other provisions required by Government Code Section 87200.

The County of Sacramento Board of Supervisors has the responsibility of reviewing the COIC. If approved, the effective date will be 30 days after approval by the Board of Supervisors.

CONFLICT OF INTEREST CODE

Page 2

The COIC has been reviewed biennially and amended as necessary. The last review was in 2020 and no amendments were required.

Present Situation

The COIC was reviewed by LCW, legal counsel, in January and there were several non-substantive changes made to provide clarification to the regulatory codes.

The following notable amendments were made to Exhibit A:

- Addition of the Associate Engineer classification
- Addition of the Senior Civil Engineer classification
- Removal of Financial Services Specialist II classification
- Removal of GIS I classification
- Removal of GIS II classification
- Removal of Management Analyst classification

An Engineer Series classification was developed in 2021 which included newly developed Associate Civil Engineer and Senior Civil Engineer positions. These classifications have authority to make decisions (or strongly influence decisions) that could have financial effects on real estate, business entities, etc. LCW, resolved that the COIC is applicable to those roles.

LCW applied the same methodology when reviewing the GIS I and II classifications and determined that the COIC is not applicable to those roles. The Management Analyst position evolved into the Program Management position and therefore should be removed.

Staff recommends the Board adopts Resolution No. 02.21.23.02, amending the Conflict of Interest Code Pursuant to the Political Reform Act of 1974.

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

CONFLICT OF INTEREST CODE

Page 3

STRATEGIC PLAN CONFORMITY

The biennial review of the Conflict of Interest Code meets the Regulatory Compliance section of the 2012-2017 Strategic Plan.

FINANCIAL SUMMARY

There is no direct financial impact associated with this item at this time.

Respectfully submitted,



STEFANI PHILLIPS
HUMAN RESOURCES ADMINISTRATOR

Attachments

RESOLUTION NO. 02.21.23.02

**RESOLUTION OF THE FLORIN RESOURCE
CONSERVATION DISTRICT BOARD OF DIRECTORS
AMENDING THE CONFLICT OF INTEREST CODE
PURSUANT TO THE POLITICAL REFORM ACT OF 1974**

WHEREAS, the State of California enacted the Political Reform Act of 1974, Government Code Section 81000 et seq. (Act), which contains provisions relating to conflicts of interest which potentially affect all officers, employees and consultants of the Florin Resource Conservation District (District) and requires all public agencies to adopt and promulgate a conflict of interest code; and

WHEREAS, the Board of Directors adopted a Conflict of Interest Code (Code) which was amended on August 15, 2018, in compliance with the Act; and

WHEREAS, subsequent changes within the District have made it advisable and necessary pursuant to Section 87200 of the Act to amend and update the District's Code; and

WHEREAS, the potential penalties for violation of the provisions of the Act are substantial and may include criminal and civil liability, as well as equitable relief which could result in the District being restrained or prevented from acting in cases where the provisions of the Act may have been violated; and

WHEREAS, notice of the time and place of a public meeting on, and of consideration by the Board of Directors of, the proposed amended Code was provided each affected designated employee and publicly posted for review at the offices of the District; and

WHEREAS, a public meeting was held upon the proposed amended Code at a regular meeting of the Board of Directors on February 21, 2023 at which all present were given an opportunity to be heard on the proposed amended Code.

NOW, THEREFORE, BE IT RESOLVED by the Florin Resource Conservation District Board of Directors that the Board of Directors does hereby adopt the proposed amended Conflict of Interest Code, a copy of which is attached hereto and shall be on file with the Board Secretary, and available to the public for inspection and copying during regular business hours;

BE IT FURTHER RESOLVED that the said amended Conflict of Interest Code shall be submitted to the Board of Supervisors of Sacramento County for approval and said Code shall become effective 30 days after the Board of Supervisors approves the proposed Conflict of Interest Code as submitted.

PASSED, APPROVED AND ADOPTED by the following vote on
February 17, 2023.

AYES:
NOES:
ABSENT:
ABSTAIN:

Tom Nelson
Board Chair

ATTEST:

Stefani Philips
Board Secretary

APPROVED AS TO FORM:

Richard E. Nosky
District Legal Counsel

**CONFLICT OF INTEREST CODE
OF THE
FLORIN RESOURCE
CONSERVATION DISTRICT**

CONFLICT OF INTEREST CODE OF THE FLORIN RESOURCE CONSERVATION DISTRICT (Amended _____, 2023)

The Political Reform Act (Government Code Section 81000, et seq.) requires state and local government agencies to adopt and promulgate conflict of interest codes. The Fair Political Practices Commission has adopted California Code of Regulations, title 2, Section 18730 which contains the terms of a standard conflict of interest code which can be incorporated by reference in an agency's code. After public notice and hearing, the Fair Political Practices Commission may revise these regulations to conform to amendments in the Political Reform Act. Therefore, the terms of Cal. Code Regs, tit. 2, section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference. This incorporation page, regulation and the attached Appendix designating positions and establishing disclosure categories, shall constitute the conflict of interest code of the **Florin Resource Conservation District** (the "**District**").

All Officials and Designated Positions required to submit a statement of economic interests shall file their statements with the **Board Secretary** as the District's Filing Officer. The **Board Secretary** shall make and retain a copy of all statements filed by Members of the Board of Directors and the General Manager and forward the originals of such statements to the Clerk of the Board of Supervisors in the County of Sacramento. The **Board Secretary** shall retain the originals of the statements of all other Officials and Designated Position and shall make all retained statements available for public inspection and reproduction during regular business hours. (Gov. Code Section 81008.)

APPENDIX

CONFLICT OF INTEREST CODE

OF THE

FLORIN RESOURCE CONSERVATION DISTRICT

(Amended , 2023)

EXHIBIT “A”

OFFICIALS WHO MANAGE PUBLIC INVESTMENTS

District Officials who manage public investments, as defined by Cal. Code Regs., tit. 2, § 18700.3(b)(1), are NOT subject to the District’s Code, but must file disclosure statements under Government Code Section 87200 et seq. [Cal. Code Regs., tit. 2, § 18730(b)(3).] These positions are listed here for informational purposes only.

It has been determined that the positions listed below are officials who manage public investments¹:

- Members of the Board of Directors

- Treasurer

¹ Individuals holding one of the above-listed positions may contact the Fair Political Practices Commission for assistance or written advice regarding their filing obligations if they believe that their position has been categorized incorrectly. The Fair Political Practices Commission makes the final determination whether a position is covered by § 87200.

DESIGNATED POSITIONS

GOVERNED BY THE CONFLICT OF INTEREST CODE

| <u>DESIGNATED POSITIONS'</u> <u>TITLE OR FUNCTION</u> | <u>DISCLOSURE CATEGORIES</u> <u>ASSIGNED</u> |
|--|---|
| Assistant General Manager | 1, 2 |
| Associate Engineer | 2, 3, 5 |
| Associate Civil Engineer | 2, 3, 5 |
| Senior Civil Engineer | 2, 3, 5 |
| Finance Manager | 1, 2, 4 |
| Finance Supervisor | 2, 3, 5 |
| General Counsel | 1, 2 |
| General Manager | 1, 2 |
| Human Resources Administrator | 5 |
| Human Resources Specialist | 5 |
| Operations Manager | 5 |
| Program Manager | 4 |
| Water Distribution Supervisor | 5 |
| Water Treatment Supervisor | 5 |
| Consultant and New Positions ² | |

² Individuals providing services as a Consultant as defined in Regulation 18700.3(a), or in a new position created since this Code was last approved that makes or participates in making decisions shall disclose pursuant to the broadest disclosure category in this Code subject to the following limitation:

The General Manager may determine that, due to the range of duties or contractual obligations, it is more appropriate to assign a limited disclosure requirement. A clear explanation of the duties and a statement of the extent of the disclosure requirements must be in a written document. (Gov. Code Sec. 82019; FPPC Regulations 18219 and 18734.). The General Manager's determination is a public record and shall be retained for public inspection in the same manner and location as this Conflict of Interest Code. (Gov. Code Sec. 81008.)

EXHIBIT “B”

DISCLOSURE CATEGORIES

The disclosure categories listed below identify the types of economic interests that the Designated Position must disclose for each disclosure category to which he or she is assigned.³

Category 1: All investments and business positions in business entities, and sources of income, including gifts, loans and travel payments, that do business in or own real property within the jurisdiction of the District.

Category 2: All interests in real property which is located in whole or in part within, or not more than two (2) miles outside, the jurisdiction of the District.

Category 3: All investments and business positions in business entities, and sources of income, including gifts, loans and travel payments, engaged in land development, construction or the acquisition or sale of real property within the jurisdiction of the District.

Category 4: All investments and business positions in business entities, and sources of income, including gifts, loans and travel payments, that provide services, products, materials, machinery, vehicles or equipment of a type utilized by the District.

Category 5: All investments and business positions in business entities, and sources of income, including gifts, loans and travel payments, that provide services, products, materials, machinery, vehicles or equipment of a type purchased or leased by the Designated Position’s department, unit or division.

³ This Conflict of Interest Code does not require the reporting of gifts from outside this agency’s jurisdiction if the source does not have some connection with or bearing upon the functions or duties of the position. (Reg. 18730.1)

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District
FROM: Stefani Phillips, Board Secretary
SUBJECT: **FLORIN RESOURCE CONSERVATION DISTRICT OUTSIDE AGENCY REPRESENTATION - 2023**

RECOMMENDATION

It is recommended that the Florin Resource Conservation District Board of Directors appoint Vice-Chair Paul Lindsay as an alternate representative for Association of California Water Agencies Joint Powers Insurance Authority.

SUMMARY

Every January, the Florin Resource Conservation District (FRCD) Board of Directors (Board) makes appointments of representation for outside agency participation. The item was presented last month, and various appointments were made; however, Vice-Chair Paul Lindsay expressed interest in becoming an alternate representative for Association of California Water Agencies Joint Powers Insurance Authority (ACWA/JPIA). The Board requested staff to bring back this item in February if ACWA/JPIA would allow additional alternate representation.

DISCUSSION

Background

Directors and/or staff provide outside agency representation to the following organizations: ACWA/JPIA, California Special Districts Association (CSDA), Sacramento Local Agency Formation Commission (LAFCO), Regional Water Authority (RWA), and Sacramento Central Groundwater Authority (SCGA).

Present Situation

In January, the Board appointed the following representation for outside agencies:

ACWA/JPIA – Representative of EGWD

Tom Nelson
Bruce Kamilos (*alternate*)

CSDA

Elliot Mulberg

February 21, 2023

**FLORIN RESOURCE CONSERVATION DISTRICT OUTSIDE AGENCY
REPRESENTATION - 2023**

Page 2

RWA Board of Directors

**Tom Nelson
Bruce Kamilos**

SCGA

**Bruce Kamilos
Tom Nelson (*alternate*)**

Vice-Chair Paul Lindsay expressed interest in FRCD representation with ACWA/JPIA as an additional alternate. Staff verified with ACWA/JPIA that they do allow more than one (1) alternate to participate.

It is the staff's recommendation that the Board appoint Vice-Chair Paul Lindsay as an alternate representative for ACWA/JPIA.

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

STRATEGIC PLAN CONFORMITY

This item conforms to the FRCD/EGWD's 2020-2025 Strategic Plan. Committee Appointments and Outside Agency Representation aligns with Strategic Goal 7 – Water Industry Leader; “Demonstrate water industry leadership through partnerships and active participation in regional and statewide water efforts”.

FINANCIAL SUMMARY

There is no financial impact associated with this agenda item.

Respectfully submitted,



**STEFANI PHILLIPS
BOARD SECRETARY**

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Bruce Kamilos, General Manager

SUBJECT: **COALITION LETTER SUPPORTING SENATE BILL 23**

RECOMMENDATION

It is recommended that the Florin Resource Conservation District Board of Directors authorize the General Manager to sign on to a coalition letter supporting Senate Bill 23.

SUMMARY

The Association of California Water Agencies (ACWA) is urging its members to support Senate Bill 23 (SB 23) by signing on to a coalition letter. SB 23 would streamline the regulatory permitting process for critical water infrastructure projects needed to combat climate change.

DISCUSSION

Background

The impacts of climate change are increasingly subjecting California to more extreme weather patterns. Climate change is causing wet weather systems to be more intense and drought periods to be more prolonged. Senator Anna Caballero (D-Merced) has authored SB 23 which would help ensure critical water infrastructure projects are built at the pace and scale needed to prepare for climate change.

Present Situation

ACWA is urging its members to support SB 23, which would streamline the regulatory permitting process for water supply and flood risk reduction without compromising environmental protection. Currently, the permitting process is cumbersome and confusing. The permitting process often involves overlapping jurisdictions of state and federal agencies, and delays resulting from agency staffing issues. SB 23 would set deadlines for processing applications for projects, reduce duplicative planning efforts, broaden the use of existing streamlining tools, and provide permitting agencies with additional resources to meet the requirements of the bill.

COALITION LETTER SUPPORTING SENATE BILL 23

Page 2

The Florin Resource Conservation District/Elk Grove Water District is actively involved with pursuing a pilot project for groundwater recharge along the Folsom South Canal. If the pilot project goes forward and is successful, SB 23 could simplify the permitting process for a full-scale project.

ACWA has asked agencies that are interested in signing on to a coalition letter in support of SB 23 to submit its logo and signature block to ACWA by next week. Staff recommends that the Board authorize the General Manager to provide his signature and District logo for this purpose.

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

STRATEGIC PLAN CONFORMITY

This item conforms to the FRCD/EGWD 2020-2025 Strategic Plan. An objective of Strategic Goal 7 is to advocate for and develop legislation that benefits water agencies regionally and statewide.

FINANCIAL SUMMARY

There is no financial impact associated with this report.

Respectfully submitted,



BRUCE KAMILOS
GENERAL MANAGER

Attachments

Attachment 1



Click [here](#) to view it in your browser.

A blue horizontal banner with the ACWA logo on the left and the words "OUTREACH ALERT" in white and orange text on the right.

OUTREACH ALERT

LEGISLATIVE | PERMIT STREAMLINING
Feb. 13, 2023

Members Urged to Join Coalition Supporting ACWA-Sponsored SB 23

ACWA is urging members to support SB 23, which would streamline the regulatory permitting process for water supply and flood risk reduction projects. Authored by Senator Anna Caballero (D-Merced), SB 23 would help ensure critical water infrastructure projects are built at the pace and scale needed to prepare for climate change.

ACWA staff is working closely with Senator Caballero to gain bipartisan support for the bill and will notify members when it is scheduled for committee hearings.

A [fact sheet](#) is available for more information about the bill.

Take Action Now

1. Sign on to a coalition in support of SB 23 by submitting your agency's logo and signature block (name, title, agency) to ACWA State Relations Analyst [Richard Filgas](#) and outreach@acwa.com.

2. Share your agency's experience. The regulatory processes can be overly complex and prone to extensive delays that result in increased project costs. ACWA requests that member agencies email specific examples of these challenges to ACWA State Relations Analyst [Richard Filgas](#) to illustrate the issues SB 23 would address.

Background

ACWA members are on the front lines of preparing for a changing climate where wetter wets and drier dries are revealing the need for continued investments in California's water infrastructure. Despite the urgent need for water supply and flood risk reduction projects, the process of permitting these critical projects can result in significant delays and increased costs.

SB 23 would streamline the regulatory permitting of water supply and flood risk reduction projects in four ways:

- Reform the process by which an application for a Section 401 Water Quality Certification is deemed complete;
- Require the review and approval of Section 401 Water Quality Certifications and Lake and Streambed Alteration Agreements to be completed within 180 days of submittal of a complete permit application;
- Avoid duplicative planning efforts by allowing certain watershed management plans that are already developed and implemented to be used for mitigation required through Section 401 Water Quality Certifications; and
- Allow project applicants to voluntarily contribute resources to state permitting agencies in order to provide agencies with additional resources to meet the permitting.

Questions

For questions about SB 23 please contact [Kris Anderson](#) at (916) 441-4545.

JANUARY 2023

SB 23 (Caballero)**Streamlining Delivery of Critical Water Projects while Protecting the Environment to Meet Challenges of Climate Change**

California is in a race against climate change. As the wets get wetter and dries get drier, our water systems must be prepared to ensure California can continue to thrive. Building water infrastructure for the 21st century requires regulatory frameworks to move quickly to keep up. SB 23 identifies opportunities to improve and streamline the regulatory permitting process, while preserving established environmental protections, so these critical infrastructure projects are built at the pace and scale needed to prepare for climate change.

The Challenge

While our weather patterns have always been variable, climate change has, and will continue to, exacerbate the weather whiplash that is intensifying both droughts and precipitation events. From 2020 to 2022, California experienced the driest three-year period on record. In 2023, this prolonged drought was met with a series of atmospheric rivers and a bomb cyclone that brought significant amounts of rain and snow, leading to widespread flooding, property damage, and evacuation orders for tens of thousands of residents.

While the need for water supply and flood protection infrastructure is evident, getting these critical, timely projects approved and built can be a significant challenge. Even after the California Environmental Quality Act (CEQA) process is complete, the permitting process can be mired in delays caused by overlapping jurisdictions of state and federal agencies, confusion over what's required for a completed application, and state agency and project applicant staffing issues. As delays occur, costs increase, and depending on the size of the project, delays can ultimately cost water rate payers and taxpayers tens of millions of dollars. This regulatory gridlock can also lead to worse environmental outcomes and delay projects that will benefit the environment.

How SB 23 Can Help

SB 23 would streamline the regulatory permitting of water supply and flood risk reduction projects in four ways:

- 1 Reform the process by which an application for a Section 401 Water Quality Certification is deemed complete;
- 2 Require the review and approval of Section 401 Water Quality Certifications and Lake and Streambed Alteration Agreements to be completed within 180 days of submittal of a complete permit application;
- 3 Avoid duplicative planning efforts by allowing certain watershed management plans that are already developed and implemented to be used for mitigation required through Section 401 Water Quality Certifications; and
- 4 Allow project applicants to voluntarily contribute resources to state permitting agencies in order to provide agencies with additional resources to meet the permitting deadlines established in the bill.

SB 23 Answers Governor Newsom's Call To Action

In August 2022, Governor Gavin Newsom unveiled a set of actions for increasing and diversifying California's water supply. The "Water Supply Strategy: Adapting to a Hotter, Drier Future" calls for a modernization of the state's water system through major investments in infrastructure to create new sources of water supply. The plan also sets specific goals for increasing the amount of water that is stored above and below ground, recycled and reused, and making new water available for use by capturing stormwater and desalinating ocean water and salty water in groundwater basins.

The "Water Supply Strategy" identifies permitting delays as a problem that must be addressed and calls on the Legislature to streamline processes so projects can be planned, permitted, and built more quickly, while still protecting the environment.

SB 23 answers this call to action by proposing specific ideas for how California can streamline the regulatory permitting process for water supply and flood risk reduction projects without compromising environmental protection. This bill would set deadlines for processing applications for a multitude of projects, reduce duplicative planning efforts, broaden the use of existing streamlining tools, and provide permitting agencies with additional resources to meet the requirements of this bill.

Building 21st Century Infrastructure for a 21st Century Climate

Past investments in water storage have proven invaluable in managing extended periods of dry conditions. But we must recognize that new challenges require comprehensive, long-term solutions that will meet the needs of California's communities, economy, and environment through the 21st century. This means integrating modern infrastructure into multi-benefit water management approaches to improve water supply reliability and ecosystem resiliency.

SB 23 would streamline projects that utilize natural infrastructure, such as groundwater recharge to help achieve sustainable groundwater management. Regions of California, long dependent on imported water supplies, are making substantial investments in projects that will create new sources of supply. SB 23 will help accelerate recycled water, desalination, and stormwater capture projects so that these regions have access to a drought-proof sustainable supply of high-quality water.

Streamlining projects incentivizes investment in water projects. Infrastructure investments not only prepare California for a changing climate, they generate jobs and contribute to state and local economies through taxes and purchasing of products and services.

URGENCY FOR INFRASTRUCTURE



DROUGHT RESILIENCE

Water and land managers throughout California are facing steep challenges. The Sierra snowpack supplies about 30 percent of California's water storage, and climate scientists project by the 2040's the snowpack could disappear for years at a time. Prolonged droughts are straining our reservoirs and groundwater basins. The state needs more projects that capture, store, and recycle water amid declining opportunities for conservation and a rapidly changing climate.



FLOOD PROTECTION

Intensified atmospheric rivers can bring large accumulations of rain and snowfall causing severe flooding that disrupts travel and forces people to evacuate their homes. Warmer temperatures due to climate change increase the amount of precipitation that is possible, and late-season warmer, wetter storms can cause rapid melting of snowpack and the overwhelming of water and flood protection infrastructure. This year's storms illustrate the importance of widespread bolstering of flood risk reduction projects that protect life and property.

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Bruce Kamilos, General Manager

SUBJECT: **GENERAL MANAGER'S REPORT**

RECOMMENDATION

This item is presented to the Florin Resource Conservation District Board of Directors for information, discussion, and in some instances, to provide direction to staff.

SUMMARY

The General Manager's Report is a standing item on the regular board meeting agenda. The report is intended to inform the Florin Resource Conservation District/Elk Grove Water District (District) Board of Directors (Board) of notable, miscellaneous items the General Manager would like to share with the Board. The report also provides an opportunity for the Board to discuss the items, and in some instances provide direction to staff.

DISCUSSION

Background

Each month, the General Manager provides a report to the Board of any notable, miscellaneous items.

Present Situation

- **Emergency Response Tabletop Exercise** – The leadership team conducted an emergency response tabletop exercise on January 31, 2023. The emergency event simulated was a major break in the 36-inch diameter transmission main at Elk Grove Blvd. and Railroad Street. Staff will provide an overview of the exercise.
- **General Manager Check-ins with Staff** – The General Manager held individual check-in sessions with all staff and created an overall summary of the check-in meetings (attached).
- **Exceptional Customer Service Program** – Staff will provide an update on the District's Exceptional Customer Service Program.

GENERAL MANAGER'S REPORT

Page 2

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

STRATEGIC PLAN CONFORMITY

This item conforms to the FRCD/EGWD 2020-2025 Strategic Plan. Due to the varied subject matters presented in the General Manager's Report, the report over time will likely touch on every strategic goal contained in the plan.

FINANCIAL SUMMARY

There is no financial impact associated with this report.

Respectfully submitted,



BRUCE KAMILOS
GENERAL MANAGER

Attachment

GM-Staff Check-ins SummaryGeneral

1. We are doing a good job. Everyone thinks our District is an employer of choice.
2. Internal communication. Okay job, but could be better. Solution:
 - a. Monthly coordination meetings
 - i. Staff
 - ii. Leadership Team
 - iii. Mtgs are intended to share what's going on with our depts. so that we can coordinate our operations.
 - b. Bi-weekly Operations coordination meetings
3. Mindfulness in the way that we speak to one another.
4. Greater attention to professional development training.
5. Push developing SOPs.
 - a. A great library of SOPs will support being a district of distinction.
6. Managing staff's time-off so critical work at the District is not affected.
 - a. Meter reading days and water shutoffs.
 - b. Critical Distribution/Utility/Treatment work.
 - c. Admin work.
7. Get ability to provide text notifications to our customers.
8. Website improvements.
 - a. Need one spot for customers to manage their accounts.
9. Need a better way to communicate between Ops and Customer Service. Ops staff should be able to access the history of a property before they make a service call there.
10. Continue to go digital wherever it makes sense.
 - a. Leverage technology
 - b. If only partial AMI, then do commercial meters first.
11. Need a way to inform on-call operator when someone pays their bill over the weekend, so customer doesn't have to wait until Monday to have water turned back on.
12. Schedule ride-alongs and tours with Ops personnel for Customer Service, Admin. and HR staff.
 - a. Seeing will improve knowledge and support customer service.
13. Do a better job of keeping our equipment in a state of readiness.
14. Do a better job of keeping trucks clean.
15. Keep a competitive edge and a sense of urgency throughout the District.

February 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District
FROM: Bruce Kamilos, General Manager
SUBJECT: **ELK GROVE WATER DISTRICT OPERATIONS REPORT – JANUARY 2023**

RECOMMENDATION

This item is presented for information only. No action by the Florin Resource Conservation District Board of Directors is proposed at this time.

SUMMARY

The Elk Grove Water District (EGWD) Operations Report is a standing item on the regular board meeting agenda.

All regulatory requirements were met for the month of January. Other notable events are described below.

DISCUSSION

Background

Every month, staff presents an update of the activities related to the operations of the EGWD. Included for the Florin Resource Conservation District Board of Director's review is the EGWD's January 2023 Operations Report.

Present Situation

The EGWD January 2023 Operations Report highlights are as follows:

- **Operations Activities Summary** – 698 door hangers were placed for past due balances, which resulted in 130 shut offs. We received five (5) water pressure complaints and zero water quality complaints.
- **Production** – The Combined Total Service Area 1 production graph on page 13 shows that production during the month of January decreased 3.57 percent compared to January 2021 and is 8.04 percent more than what was produced in 2020. Year 2020 is the baseline year the State Water Resources Control Board adopted for water usage. The Total Demand/Production for both service areas on

ELK GROVE WATER DISTRICT OPERATIONS REPORT – JANUARY 2023

Page 2

page 14 shows that customer use during the month of January compared to 2020 was up by 6.43 percent.

- **Static and Pumping Level Graphs** – The first quarter soundings are shown and indicate that the static water levels are stable compared to the first quarter of 2021.
- **Treatment (Compliance Reporting)** – All samples taken during the month comply with all regulatory permit requirements. No exceedances of any maximum contaminant levels were found, and all water supplied to EGWD’s customers met or exceeded safe drinking water standards.
- **Corrective Maintenance Program** – The tables included in this section of the report also include certain activities completed to date. Below is a list of out-of-ordinary maintenance work completed in January:
 - Staff began the filter media replacement capital improvement project for filter vessels 7 and 8 at the Railroad Water Treatment Plant.
 - Staff continued troubleshooting the control system of the HVAC unit at Well 4D Webb. Several components are being replaced.
 - Staff repaired a malfunctioning pressure transducer at the Railroad Water Treatment Plant during a heavy storm event.
- **Safety Meetings/Training** – Two (2) safety training sessions were conducted for the month which is compliant with OSHA standards.
- **Service and Main Leaks Map** – There were two (2) service line leaks and no main line leaks during January.
- **System Pressures** – Pressures in Service Area 1 generally remained stable during the month of January. Pressures in Service Area 2, which are controlled by Sacramento County Water Agency, were also stable as compared to the previous month.

ENVIRONMENTAL CONSIDERATIONS

There are no direct environmental considerations associated with this report.

February 21, 2023

ELK GROVE WATER DISTRICT OPERATIONS REPORT – JANUARY 2023

Page 3

STRATEGIC PLAN CONFORMITY

This item conforms to the FRCD/EGWD 2020-2025 Strategic Plan. The EGWD Operations Report provides an ongoing review of EGWD's operations, and therefore, conforms with Strategic Goal No. 1, Governance and Customer Engagement.

FINANCIAL SUMMARY

There is no financial impact associated with this report.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "B. M. Kamilos".

BRUCE KAMILOS
GENERAL MANAGER

BMK/ac

Attachment

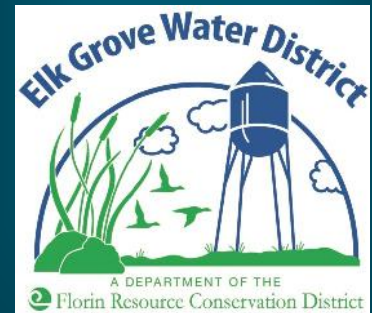
EGWD

OPERATIONS REPORT

January 2023



Elk
Grove
Water
District



Elk Grove Water District
Operations Report
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Operations Activities Summary

Service Requests:

| | January -23 | | YTD (Since Jan. 1, 2023) | |
|---------------------|------------------------|--------------|--------------------------|--------------|
| <u>Department</u> | <u>Service Request</u> | <u>Hours</u> | <u>Service Request</u> | <u>Hours</u> |
| Distribution | | | | |
| Door Hangers | 698 | 21 | 698 | 21 |
| Shut offs | 130 | 11 | 130 | 11 |
| Turn ons | 122 | 10 | 122 | 10 |
| Investigations | 82 | 20.5 | 82 | 20.5 |
| USA Locates | 313 | 78.25 | 313 | 78.25 |
| Customer Complaints | | | | |
| -Pressure | 5 | 2.5 | 5 | 2.5 |
| -Water Quality | 0 | 0 | 0 | 0 |
| -Other | 0 | 0 | 0 | 0 |

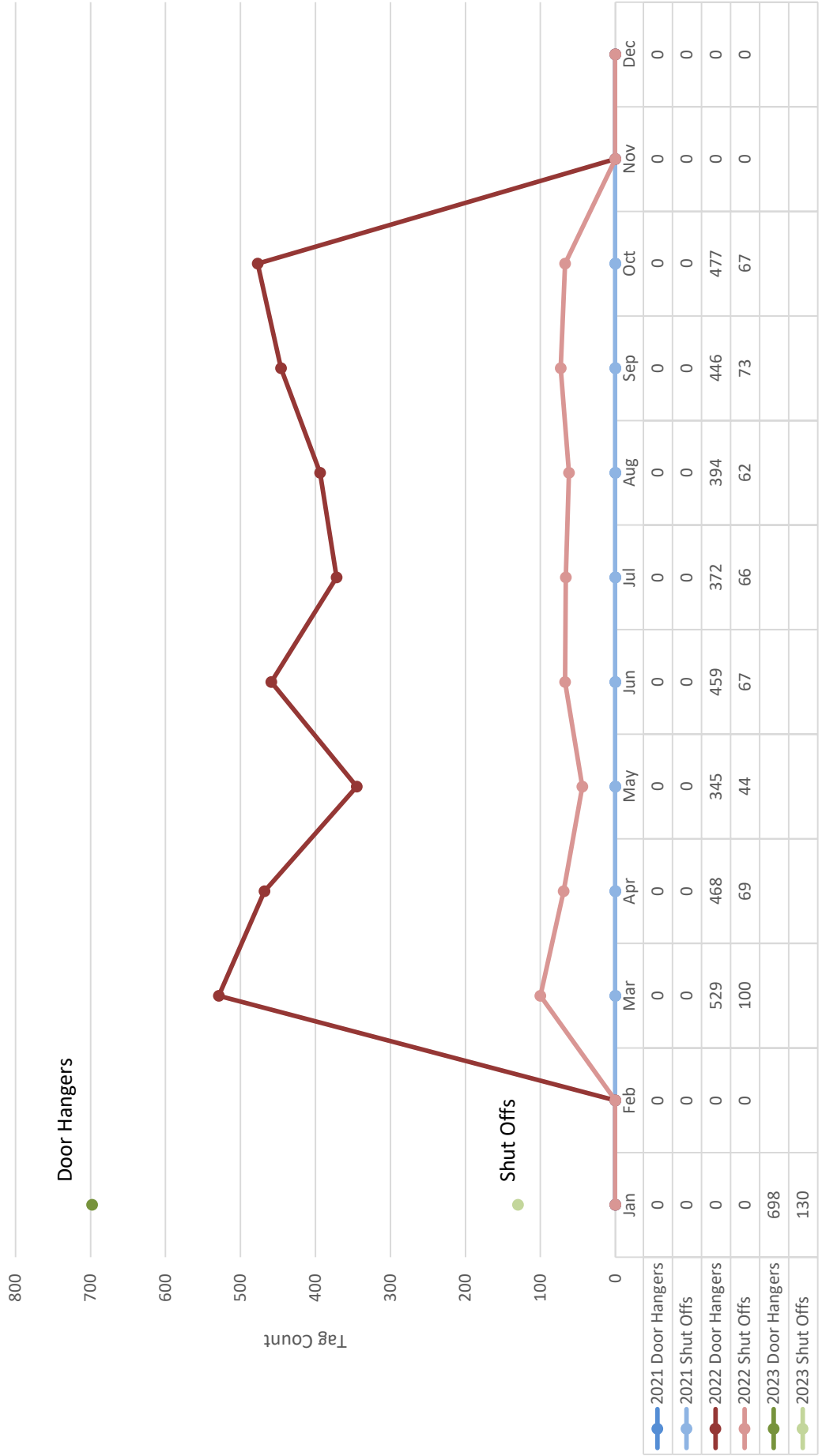
Work Orders:

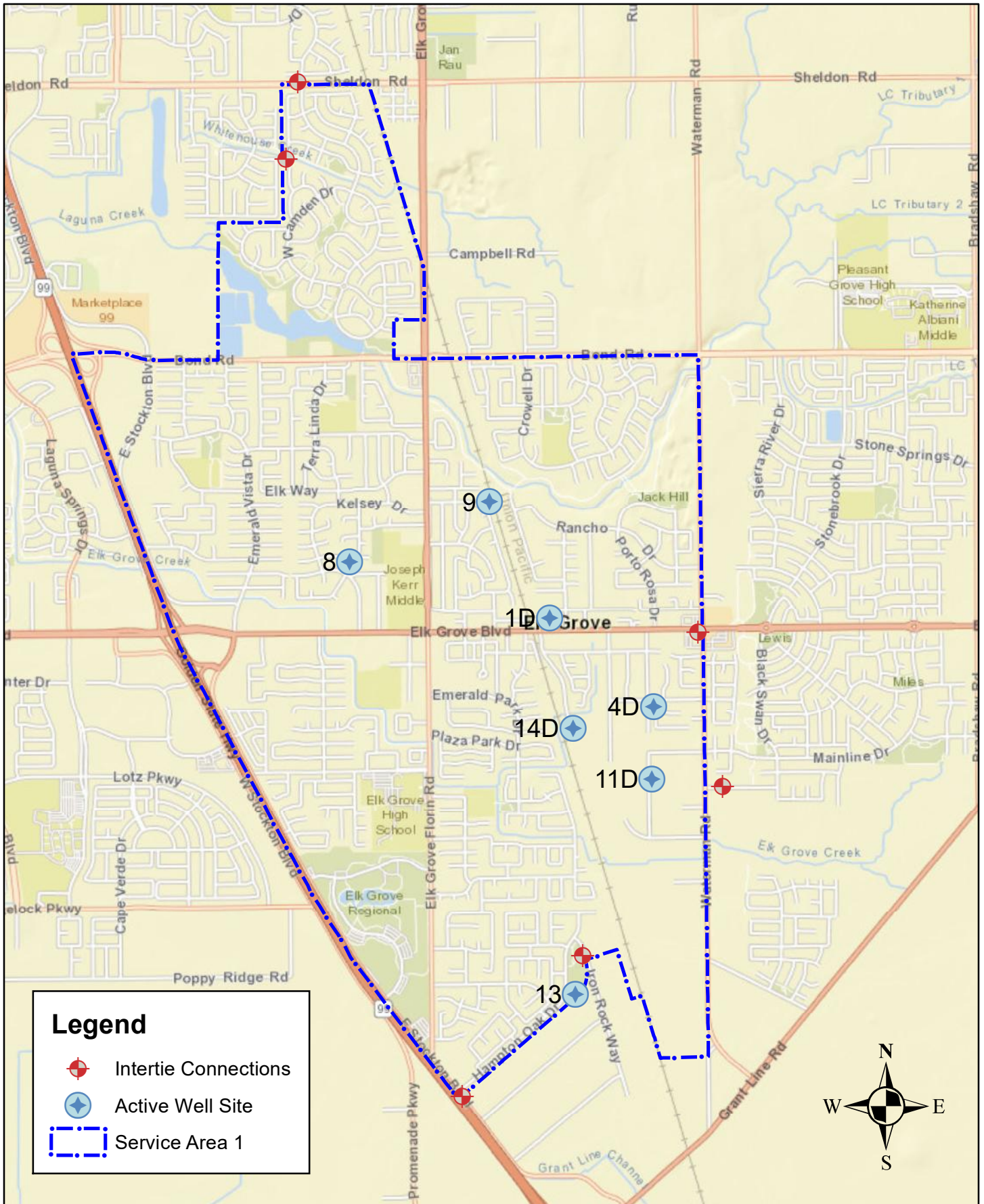
| | January -23 | | YTD (Since Jan. 1, 2023) | |
|---------------------------|--------------------|--------------|--------------------------|--------------|
| <u>Department</u> | <u>Work Orders</u> | <u>Hours</u> | <u>Work Orders</u> | <u>Hours</u> |
| Treatment: | | | | |
| Preventative Maint. | 26 | 57.5 | 26 | 57.5 |
| Corrective Maint. | 17 | 68 | 17 | 68 |
| Water Samples | 20 | 51.5 | 20 | 51.5 |
| Distribution: | | | | |
| Meters Installed | 0 | 0 | 0 | 0 |
| Meter Change Out | 13 | 6.5 | 13 | 6.5 |
| Preventative Maint. | | | | |
| -Hydrant Maintenance (45) | 68 | 22.5 | 68 | 22.5 |
| -Valve Exercising (127) | 127 | 32 | 127 | 32 |
| -Other | 0 | 0 | 0 | 0 |
| Corrective Maint. | | | | |
| -Leaks | 2 | 29.5 | 2 | 29.5 |
| -Other | 7 | 2 | 7 | 2 |
| Valve Locates | 0 | 0 | 0 | 0 |
| Utility: | | | | |
| Corrective Maint. | 0 | 0 | 0 | 0 |



Elk Grove Water District

Door Hangers and Shut Off Tags





Active Well Sites & Intertie Connections

Elk Grove Water District



Elk Grove Water District

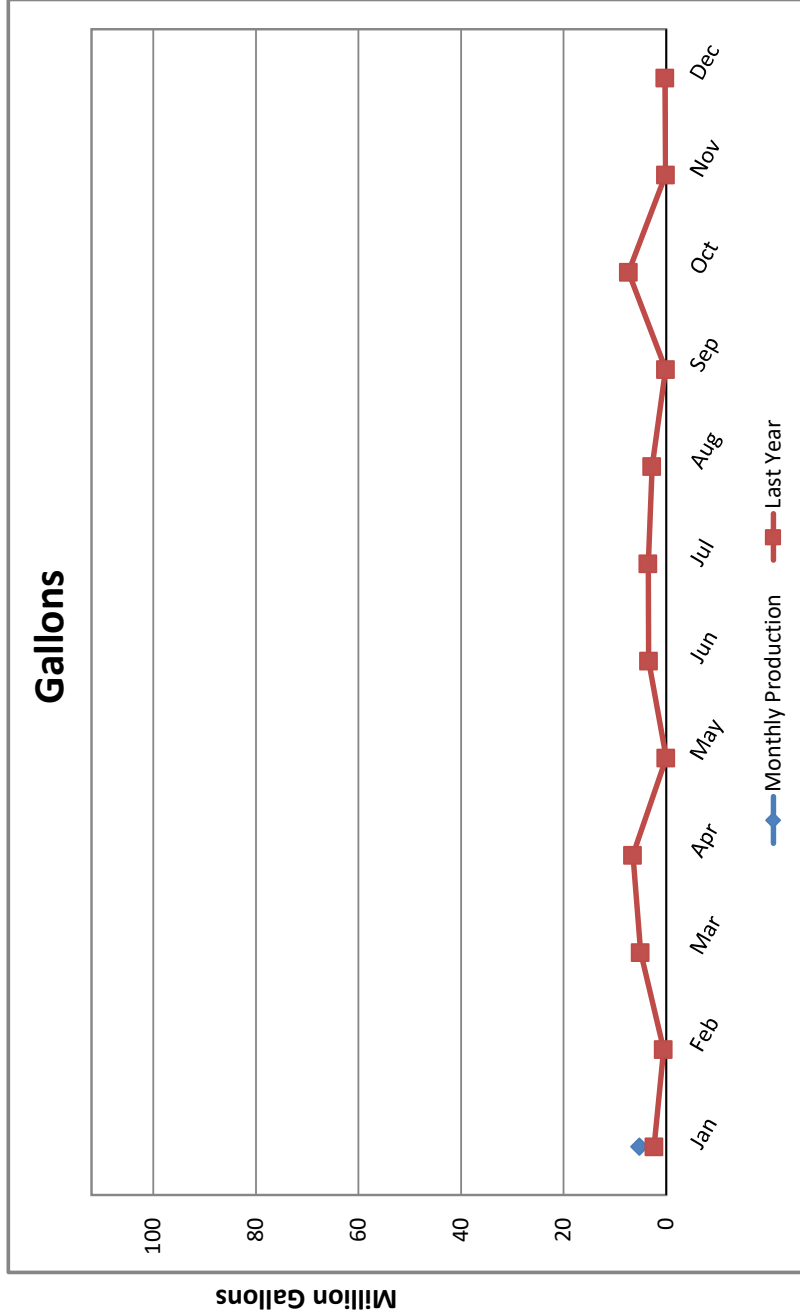
Monthly Production

Well ID School -- January 2023

Selected Month Production
5,182,391 Gallons

Average GPM: 1,703
Pump depth: 275 ft
Well depth: 1025 ft

Gallons



Motor:
Volts: 476
Volts (Rated): 460
RPM: 1789
RPM (Rated): 2115
Amps A: 175
Amps A (Rated): 222
Amps B: 177
Amps B (Rated): 222
Amps C: 171
Amps C (Rated): 222

Motor Temp: 102.2 F
Hour Meter: 50.70
KW Hour Total: 6,400

Chlorine:

Dosing: 1.65 mg/L
Demand: 0.67 mg/L
Residual: 0.98 mg/L

Vibration Reading:

Base Line: 0.05 in/sec
Current: 0.05 in/sec



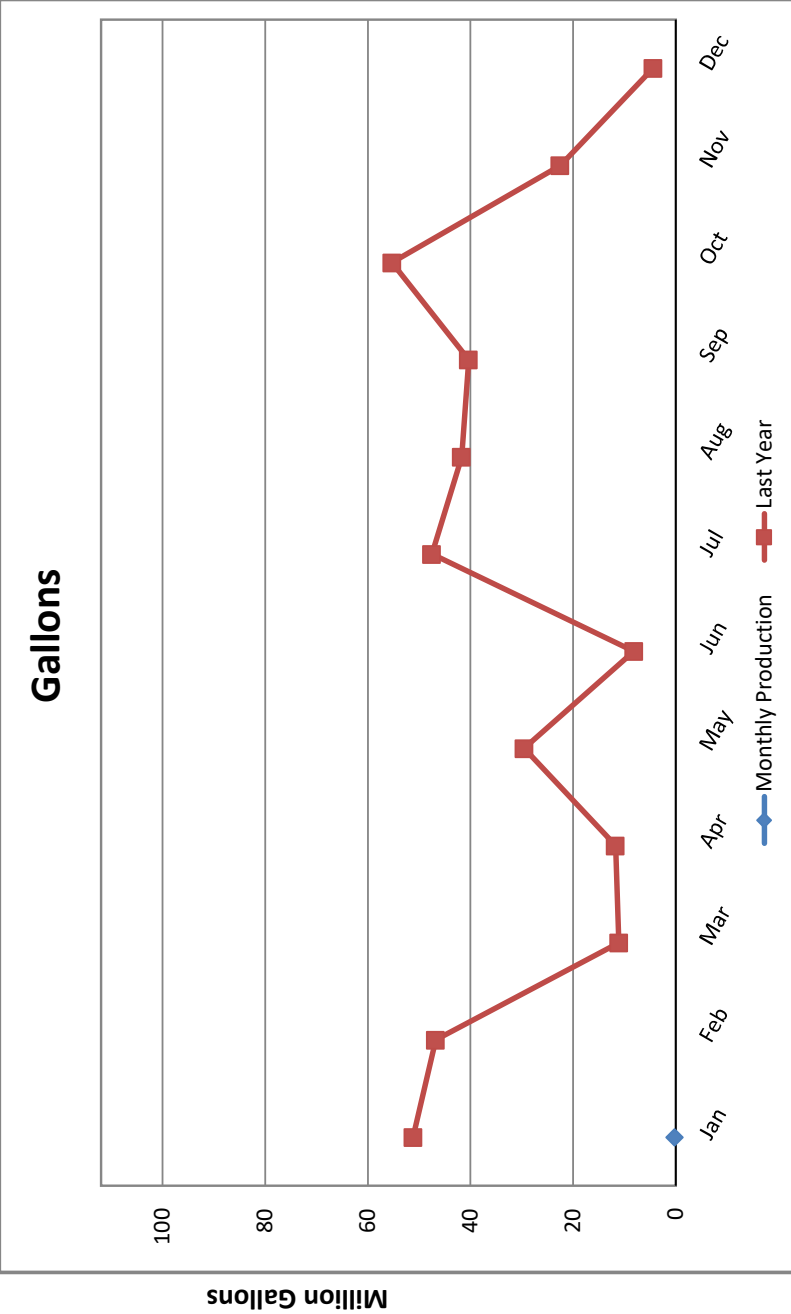
Elk Grove Water District

Monthly Production

Well 4D Webb -- January 2023

Selected Month Production
185,079 Gallons

Average GPM: 1850
Pump depth: 340 ft
Well depth: 1075 ft



Motor:
Volts: 481
Volts (Rated): 460
RPM: 1677
RPM (Rated): 1775
Amps A: 198
Amps A (Rated): 225
Amps B: 197
Amps B (Rated): 225
Amps C: 196
Amps C (Rated): 225

Motor Temp: 83.1 F
Hour Meter: 1.60
KW Hour Total: 2,040

Chlorine:
Dosing: 1.54 mg/L
Demand: 0.52 mg/L
Residual: 1.02 mg/L

Vibration Reading:
Base Line: 0.05 in/sec
Current: 0.01 in/sec



Elk Grove Water District

Monthly Production

Well 11D Dino -- January 2023

Selected Month Production
43,648,509 Gallons

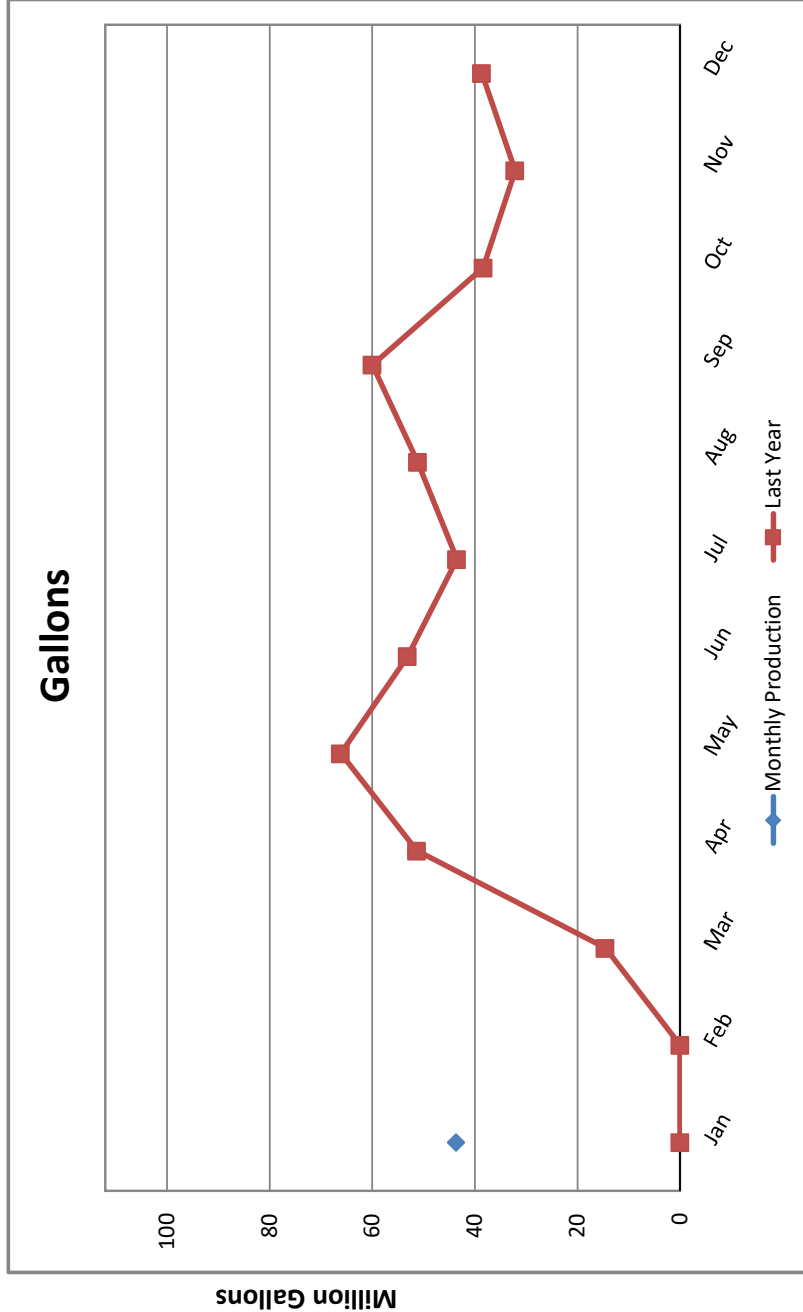
Average GPM: 1701
Pump depth: 340 ft
Well depth: 1038 ft

Motor:
Volts: 476
Volts (Rated): 460
RPM: 1642
RPM (Rated): 1775
Amps A: 193
Amps A (Rated): 225
Amps B: 187
Amps B (Rated): 225
Amps C: 182
Amps C (Rated): 225

Motor Temp: 103.6 F
Hour Meter: 427.60
KW Hour Total: 57,540

Chlorine:
Dosing: 1.67 mg/L
Demand: 0.66 mg/L
Residual: 1.01 mg/L

Vibration Reading:
Base Line: 0.05 in/sec
Current: 0.01 in/sec





Elk Grove Water District

Monthly Production

Well 14D Railroad -- January 2023

Selected Month Production
6,023,544 Gallons

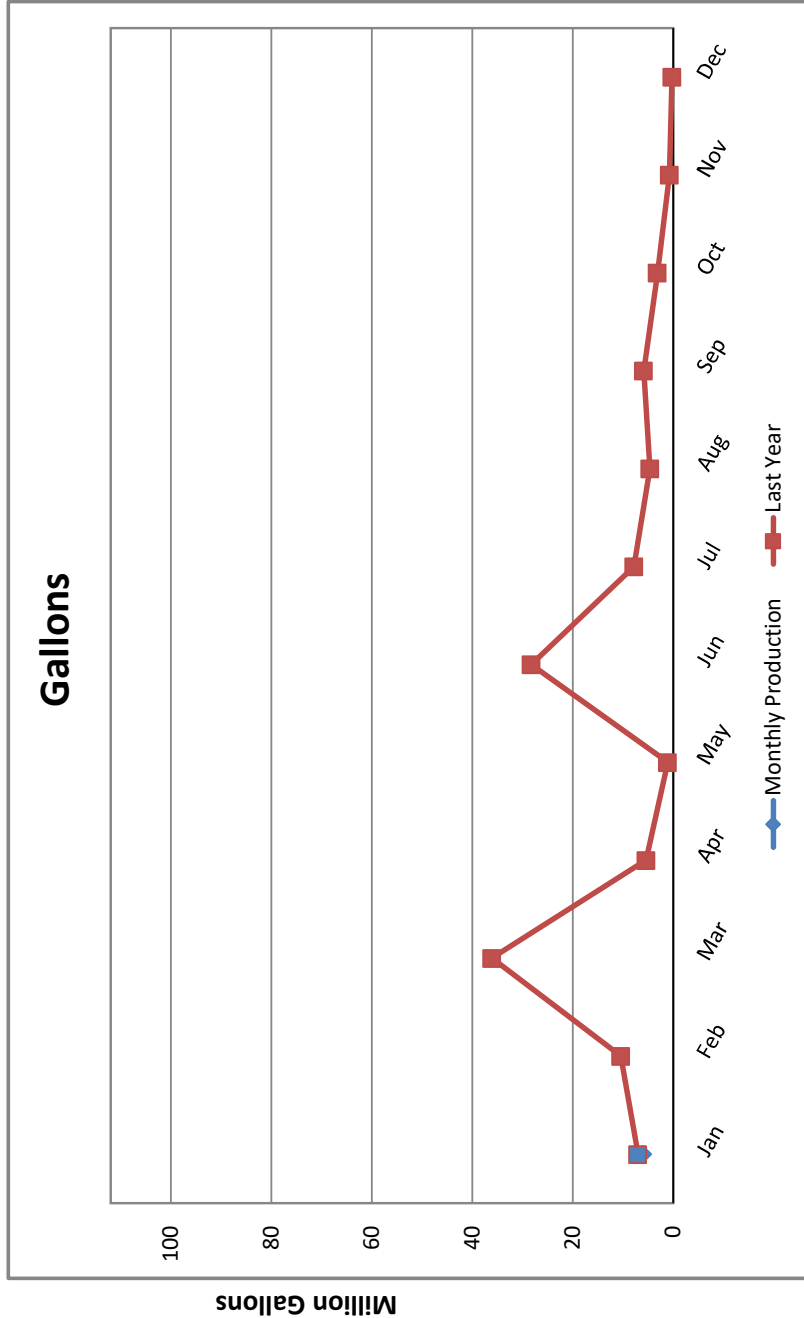
Average GPM: 1482
Pump depth: 340 ft
Well depth: 1051 ft

Motor:
Volts: 479
Volts (Rated): 460
RPM: 1785
RPM (Rated): 1785
Amps A: 165
Amps A (Rated): 171
Amps B: 166
Amps B (Rated): 171
Amps C: 161
Amps C (Rated): 171

Motor Temp.: 119.3 F
Hour Meter: 67.70
KW Hour Total: 59,680
(KWH total is for the entire facility)

Chlorine:
Dosing: 1.77 mg/L
Demand: 0.74 mg/L
Residual: 1.03 mg/L

Vibration Reading:
Base Line: 0.02 in/sec
Current: 0.02 in/sec





Elk Grove Water District

Monthly Production

Well 8 Williamson -- January 2023

Selected Month Production
6,305,694 Gallons

Average GPM: 555
Pump depth: 150 ft
Well depth: 564 ft

Motor:

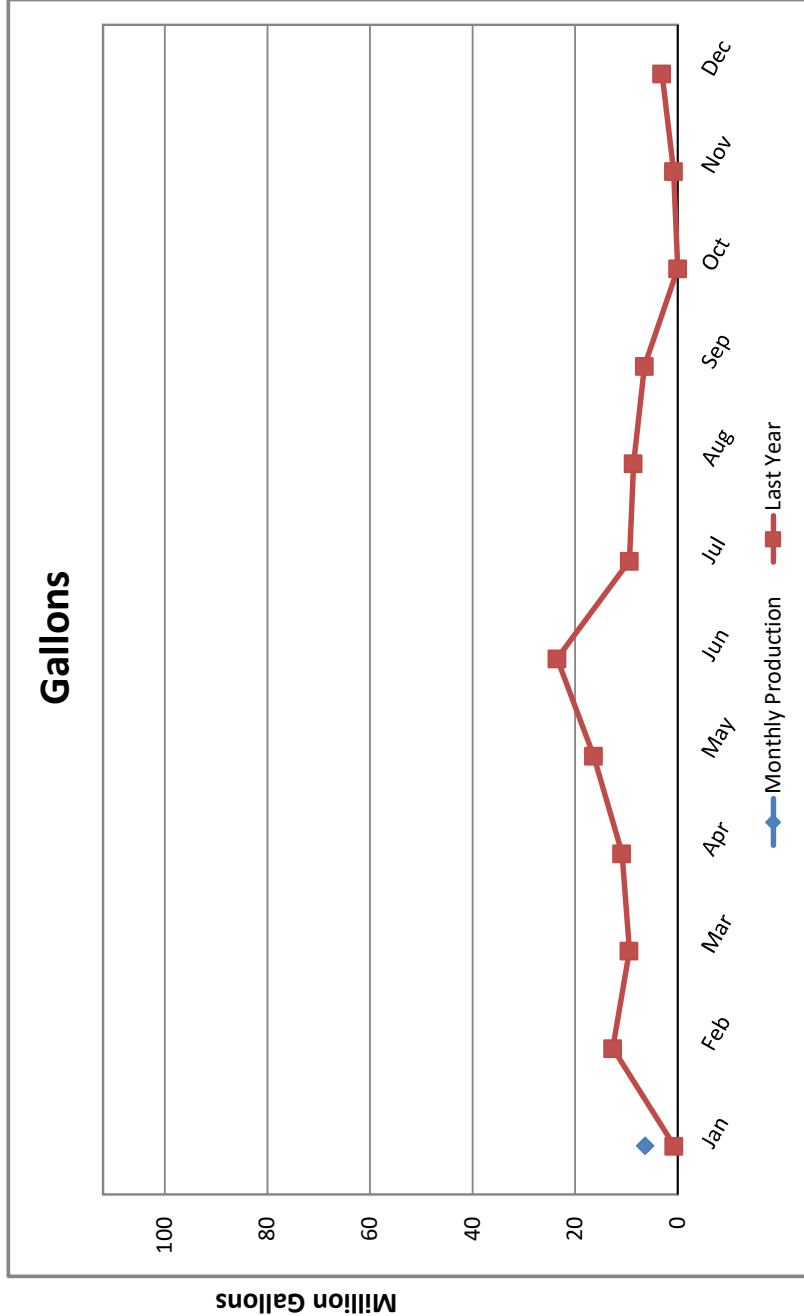
Volts: 465
Volts (Rated): 460

Amps A: 69
Amps A (Rated): 65
Amps B: 67
Amps B (Rated): 65
Amps C: 66
Amps C (Rated): 65

Hour Meter: 189.30
KW Hour Total: 7,852

Chlorine:

Dosing: 1.47 mg/L
Demand: 0.27 mg/L
Residual: 1.20 mg/L





Elk Grove Water District

Monthly Production

Well 9 Polhemus -- January 2023
(Submersible)

Selected Month Production
726,127 Gallons

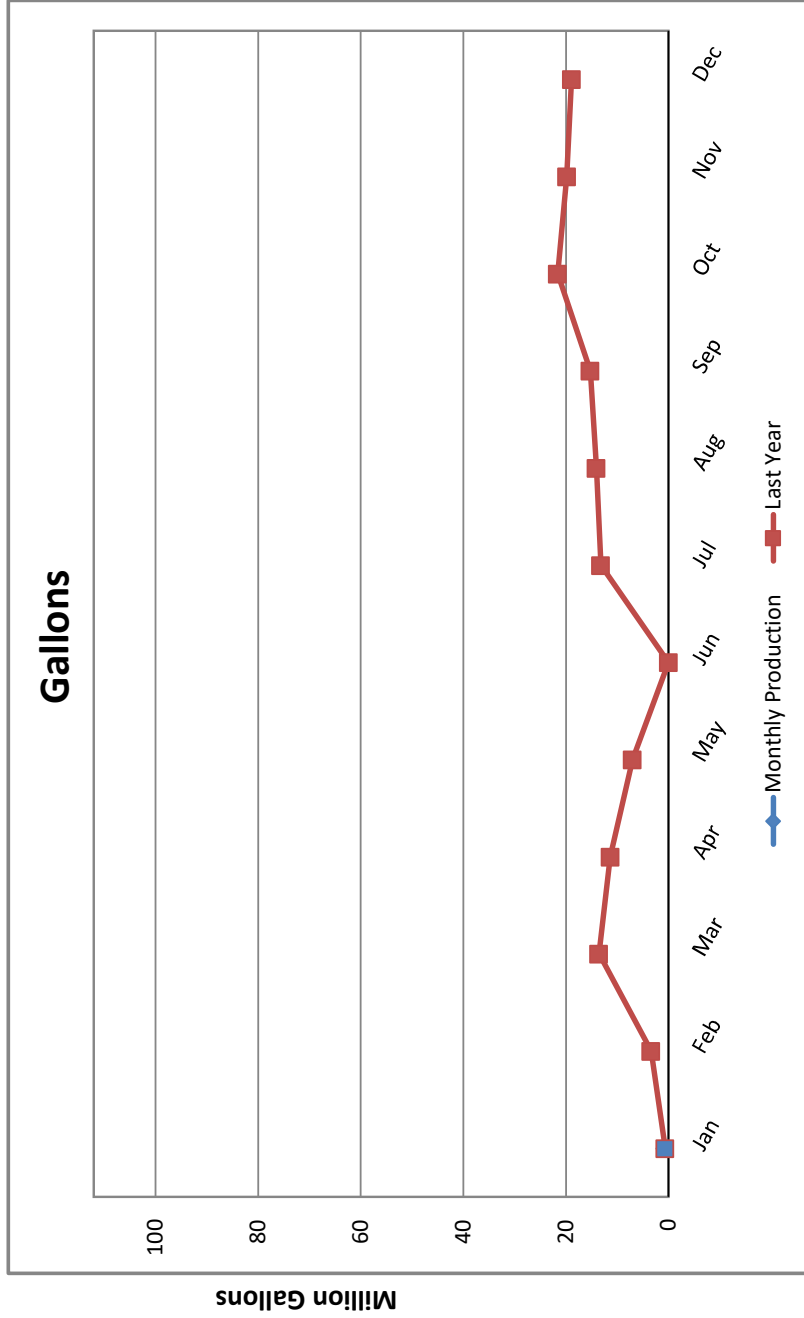
Average GPM: 486
Pump depth: 150 ft
Well depth: 556 ft

Motor:
Volts: 485
Volts (Rated): 460

Amps A: 58
Amps A (Rated): 65
Amps B: 58
Amps B (Rated): 65
Amps C: 61
Amps C (Rated): 65

Hour Meter: 24.90
KW Hour Total: 1,176

Chlorine:
Dosing: 1.39 mg/L
Demand: 0.1 mg/L
Residual: 1.29 mg/L





Elk Grove Water District

Monthly Production

Well 13 Hampton -- January 2023

Selected Month Production
491,043 Gallons

Average GPM: 930
Pump depth: 200 ft
Well depth: 500 ft

Motor:

Volts: 480
Volts (Rated): 460
RPM: 1784
RPM (Rated): 1785
Amps A: 104
Amps A (Rated): 141
Amps B: 105
Amps B (Rated): 141
Amps C: 106
Amps C (Rated): 141

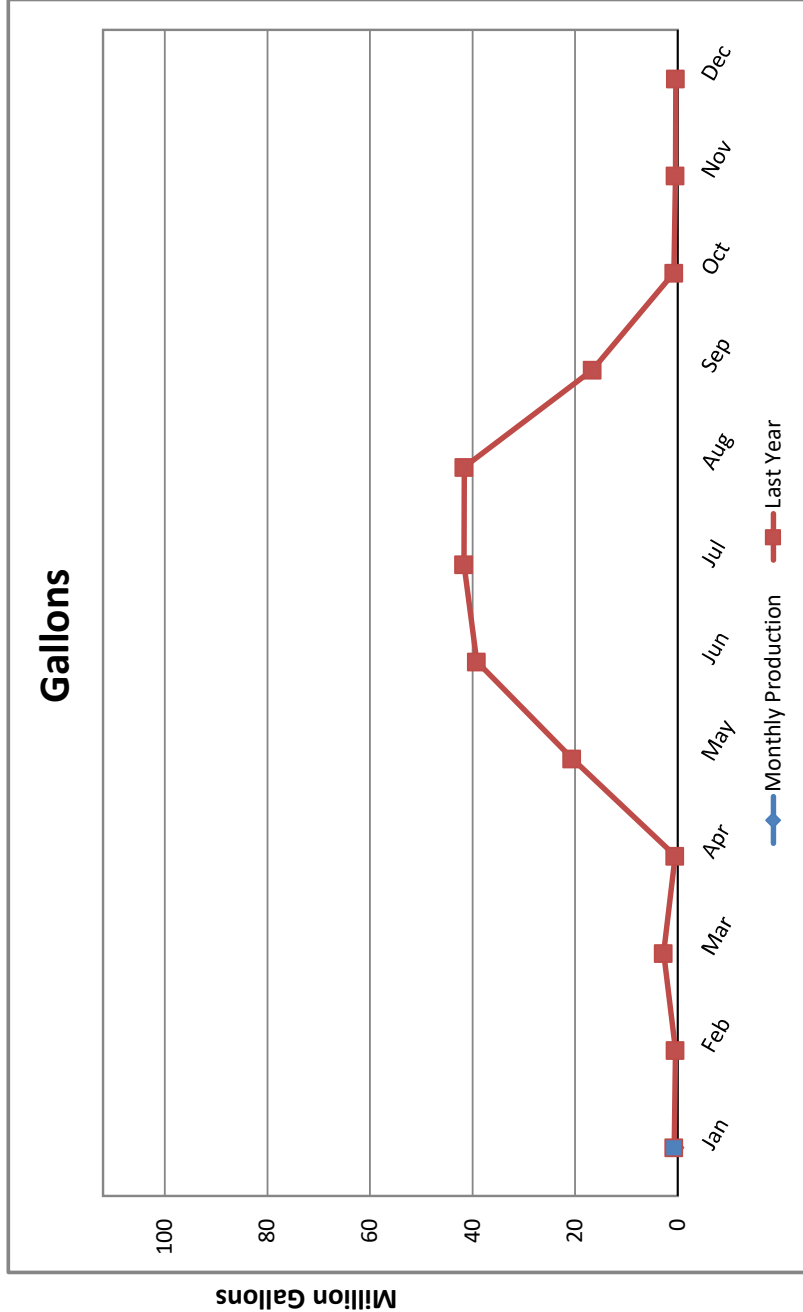
Motor Temp.: 105.6 F
Hour Meter: 8.8
KW Hour Total: 2,820

Chlorine:

Dosing: 2.2 mg/L
Demand: 1.18 mg/L
Residual: 1.02 mg/L

Vibration Reading:

Base Line: 0.02 in/sec
Current: 0.02 in/sec





Elk Grove Water District

Combined Total Production

Service Area 1

Jan-2023

Current Month Production:

62,562,387 Gallons

Highest Day Demand of the Month:

2,274,304

Date of Occurrence

23-Jan-23

Highest Day Demand of the Calendar Year:

2,274,304

Date of Occurrence

23-Jan-23

"Water Year" Rainfall: (Oct-22 to Sep-23)

Current Month:

5.12 in

Year To Date:

13.86 in

"Water Year" Rainfall: (Oct-21 to Sep-22)

January 2022

0.05 in

Year To Date:

14.42 in

Entire Year Total:

16.82 in

Temperature:

This Month High

68 F

This Month Low

29 F

This Month Average

49 F

JAN-22 High

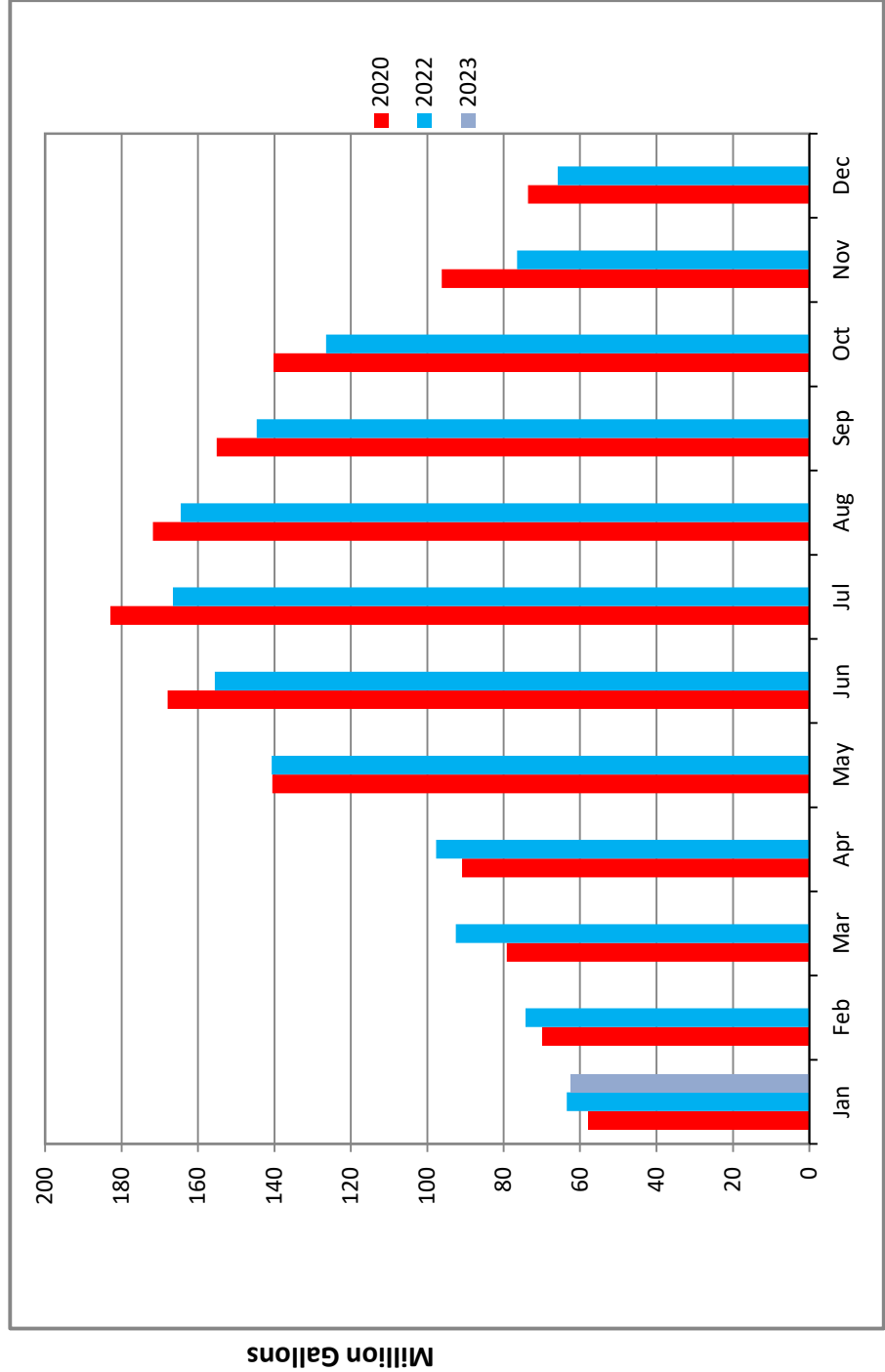
66 F

JAN-22 Low

28 F

JAN-22 Average

48.1 F

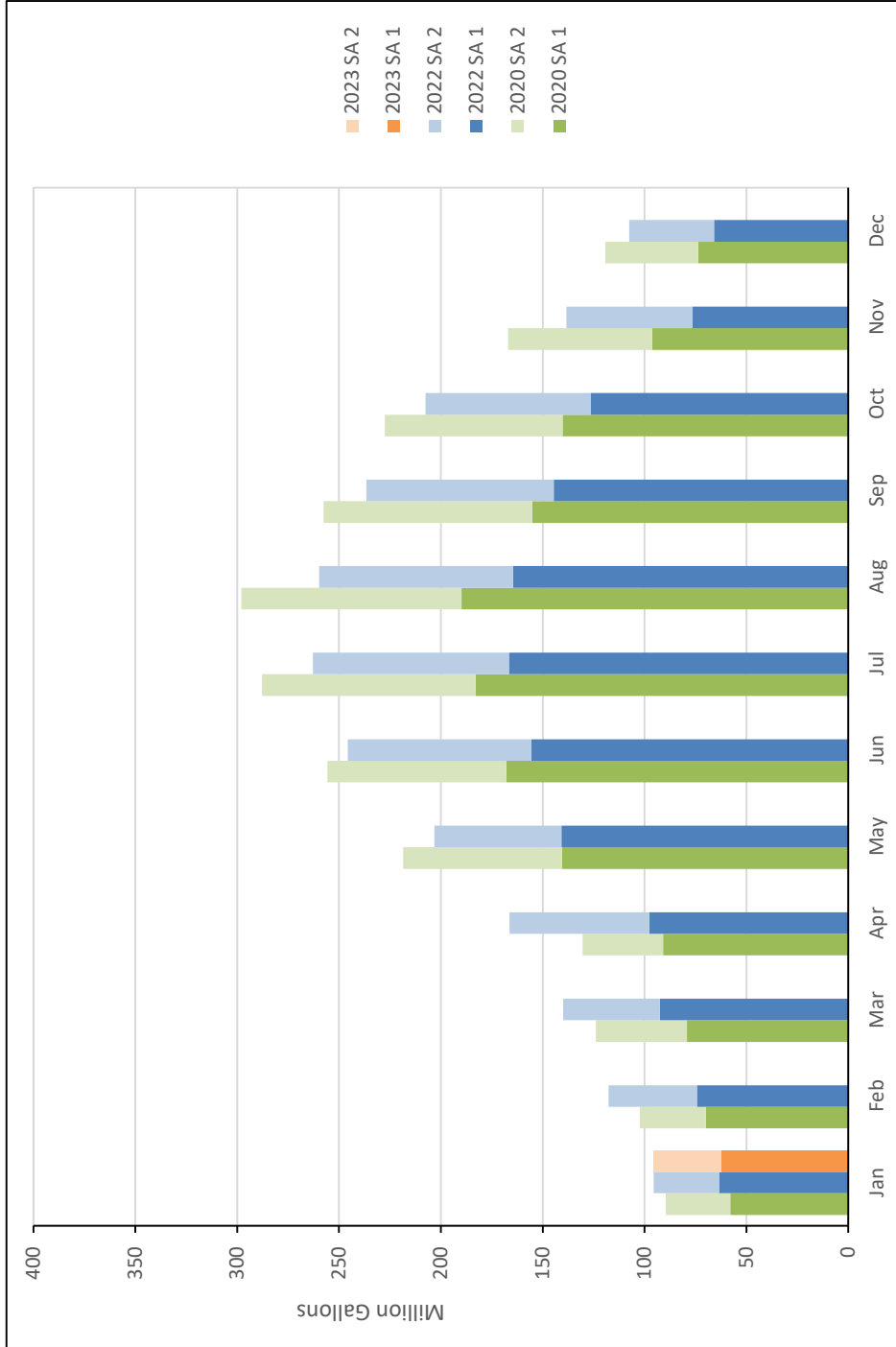




Elk Grove Water District

Total Demand/Production

Jan-2023



Current Month Demand/Production:
95,413,799 Gallons
***Change From January 2020:** 6.43%
GPCD: 65.5 Gallons per Day
R-GPCD: 54.8 Gallons per Day

Service Area 1
Active Connections: 7,938
Current Month Demand/Production:
62,562,387 Gallons
***Change From January 2020:** 8.04%
GPCD: 70.3 Gallons per Day
R-GPCD: 56.6 Gallons per Day

Service Area 2
Active Connections: 4,921
Current Month Demand/Production:
32,851,412 Gallons
***Change From January 2020:** 3.49%
GPCD: 57.9 Gallons per Day
R-GPCD: 51.7 Gallons per Day

*Percent reduction has been changed to percent change. Negative change is reduction and positive change is increase.

Elk Grove Water District Water Usage

| | Monthly Production (gallons) | | | | | | | | | | | | Total | |
|-----------------|------------------------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|---------------|
| | 2020 | January | February | March | April | May | June | July | August | September | October | November | December | Total |
| GW (SA1) | | 57,904,843 | 69,920,851 | 79,195,437 | 90,851,253 | 140,575,760 | 167,942,394 | 182,964,721 | 189,801,764* | 155,126,225 | 140,229,242 | 96,201,714 | 73,624,502 | 1,444,338,706 |
| Purchased (SA2) | | 31,743,624 | 32,416,076 | 44,764,808 | 39,523,572 | 77,964,788 | 87,759,848 | 104,799,288 | 108,177,256 | 102,434,860 | 87,187,628 | 70,876,740 | 45,577,136 | 833,225,624 |
| Total | | 89,648,467 | 102,336,927 | 123,960,245 | 130,374,825 | 218,540,548 | 255,702,242 | 287,764,009 | 297,979,020 | 257,561,085 | 227,416,870 | 167,078,454 | 119,201,638 | 2,277,564,330 |

| | 2021 | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|-----------------|------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|---------------|
| GW (SA1) | | 64,881,378 | 57,088,452 | 78,904,998 | 122,759,415 | 161,903,489 | 171,428,103 | 180,693,083 | 173,985,025 | 153,922,309 | 114,717,480 | 65,607,814 | 61,008,401 | 1,406,899,947 |
| Purchased (SA2) | | 34,553,112 | 34,867,272 | 38,268,428 | 53,156,620 | 84,725,960 | 96,521,920 | 110,862,576 | 113,081,144 | 94,977,300 | 84,569,628 | 48,501,816 | 34,885,972 | 828,971,748 |
| Total | | 99,434,490 | 91,955,724 | 117,173,426 | 175,916,035 | 246,629,449 | 267,950,023 | 291,555,659 | 287,066,169 | 248,899,609 | 199,287,108 | 114,109,630 | 95,894,373 | 2,235,871,695 |

| | 2022 | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|-----------------|------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
| GW (SA1) | | 63,469,715 | 74,242,203 | 92,483,924 | 97,643,001 | 140,747,995 | 155,597,114 | 166,596,675 | 164,513,039 | 144,632,180 | 126,478,648 | 76,517,155 | 65,813,605 | 1,368,735,254 |
| Purchased (SA2) | | 32,115,380 | 43,369,788 | 47,452,372 | 68,588,608 | 62,494,652 | 90,110,812 | 96,146,424 | 95,299,688 | 92,002,504 | 81,006,904 | 61,785,548 | 41,748,872 | 812,121,552 |
| Total | | 95,585,095 | 117,611,991 | 139,936,296 | 166,231,609 | 203,242,647 | 245,707,926 | 262,743,099 | 259,812,727 | 236,634,684 | 207,485,552 | 138,302,703 | 107,562,477 | 2,180,856,806 |

| | 2023 | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|-----------------|------|------------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|------------|
| GW (SA1) | | 62,562,387 | | | | | | | | | | | | 62,562,387 |
| Purchased (SA2) | | 32,851,412 | | | | | | | | | | | | 32,851,412 |
| Total | | 95,413,799 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 95,413,799 |

Monthly Percent Change - Comparing 2020 to 2023

| | % Change | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|----------------------------|----------|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|-------|
| GW (SA1) | | 8.04% | - | - | - | - | - | - | - | - | - | - | - | - |
| Purchased (SA2) | | 3.49% | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | | 6.43% | - | - | - | - | - | - | - | - | - | - | - | - |
| % Cumulative Change | | 6.43% | - | - | - | - | - | - | - | - | - | - | - | - |

*Notes

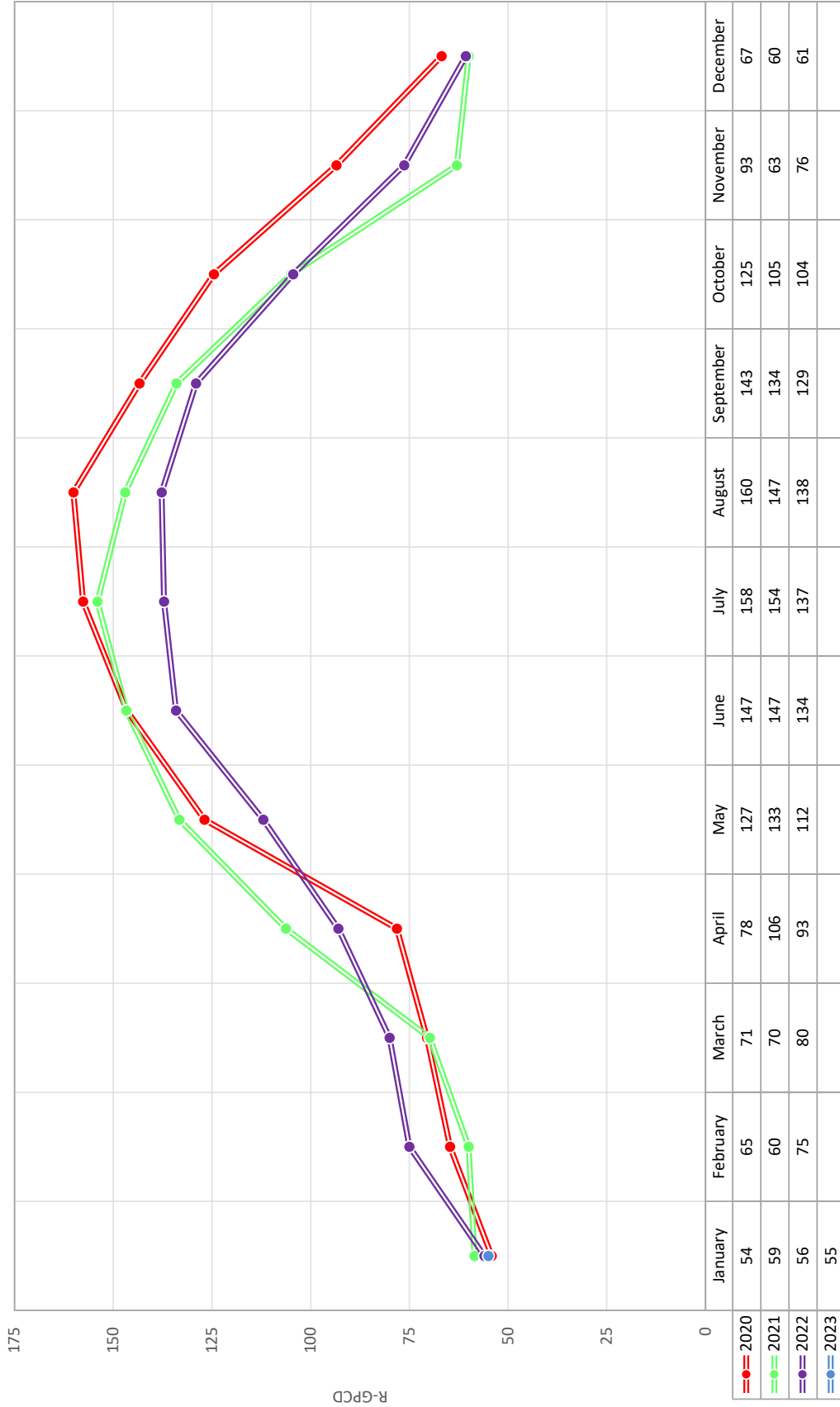
2020 August production number for SA1 includes water delivered through open interties with SA2.
 SA1 = Service Area 1, SA2 = Service Area 2. SA1 is all groundwater (GW) production. SA2 is all purchased water from SCWA.
 Charlois and Springhurst Intertie 18,000,000 Gallons
 Charlois Intertie (Aug 2020) 8,706,529 Gallons (Determined from Bruce Kamilos calculations)
 Springhurst Intertie (Aug 2020) 14,511,000 Gallons (Number provided from meter read by SCWA)

| Service Area 2 | | Consumption | |
|----------------|---------|-------------|------------|
| 2023 | # Accts | CCF | Gallons |
| Jan | 4,921 | 43,919 | 32,851,412 |
| Feb | | | |
| Mar | | | |
| Apr | | | |
| May | | | |
| Jun | | | |
| Jul | | | |
| Aug | | | |
| Sep | | | |
| Oct | | | |
| Nov | | | |
| Dec | | | |



EGWD COMBINED R-GPCD

● 2020
 ● 2021
 ● 2022
 ● 2023



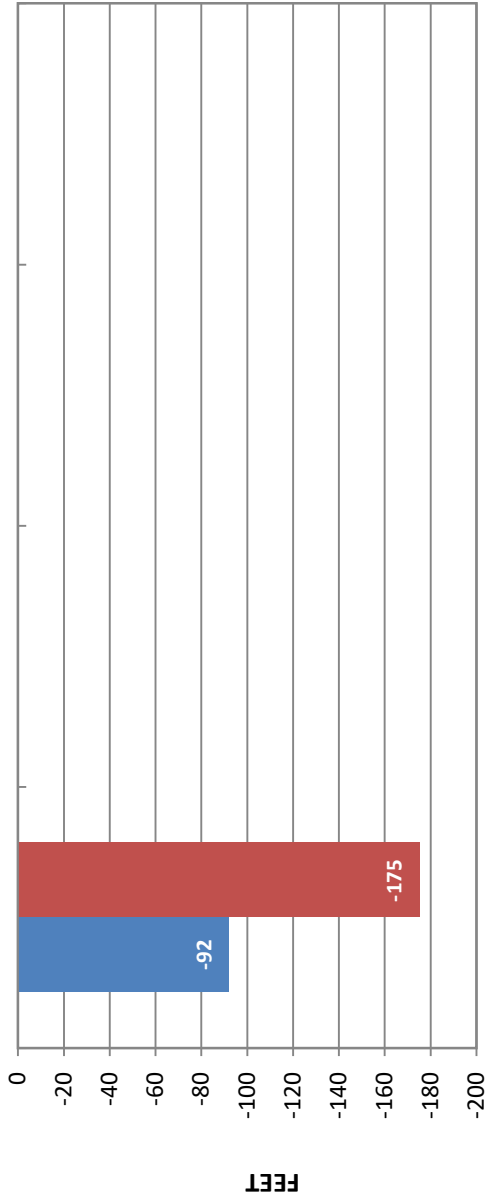
R-GPCD = Residential Gallons per Capita per Day



Elk Grove Water District

Static and Pumping Levels

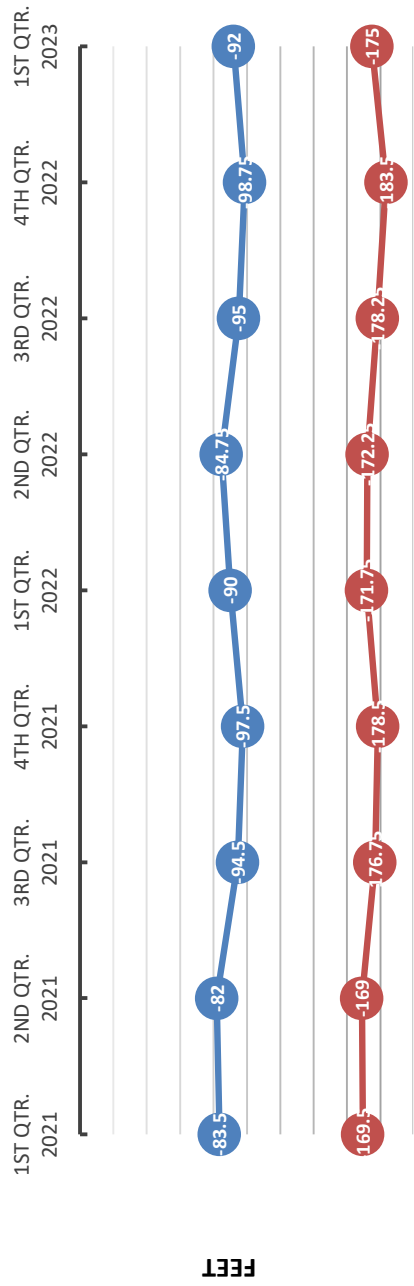
Well 1D School St



Latest Well Sounding

Static: 92 Ft
 Pumping: 175 Ft
 Drawdown: 83 Ft
 GPM: 1,728
 Specific Capacity: 20.821

Sounding Quarter/Year



Latest Sand Tester Results:

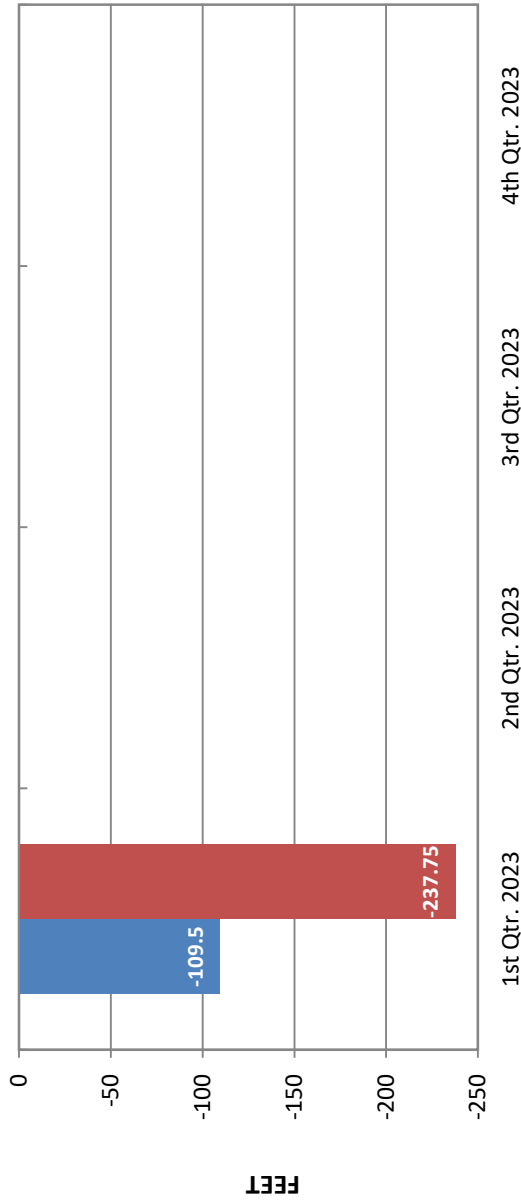
15 Min: -- ppm



Elk Grove Water District

Static and Pumping Levels

Well 4D Webb St

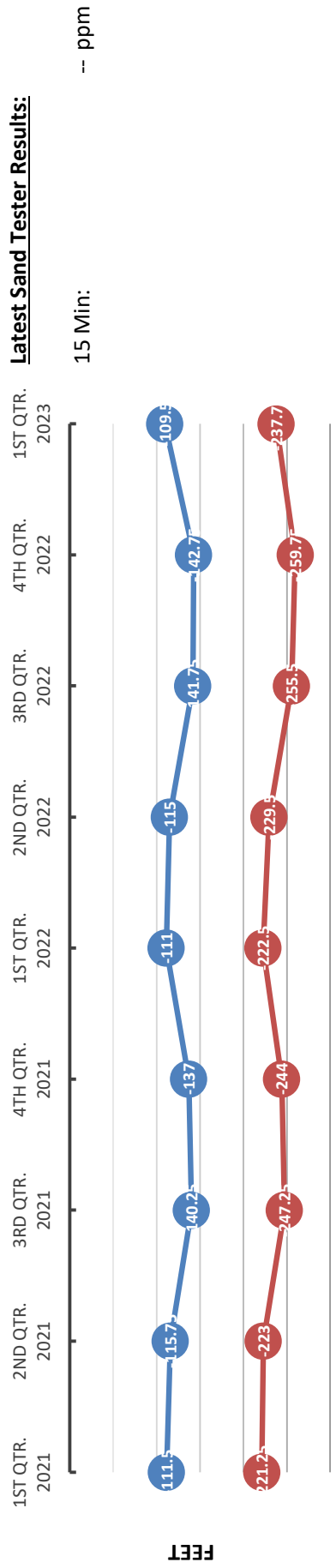


Latest Well Sounding

Static: 109.5 Ft
 Pumping: 237.75 Ft
 Drawdown: 128.25 Ft
 GPM: 1,832
 Specific Capacity: 14.281

■ Static
 ■ Pumping

Sounding Quarter/Year



Latest Sand Tester Results:

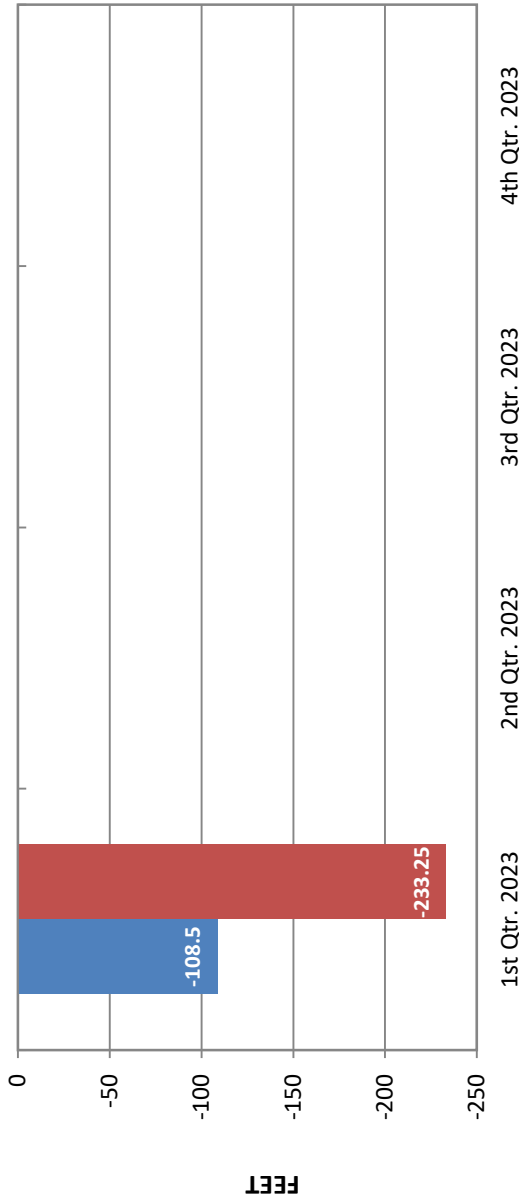
15 Min: -- ppm



Elk Grove Water District

Static and Pumping Levels

Well 11D Dino

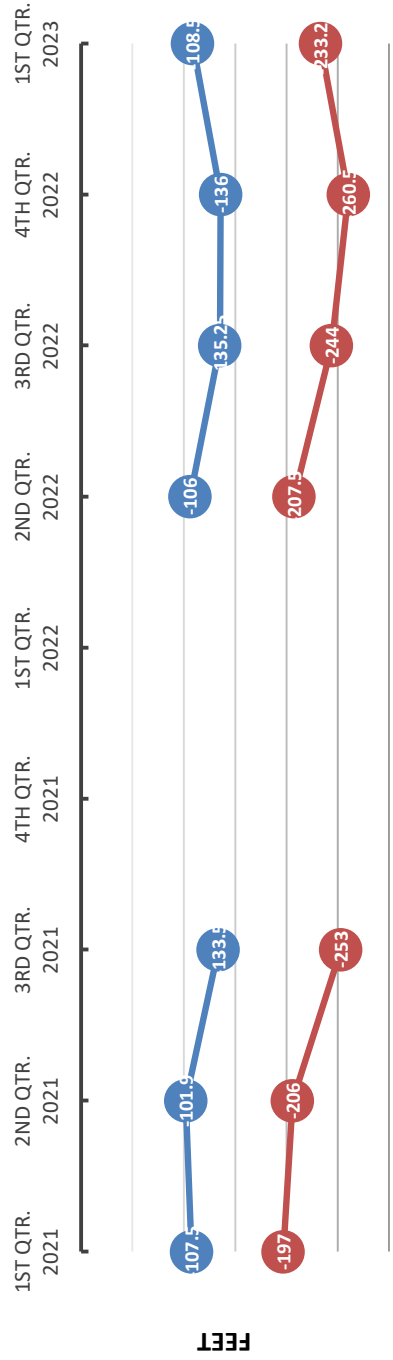


Latest Well Sounding

Static: 108.5 Ft
 Pumping: 233.25 Ft
 Drawdown: 124.75 Ft
 GPM: 1,705
 Specific Capacity: 13.665

■ Static
 ■ Pumping

Sounding Quarter/Year



Latest Sand Tester Results:

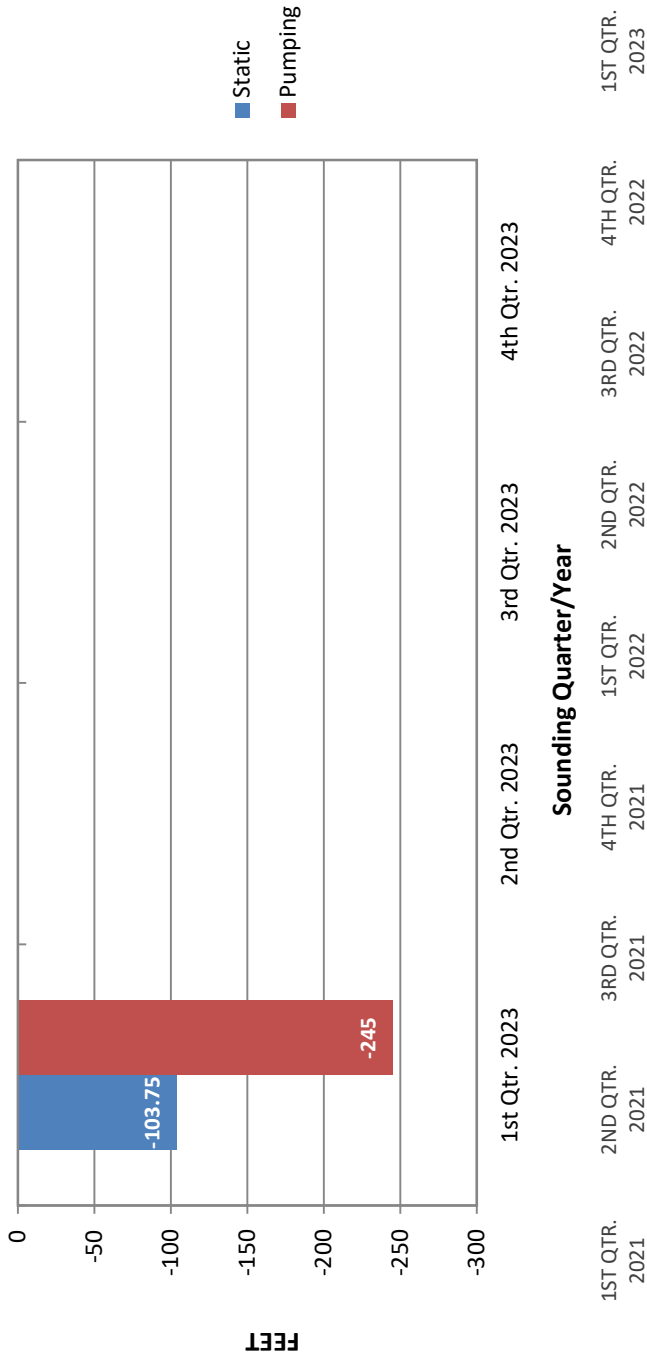
15 Min: < 5 ppm



Elk Grove Water District

Static and Pumping Levels

Well 14D Railroad



Latest Well Sounding

Static: 103.75 Ft

Pumping: 245 Ft

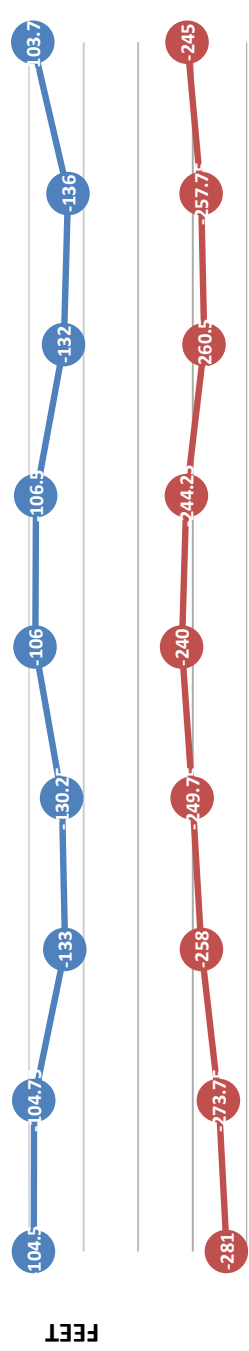
Drawdown: 141.25 Ft

GPM: 1,514

Specific Capacity: 10.717

Latest Sand Tester Results:

15 Min: -- ppm

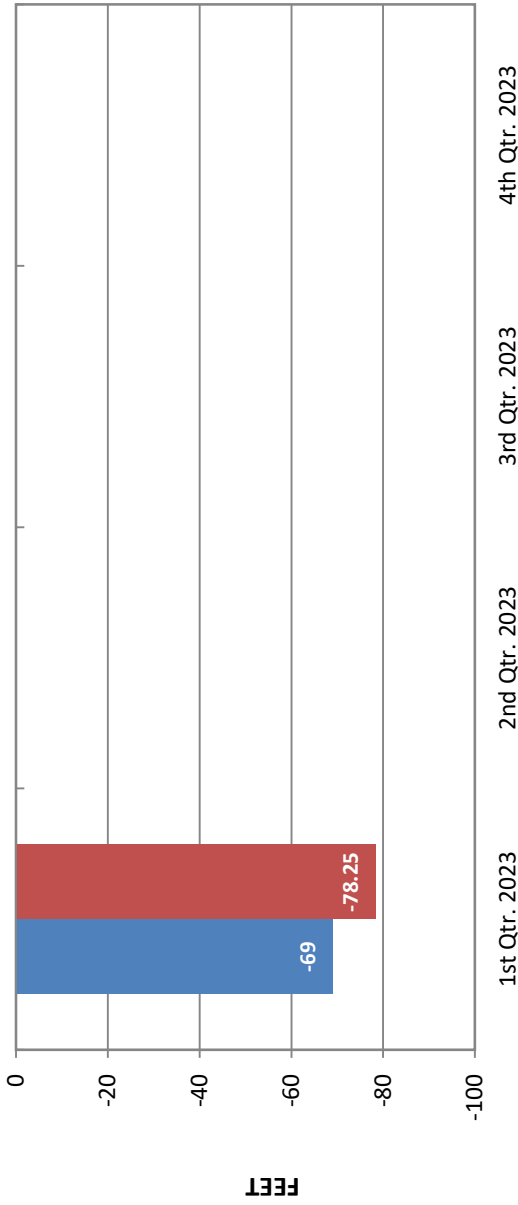




Elk Grove Water District

Static and Pumping Levels

Well 8 Williamson

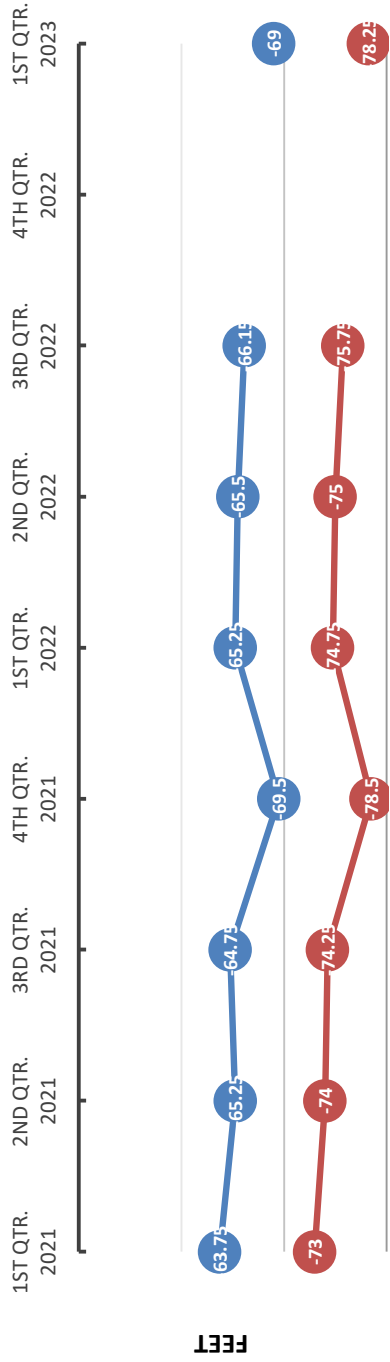


Latest Well Sounding

Static: 69 Ft
Pumping: 78.25 Ft
Drawdown: 9.25 Ft
GPM: 559
Specific Capacity: 60.417

■ Static
■ Pumping

Sounding Quarter/Year



Latest Sand Tester Results:

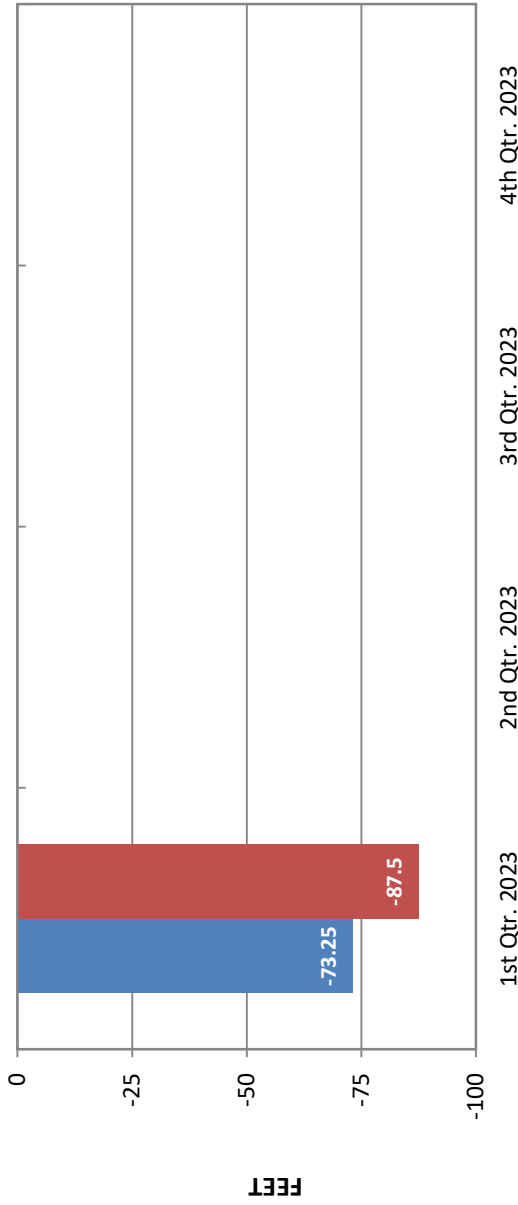
15 Min: < 5 ppm



Elk Grove Water District

Static and Pumping Levels

Well 9 Polhemus

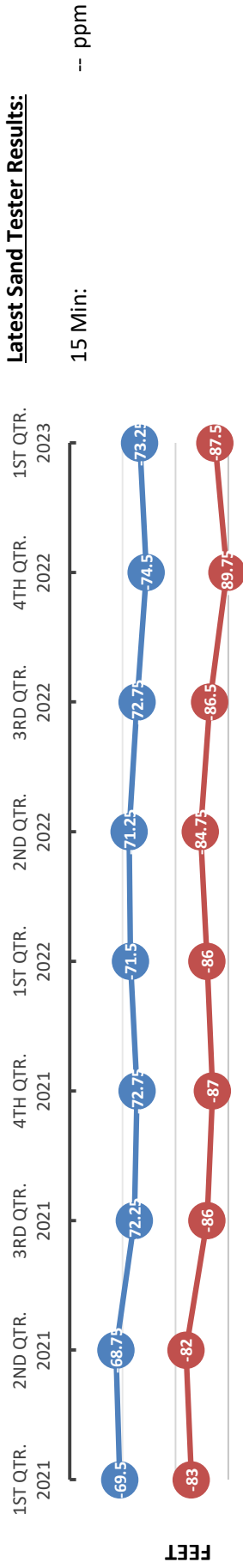


Latest Well Sounding

Static: 73.25 Ft
 Pumping: 87.5 Ft
 Drawdown: 14.25 Ft
 GPM: 494
 Specific Capacity: 34.660

■ Static
 ■ Pumping

Sounding Quarter/Year



Latest Sand Tester Results:

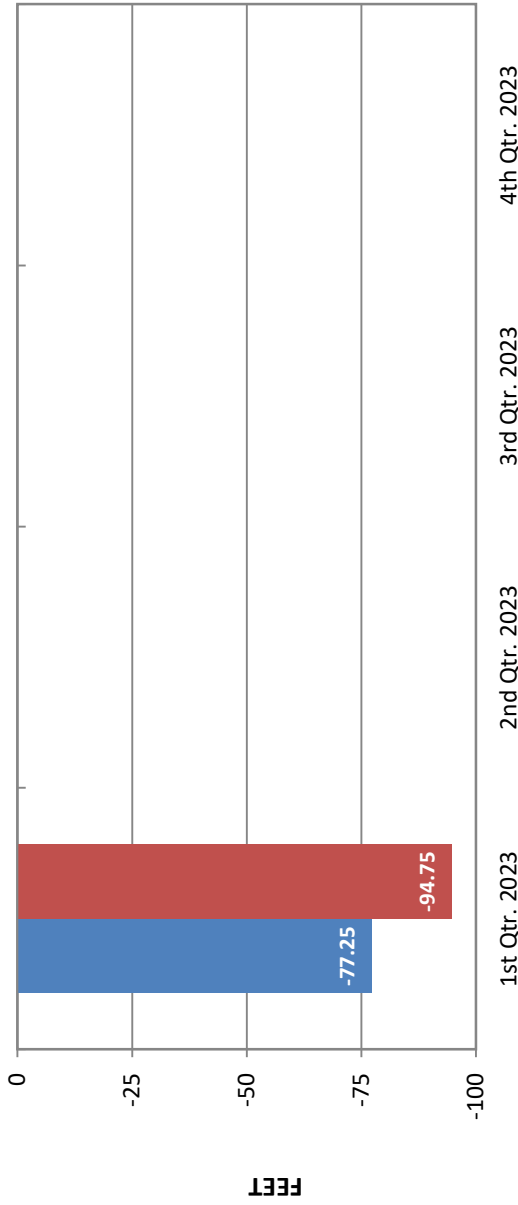
15 Min: -- ppm



Elk Grove Water District

Static and Pumping Levels

Well 13 Hampton

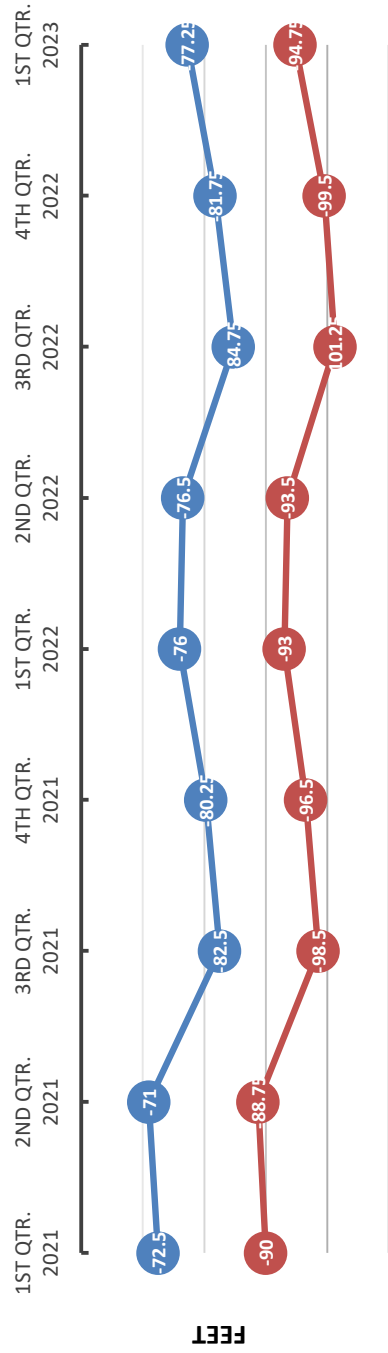


Latest Well Sounding

Static: 77.25 Ft
 Pumping: 94.75 Ft
 Drawdown: 17.5 Ft
 GPM: 960
 Specific Capacity: 54.834

■ Static
 ■ Pumping

Sounding Quarter/Year



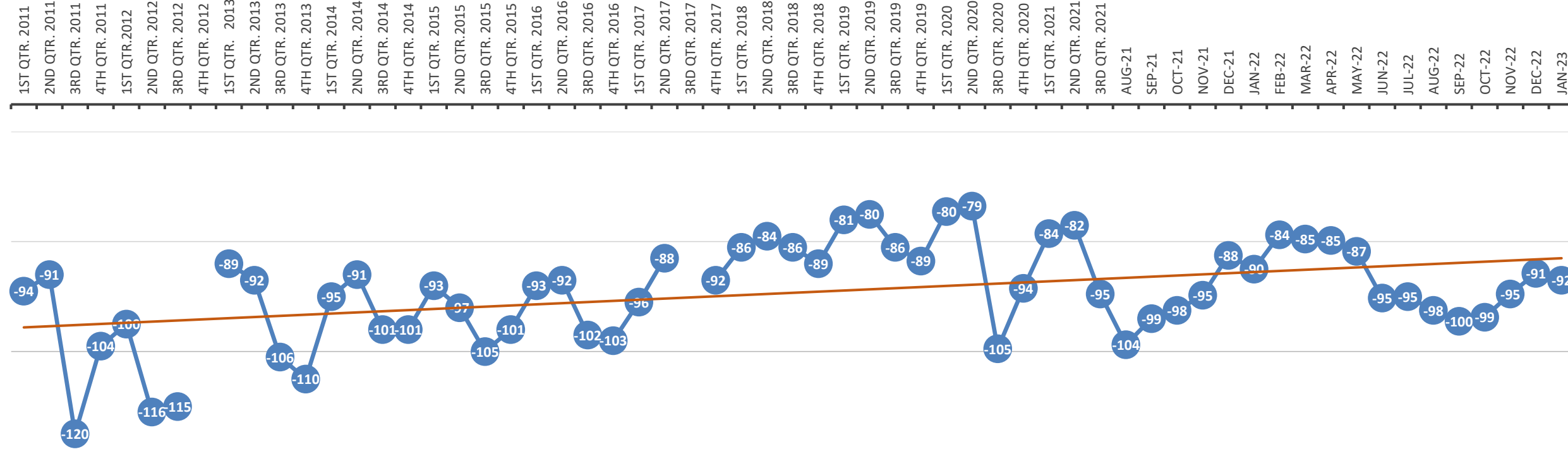
Latest Sand Tester Results:

15 Min: -- ppm

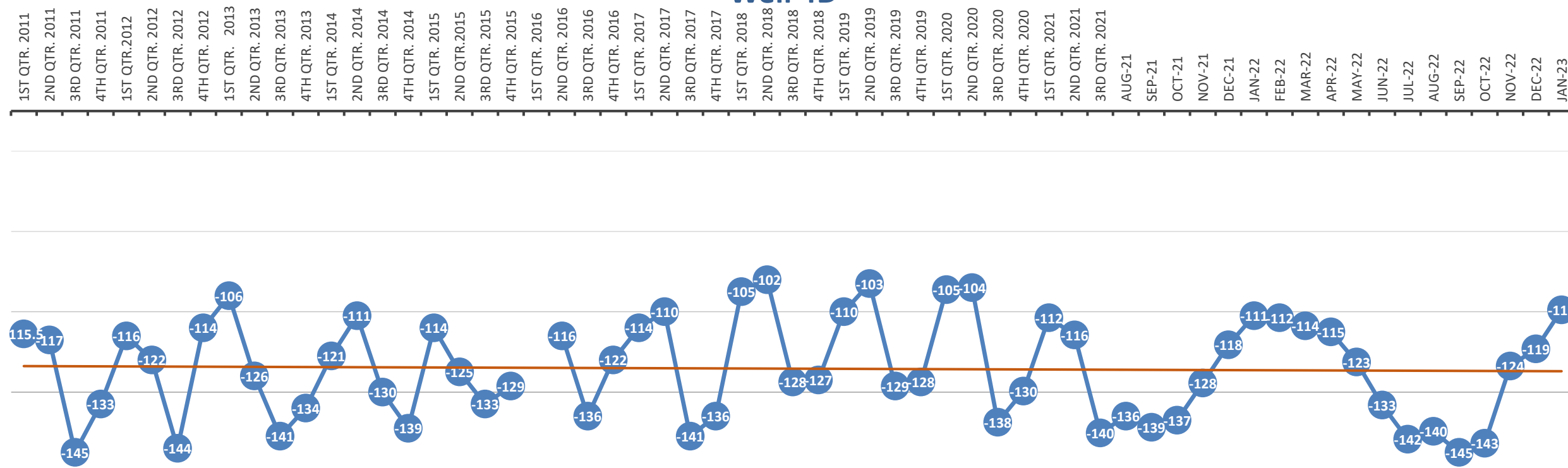


Historic Static Well Levels

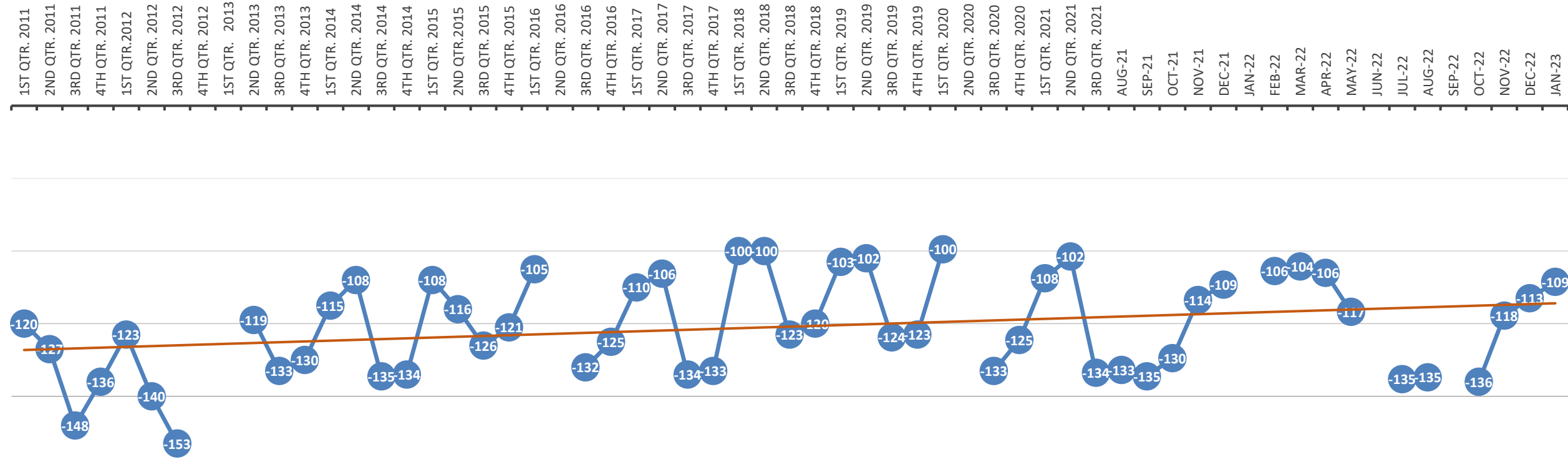
Well 1D



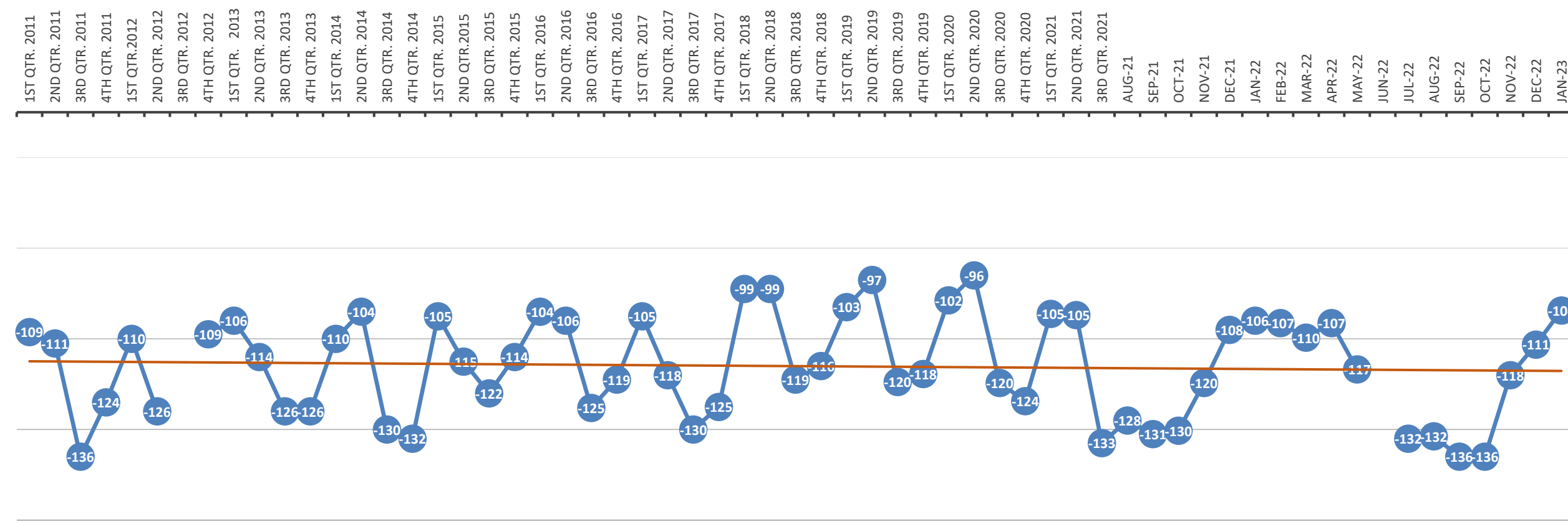
Well 4D



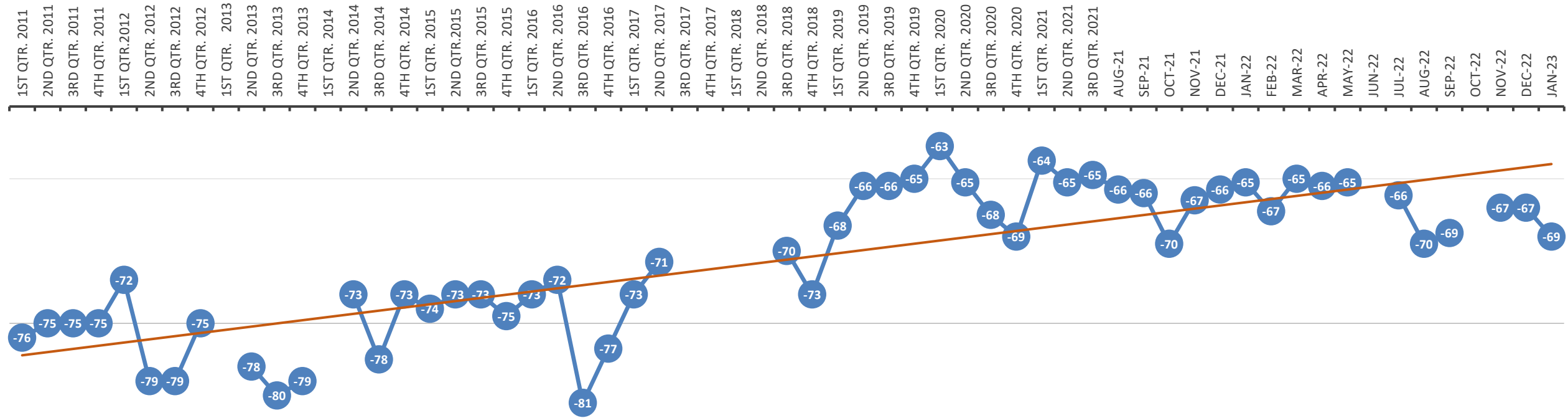
Well 11D



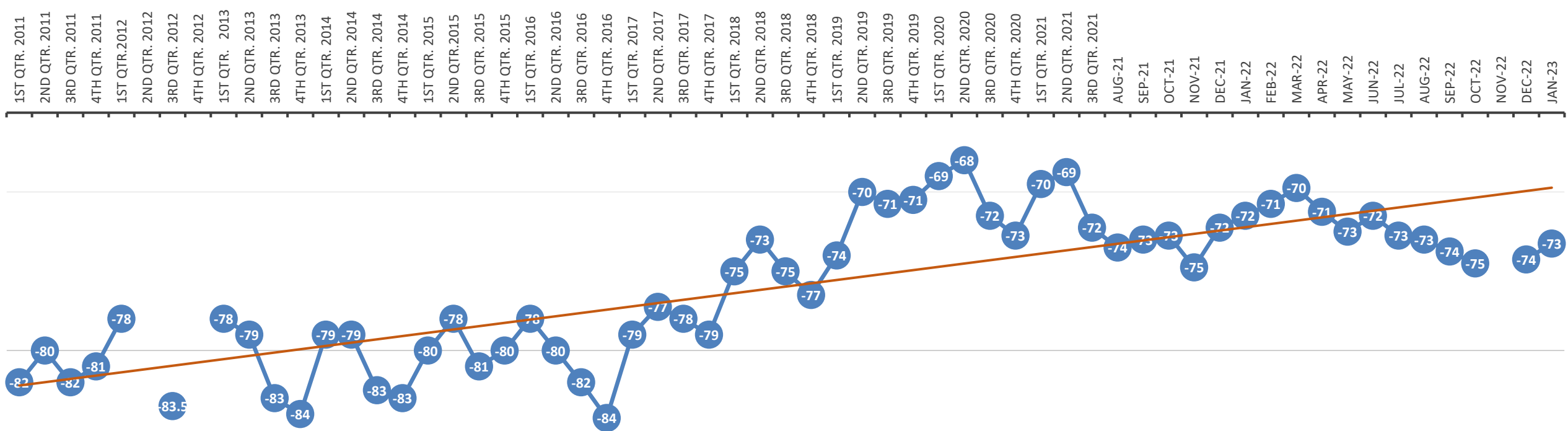
Well 14D



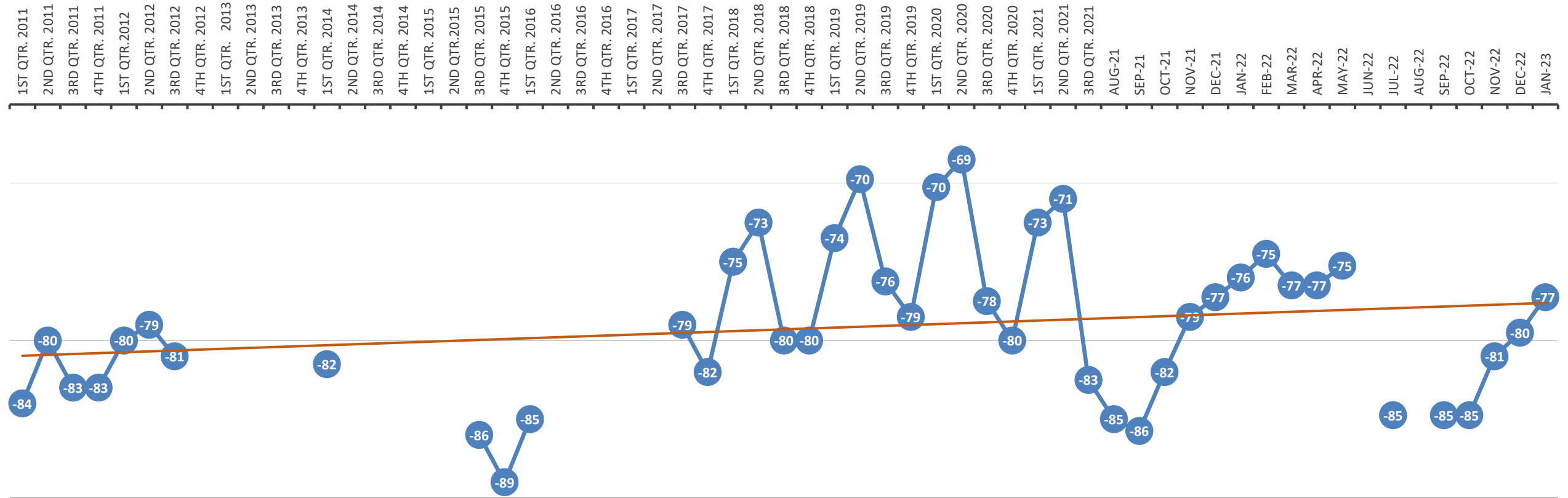
Well 8



Well 9



Well 13



**Monthly Sample Report - January 2023
Water System: Elk Grove Water System**

| Sampling Point: 01 - 8693 W. Camden | | | |
|-------------------------------------|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | TTHM's and HAA5 | Quarterly |

| Sampling Point: School Well 01D - Raw Water | | | |
|---|--------------|------------------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/24/2023 | Source Water | 3 mo - Bacteriological | Quarterly |
| 1/24/2023 | Source Water | 3 mo - Fe,Mn,As Total | Quarterly |
| 1/24/2023 | Source Water | Threshold Odor | Quarterly |

| Sampling Point: 02 - 9425 Emerald Vista | | | |
|---|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: 03 - 8809 Valley Oak | | | |
|--------------------------------------|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: Webb Well 04D - Raw Water | | |
|---|--------------|-------------|
| Sample Date | Sample Class | Sample Name |

Collection Occurrence

Quarterly

| Sampling Point: 04 - 10122 Glacier Point | | |
|--|--------------|-------------|
| Sample Date | Sample Class | Sample Name |

Collection Occurrence

| | | | |
|-----------|---------------------|-----------------|------|
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: 05 - 9230 Amsden Ct. | | |
|--------------------------------------|--------------|-------------|
| Sample Date | Sample Class | Sample Name |

Collection Occurrence

| | | | |
|-----------|---------------------|-----------------|-----------|
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | TTHM's and HAA5 | Quarterly |

| Sampling Point: 06 - 9227 Rancho Dr. | | |
|--------------------------------------|--------------|-------------|
| Sample Date | Sample Class | Sample Name |

Collection Occurrence

| | | | |
|-----------|---------------------|-----------------|------|
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: 07 - AI Gates Park Mainline Dr. | | | |
|---|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: - Williamson Well 8 Raw Water | | | |
|---|--------------|------------------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/18/2023 | Source Water | 3 mo - Bacteriological | Quarterly |
| 1/18/2023 | Source Water | 3 mo - Fe,Mn,As Total | Quarterly |

| Sampling Point: 09 - 9436 Hollow Springs Wy. | | | |
|--|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | TTHM's and HAA5 | Quarterly |

| Sampling Point: Polhemus Well 9 Raw Water | | | |
|---|--------------|------------------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/31/2023 | Source Water | 3 mo - Bacteriological | Quarterly |
| 1/31/2023 | Source Water | 3 mo - Fe,Mn,As Total | Quarterly |

| Sampling Point: 09 - 8417 Blackman Wy. | | | |
|--|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |
| 1/3/2023 | Distribution System | Fluoride | Monthly |

| Sampling Point: 10 - 9373 Oreo Ranch Cir. | | | |
|---|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: 11 - 9907 Kapalua Ln. | | | |
|---------------------------------------|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: 12-9205 Meadow Grove Dr. | | | |
|--|---------------------|-----------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Distribution System | Bacteriological | Week |
| 1/12/2023 | Distribution System | Bacteriological | Week |
| 1/17/2023 | Distribution System | Bacteriological | Week |
| 1/24/2023 | Distribution System | Bacteriological | Week |
| 1/31/2023 | Distribution System | Bacteriological | Week |

| Sampling Point: Dino Well 11D - Raw Water | | | |
|---|--------------|------------------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/18/2023 | Source Water | 3 mo - Bacteriological | Quarterly |
| 1/18/2023 | Source Water | 3 mo - Fe,Mn,As Total | Quarterly |
| 1/18/2023 | Source Water | Threshold Odor | Quarterly |

| Sampling Point: Hampton Well 13 - Raw Water | | | |
|---|--------------|-------------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Source Water | Fe, Mn, As, Total | Weekly |
| 1/18/2023 | Source Water | Bacteriological | Quarterly |
| 1/10/2023 | Source Water | Fe, Mn, As, Total | Weekly |
| 1/18/2023 | Source Water | Fe, Mn, As, Total | Weekly |
| 1/23/2023 | Source Water | Fe, Mn, As, Total | Weekly |
| 1/30/2023 | Source Water | Fe, Mn, As, Total | Weekly |

| Sampling Point: Hampton WTP Effluent | | | |
|--------------------------------------|------------------|-------------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/3/2023 | Treated Effluent | Fe, Mn, As, Total | Weekly |
| 1/10/2023 | Treated Effluent | Fe, Mn, As, Total | Weekly |
| 1/18/2023 | Treated Effluent | Fe, Mn, As, Total | Weekly |
| 1/23/2023 | Treated Effluent | Fe, Mn, As, Total | Weekly |
| 1/30/2023 | Treated Effluent | Fe, Mn, As, Total | Weekly |

| Sampling Point: Hampton WTP Backwash Tank | | | |
|---|--------------|-------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |

| Sampling Point: Railroad Well 14D - Raw Water | | | |
|---|--------------|------------------------|-----------------------|
| Sample Date | Sample Class | Sample Name | Collection Occurrence |
| 1/24/2023 | Source Water | 3 mo - Bacteriological | Quarterly |
| 1/24/2023 | Source Water | 3 mo - Fe,Mn,As Total | Quarterly |
| 1/24/2023 | Source Water | 3 mo - Threshold Odor | Quarterly |

Sampling Point: Railroad WTP Effluent

| Sample Date | Sample Class | Sample Name | Collection Occurrence |
|-------------|------------------------|--------------------------------|-----------------------|
| 1/18/2023 | Treated Plant Effluent | WTP Eff - Fe, Mn, As, Al Total | Month |
| 1/18/2023 | Treated Plant Effluent | Threshold Odor | Quarterly |

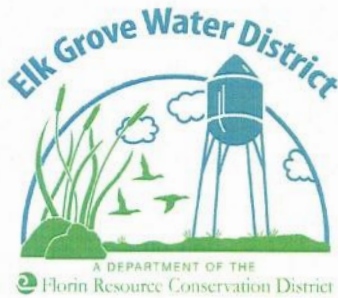
Sampling Point: Railroad WTP Backwash Tank

| Sample Date | Sample Class | Sample Name | Collection Occurrence |
|-------------|--------------|-------------|-----------------------|
|-------------|--------------|-------------|-----------------------|

Sampling Point: Special Distribution/Construction Samples

| Sample Date | Sample Class | Sample Name | Collection Description |
|-------------|---------------------|-----------------|-----------------------------|
| 1/25/2023 | Distribution System | Bacteriological | 9299 Bond Rd New Service |
| 1/25/2023 | Distribution System | Bacteriological | 9822 Waterman Moved Service |

| Colors | Monthly Total | Yearly Total |
|-------------------------|---------------|--------------|
| Black = Scheduled | 90 | 90 |
| Green = Unscheduled | 2 | 2 |
| Red = Incomplete Sample | 0 | |



February 7, 2023

Sacramento Regional County
Sanitation District
Environmental Specialist
10060 Goethe Rd.
Sacramento, CA. 95827

WASTEWATER DISCHARGE COMPLIANCE REPORT FORM

Enclosed is the Wastewater Discharge Compliance Report Form from Elk Grove Water District January 2023.

If you have any further questions, you may contact me at 916-585-9386

A handwritten signature in blue ink, appearing to read "Steve Shaw", is written over a horizontal line.

STEVE SHAW
WATER TREATMENT SUPERVISOR

COMPLIANCE REPORT FORM

| | | |
|--|------------------------------|-----------------------------------|
| Attn: Ursula Bigler | E-mail: bigleru@sacsewer.com | Wastewater Source Control Section |
| Phone (916) 875-9093 | | Fax (916) 875-6374 |
| From: Steve Shaw | | |
| Company: Elk Grove Water District | | Permit #: WTP010 |

The following reports and information are attached (check all that apply):

| | | | |
|---------------|---------|--------------|------|
| Month: | January | Year: | 2023 |
|---------------|---------|--------------|------|

Water use/flow meter report

| | Total Gallons |
|----------------|---------------|
| Hampton WTP | 25,557 |
| Railroad WTP | 0 |
| Analyzer Water | 35,712 |

Monitoring results/analytical report

Discharge Rate

Check the statement below that applies to this report:

Based on a review of this facility's flow data, discharge rate limit was exceeded.
 I certify that this facility is in compliance with the discharge rate limit.

Attached is a description of anticipated changes that may significantly alter the nature, quality, or volume of the wastewater discharged.

Flow monitoring equipment certification (Flow or pH meter, etc.)

Other (describe):

Domestic Calculation

| Domestic Usage | Number of Employees | Business Days per Month | Allowance (gallons per day) | Gallons |
|----------------|---------------------|-------------------------|-----------------------------|---------|
| Production | 11 | 18 | 15 | 2,970 |
| Office | 3 | 18 | 10 | 540 |
| Drivers/Field | 2 | 18 | 3 | 108 |
| Total | | | | 3,618 |

Certification Statement

"I certify under penalty of law that this document and all attachments were prepared under my direction or supervision in accordance with a system designed to assure that qualified personnel properly gather and evaluate the information submitted. Based on my inquiry of the person or persons who manage the system, or those persons directly responsible for gathering the information, the information submitted is, to the best of my knowledge and belief, true, accurate and complete. I am aware that there are significant penalties for submitting false information including the possibility of fine and imprisonment for knowing violations".

SIGNATURE of Authorized Representative:



PRINTED NAME, TITLE:

Steve Shaw Water Treatment Supervisor
 (Name) (Title)

DATE:

February 7, 2023



February 6, 2023

State Water Resources Control Board
Division of Drinking Water
1001 I Street
13th Floor
Sacramento, CA. 95814

MONTHLY SUMMARY OF DISTRIBUTION SYSTEM COLIFORM MONITORING

Enclosed is the Monthly Summary of Distribution System Coliform Monitoring report from Elk Grove Water District for January 2023.

If you have any further questions, you may contact me at 916-585-9386.

A handwritten signature in blue ink, appearing to read "Steve Shaw", is written over a light blue horizontal line.

STEVE SHAW
WATER TREATMENT SUPERVISOR

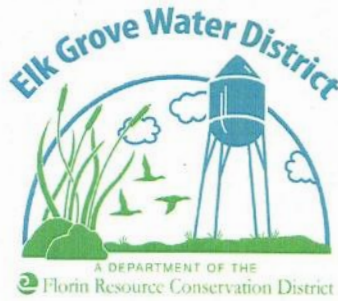
MONTHLY SUMMARY OF REVISED TOTAL COLIFORM RULE DISTRIBUTION SYSTEM MONITORING (including triggered source monitoring for systems subject to the Groundwater Rule)

| | |
|--|---|
| System Name <p style="text-align: center; font-size: 1.2em;">Elk Grove Water District</p> | System Number <p style="text-align: center; font-size: 1.2em;">3410008</p> |
| Sampling Period <p style="text-align: center; font-size: 1.2em; color: blue;">January</p> | Year <p style="text-align: center; font-size: 1.2em;">2023</p> |

| | Number Required | Number Collected | Number Total Coliform Positives | Number E.coli Positives |
|--|--|---|---------------------------------|--|
| 1. Routine Samples (see note 1) | 60 | 60 | 0 | 0 |
| 2. Repeat Samples following samples that are Total Coliform Positive and <i>E. coli</i> Negative (see notes 10 and 11) | | 0 | 0 | 0 |
| 3. Repeat Samples following Routine Samples that are Total Coliform Positive and <i>E. coli</i> Positive (see notes 10 and 11) | | 0 | 0 | 0 |
| 4. Treatment Technique (TT)/MCL Violation Computation for Total Coliform/ <i>E. coli</i> Positive Samples | | | | |
| a. Totals (sum of columns) | 60 | 60 | 0 | 0 |
| b. If 40 or more samples collected in month, determine percent of samples that are total coliform positive [(total number positive/total number collected) x 100] = | 0 | % | | |
| c. Did the system trigger... a Level 2 Assessment TT? (see notes 2, 3, 4, 5 and 6 for trigger info) | | | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| <i>If a Level 2 Assessment is triggered, see note 8 below.</i> | | | | |
| a Level 1 Assessment TT? (see note 7 for trigger info) | | | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| <i>If a Level 1 Assessment is triggered, see note 9 below.</i> | | | | |
| 5. Triggered Source Samples per Groundwater Rule (see notes 12 and 13) | | 0 | 0 | 0 |
| 6. Invalidated Samples (Note what samples, if any, were invalidated; who authorized the invalidation; and when replacement samples were collected. Attach additional sheets, if necessary.) | | | | |
| 7. Summary Completed By: Steve Shaw | | | | |
| Signature | Title <p style="text-align: center; font-size: 1.2em;">Water Treatment Supervisor</p> | Date <p style="text-align: center; font-size: 1.2em;">2/6/2023</p> | | |

NOTES AND INSTRUCTIONS:

1. Routine samples include:
 - a. Samples required pursuant to 22 CCR Section 64423 and any additional samples required by an approved routine sample siting plan established pursuant to 22 CCR Section 64422.
 - b. Extra samples are required for systems collecting less than five routine samples per month that had one or more total coliform positives in previous month.
 - c. Extra samples for systems with high source water turbidities that are using surface water or groundwater under direct influence of surface water and do not practice filtration in compliance with regulations.
2. Note: For a repeat sample following a total coliform positive sample, any *E. coli* positive repeat (boxed entry) **constitutes an MCL violation and requires immediate notification to the Division** (22, CCR, Section 64426.1).
3. Note: For repeat sample following a *E. coli* positive sample, any total coliform positive repeat (boxed entry) **constitutes an MCL violation and requires immediate notification to the Division** (22, CCR, Section 64426.1).
4. Note: Failure to take all required repeat samples following an *E. coli* positive routine sample (22, CCR, Section 64426.1) **constitutes an MCL violation and requires immediate notification to the Division** (22, CCR, Section 64426.1).
5. Note: Failure to test for *E. coli* when any repeat sample tests positive for total coliform (22, CCR, Section 64426.1) **constitutes an MCL violation and requires immediate notification to the Division** (22, CCR, Section 64426.1).
6. Note: Second Level 1 treatment technique trigger in a rolling 12-month period.
7. Total coliform Treatment Technique (TT) Violation (**Notify Department within 24 hours of TT violation**):
 - a. For systems collecting less than 40 samples, if two or more samples are total coliform positive, then the TT is violated and a Level 1 Assessment is required.
 - b. For systems collecting 40 or more samples, if more than 5.0 percent of samples collected are total coliform positive, then the TT is violated and a Level 1 Assessment is required.
8. Contact the Division as soon as practical to arrange for the division to conduct a Level 2 Assessment of the water system. The water system shall complete a Level 2 Assessment and submit it to the Division within 30 days of learning of the trigger exceedance.
9. Conduct a Level 1 Assessment in accordance with as soon as practical that covers the minimum elements (22, CCR, Section 64426.8 (a), (2)). Submit the report to the Division within 30 days of learning of the trigger exceedance.
10. Positive results and their associated repeat samples are to be tracked on the Coliform Monitoring Worksheet.
11. Repeat samples must be collected within 24 hours of being notified of the positive results. For systems collecting more than one routine sample per month, three repeat samples must be collected for each total coliform positive sample. For systems collecting one or fewer routine samples per month, four repeat samples must be collected for each total coliform positive sample. At least three samples shall be taken the month following a total coliform positive.
12. For systems subject to the Groundwater Rule: Positive results and the associated triggered source samples are to be tracked on the Coliform Monitoring Worksheet.
13. For triggered sample(s) required as a result of a total coliform routine positive sample, an *E. coli* positive triggered sample (boxed entry) **requires immediate notification to the Division, Tier 1 public notification, and corrective action.** 37



February 6, 2023

State Water Resources Control Board
Division of Drinking Water
1001 I Street
13th Floor
Sacramento, CA. 95814

MONTHLY SUMMARY OF THE HAMPTON GROUNDWATER TREATMENT PLANT

Enclosed is the Monthly Summary of the Hampton GWTP report from Elk Grove Water District for January 2023.

If you have any further questions, you may contact me at 916-585-9386.

A handwritten signature in blue ink, appearing to read "STEVE SHAW". The signature is fluid and cursive, with a long horizontal stroke at the end.

STEVE SHAW
WATER TREATMENT SUPERVISOR

Elk Grove Water District

Hampton GWTP Monthly Report

PWS Number: 3410008-013
 GWTP Name: Hampton Water Treatment Plant

Month: January

| Date | Hour Meter | Run Hours | Production Meter | Well Production | Backwash Meter | Backwash Waste | Weekly In-House Monitoring (mg/L) R (Raw) T (Treated) As (ug/L) | | | | | | | | |
|----------|------------|-----------|------------------|-----------------|----------------|----------------|---|-------|-------|-------|-------|-------|-------|------------------------|---------|
| | | | | | | | Date | Fe, R | Fe, T | Mn, R | Mn, T | As, R | As, T | Weekly Average Inf. pH | Eff. pH |
| last day | 24624.3 | | 442355122 | | 30616015 | 37387273 | 1/3/2023 | 0.018 | 0.051 | 0.007 | 0.002 | 2 | 1 | 7.0 | 7.4 |
| 1 | 24624.6 | 0.3 | 442372896 | 17774 | 30616015 | 37387273 | 1/10/2023 | 0.016 | 0.023 | 0.013 | 0.011 | 2 | 1 | 7.1 | 7.4 |
| 2 | 24624.6 | 0 | 442372896 | 0 | 30616015 | 37387273 | 1/18/2023 | 0 | 0.089 | 0.019 | 0.017 | 2 | 1 | 7.1 | 7.6 |
| 3 | 24624.6 | 0 | 442372896 | 0 | 30616015 | 37387273 | 1/23/2023 | 0 | 0.04 | 0.019 | 0.005 | 2 | 1 | 7.1 | 7.6 |
| 4 | 24627.3 | 2.7 | 442518973 | 146077 | 30626869 | 37400014 | 1/30/2023 | 0.027 | 0.039 | 0.021 | 0.004 | 2 | 1 | 7.1 | 7.6 |
| 5 | 24627.3 | 0 | 442518973 | 0 | 30626869 | 37400014 | Total Gallons Sodium Hypochlorite: 7.57 Gal | | | | | | | | |
| 6 | 24627.3 | 0 | 442518973 | 0 | 30626869 | 37400014 | Pounds per day 0.305 lbs/Day | | | | | | | | |
| 7 | 24627.3 | 0 | 442518973 | 0 | 30626869 | 37400014 | Dosage (Milligrams Per Liter @ 12.5% Cl) 1.8 mg/L | | | | | | | | |
| 8 | 24627.3 | 0 | 442518973 | 0 | 30626869 | 37400014 | Total Gallons Ferric Chloride: 3.14 Gal | | | | | | | | |
| 9 | 24627.3 | 0 | 442518973 | 0 | 30626869 | 37400014 | Dosage (Milligrams Per Liter @ 38% FeCl) .65mg/L | | | | | | | | |
| 10 | 24627.3 | 0 | 442518973 | 0 | 30626869 | 37400014 | Total Gallons Sodium Hydroxide: 3.88 Gal | | | | | | | | |
| 11 | 24627.8 | 0.5 | 442548228 | 29255 | 30626869 | 37400014 | Dosage (Gallons Per Hour @ 30% NaOH) 0.48 Gal/Hr | | | | | | | | |
| 12 | 24627.8 | 0 | 442548228 | 0 | 30626869 | 37400014 | Total Gallons Sulfuric Acid : 3.14 Gal | | | | | | | | |
| 13 | 24627.8 | 0 | 442548228 | 0 | 30626869 | 37400014 | Dose (Gallons Per Hour @ 93% H2SO4) 0.33 Gal/Hr | | | | | | | | |
| 14 | 24627.8 | 0 | 442548228 | 0 | 30626869 | 37400014 | Total Backwashed 21,746 Gal | | | | | | | | |
| 15 | 24627.8 | 0 | 442548228 | 0 | 30626869 | 37400014 | Total Water Pumped 491,043 Gal | | | | | | | | |
| 16 | 24627.8 | 0 | 442548228 | 0 | 30626869 | 37400014 | Reporting Limits/Units Maximum Contaminant Levels (MCLs) | | | | | | | | |
| 17 | 24627.8 | 0 | 442548228 | 0 | 30626869 | 37400014 | Iron (Fe) = 0.300 mg/L (Secondary) | | | | | | | | |
| 18 | 24627.8 | 0 | 442548228 | 0 | 30626869 | 37400014 | Manganese (Mn) = 0.050 mg/L (Secondary) | | | | | | | | |
| 19 | 24629.5 | 1.7 | 442644187 | 95959 | 30637761 | 37409134 | Arsenic (As) = 10 µg/L (Primary) | | | | | | | | |
| 20 | 24629.5 | 0 | 442644187 | 0 | 30637761 | 37409134 | Total Run Hours 8.8Hours | | | | | | | | |
| 21 | 24629.5 | 0 | 442644187 | 0 | 30637761 | 37409134 | Total Backwash Waste 25,557 Gal | | | | | | | | |
| 22 | 24629.5 | 0 | 442644187 | 0 | 30637761 | 37409134 | Iron = 0.100 mg/L | | | | | | | | |
| 23 | 24632.3 | 2.8 | 442801491 | 157304 | 30637761 | 37409134 | Manganese = 0.010 mg/L | | | | | | | | |
| 24 | 24632.3 | 0 | 442801491 | 0 | 30637761 | 37409134 | Arsenic = 1.0 µg/L | | | | | | | | |
| 25 | 24632.3 | 0 | 442801491 | 0 | 30637761 | 37409134 | Prepared By: Steve Shaw | | | | | | | | |
| 26 | 24632.3 | 0 | 442801491 | 0 | 30637761 | 37409134 | Date: 2/6/2023 | | | | | | | | |
| 27 | 24632.3 | 0 | 442801491 | 0 | 30637761 | 37409134 | Total | | | | | | | | |
| 28 | 24632.3 | 0 | 442801491 | 0 | 30637761 | 37409134 | 491,043 | | | | | | | | |
| 29 | 24632.3 | 0 | 442801491 | 0 | 30637761 | 37409134 | 21,746 | | | | | | | | |
| 30 | 24632.3 | 0 | 442801491 | 0 | 30637761 | 37409134 | 8.8 | | | | | | | | |
| 31 | 24633.1 | 0 | 442846165 | 0 | 30637761 | 37412830 | 25,557 | | | | | | | | |



February 7, 2023

State Water Resources Control Board
Division of Drinking Water
1001 I Street
13th Floor
Sacramento, Ca. 95814

MONTHLY FLUORIDATION MONITORING REPORT

Enclosed is the Monthly Summary of the Fluoridation Monitoring from Elk Grove Water District for January 2023.

If you have any further questions, you may contact me at 916-585-9386.

A handwritten signature in blue ink, appearing to read "Steve Shaw". The signature is fluid and cursive.

STEVE SHAW
WATER TREATMENT SUPERVISOR

ELK GROVE WATER DISTRICT AREA 2

DISTRIBUTION SYSTEM MONTHLY FLUORIDATION MONITORING REPORT January-23

| Week | Location of Sample | Date | Time | Monitoring Results (mg/L) | Results |
|------|--------------------|-----------|----------|---------------------------|---------|
| 1 | Hollow Springs | 1/3/2023 | 9:35 AM | | 0.58 |
| 1 | Kapalua | 1/3/2023 | 9:00 AM | | 0.37 |
| 1 | Al Gates Park | 1/3/2023 | 10:05 AM | | 0.51 |
| 1 | Oreo Ranch | 1/3/2023 | 10:23 AM | | 0.61 |
| 1 | Blackman | 1/3/2023 | 12:05 PM | | 0.54 |
| 2 | Hollow Springs | 1/12/2023 | 9:21 AM | | 0.68 |
| 2 | Kapalua | 1/12/2023 | 9:46 AM | | 0.8 |
| 2 | Al Gates Park | 1/12/2023 | 10:15 AM | | 0.7 |
| 2 | Oreo Ranch | 1/12/2023 | 10:41 AM | | 0.60 |
| 2 | Blackman | 1/12/2023 | 12:15 PM | | 0.7 |
| 3 | Hollow Springs | 1/17/2023 | 10:48 AM | | 0.56 |
| 3 | Kapalua | 1/17/2023 | 11:15 AM | | 0.52 |
| 3 | Al Gates Park | 1/17/2023 | 11:47 AM | | 0.4 |
| 3 | Oreo Ranch | 1/17/2023 | 12:15 PM | | 0.51 |
| 3 | Blackman | 1/17/2023 | 1:20 PM | | 0.6 |
| 4 | Hollow Springs | 1/24/2023 | 9:15 AM | | 0.63 |
| 4 | Kapalua | 1/24/2023 | 9:45 AM | | 0.64 |
| 4 | Al Gates Park | 1/24/2023 | 10:08 AM | | 0.62 |
| 4 | Oreo Ranch | 1/24/2023 | 10:24 AM | | 0.58 |
| 4 | Blackman | 1/24/2023 | 11:45 AM | | 0.68 |
| 5 | Hollow Springs | 1/31/2023 | 9:22 AM | | 0.46 |
| 5 | Kapalua | 1/31/2023 | 9:47 AM | | 0.44 |
| 5 | Al Gates Park | 1/31/2023 | 10:25 AM | | 0.31 |
| 5 | Oreo Ranch | 1/31/2023 | 10:45 AM | | 0.49 |
| 5 | Blackman | 1/31/2023 | 12:10 PM | | 0.4 |

Monthly fluoride split sample results:

Date: 1.3.2023

Water System Results: 0.54 mg/L

Approved Lab: 0.75 mg/L

Contact Name: Steve Shaw

Telephone : (916) 585-9386

System PWS Number: 3410008

Elk Grove Water District

Preventative Maintenance Program

Groundwater Wells

| Monthly | | | | | | | | | | | | | Semi-annual | | | Annual | | |
|--------------------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------------|-----------|-----------|------------|------|--|
| Refer. | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | Refer. | 1ST 6-MO. | 2ND 6-MO. | Refer. | 2023 | |
| Well 14D Railroad | Initials AH | | | | | | | | | | | | Sect: 7.1 | | | Sect: 7.3 | | |
| | Date 1/23/23 | | | | | | | | | | | | | | | | | |
| | W.O.# 21497 | | | | | | | | | | | | | | | | | |
| Well 4D Webb | Initials BW | | | | | | | | | | | | Sect: 8.1 | | | Sect: 8.2 | | |
| | Date 1/10/23 | | | | | | | | | | | | | | | | | |
| | W.O.# 21498 | | | | | | | | | | | | | | | | | |
| Well 11D Dino | Initials AH | | | | | | | | | | | | Sect: 9.1 | | | Sect: 9.2 | | |
| | Date 1/5/23 | | | | | | | | | | | | | | | | | |
| | W.O.# 21499 | | | | | | | | | | | | | | | | | |
| Well 1D School | Initials AH | | | | | | | | | | | | Sect: 13.1 | | | Sect: 13.2 | | |
| | Date 1/23/23 | | | | | | | | | | | | | | | | | |
| | W.O.# 21500 | | | | | | | | | | | | | | | | | |
| Well 8 Williamson | Initials BW | | | | | | | | | | | | Sect: 11.1 | | | Sect: 11.4 | | |
| | Date 1/9/23 | | | | | | | | | | | | | | | | | |
| | W.O.# 21501 | | | | | | | | | | | | | | | | | |
| Well 9 Polhemus | Initials BW | | | | | | | | | | | | Sect: TBD | | | Sect: TBD | | |
| | Date 1/5/23 | | | | | | | | | | | | | | | | | |
| | W.O.# 21502 | | | | | | | | | | | | | | | | | |
| Well 13 Hampton | Initials AH | | | | | | | | | | | | Sect: TBD | | | Sect: TBD | | |
| | Date 1/18/23 | | | | | | | | | | | | | | | | | |
| | W.O.# 21503 | | | | | | | | | | | | | | | | | |

Year: 2023

Elk Grove Water District

Preventative Maintenance Program

Railroad Water Treatment and Storage Facility

| Item | Monthly | | | | | | | | | | | | Quarterly | | | Semi-annual | | | Annual | | | | | | |
|-----------------|---------|------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----------|--------|-----|-------------|-----|-----|--------|-----|-------|-------|--------|------|--|
| | Refer. | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | Refer. | 1st | 2nd | 3rd | 4th | Refer. | 1ST | 6-2ND | 6-MO. | Refer. | 2023 | |
| Clor-Tec System | 4.2 | AH 1/30/23 21504 | | | | | | | | | | | | 4.3 | | | | | 4.4 | | | | | | |
| Filter System | 5.1 | BW 1/25/23 21505 | | | | | | | | | | | | 5.1 | | | | | 5.2 | | | | | | |
| Backwash System | 2.1 | BW 1/25/23 21506 | | | | | | | | | | | | 2.1 | | | | | 2.2 | | | | | | |
| Booster Pumps | 3.1 | BW 1/25/23 21507 | | | | | | | | | | | | 3.1 | | | | | TBD | | | | | | |
| LAB | | | | | | | | | | | | | | 1.1 | | | | | | | | | | | |
| Clear Wells | | | | | | | | | | | | | | | | | | | | | | | | | |
| MCC | | | | | | | | | | | | | | | | | | | | | | | | | |

Year: 2023

Elk Grove Water District

Preventative Maintenance Program

Hampton Village Water Treatment Plant

| Item | Monthly | | | | | | | | | | | | Quarterly | | | Semi-annual | | Annual | | | | | | |
|------------------|-----------------|------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----------|-----------------|-----|-------------|-----|--------|-----------------|-------------------------|-------------------------|-----------------|------|--|
| | Refer: | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | Refer: | 1st | 2nd | 3rd | 4th | Refer: | 6 th 1ST MO. | 6 th 2ND MO. | Refer: | 2023 | |
| Chemical Systems | Section: TBD | AH 1/18/23 21508 | | | | | | | | | | | | Section: TBD | | | | | Section: TBD | | | Section: TBD | | |
| Filter System | Section: TBD | AH 1/18/23 21509 | | | | | | | | | | | | Section: TBD | | | | | Section: TBD | | | Section: TBD | | |
| Backwash System | Section: TBD | AH 1/18/23 21510 | | | | | | | | | | | | Section: TBD | | | | | Section: TBD | | | Section: TBD | | |
| LAB | Section: TBD | | | | | | | | | | | | | Section: TBD | | | | | Section: TBD | | | Section: TBD | | |
| MCC | Section: TBD | | | | | | | | | | | | | Section: TBD | | | | | Section: TBD | | | Section: TBD | | |

Elk Grove Water District

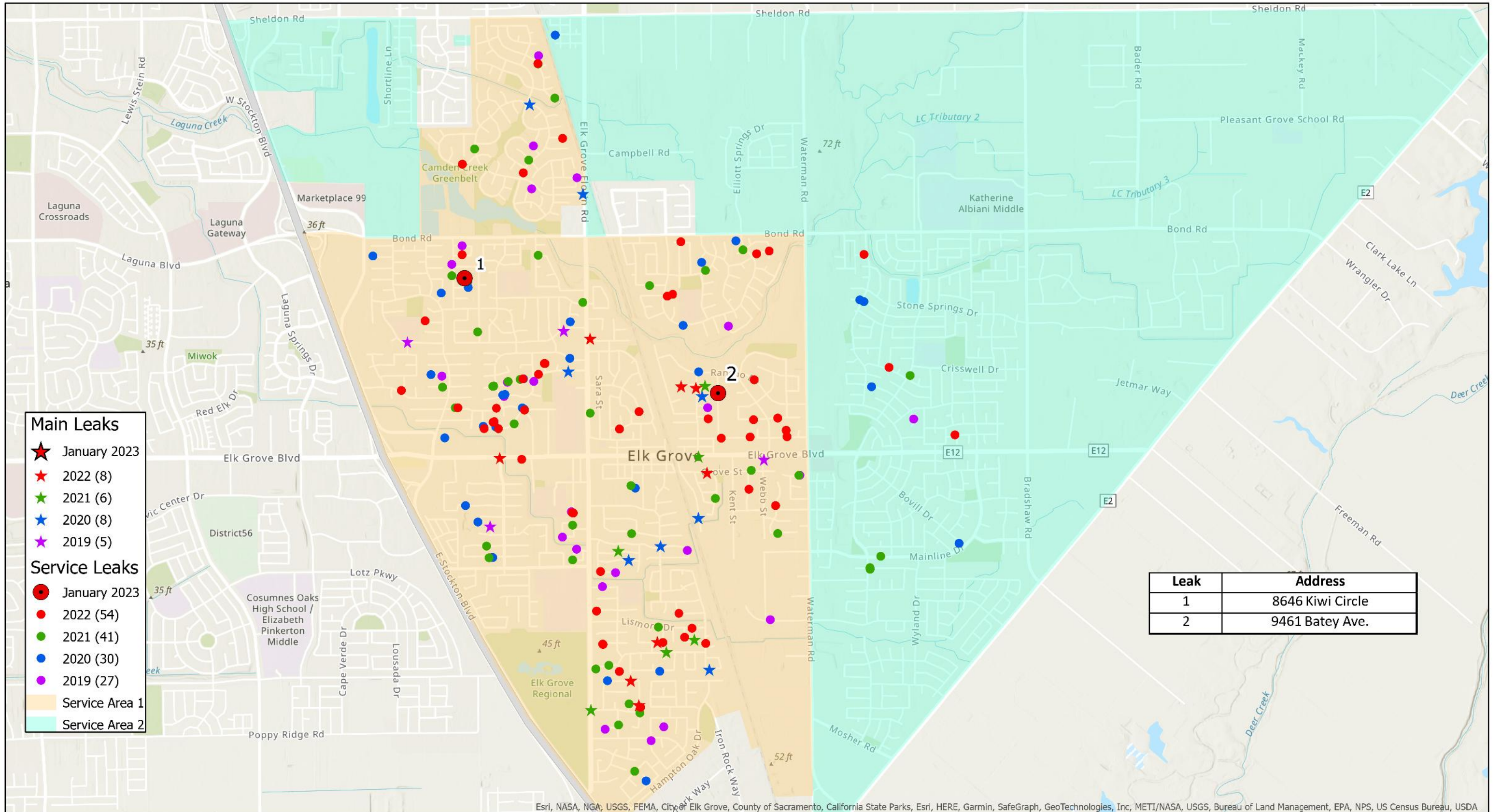
Preventative Maintenance Program

Standby Generators

| Item | Monthly | | | | | | | | | | | | Annual | | |
|-----------------|---|-------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|-----------------|------|
| | Refer. | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | Refer. | 2023 |
| Railroad | Initials TBD Date 1/27/23 W.O. # 21511 | | | | | | | | | | | | | Section: TBD | |
| Webb | Initials TBD Date W.O. # 21512 | | | | | | | | | | | | | Section: TBD | |
| Dino | Initials TBD Date W.O. # 21513 | | | | | | | | | | | | | Section: TBD | |
| Admin. | Initials TBD Date W.O. # 21514 | | | | | | | | | | | | | Section: TBD | |
| | | = Load test | | | | | | | | | | | | | |

Elk Grove Water District
 Safety Meetings/Training
 January 2023

| Date | Topic | Attendees | Hosted By |
|-----------|------------------------|--|--------------------------|
| 1/3/2023 | First Day Back to Work | Alan Aragon, Stefan Chanh, David Frederick, Jaylyn Gordon-Ford, Aaron Hewitt, James Hinegardner, Sean Hinton, Brandon Kent, Justin Mello, Jose Mendoza, Sal Mendoza, Michael Montiel, Chris Phillips, Steve Shaw, John Vance, Brandon Wagner, Marcell Wilson | Steve Shaw & Sean Hinton |
| 1/30/2023 | Eye Safety | Alan Aragon, Stefan Chanh, David Frederick, Jaylyn Gordon-Ford, Aaron Hewitt, James Hinegardner, Sean Hinton, Brandon Kent, Justin Mello, Jose Mendoza, Sal Mendoza, Michael Montiel, Steve Shaw, Brandon Wagner, Marcell Wilson | Steve Shaw & Sean Hinton |



Main Leaks

- ★ January 2023
- ★ 2022 (8)
- ★ 2021 (6)
- ★ 2020 (8)
- ★ 2019 (5)

Service Leaks

- January 2023
- 2022 (54)
- 2021 (41)
- 2020 (30)
- 2019 (27)

- Service Area 1
- Service Area 2

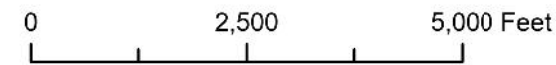
| Leak | Address |
|------|------------------|
| 1 | 8646 Kiwi Circle |
| 2 | 9461 Batey Ave. |

Esri, NASA, NGA, USGS, FEMA, City of Elk Grove, County of Sacramento, California State Parks, Esri, HERE, Garmin, SafeGraph, GeoTechnologies, Inc, METI/NASA, USGS, Bureau of Land Management, EPA, NPS, US Census Bureau, USDA

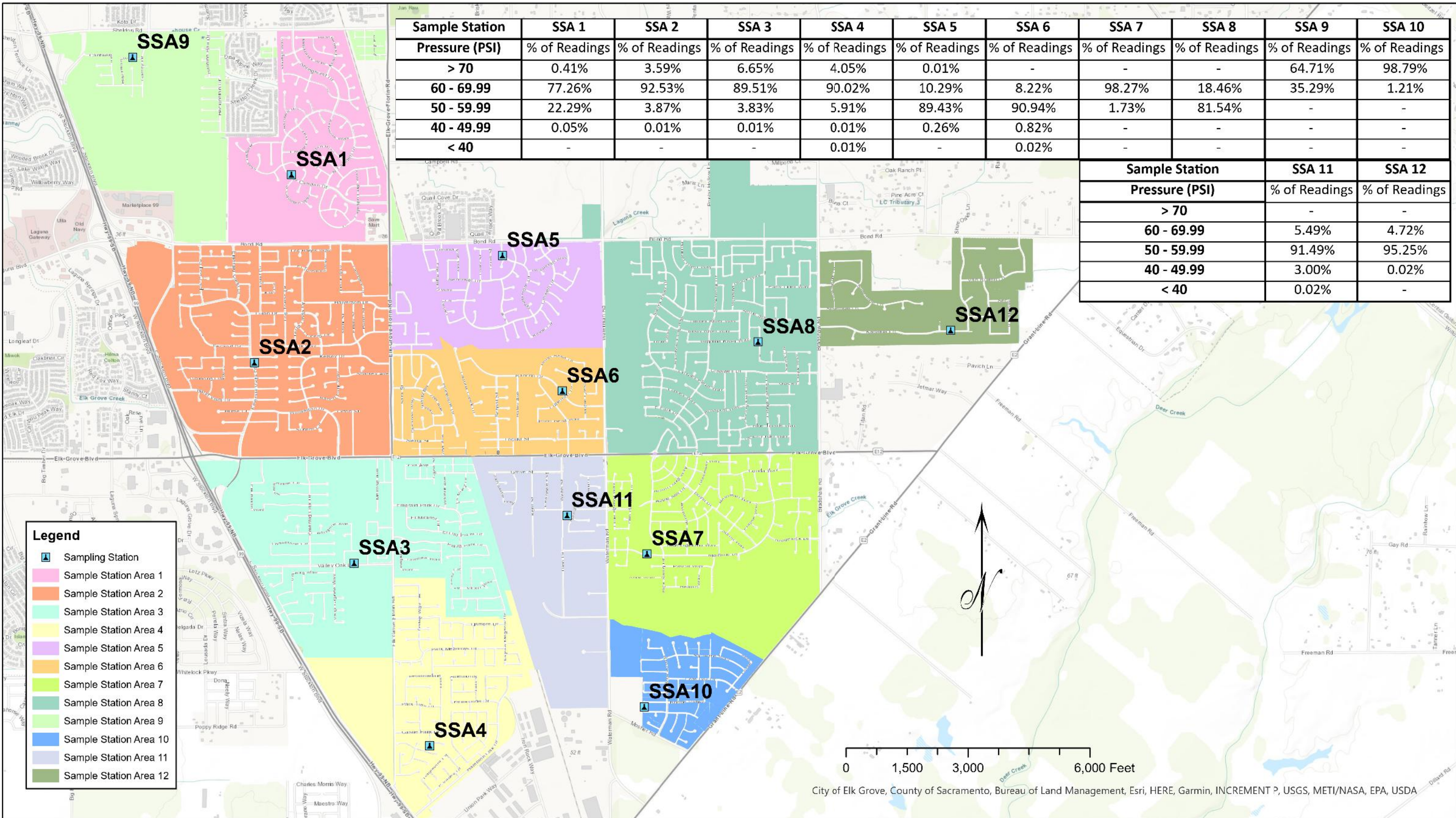
| January 2023 | |
|-----------------------|--------|
| Main Line Leaks: 0 | YTD: 0 |
| Service Line Leaks: 2 | YTD: 2 |
| Total Leaks: 2 | YTD: 2 |



Elk Grove Water District Main and Service Line Leaks Map



| Elk Grove Water District Main & Service Line Leaks | |
|---|--|
| Created by: Richard Ko | |
| Date: February 6, 2023 | |



| Sample Station | SSA 1 | SSA 2 | SSA 3 | SSA 4 | SSA 5 | SSA 6 | SSA 7 | SSA 8 | SSA 9 | SSA 10 |
|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Pressure (PSI) | % of Readings | % of Readings | % of Readings | % of Readings | % of Readings | % of Readings | % of Readings | % of Readings | % of Readings | % of Readings |
| > 70 | 0.41% | 3.59% | 6.65% | 4.05% | 0.01% | - | - | - | 64.71% | 98.79% |
| 60 - 69.99 | 77.26% | 92.53% | 89.51% | 90.02% | 10.29% | 8.22% | 98.27% | 18.46% | 35.29% | 1.21% |
| 50 - 59.99 | 22.29% | 3.87% | 3.83% | 5.91% | 89.43% | 90.94% | 1.73% | 81.54% | - | - |
| 40 - 49.99 | 0.05% | 0.01% | 0.01% | 0.01% | 0.26% | 0.82% | - | - | - | - |
| < 40 | - | - | - | 0.01% | - | 0.02% | - | - | - | - |

| Sample Station | SSA 11 | SSA 12 |
|----------------|---------------|---------------|
| Pressure (PSI) | % of Readings | % of Readings |
| > 70 | - | - |
| 60 - 69.99 | 5.49% | 4.72% |
| 50 - 59.99 | 91.49% | 95.25% |
| 40 - 49.99 | 3.00% | 0.02% |
| < 40 | 0.02% | - |

- Legend**
- Sampling Station
 - Sample Station Area 1
 - Sample Station Area 2
 - Sample Station Area 3
 - Sample Station Area 4
 - Sample Station Area 5
 - Sample Station Area 6
 - Sample Station Area 7
 - Sample Station Area 8
 - Sample Station Area 9
 - Sample Station Area 10
 - Sample Station Area 11
 - Sample Station Area 12

0 1,500 3,000 6,000 Feet
 City of Elk Grove, County of Sacramento, Bureau of Land Management, Esri, HERE, Garmin, INCREMENT P, USGS, METI/NASA, EPA, USDA

Sample Stations: 12
 January 2023



Elk Grove Water District
 Sample Station Areas

Projected Coordinate System: NAD 83 State Plane CA II FIPS 0402
 Source: EGWD GIS Database
 Modified by: Richard Ko
 February 10, 2023