

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

## Agenda

Tuesday, March 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](http://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

Associate Director Comment

Public Comment

## 2. Consent Calendar

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

- |   |       |
|---|-------|
| a. Minutes of Community Advisory Committee Meeting of February 21, 2023 | 6     |
| b. Minutes of Regular Board Meeting of February 21, 2023                | 7-10  |
| c. Accounts Payable Check History – February 2023                       | 11-14 |
| d. Board and Employee Expense/Reimbursements – February 2023            | 15    |
| e. Active Accounts – February 2023                                      | 16    |
| f. Bond Covenant Status for FY 2022-23 – February 2023                  | 17    |
| g. CASH - Detail Schedule of Investments– February 2023                 | 18    |
| h. Consultants Expenses – February 2023                                 | 19    |
| i. Major Capital Improvement Projects – February 2023                   | 20    |

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 – February 2023** 21-23  
(Patrick Lee, Finance Manager)
- Associate Director Comment
- Public Comment
- Recommended Action/Information: Information Only.**
- 4. 2024-2028 Water Rate and Connection Fee Study** 24-65  
(Patrick Lee, Finance Manager)
- Associate Director Comment
- Public Comment
- Recommended Action/Information: Discuss and provide direction to staff.**
- 5. Florin Resource Conservation District/Elk Grove Water District 2023 Compensation Study** 66-130  
(Stefani Phillips, Board Secretary)
- Associate Director Comment
- Public Comment
- Recommended Action/Information: Accept and file the Florin Resource Conservation District/Elk Grove Water District 2023 Compensation Study.**
- 6. General Manager’s Report** 131-136  
(Bruce Kamilos, General Manager)
- Associate Director Comment
- Public Comment
- Recommended Action/Information: Discuss and provide direction to staff.**
- 7. California Special Districts Association Board of Directors Call for Nominations – Sierra Network Seat C** 137-139  
(Stefani Phillips, Board Secretary)
- Associate Director Comment
- Public Comment
- Recommended Action/Information: Consider nominating a director or managerial employee from the Florin Resource Conservation District/Elk Grove Water District for Sierra Network Seat C for the 2023 election of the California Special Districts Association Board of Directors.**

**8. Legislative Matters and Potential Direction to Staff** **140-147**  
(Travis Franklin, Program Manager)

Associate Director Comment

Public Comment

**Recommended Action/Information: Information only.**

**9. Florin Resource Conservation District/Elk Grove Water District 2020-2025 Strategic Plan Update** **148-154**  
(Bruce Kamilos, General Manager)

Associate Director Comment

Public Comment

**Recommended Action/Information: Information only.**

**10. Elk Grove Water District Operations Report – February 2023** **155-204**  
(Bruce Kamilos, General Manager)

Associate Director Comment

Public Comment

**Recommended Action/Information: Information only.**

**11. Directors Comments**

**12. Closed Session**

- a. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Pursuant to Government Code section 54957)  
Title: General Manager
- b. CONFERENCE WITH LABOR NEGOTIATORS (Pursuant to Government Code section 54957.6)  
Agency designated representative: FRCD Board of Directors  
Unrepresented employee: General Manager

Adjourn to Regular Meeting – April 18, 2023

March 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

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

SUBJECT: **CONSENT CALENDAR**

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### **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.



March 21, 2023

**CONSENT CALENDAR**

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**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, February 21, 2023**

**Attendance:**

Committee Members Present: Robert Blank, Rita Achuff, Mark Freathy, Paul Lindsay, Kimberly Martin, 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; and Amber Kavert, Human Resources Technician

**1. 2024-2028 Water Rate and Connection Fee Study**

General Manager Bruce Kamilos kicked off the meeting. He presented scenario #4 that the Community Advisory Committee (CAC) had requested, as well as an additional scenario #5 that staff introduced.

Original scenarios:

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

Two (2) new scenarios:

- 4) 4.5%, 4.5%, 4.5%, 4.5%, 4.5% per year
- 5) 4%, 4%, 4%, 4%, 4% per year

The CAC members expressed their thoughts about the scenarios and which one they each preferred.

There was a discussion on the reserves that would build up based on scenario #4.

Overall, the CAC members were supportive of both new scenarios, with the majority willing to select scenario #4.

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, February 21, 2023**

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

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

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

### **Public Comment**

No comment.

### **1. Proclamations and Announcements**

General Manager Bruce Kamilos thanked Human Resources Technician Amber Kavert for her five (5) years of service to the Elk Grove Water District (EGWD).

### **2. Consent Calendar**

- a. Minutes of Community Advisory Committee Meeting of January 17, 2023
- b. Minutes of Regular Board Meeting of January 17, 2023
- c. Accounts Payable Check History – January 2023
- d. Board and Employee Expense/Reimbursements – January 2023
- e. Active Accounts – January 2023
- f. Bond Covenant Status for FY 2021-22 – January 2023
- g. CASH - Detail Schedule of Investments– January 2023
- h. Consultants Expenses – January 2023
- i. Major Capital Improvement Projects – January 2023

Items c and f were pulled for questions.

Questions were asked and answered regarding items c and f.

MSC (Medina/Mulberg) to approve Florin Resource Conservation District Consent Calendar items a-i. 4/0: Ayes: Lindsay, Nelson, Medina, and Mulberg.

### **3. Year to Date Revenues and Expenses Compared to Budget – January 2023**

Finance Manager Patrick Lee presented the item to the Board.

#### 4. **Florin Resources Conservation District/Elk Grove Water District 2023 Compensation Study**

Human Resources Administrator Stefani Phillips provided background on the item to the Board before turning it over to consultant Shellie Anderson from Bryce Consulting, Inc. Ms. Anderson presented a PowerPoint of the 2023 Compensation Study.

There was a long discussion on the compensation study and the methodology used. After all Board members were heard, the Board came to the consensus to stick with the 60<sup>th</sup> percentile recommended by the consultant, with the exception that the positions that were over the 60<sup>th</sup> percentile would not be penalized, but rather adjusted correctly once those positions become vacant.

#### 5. **2024-2028 Water Rate and Connection Fee Study Financial Plan**

Finance Manager Patrick Lee introduced the item to the Board. He provided a recap of the first three (3) scenarios presented to the Board at the January meeting. He also presented scenario #4, recommended by the Community Advisory Committee (CAC), and scenario #5, which was introduced by staff.

Original scenarios:

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

Two (2) new scenarios:

- 1) 4.5%, 4.5%, 4.5%, 4.5%, 4.5% per year
- 2) 4%, 4%, 4%, 4%, 4% per year

Mr. Kamilos explained the package was presented to the CAC members and each member asked what scenario they favored. He mentioned the majority of the CAC members supported scenario #4, with the trust of the District to manage the money appropriately. Vice-chair Paul Lindsay explained his understanding from the meeting was that most of the CAC members first choice was scenario #5 but they were willing to accept scenario #4 with the District's track record.

The Boards consensus was to move forward with scenario #4.

Chair Tom Nelson stated it needs to be communicated to the public during the Prop 218 process of the District's track record of not increasing rates when not necessary. Vice-chair Lindsay mentioned that is what the CAC members mentioned needs to happen also.

#### 6. **Florin Resource Conservation District/Elk Grove Water District Board Chambers Use Policy**

Ms. Phillips presented the item to the Board.

In summary, the Board, at a previous Board meeting, 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 Insurance Association (ACWA/JPIA). 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 and an associated agreement document. The BWG and staff concluded that there is a high potential for liability. Therefore, it was recommended the Board limit the use of the Board Chambers to District-related business and prohibit its use to outside groups.

Director Mulberg suggested the policy should be modified to include service groups to use the Board Chambers

MSC (Nelson/Medina) to adopt Resolution No. 02.2123.01, approving the Board Chambers Use Policy. 3/1: Ayes: Lindsay, Medina, and Nelson Noes: Mulberg

## **7. Conflict of Interest Code**

Ms. Phillips presented the item to the Board and explained what changes were made from the previous update.

MSC (Medina/Mulberg) to adopt Resolution No. 02.21.23.02, amending the Conflict of Interest Code Pursuant to the Political Reform Act of 1974. 4/0: Ayes: Lindsay, Medina, Mulberg, and Nelson.

## **8. Florin Resource Conservation District Outside Agency Representation – 2023**

Ms. Phillips presented the item to the Board.

In summary, every January the 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 ACWA/JPIA. The Board requested staff to bring back this item in February if ACWA/JPIA would allow additional alternate representation.

MSC (Mulberg/Madina) to appoint Vice-Chair Paul Lindsay as an alternate representative for Association of California Water Agencies Joint Powers Insurance Authority. 4:0 Ayes: Lindsay, Medina, Mulberg, and Nelson.

## **9. Coalition Letter Supporting Senate Bill 23**

Mr. Kamilos presented the item to the Board.

In summary, 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. 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.

MSC (Mulberg/Medina) to authorize the General Manager to sign on to a coalition letter supporting Senate Bill 23. 4/0: Ayes: Lindsay, Medina, Mulberg, and Nelson.

## **10. General Managers Report**

Mr. Kamilos presented the item to the Board.

## **11. Elk Grove Water District Operations Report – January 2023**

Mr. Kamilos presented the EGWD Operations Report – January 2023 to the Board.

## **12. Directors Comments**

The Board members were reminded to complete the General Manager evaluations and send to General Counsel Ren Nosky.

The question of the District looking into going to electric vehicles came up. Electric vehicles will be a future discussion.

The Board discussed if food before the board meetings shall continue to be provided to the Board members or not, to which they determined it should.

Adjourn to Regular Board Meeting on March 21, 2023.

Respectfully submitted,

*Stefani Phillips*

Stefani Phillips, Board Secretary

AK/SP

**Check History Report**

**02/1/2023 to 2/28/2023  
Elk Grove Water District**

Check Number	Check Date	Vendor Number	Vendor Name	Check	Explanation
056805	2/8/2023	ACWAJPI	CB&T/ ACWA-JPIA	63,769.61	Medical Benefits - March 2023
056806	2/8/2023	AFLAC	AFLAC	1,444.92	
056807	2/8/2023	AMAZON	AMAZON CAPITAL SERVICES	58.10	
056808	2/8/2023	AQUA ME	AQUA-METRIC SALES, CO.	4,818.69	(2) Invoices - (3) 2" Meters
056809	2/8/2023	ARBOR	ARBOR TECH SERVICES	1,375.00	Clear, Clean & Structure - 9123 Neponset Dr.
056810	2/8/2023	AWWA	AMERICAN WATER WORKS ASSOC.	311.00	*Annual Membership - Bruce Kamilos
056811	2/8/2023	BACK TE	BACKFLOW TECHNOLOGIES, INC	1,625.00	(2) Invoices - Backflow Test
056812	2/8/2023	BEN RES	BENEFIT RESOURCE, INC	175.00	
056813	2/8/2023	BG SOLU	SOLUTIONS BY BG INC.	9,266.00	Daily Tasks/Help Tickets
056814	2/8/2023	BONY2	THE BANK OF NEW YORK MELLON	2,050.00	*Annual Bond Trustee Fees - 2014 Series A
056815	2/8/2023	BSK4	BSK ASSOCIATES	1,126.00	Sampling - Treatment
056816	2/8/2023	CAMCITY	CAMELIA CITY MILLWORK INC.	6,955.00	Modify Countertop - ADMIN
056817	2/8/2023	CAP RUB	CAPITAL RUBBER & GASKET	2,201.34	(2) Invoices - Tools
056818	2/8/2023	CHIC12	CHICAGO TITLE COMPANY	232.82	Account Closed - Customer Refund
056819	2/8/2023	CINTAS2	CINTAS	497.94	
056820	2/8/2023	CONSOLI	CONSOLIDATED COMMUNICATIONS	1,749.78	Ethernet Service/Phones-MOC/ADMIN
056821	2/8/2023	COUNTY4	SACRAMENTO COUNTY UTILITIES	69.64	
056822	2/8/2023	COVER A	COVERALL NORTH AMERICA, INC	1,549.00	Janitorial Services - MOC/ADMIN
056823	2/8/2023	CR KAED	KATHLEEN EDDY	259.20	Account Closed - Customer Refund
056824	2/8/2023	CRF EYA	ELVERA YAKOVLEV	46.77	Account Closed - Customer Refund
056825	2/8/2023	CRF HSI	HARKAMAL SINGH	126.83	Account Closed - Customer Refund
056826	2/8/2023	CRF NDA	NICK DALEO	141.92	Account Closed - Customer Refund
056827	2/8/2023	CRF WWA	WADE WAYLAND	167.78	Account Closed - Customer Refund
056828	2/8/2023	CRFECOG	ECO GREEN LLC	340.65	Account Closed - Customer Refund
056829	2/8/2023	CRFFID1	FIDELITY NATIONAL TITLE	238.12	Account Closed - Customer Refund
056830	2/8/2023	CRFMEA2	MEADOWS OPERATIONS	81.56	Account Closed - Customer Refund
056831	2/8/2023	CRFSARR	SARAH RIGGSBY	212.28	Account Closed - Customer Refund
056832	2/8/2023	CRTHOT	THOMAS TUCKER	50.05	Account Closed - Customer Refund
056833	2/8/2023	CS AH	CARD SERVICES	510.59	Materials, Supplies, Tools
056834	2/8/2023	CS DM	CARD SERVICES	761.14	Software Programs, Materials, New Printer
056835	2/8/2023	CS SP	CARD SERVICES	681.71	HR Group Meeting Registration, Meals, Administrative Services
056836	2/8/2023	CSPL	CARD SERVICES	89.95	Repairs & Maintenance - Copier
056837	2/8/2023	DATAPRO	DATAPROSE LLC	508.82	Billing Insert - Water Assistance Program
056838	2/8/2023	DATAPRO	DATAPROSE LLC	6,507.76	January Billing, Postage
056839	2/8/2023	DB COLS	DB CONSTRUCTIONAL LANDSCAPE	3,150.00	Landscape & Maintenance - Wellsite's & Offices
056840	2/8/2023	EG FORD	ELK GROVE FORD	2,141.88	(2) Invoices - Repairs & Maintenance - OPS
056841	2/8/2023	GRAINGE	GRAINGER	427.16	Supplies - Treatment
056842	2/8/2023	HANFORD	HANFORD SAND & GRAVEL, INC	1,120.61	Materials - CIP Water Main Replacement Project
056843	2/8/2023	HEWITT	AARON HEWITT	90.00	Reimbursement - Certification Renewal D3
056844	2/8/2023	HOLT	HOLT OF CALIFORNIA	4,493.98	Rental Equipment - CIP Water Main Replacement Project

056845	2/8/2023	LAKE V	LAKE VUE ELECTRIC, INC	729.00	Repairs & Maintenance to A/C - Treatment
056846	2/8/2023	MONTIEL	MICHAEL MONTIEL	174.52	Boot Reimbursement
056847	2/8/2023	ONEWORK	ONE WORKPLACE	5,327.62	Adjustments to the Customer Service Work Spaces - ADMIN
056848	2/8/2023	PACE	PACE SUPPLY CORP	1,987.52	(3) Invoices - Materials - Distribution
056849	2/8/2023	PAULA M	PAULA MAITA & COMPANY	28.82	
056850	2/8/2023	PEST	PEST CONTROL CENTER INC	85.00	
056851	2/8/2023	PRE ALL	PREFERRED ALLIANCE, INC	1,364.04	*Annual DOT Compliance Program
056852	2/8/2023	REPubLI	REPUBLIC SERVICES #922	491.35	Waste, Recycle & Organics Pickup - ADMIN
056853	2/8/2023	S AND S	S AND S FENCE, INC	1,300.00	Railroad Treatment Facility Gate Repair
056854	2/8/2023	S CHEM	SIERRA CHEMICAL COMPANY	1,378.08	Materials - Treatment
056855	2/8/2023	SAC 5	SACRAMENTO COUNTY	20.00	Lien Release
056856	2/8/2023	SAC 5	SACRAMENTO COUNTY	20.00	Lien Release
056857	2/8/2023	SAC 5	SACRAMENTO COUNTY	20.00	Lien Release
056858	2/8/2023	SHI INT	SHI INTERNATIONAL CORP	3,325.81	Software Maintenance - Virtual Machine Environment
056859	2/8/2023	SIERRA	SIERRA OFFICE SUPPLIES	71.32	
056860	2/8/2023	SMUD	SMUD	1,059.64	
056861	2/8/2023	SMUD	SMUD	1,796.20	
056862	2/8/2023	SMUD	SMUD	8,157.82	
056863	2/8/2023	SMUD	SMUD	8,508.06	
056864	2/8/2023	SMUD	SMUD	1,860.57	
056865	2/8/2023	SMUD	SMUD	57.31	
056866	2/8/2023	SMUD	SMUD	1,768.41	
056867	2/8/2023	SMUD	SMUD	860.60	
056868	2/8/2023	SMUD	SMUD	680.12	
056869	2/8/2023	SOUTHWE	SOUTHWEST ANSWERING SERVICE,	1,091.88	After Hours Answering Service
056870	2/8/2023	VERIZON	VERIZON WIRELESS	584.34	On call Phone & WIFI Devices
056871	2/8/2023	WALKER	WALKER KREATIVE	1,900.00	Social Media Public Outreach Campaign
056872	2/8/2023	WARREN	WARREN CONSULTING ENGINEERS,	1,250.00	ADMIN Building Parking Lot Project
056873	2/8/2023	WHITECA	WHITE CAP L.P.	857.16	Safety Gear - Utility Crew
056874	2/8/2023	YOL UND	YOLANDA UNDERWOOD	1,500.00	Team Building Activity
056875	2/8/2023	AMAZON	AMAZON CAPITAL SERVICES	80.36	Supplies - OPS
056876	2/8/2023	AQUA ME	AQUA-METRIC SALES, CO.	22,056.43	Meters - Distribution
056877	2/8/2023	CINTAS2	CINTAS	165.98	
056878	2/8/2023	CS AA	CARD SERVICES	1,058.45	Training, Fuel, Meals, Materials
056879	2/8/2023	CS SH	CARD SERVICES	478.15	Fuel, Materials, Repairs
056880	2/8/2023	EAGLE W	EAGLE WELDING SERVICES INC.	13,433.00	Filter Media - Welding Repairs
056881	2/8/2023	FORWARD	FORWARD, INC	3,415.76	Filter Media Replacement - Disposal
056882	2/8/2023	HANFORD	HANFORD SAND & GRAVEL, INC	1,231.59	Materials - CIP Water Main Replacement Project
056883	2/8/2023	INT STA	INTERSTATE OIL COMPANY	1,276.23	Fuel
056884	2/8/2023	PACE	PACE SUPPLY CORP	402.93	(3) Invoices - Materials - CIP Water Main Replacement Project
056885	2/8/2023	TEICH A	TEICHERT AGGREGATES	397.80	
056886	2/8/2023	TRE&TRA	TRENCH & TRAFFIC SUPPLY	12.63	
056887	2/9/2023	CS SS	CARD SERVICES	928.33	AWWA Spring Conference, Hotel Deposit, Filter Vessel
056888	2/15/2023	BRYCE	BRYCE CONSULTING, INC	1,140.00	HR Technical Services
056889	2/15/2023	BSK4	BSK ASSOCIATES	1,120.00	Sampling - Treatment
056890	2/15/2023	CCPPM	CCPPM	87.86	
056891	2/15/2023	CHECK P	CHECK PROCESSORS, INC	341.90	
056892	2/15/2023	CHIC 11	CHICAGO TITLE CO	8.01	Account Closed - Customer Refund



056893	2/15/2023	CR JAR	JOSHINA ARJUN	69.53	Account Closed - Customer Refund
056894	2/15/2023	CR STED	STAN EDWARDS	110.56	Account Closed - Customer Refund
056895	2/15/2023	CRCHRIS	CHRISTOPHER SMITH	41.89	Account Closed - Customer Refund
056896	2/15/2023	CRF AVS	AVTAR SINGH	192.87	Account Closed - Customer Refund
056897	2/15/2023	CRF CHC	CHICAGO TITLE COMPANY	28.07	Account Closed - Customer Refund
056898	2/15/2023	CRF CYC	CYNTHIA SCHAFFLEIN	80.35	Account Closed - Customer Refund
056899	2/15/2023	CRF DBU	DEBRA BURKE	137.16	Account Closed - Customer Refund
056900	2/15/2023	CRF JEA	JEANNETTE WONG MEDINA	129.20	Account Closed - Customer Refund
056901	2/15/2023	CRF KET	KENNY THAI	13.81	Account Closed - Customer Refund
056902	2/15/2023	CRF KMU	KEVIN MUNDAY	93.03	Account Closed - Customer Refund
056903	2/15/2023	CRF KUN	KUNZITE RESIDENTIAL INC	111.65	Account Closed - Customer Refund
056904	2/15/2023	CRF LEN	LENNAR HOMES CA, INC	76.51	Account Closed - Customer Refund
056905	2/15/2023	CRF LEN	LENNAR HOMES CA, INC	89.95	Account Closed - Customer Refund
056906	2/15/2023	CRF LEN	LENNAR HOMES CA, INC	108.48	Account Closed - Customer Refund
056907	2/15/2023	CRF MBA	MOHAMMED BABAR	155.64	Account Closed - Customer Refund
056908	2/15/2023	CRF MLE	MOLLY LEDOUX	69.20	Account Closed - Customer Refund
056909	2/15/2023	CRF NFT	THE NORGAARD FAMILY TRUST	206.43	Account Closed - Customer Refund
056910	2/15/2023	CRF PAG	PAUL GOETZ	106.87	Account Closed - Customer Refund
056911	2/15/2023	CRF RHF	RHONDA PHILLIPS	21.22	Account Closed - Customer Refund
056912	2/15/2023	CRFCHA	CHRISTOPHER HAYNES	51.52	Account Closed - Customer Refund
056913	2/15/2023	CRWHITE	WHITE HORSE HOME INC	179.68	Account Closed - Customer Refund
056914	2/15/2023	CS BK	CARD SERVICES	1,117.98	Software Programs, Meal, Late Charge (CC)
056915	2/15/2023	CS BV	CARD SERVICES	878.96	AWWA Spring Conference, Airfare
056916	2/15/2023	CS DF	CARD SERVICES	642.19	Materials, Supplies, Tools, Safety Gear
056917	2/15/2023	CS TF	CARD SERVICES	361.43	Exceptional Service Training (Meal), Late Charge(CC)
056918	2/15/2023	DATAPRO	DATAPROSE LLC	449.28	Billing Insert - Community Advisory Committee
056919	2/15/2023	DELPHIA	DELPHIA CONSULTING, LLC	165.00	Contracted Services - HRMS - Payroll and HR
056920	2/15/2023	FIRECOD	FIRECODE SAFETY EQUIPMENT	994.02	Fire Extinguisher Service - MOC
056921	2/15/2023	FLORIN	FLORIN AUTOMOTIVE REPAIR	583.93	Repairs & Maintenance - OPS Vehicles
056922	2/15/2023	HANFORD	HANFORD SAND & GRAVEL, INC	863.13	Materials - CIP Water Main Replacement Project
056923	2/15/2023	JAYS	JAY'S TRUCKING SERVICE	1,140.23	Materials & Disposal Fees - Water Main Replacement Project
056924	2/15/2023	JRG	JRG ATTORNEYS, LLP	1,816.48	Legal - January Billing
056925	2/15/2023	PACE	PACE SUPPLY CORP	3,904.61	(4) Invoices - Materials - Distribution
056926	2/15/2023	PEST	PEST CONTROL CENTER INC	85.00	
056927	2/15/2023	PG&E	PACIFIC GAS & ELECTRIC	1,102.13	
056928	2/15/2023	RADIAL	RADIAL TIRE OF ELK GROVE	1,253.40	(3) Invoices - Repairs & Maintenance - OPS Vehicles
056929	2/15/2023	RDO	RDO EQUIPMENT CO.	113.38	
056930	2/15/2023	REPubLI	REPUBLIC SERVICES #922	1,843.90	Waste, Recycle & Organics Pickup - MOC
056931	2/15/2023	REPubLI	REPUBLIC SERVICES #922	963.30	Prorated Storm Drain Utility Fee - 08/01/2022 - 01/31/2023
056932	2/15/2023	ROOCO	ROOCO RENTS	725.76	Materials - Distribution Crew
056933	2/15/2023	SAC 5	SACRAMENTO COUNTY	20.00	Lien Release
056934	2/15/2023	SIERRA	SIERRA OFFICE SUPPLIES	47.20	
056935	2/15/2023	TRE&TRA	TRENCH & TRAFFIC SUPPLY	3,831.62	(6) Invoices - Rental Equipment CIP Water Main Replacement Project
056936	2/15/2023	ULTRA	ULTRA TRUCK WORKS, INC	144.57	
056937	2/15/2023	USS	UNITED SITE SERVICES	1,217.40	Rental Equipment - Utility Crew
056938	2/15/2023	WEF 5	WATER EDUCATION FOUNDATION	1,650.00	*2023 WEF Membership Fees
056939	2/22/2023	A. TEIC	A. TEICHERT & SON, INC	652.97	Materials - Utility Crew
056940	2/22/2023	AMAZON	AMAZON CAPITAL SERVICES	612.24	(2) Invoices - Materials & Supplies - ADMIN

056941	2/22/2023	AQUA ME	AQUA-METRIC SALES, CO.	1,054.75	Repairs & Maintenance Meter Reading Equipment - Autogun Repair
056942	2/22/2023	BADAWI	BADAWI & ASSOCIATES	1,545.00	FY 2022 Annual Financial Transaction Report
056943	2/22/2023	BG SOLU	SOLUTIONS BY BG INC.	9,122.50	Daily Tasks/Help Tickets
056944	2/22/2023	CAP RUB	CAPITAL RUBBER & GASKET	613.62	Repairs & Maintenance - Equipment
056945	2/22/2023	CINTAS2	CINTAS	165.98	
056946	2/22/2023	CR FID	FIDELITY NATIONAL TITLE	206.85	
056947	2/22/2023	CS CP	CARD SERVICES	311.00	Repairs & Maintenance (equipment), Waste Management & Recycling
056948	2/22/2023	EG PLUM	ELK GROVE PLUMBING & DRAIN	435.00	Repairs - Admin
056949	2/22/2023	LCW	LIEBERT CASSIDY WHITMORE	870.00	Legal - January Billing
056950	2/22/2023	LIFE ST	LIFE STORAGE #669	933.00	Storage Units
056951	2/22/2023	PACE	PACE SUPPLY CORP	3,767.67	(4) Invoices - Materials - Distribution
056952	2/22/2023	PROMISE	Promise Keeper LLC DBA Amasi	54.86	Account Closed - Customer Refund
056953	2/22/2023	RAFT	RAFTELIS	11,216.83	Water Rate and Connection Fee Study
056954	2/22/2023	RDO 1	RDO TRUST # 80-5800	397.10	
056955	2/22/2023	SAC 5	SACRAMENTO COUNTY	20.00	Lien Release
056956	2/22/2023	SIERRA	SIERRA OFFICE SUPPLIES	269.31	
056957	2/22/2023	SWRCB2	SWRCB-DWOCP	60.00	Certification Renewal T2 - Chris Phillips
056958	2/22/2023	TURGEON	POORNIMA TURGEON	48.90	Account Closed - Customer Refund
<b>Total:</b>				<b>277,660.30</b>	

**BOARD AND EMPLOYEE MONTHLY EXPENSE/REIMBURSEMENTS**

**As of 02/28/2023**

<b>INDIVIDUAL</b>	<b>DESCRIPTION</b>	<b>AMOUNT PAID</b>
Stefan Chanh	CA 24 Contact Hours Continuing Education	\$190.00
Bruce Kamilos	AWWA Annual Membership	\$311.00
Justin Mello	CA 24 Contact Hours Continuing Education	\$190.00
Michael Montiel	Boot Reimbursement	\$174.52
Steve Shaw	AWWA Spring Conference Registration	\$534.00
Steve Shaw	Hotel Deposit for AWWA Spring Conferece	\$247.03
Ben Voelz	AWWA Spring Conference Registration	\$509.00
Ben Voelz	Airfare for AWWA Spring Conference	\$369.96
		<b>\$2,525.51</b>

**Active Account Information**  
As of 02/28/2023

	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
<b>Water Accounts:</b>												
<b>Metered</b>												
<b>Residential</b>	12,303	12,292	12,293	12,289	12,300	12,299	12,302	12,298				
<b>Commercial</b>	361	361	360	361	360	360	360	360				
<b>Irrigation</b>	185	187	186	186	186	187	187	188				
<b>Fire Service</b>	186	186	187	187	187	187	187	187				
<b>Total Accounts</b>	13,035	13,026	13,026	13,023	13,033	13,033	13,036	13,033	-	-	-	-

**Active Account Information**  
FY 2021/2022

	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
<b>Water Accounts:</b>												
<b>Metered</b>												
<b>Residential</b>	12,305	12,318	12,300	12,309	12,299	12,312	12,300	12,293	12,312	12,297	12,293	12,314
<b>Commercial</b>	362	363	362	362	362	363	362	362	362	366	361	361
<b>Irrigation</b>	183	183	183	183	183	183	184	184	185	186	184	185
<b>Fire Service</b>	183	183	183	183	183	184	184	184	185	188	185	186
<b>Total Accounts</b>	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 02/28/2023**

<b>Operating Revenues:</b>	
<b>Charges for Services</b>	\$ 10,826,407
<b>Operating Expenses:</b>	
Salaries & Benefits	2,741,134
Seminars, Conventions and Travel	21,562
Office & Operational	958,729
Purchased Water	2,170,333
Outside Services	544,370
Equipment Rent, Taxes, and Utilities	381,698
Total Operating Expenses	6,817,826
<b>Net Operating Income</b>	\$ 4,008,581
Annual Interest & Principal Payments	
\$3,883,204	\$ 2,588,803 (1)
<b>Debt Service Coverage Ratio, YTD Only:</b>	<b>1.55</b>
<b>Required</b>	<b>1.15</b>

**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 02/28/2023**

<u>G/L Account : Fund</u>	<u>Account number / name</u>	<u>Investment Name</u>	<u>Investment Type</u>		<u>Restrictions</u>	<u>Market Value</u>			
<b>HELD BY BOND TRUSTEE:</b>									
1110-000-20 Water	BNY 892744 FRCD 2014A DEBT SERVICE	Dreyfus Inst Treasury	MM Mutual Fund		Restricted	631,054.37			
1112-000-20 Water	BNY 743850 FRCD 2016A DEBT SERVICE	Dreyfus Inst Treasury	MM Mutual Fund		Restricted	0.00			
					<b>Subtotal</b>	<b>\$ 631,054.37</b>			
1001-000-20 Water	Cash on Hand				Unrestricted	<b>\$ 300.00</b>			
<b>HELD BY F&amp;M BANK:</b>									
1011-000-10 FRCD	F&M 08-032009-01 CHECKING ACCOUNT				Unrestricted	<b>Closed Out Account</b>			
1011-000-20 Water	F&M 08-032017-01 OPERATING ACCOUNT				Unrestricted	3,689,948.04			
1084-000-20 Water	F&M 08-03201702-31 MONEY MARKET			0.25%	Unrestricted	100,992.51			
1031-000-20 Water	F&M 08-032912-01 CREDIT CARD ACCOUNT				Unrestricted	380,172.72			
1061-000-20 Water	F&M 08-032890-01 PAYROLL ACCOUNT				Unrestricted	225,218.84			
1071-000-20 Water	F&M 08-032920-01 DRAFTS ACCOUNT				Unrestricted	114,893.87			
					<b>Subtotal</b>	<b>\$ 4,511,225.98</b>			
<b>INVESTMENTS</b>									
1080-000-20 Water	Office of the Treasurer - Sacramento California	LAIF	Investment Pool	2.43%	Unrestricted	<b>\$ 5,538,873.53</b>			
1081-000-20 Water	CALTrust Medium Term		Investment	1.05%	Unrestricted	<b>\$ 1,336,413.68</b>			
1082-000-20 Water									
	<u>PURCHASE DATE</u>	<u>CUSIP</u>	<u>ISSUED BY</u>	<u>CALL DATE</u>	<u>MATURITY DATE</u>	<u>% of Portfolio</u>	<u>Current Yield</u>	<u>COST BASIS</u>	<u>MARKET VALUE</u>
	9/30/2016	N/A	US Bank	N/A	N/A	1.90%	4.33%	\$ 70,094.70	\$ 70,094.70
	11/19/2020	3135GA5H0	Federal Home Loan (FHLB)	07/10/20 - qrtly	11/25/2025	24.10%	0.650%	\$ 1,000,000.00	891,380.00
	7/31/2020	3133ELQ56	Federal Home Loan (FHLB)	11/25/20 - qrtly	7/2/2024	25.40%	0.610%	\$ 1,000,000.00	939,390.00
	7/29/2021	3133EMT36	Federal Home Loan (FHLB)	04/15/26- qrtly	4/26/2026	24.00%	0.980%	\$ 1,000,000.00	885,140.00
	7/31/2020	3136G4YP2	Federal Natl MTG ASSN	07/09/2021 - qrtly	7/9/2025	24.50%	0.790%	\$ 1,000,000.00	905,890.00
								<b>\$ 4,070,094.70</b>	<b>\$ 3,691,894.70</b>
								<b>Total</b>	<b>\$ 15,709,762.26</b>
								<b>Total Restricted</b>	<b>\$ 631,054.37</b>
								<b>Total Unrestricted</b>	<b>\$ 15,078,707.89</b>

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

<u>Call Date</u>	<u>CUSIP</u>	<u>Issued by:</u>	<u>Call Date</u>	<u>Maturity Date</u>	<u>Interest Rate</u>	<u>YTM</u>	<u>Price</u>	<u>Market Value</u>
							\$ -	\$ -

**Authorized Signers**  
Bruce Kamilos  
Patrick Lee  
Donella Murillo  
Stefani Phillips

\$ -

**Consultant Expenses**

As of 02/28/2023

**Fiscal Retainer Contracts**

	Description	Total Contract	Current Month	Paid to date	2022-2023 FY Budget	Percent of year (67%)
JRG Attorneys, LLP	Task orders	TBD	\$ 1,816	\$ 12,231		
Liebert Cassidy Whitmore	Task orders	TBD	\$ 870	\$ 2,167		
Total			\$ 2,686	\$ 14,398	\$ 145,000	9.93%
Solutions by BG, Inc.	Task orders	792,676	\$ 18,389	\$ 174,914	\$ 255,840	68.37%

**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 02/28/2023**

Capital Project	Total Project Budget	Total Project Exp to Date	Percent Spent	Capitalized Labor	Fund Type	Project Type	Feb		Total YTD (1)	YTD % Spent	% of Project Complete
							2022-23 Budget	Project Exp			
Locust/Summit Alley Water Main	635,000	22,765	3.58%	\$ 15,455	R&R	Supply/Distribution	\$ 635,000	\$ -	\$ 22,765	3.58%	5%
2nd Ave Water Main	188,000	223,530	118.90%	100,513	R&R	Supply/Distribution	188,000	-	212,586	113.08%	100%
Truman St/Adams St Water Main	129,000	99,941	77.47%	54,277	R&R	Supply/Distribution	129,000	-	99,941	77.47%	85%
Elk Grove Blvd/Grove Street Alley Water Main	376,000	132,023	35.11%	41,187	R&R	Supply/Distribution	376,000	47,972	132,023	35.11%	30%
Chlortech System Replacements	150,000	70,011	46.67%	-	R&R	Treatment	150,000	-	70,011	46.67%	10%
Media Replacement - RRWTP Filter Vessel	90,000	82,202	91.34%	2,729	R&R	Treatment	90,000	18,697	82,202	91.34%	65%
Backup IT Server Replacements	30,000	26,575	88.58%	-	R&R	Building and Site	30,000	-	26,575	88.58%	100%
9829 Waterman Rd	3,238,028	3,019,518	93.25%	-	CIP	Building and Site	1,281,316	8,205	1,062,805	82.95%	100%
Brinkman Transmission Main	50,000	-	0.00%	-	CIP	Supply/Distribution	50,000	-	-	0.00%	0%
Service Line Replacements (Paving)	85,000	83,932	98.74%	-	CIP	Supply/Distribution	85,000	-	83,932	98.74%	100%
Truck Replacement	65,337	-	0.00%	-	CIP	Building and Site	65,337	-	-	0.00%	0%
Unforeseen Capital Projects	100,000	16,451	16.45%	-	-	-	100,000	2,114	16,451	16.45%	(2)
<b>Sub-Total</b>	<b>\$ 5,136,365</b>	<b>\$ 3,776,948</b>	<b>73.53%</b>	<b>\$ 214,161</b>			<b>\$ 3,179,653</b>	<b>\$ 76,988</b>	<b>\$ 1,809,291</b>	<b>56.90%</b>	

(1) Includes \$214,161 in capitalized labor through 02/28/2023

(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
Pace Supply - Sara Street	2,114
<b>Total</b>	<b>\$ 16,451</b>



March 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 – FEBRUARY 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 calendar item – 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 February 2023 is being provided to the Board for review and discussion.

### **ENVIRONMENTAL CONSIDERATIONS**

There are no direct environmental considerations associated with this report.

March 21, 2023

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

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**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 February 28, 2023

	General Ledger Reference	YTD Activity	Annual Budget	8/12=66.67% % Realized
Revenues	4100 - 4900	\$ 10,826,407	\$ 15,873,385	68.20%
Operating Expenses				
Salaries & Benefits	5100 - 5280	2,957,958	4,847,546	61.02%
less Capitalized Labor		(214,161)	(459,089)	46.65%
Less CalPERS Prepayment for Remainder of Year: (1)		(2,663)		
Adjusted Salaries and Benefits:		\$ 2,741,134	\$ 4,388,457	62.46%
Seminars, Conventions and Travel	5300 - 5350	21,562	40,393	53.38%
Office & Operational	5410 - 5494	958,729	1,402,320	68.37%
Purchased Water est. (1)	5495 - 5495	2,170,333	3,455,261	62.81%
Outside Services	5505 - 5580	544,370	1,077,032	50.54%
Equipment Rent, Taxes, Utilities	5620 - 5760	381,698	499,674	76.39%
Total Operational Expenses		\$ 6,817,826	\$ 10,863,137	62.76%
Net Operating Income		\$ 4,008,581	\$ 5,010,248	80.01%
Non-Operating Revenues				
Interest Received	9910 - 9910	57,736	25,000	230.94%
Unrealized Gains/(Losses)	9911 - 9911	(24,354)	-	100.00%
Other Income/(Expense)	9920 - 9973	101,028	263,105	38.40%
Total Non-Operating Revenues		\$ 134,410	\$ 288,105	46.65%
Non-Operating Expenses				
Election Costs	9950 - 9950	1,887	250,000	0.75%
Capital Expenses (2):				
Capital Improvements	1705 - 1760	1,146,737	1,481,653	77.40%
Capital Replacements	1705 - 1760	646,103	1,598,000	40.43%
Unforeseen Capital Projects	1705 - 1760	16,451	100,000	16.45%
Total Capital Expenses:		\$ 1,809,291	\$ 3,179,653	56.90%
Bond Interest Accrued (3)	7300 - 7300	882,136	1,323,204	66.67%
Total Non Operating Expenses		\$ 2,689,540	\$ 4,752,857	56.59%
Bond Retirement (3):		\$ 1,706,667	\$ 2,560,000	66.67%
Total Expenditures		11,079,622	17,887,889	61.94%
Revenues in Excess of All Expenditures, including Capital		\$ (253,215)	\$ (2,014,504)	12.57%

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 \$214,161 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 February 28, 2023 is \$155,526.69

March 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**

## **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 (Study) for the Elk Grove Water District (EGWD). At the February 21, 2023 regular board meeting, the District Board of Directors (Board) directed staff to have Raftelis proceed with the 2024-2028 Water Rate Study utilizing a financial model reflecting a 4.5% annual revenue adjustment for the calendar years 2024-2028. Raftelis has completed the cost-of-service analysis and established a recommended rate structure to ensure fair and equitable allocation of costs to each of the District's customer classes.

## **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.

At a public meeting on December 13, 2022, staff met with the Community Advisory Committee (CAC) and the Board to conduct a Water Rate Study 101 presentation to go over water rate setting principles and expectations.

At a public meeting on January 17, 2023, staff met again with the CAC and the Board to review the first draft of the 10-year financial plan by Raftelis based on projected inflation, projected customer growth, projected demand growth, projected capital spending needs

**2024-2028 WATER RATE AND CONNECTION FEE STUDY**

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and projected operating expense escalations as developed through discussions with District staff. Raftelis developed three (3) different financial plan scenarios which were presented to both the CAC and the Board showing the effect on the District's future minimum reserve requirements as described below:

- 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.

Both the CAC and the Board requested that Raftelis 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.

District staff worked with Raftelis to 1) run a 0% growth water demand scenario (Scenario 4); and 2) an additional scenario (Scenario 5) where 5-year revenue adjustments were held to 4% for all five (5) years. The results of the 2 additional scenarios were presented to both the CAC and the Board during public meetings on February 21, 2023 and were as follows:

- 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.
- 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

## **2024-2028 WATER RATE AND CONNECTION FEE STUDY**

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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 received direction from the Board to have Raftelis proceed with a cost-of-service analysis utilizing a financial plan with the recommended adjustments from scenario 4, reflecting a 4.5% revenue adjustment in developing the rate design for calendar years 2024-2028.

### **Present Situation**

Raftelis has completed the cost-of-service analysis which involves going through the District's total cost to operate the water system and functionalizing those costs based on whether they are supply and delivery related costs, conservation related costs, extra capacity related costs, meter maintenance related costs or customer service-related costs. These functionalized costs are then categorized as volumetric or fixed, with supply and delivery, conservation and a portion of extra capacity categorized as volumetric and meter maintenance, customer service and the remaining portion of extra capacity categorized as fixed. These costs are then further allocated to customer classes based on customer usage characteristics and meter sizes.

Using this exercise, along with the utilization of American Water Works Association (AWWA) hydraulic capacity ratios by meter type and size, Raftelis developed an updated water rate structure with recommended volumetric and fixed rates for all customer classes and meter sizes.

The presentation by Raftelis (attached) provides details on the process and methodology to complete the cost-of-service analysis and water rate design and the recommended water rates for calendar years 2024 through 2028.

In addition to the cost of service and water rate design that has been completed, Raftelis has also been engaged on the connection/capacity fee study. Capacity fees are one-time fees new connection customers pay to buy into the existing water system. The capacity fee reimburses the District for assets already in place. The presentation provided by Raftelis will also summarize the recommended capacity fees as calculated.

Staff is recommending that the Board consider the rate design as developed and the capacity fees as calculated by Raftelis and direct staff to proceed with the issuance of the 45-day Proposition 218 public hearing notices with an anticipated public hearing to be held in June of 2023.

**2024-2028 WATER RATE AND CONNECTION FEE STUDY**

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Page 4

**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.

**FINANCIAL SUMMARY**

There is no direct financial impact associated with this item.

Respectfully submitted,



PATRICK LEE  
FINANCE MANAGER/TREASURER

Attachment

# Florin Resource Conservation District – Elk Grove Water District

## Water Rate Study

CAC and Board Meetings - March 21, 2023





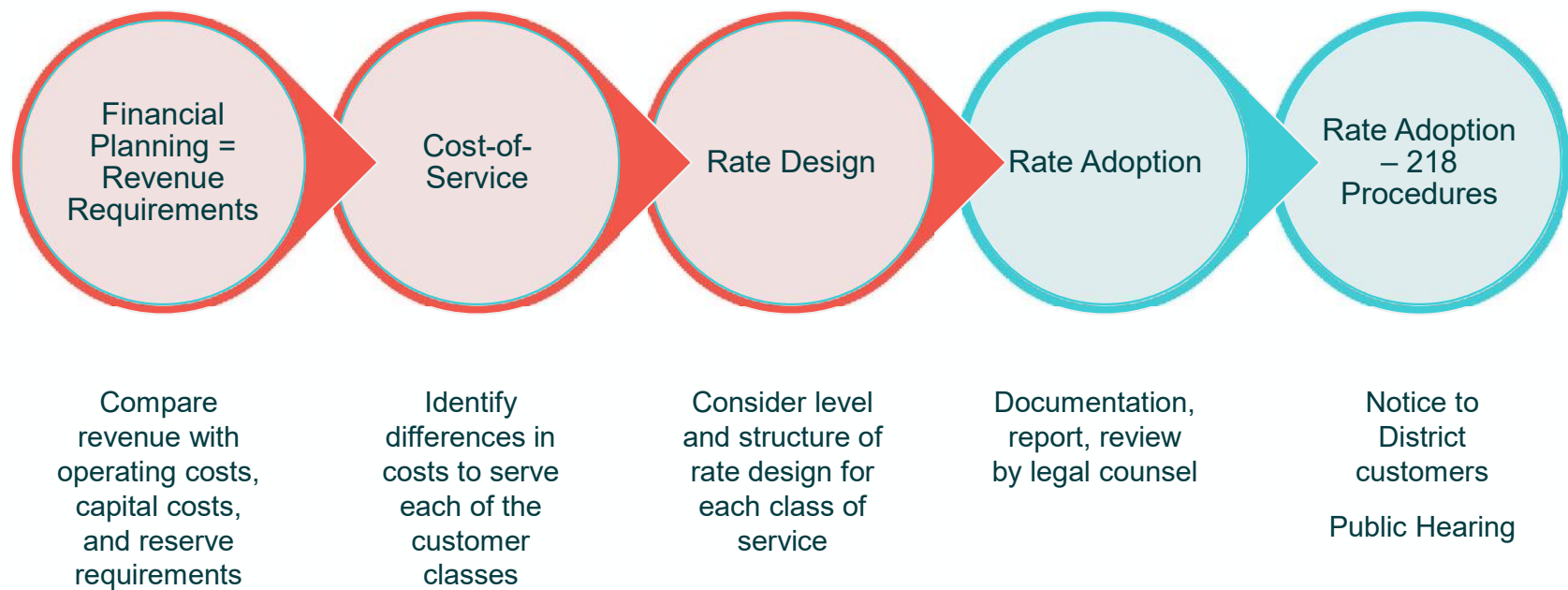
# Agenda

1. Where We Are In Rate Setting Process
2. Financial Plan Summary
3. Proposition 218 and Cost-based Rates
4. Cost-of-Service
5. Water Rate Design
6. Capacity Fees

# Where We Are In Rate Setting Process



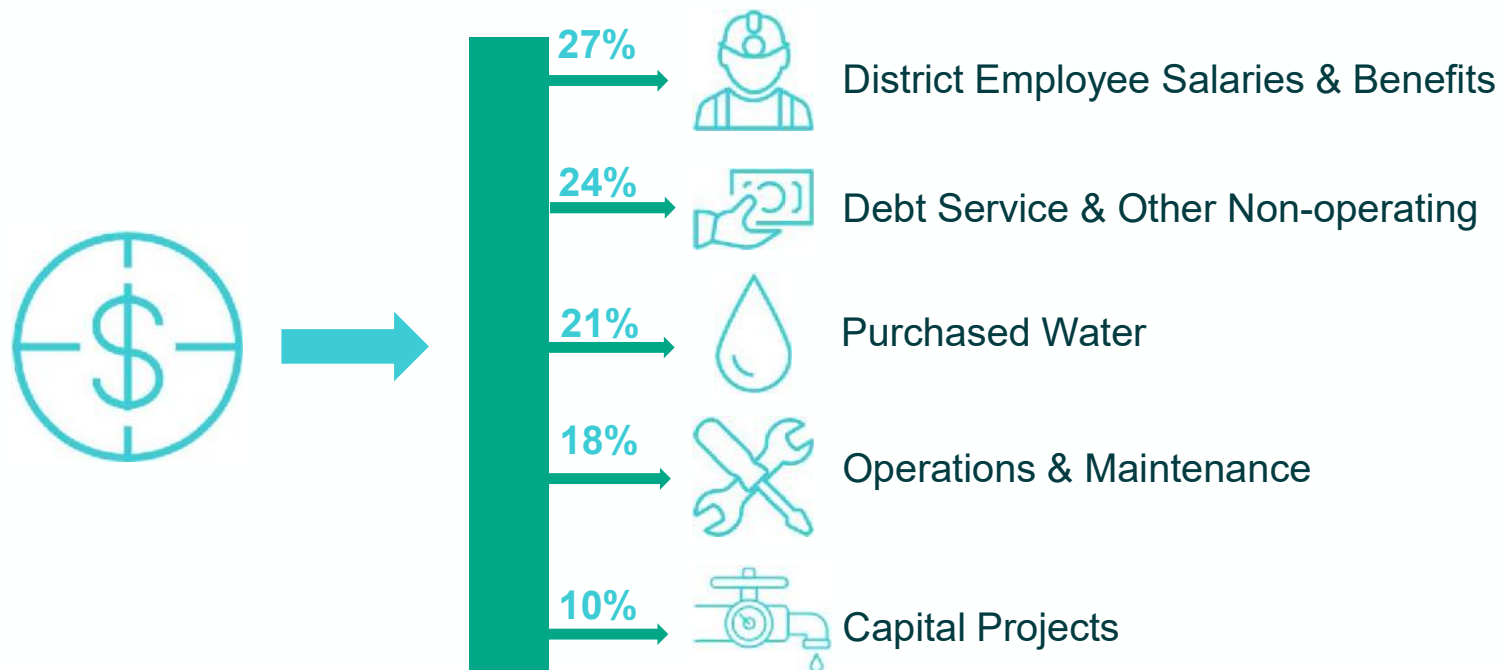
# Key Steps in Conducting a Rate Study



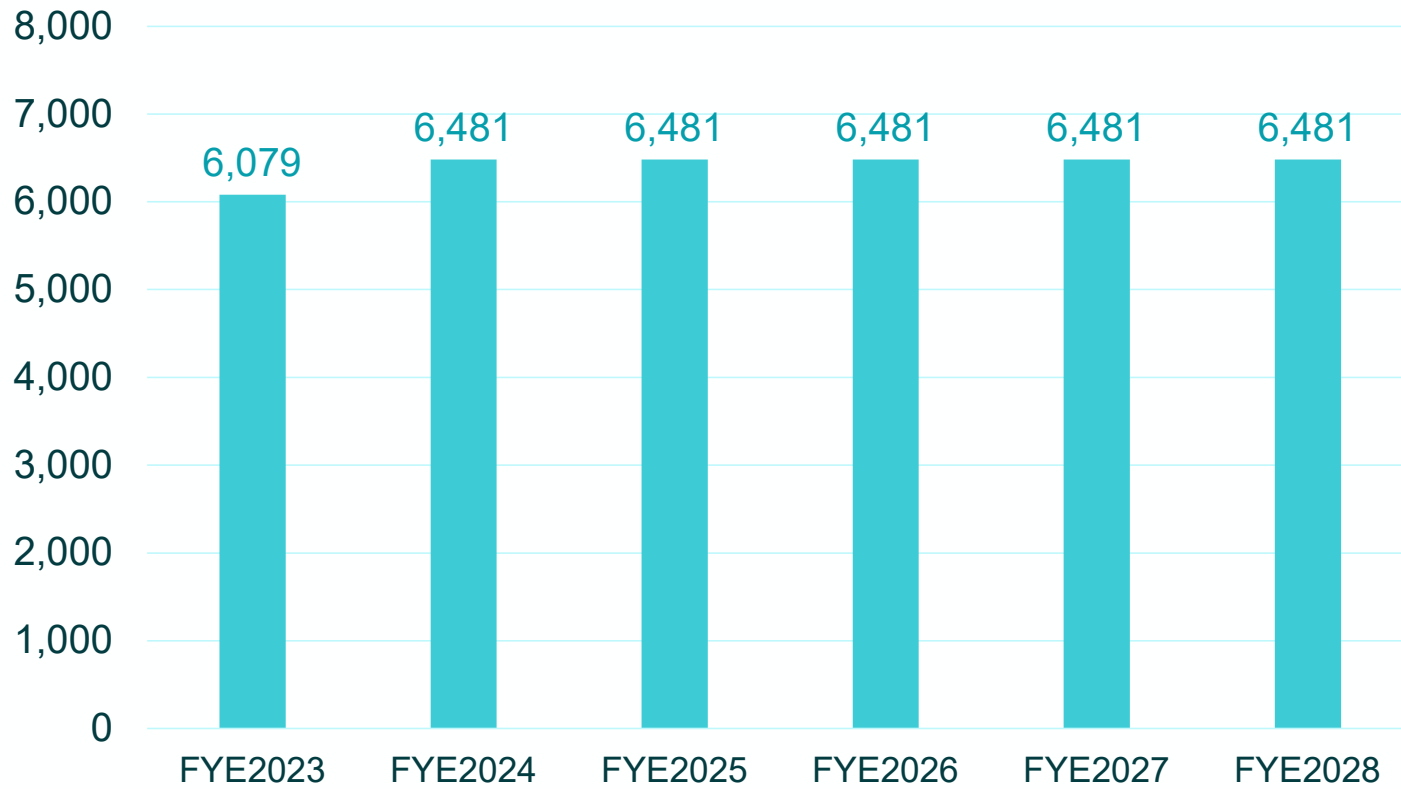
# Financial Plan Summary



# All Revenues Go to Operations, Improvement, and Growth of the Water System



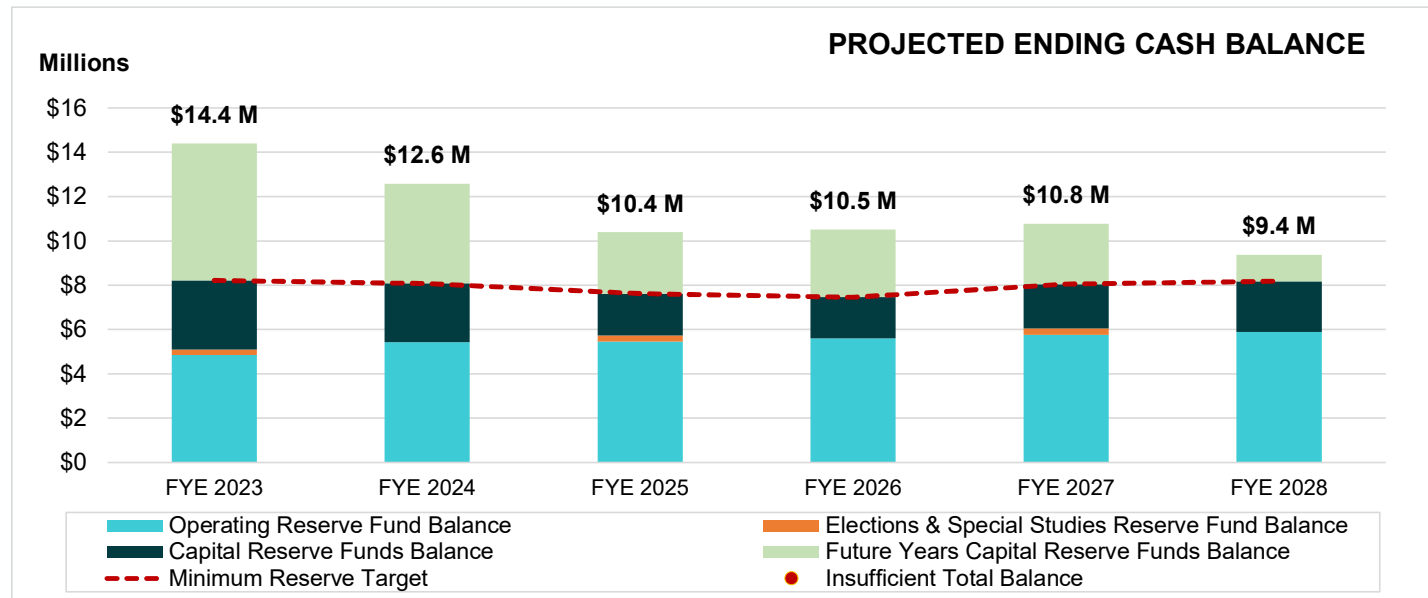
# Water Demand Assumptions, AF



Purchased water = \$4M

# Recommended Financial Plan

Effective Date	Revenue Adj.
Jan. 1, 2024	4.5%
Jan. 1, 2025	4.5%
Jan. 1, 2026	4.5%
Jan. 1, 2027	4.5%
Jan. 1, 2028	4.5%



# Proposition 218 and Cost-based Rates





# Key California Legal And Regulatory Requirements

- **Cost-of-Service Requirements**

- › Proposition 218 (Article XIII C and XIII D of California Constitution)
- › Proposition 26
- › California Government Code 54999

- **Water Conservation**

- › Article X of California Constitution
- › Water Code Section 106 – Domestic water use prioritized over irrigation
- › SB 606 + AB 1668 – calculated efficiency and reporting
- › SWRCB self certification of three years adequate supplies and set conservation standards equal to their projected supply shortage

# Proposition 218 Substantive Requirements

**Revenues**  
cannot exceed  
the funds  
required to  
provide the  
service



**Revenues**  
cannot be  
used for any  
purpose other  
than to pay  
for the  
service for  
which it was  
charged.



The amount  
of the fee  
cannot  
exceed the  
**proportion-  
al cost of  
providing  
service** to  
that parcel



## **Task:**

- **Set rates proportional to the cost of providing the service**
- **Reasonably allocate amongst grouped fee-payers, based on cost-of-service**
- **Use reliable data**

# Proposition 218 Procedural Requirements

**Identify parcels**  
subject to  
the charge.



**Calculate**  
the amount of  
the charge to  
be imposed.



**Provide written notice to all record owners**  
including:

- The amount
- The basis upon which the amount was calculated
- The reason for the charge
- The date, time, and location of a public hearing on the charge



**Hold a public hearing no less than 45 days from mailing the notice.**

- Consider all protests to the charge.
- If a majority of owners protest the charge, the agency shall not adopt it.

# Cost-of-Service



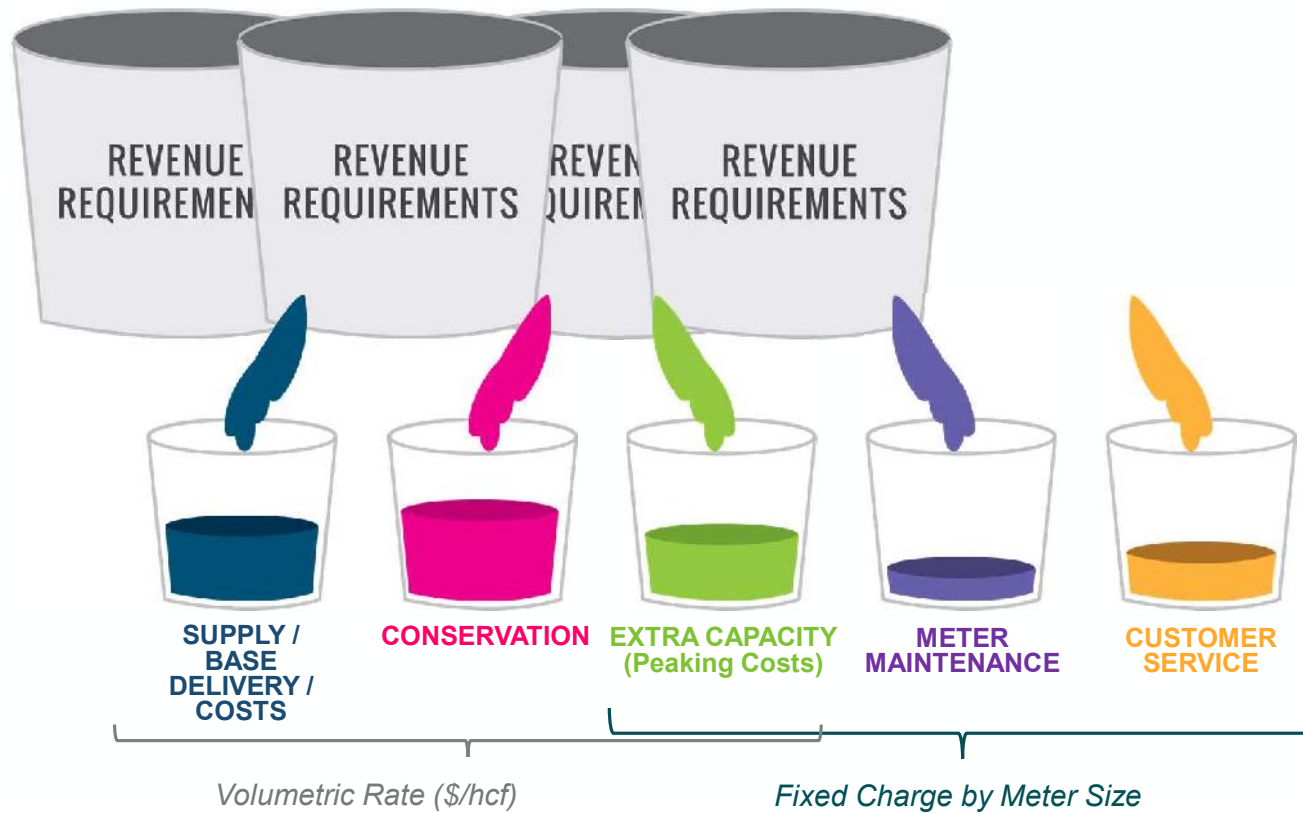
# What is Cost-of-Service?



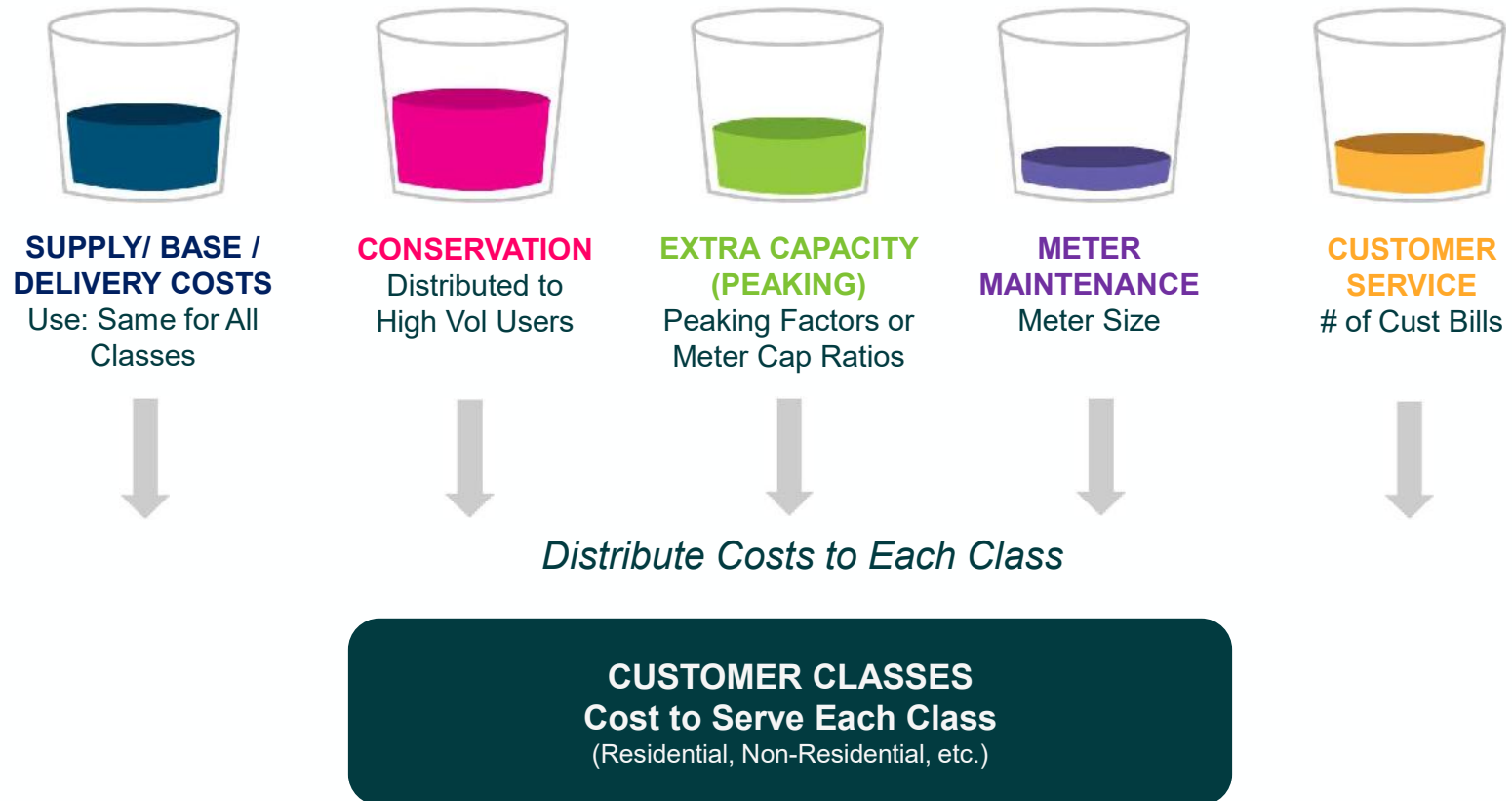
- Method to recover costs from users in proportion to their use of the system, recognizing the impact of each class on system facilities and operations
  - › A cost-based process of converting revenue requirements into unit costs
  - › Allocation of cost-of-service to customer classes is based on customer usage characteristics
- Cost-of-service is the fundamental benchmark used for establishing utility rates in the United States

# Water Cost-of-Service

Allocation to Cost Components



# Distribute Costs to Customer Classes



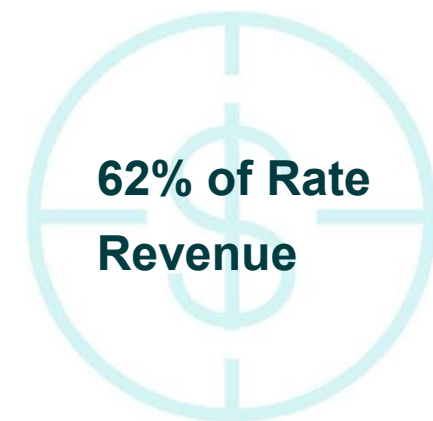
# Water Rate Design





# FRCD/EGWD's Current Fixed Charge

- Charge varies by meter size.



# Fixed Cost Recovery – Types of Costs Included



- Customer service
- Billing & collection
- Processing and mailing bills



- Meter shop /maintenance/repair
- Meter reading



- System Capacity

# FRCD/EGWD's Proposed Fixed Charge

- Proposed Fixed Charge is lower for the 1" meter and higher for larger meters
- Used AWWA hydraulic capacity ratios

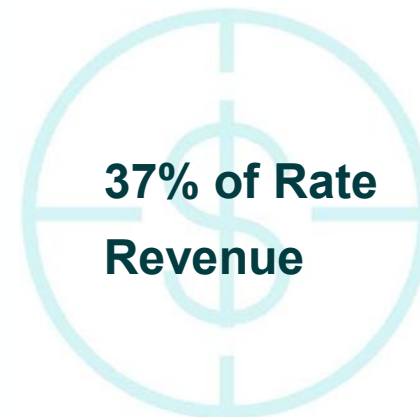
Meter Size	Number of Meters	Meter Ratio	Billing & Customer Service	Meters	Proposed Monthly Charge	Current Monthly Charge
1"	12,676	1.00	\$11.06	\$50.43	<b>\$61.49</b>	\$62.37
1.5"	102	2.00	\$11.06	\$100.86	<b>\$111.92</b>	\$87.79
2"	264	3.20	\$11.06	\$161.38	<b>\$172.44</b>	\$118.29
3"	22	7.00	\$11.06	\$353.02	<b>\$364.08</b>	\$189.48
4"	17	12.00	\$11.06	\$605.17	<b>\$616.23</b>	\$291.14
6"	5	27.00	\$11.06	\$1,361.63	<b>\$1,372.69</b>	\$545.33
8"	0	32.00	\$11.06	\$1,613.78	<b>\$1,624.85</b>	\$850.36
10"	0	84.00	\$11.06	\$4,236.18	<b>\$4,247.24</b>	\$1,206.22

# FRC/EGWD's Proposed Private Fire Service

Connection Size	Number of Connections	Fire Demand Factor	Proposed Monthly Charge	Current Monthly Charge
2"	2	6.19	<b>\$3.72</b>	\$3.08
3"	2	17.98	<b>\$10.79</b>	\$8.96
4"	34	38.32	<b>\$22.99</b>	\$19.08
6"	156	111.31	<b>\$66.77</b>	\$55.43
8"	24	237.21	<b>\$142.29</b>	\$118.12
10"	12	426.58	<b>\$255.89</b>	\$212.42
12"	0	689.04	<b>\$413.32</b>	\$343.10

# FRCDD/EGWD's Current Commodity Rate

- Residential
  - Two-tier rate
    - $\leq 30$  ccf/mo
    - $> 30$  ccf/mo
  - In 2013, tier 1 designed to capture the majority of use
- Non-residential: Uniform rate
- Irrigation: Uniform rate



# Cost Causation Components – Base Extra Capacity Method

**Base Costs:** O&M expenses and capital costs associated with service to customers under *average* load conditions (base use)

**Peaking Costs (Max Day):** Costs associated with serving water during peak flows in excess of base use

**Meter Maintenance:** Maintenance and capital costs related to meters

**Customer Service:** Costs associated with serving customers, irrespective of the amount or rate of use: Meter reading, billing, customer accounting, customer service, collection expenses

**Conservation:** Costs associated with a conservation program

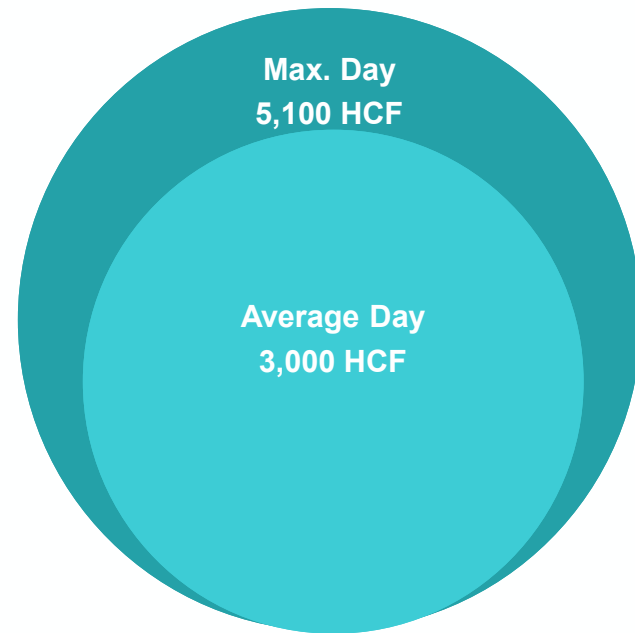
# Definition of Peaking Costs (Max Day Costs)

Pipeline diameters are used as an example to underscore and visually illustrate how much more infrastructure is needed to meet peak demands.

The same argument is extended to water storage tanks and pumps.

Larger pipes and tanks are more expensive to build and maintain and replace than smaller pipes/tanks

Costs are proportional to the area shown



# Customer Class Peaking Factors Are Used To Allocate Costs





# Commodity Rate Derivation

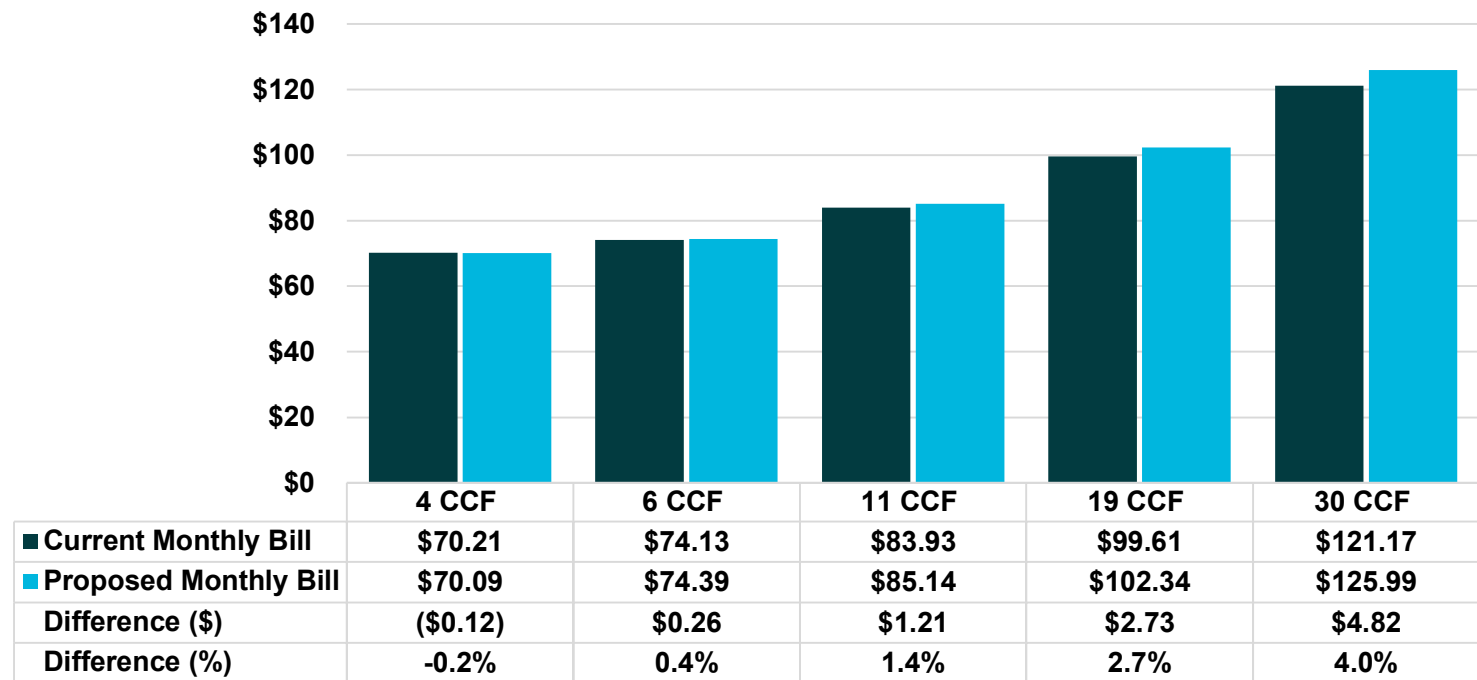
Customer Class/Tier	Water Use (CCF)	Base Delivery	Max Day	Conservation	Revenue Offsets	Proposed Rate (\$/CCF)	Current Rate (\$/CCF)
Residential Tier 1	1,952,603	\$1.784	\$0.449	\$0.029	(\$0.116)	<b>\$2.15</b>	\$1.96
Residential Tier 2	216,956	\$1.784	\$1.484	\$0.029	(\$0.116)	<b>\$3.19</b>	\$4.12
Non-Residential	322,176	\$1.784	\$0.440	\$0.029	(\$0.116)	<b>\$2.14</b>	\$1.83
Irrigation	331,389	\$1.784	\$1.264	\$0.029	(\$0.116)	<b>\$2.97</b>	\$2.32

- Tier 1:  $\leq 30$  ccf/mo
- Tier 2:  $> 30$  ccf/mo

<b>Proposed Water Rate Schedule</b>	<b>FYE 2023</b>	<b>FYE 2024</b>	<b>FYE 2025</b>	<b>FYE 2026</b>	<b>FYE 2027</b>	<b>FYE 2028</b>
<b>Proposed Revenue Adjustment</b>	<b>N/A</b>	<b>COS</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.5%</b>
<b><u>Monthly Fixed Charges (by Meter Size)</u></b>						
1"	\$62.37	\$61.49	\$64.26	\$67.16	\$70.19	\$73.35
1.5"	\$87.79	\$111.92	\$116.96	\$122.23	\$127.74	\$133.49
2"	\$118.29	\$172.44	\$180.20	\$188.31	\$196.79	\$205.65
3"	\$189.48	\$364.08	\$380.47	\$397.60	\$415.50	\$434.20
4"	\$291.14	\$616.23	\$643.97	\$672.95	\$703.24	\$734.89
6"	\$545.33	\$1,372.69	\$1,434.47	\$1,499.03	\$1,566.49	\$1,636.99
8"	\$850.36	\$1,624.85	\$1,697.97	\$1,774.38	\$1,854.23	\$1,937.68
10"	\$1,206.22	\$4,247.24	\$4,438.37	\$4,638.10	\$4,846.82	\$5,064.93
<b><u>Commodity Charges (per CCF)</u></b>						
<b>Residential</b>						
Tier 1 (0-30 CCF per Month)	\$1.96	\$2.15	\$2.25	\$2.36	\$2.47	\$2.59
Tier 2 (30.01+ CCF per Month)	\$4.12	\$3.19	\$3.34	\$3.50	\$3.66	\$3.83
<b>Non-Residential</b>						
Uniform	\$1.83	\$2.14	\$2.24	\$2.35	\$2.46	\$2.58
<b>Irrigation</b>						
Uniform	\$2.32	\$2.97	\$3.11	\$3.25	\$3.40	\$3.56
<b><u>Private Fire Protection Service Monthly Fixed Charges (by Connection Size)</u></b>						
2"	\$3.08	\$3.72	\$3.89	\$4.07	\$4.26	\$4.46
3"	\$8.96	\$10.79	\$11.28	\$11.79	\$12.33	\$12.89
4"	\$19.08	\$22.99	\$24.03	\$25.12	\$26.26	\$27.45
6"	\$55.43	\$66.77	\$69.78	\$72.93	\$76.22	\$79.65
8"	\$118.12	\$142.29	\$148.70	\$155.40	\$162.40	\$169.71
10"	\$212.42	\$255.89	\$267.41	\$279.45	\$292.03	\$305.18
12"	\$343.10	\$413.32	\$431.92	\$451.36	\$471.68 <sup>27</sup>	\$492.91

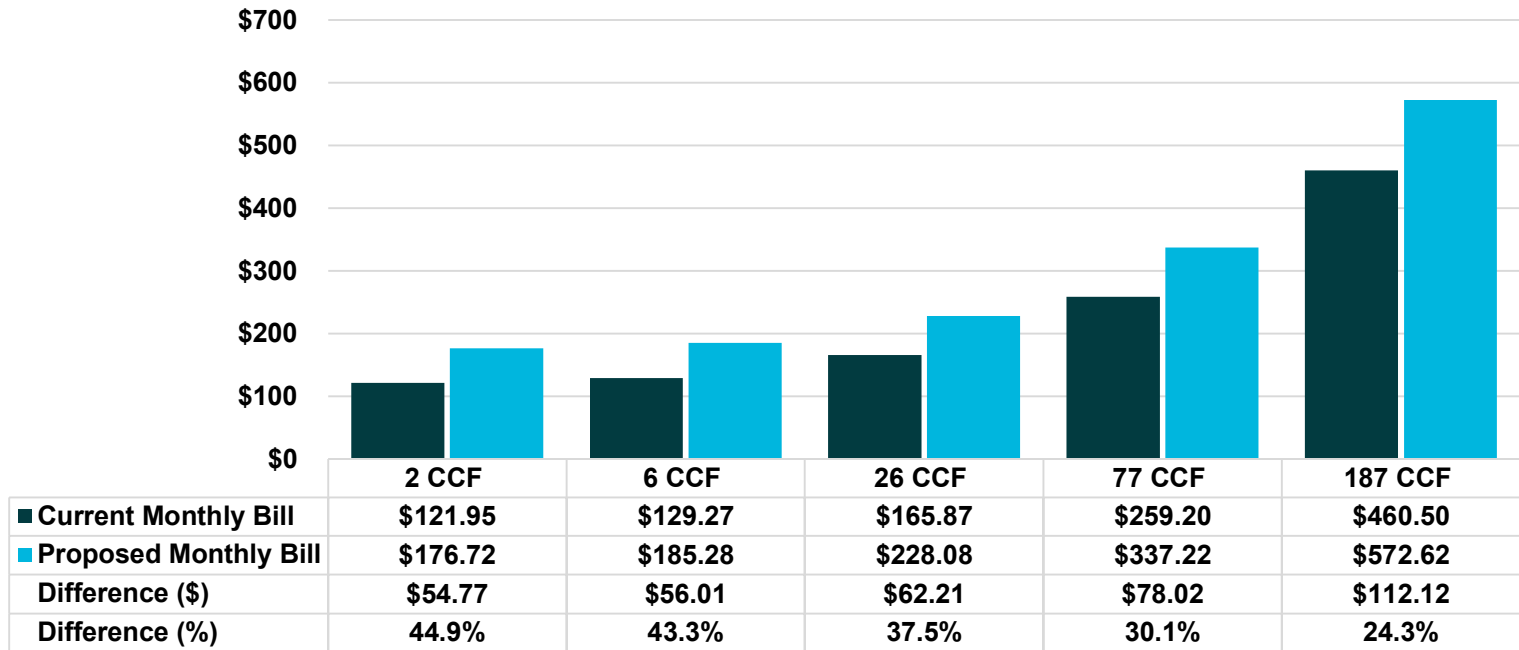
# Bill Impact:

## Single Family Residential Monthly Bill Impacts for 1" Meter, 11 ccf = Median



# Bill Impact:

## Non-Residential Monthly Bill Impacts for 2" Meter, 26 ccf = Median

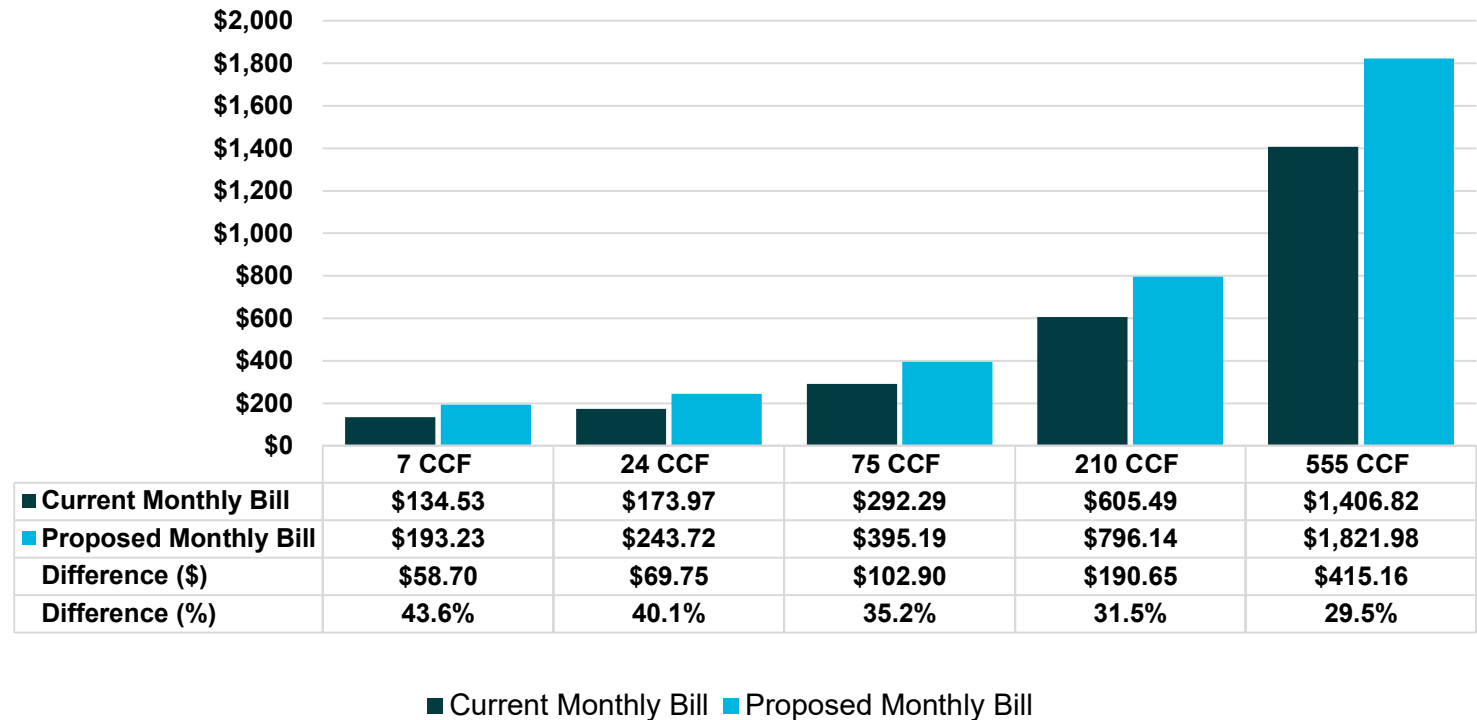


■ Current Monthly Bill ■ Proposed Monthly Bill

# Bill Impact:



## Irrigation Monthly Bill Impacts for 2" Meter, 75 ccf = Median



# Capacity Fees



# Capacity Fee Requirement

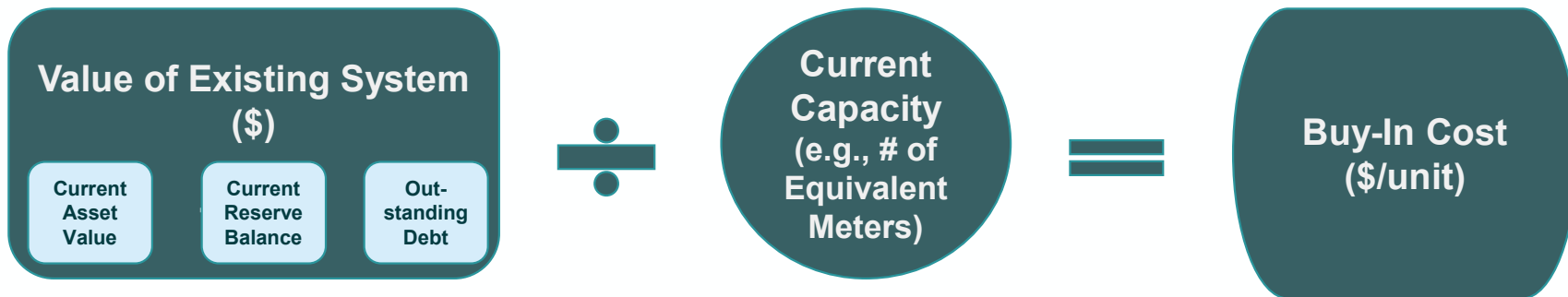
- Assembly Bill (“AB”) 1600 (codified as California Government Code Sections 66000-60025)
- Capacity/Development Fees must not exceed the share of costs associated with providing service

# FRC/EGWD's Capacity Fee

- One-time charge
- Applies to all new development requiring water from the system
- Purpose: Reimburse existing customers for their investment in the system



# Equity Buy-in



# Capacity Fee – Service Area 1

Basis of Proposed Water Capital Fee	Equity Buy-in
Existing Equity Buy-In Component	RCLD-Total
SA1 Backbone System Value	\$ 48,877,117
Less SA 1 Outstanding Debt Principal (1)	\$ 21,488,535
SA1 Cash on Hand (1)	\$ 10,067,262
Adjusted System Value	\$ 37,455,844
Number of Equivalent Meters (EM)	8,725
Buy-in Unit Charge @ 1" Meter, \$/EM	\$ 4,292

(1) Allocated to SA1 based on RCLD asset valuation.

- Excluding non-backbone assets (e.g., distribution lines, contributed assets)
- Subtract outstanding debt principal because the bond holders “own” that portion of the asset value
- Include cash on hand as that’s equity that has been contributed to the system.

# Proposed Capacity Fee

	EM	EM	Proposed	Current
	Capacity (gpm)	Capacity Ratio	\$/EM	\$/EDU (\$/EM)
1"	50	1.0	<b>\$4,292</b>	\$4,479
1 1/2"	100	2.0	<b>\$8,584</b>	\$8,958
2"	160	3.2	<b>\$13,734</b>	\$14,333
3"	350	7.0	<b>\$30,044</b>	\$26,874
4"	600	12.0	<b>\$51,504</b>	\$44,790
6"	1350	27.0	<b>\$115,884</b>	\$89,580

# Next Steps

- Board directs staff to move forward with proposed rates or alternative
- Draft report
- Prepare Proposition 218 notice

# Thank you!

March 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**

It is recommended that the Florin Resource Conservation District Board of Directors accept and file the Florin Resource Conservation District/Elk Grove Water District 2023 Compensation Study.

### **SUMMARY**

The Florin Resource Conservation District/Elk Grove Water District (District) has completed a compensation study for all District classifications. The compensation study commenced from a goal established by the District's 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 District's Compensation Study (Study).

The objectives of the Study were as follows:

- 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.

The Study was performed using 10 agencies recommended by the Consultant and supported by the District's Board of Directors (Board).

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,

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

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Page 2

Director Lisa Medina, General Manager Bruce Kamilos, Human Resources Administrator Stefani Phillips, Finance Manager Patrick Lee, and Human Resources Technician Amber Kavert.

The District's 2023 Compensation Study Report (attached) summarizes the methodology, results, and recommendations for each classification.

The Consultant calculated the labor market median, 60<sup>th</sup> percentile, 62.5<sup>th</sup> percentile, and mean for maximum base salary, total cash, and total compensation. Based on discussion with the BWG, the recommendations were developed using the 60<sup>th</sup> 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 a 10% spread between entry level and journey level classifications, and a 10% spread between journey level and advanced journey level classifications. If the data indicates a classification was over market, the Consultant has recommended a new lower salary range should be selected if the position becomes vacant in the future.

A 10% spread between classification levels within a series allows for assuming higher level responsibilities and working with more independence. If the spread between levels were less, it may not provide an incentive to employees to take on more responsibility. If the spread were greater, the District would have to provide a more significant pay increase when employees move from one level to the other.

Present Situation

On February 21, 2023, the District's 2023 Compensation Study Report was presented by the Consultant to the Board. The Board agreed by consensus to the recommendations using the 60<sup>th</sup> percentile of total compensation to determine the base pay for all classifications. Additionally, for the classifications that exceeded the 60<sup>th</sup> percentile of total compensation, the Board's consensus was to keep the current salary ranges until which time the position is vacated, then they may be set at a new lower salary range.

The recommendations from the Compensation Study will be incorporated into the District's Fiscal Year 2023-24 Operating Budget, which will be presented for adoption at

March 21, 2023

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

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Page 3

the June Board meeting. If approved, the new salary ranges will go into effect on July 1, 2023.

Staff recommends that the Board accept and file the Florin Resource Conservation District/Elk Grove Water District 2023 Compensation Study.

**ENVIRONMENTAL CONSIDERATIONS**

There are no direct environmental considerations associated with this report.

**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 recommended action, if approved, would establish baseline pay for each of the District's classifications. The District's salary costs would increase by a maximum of approximately \$207,518 starting July 1, 2023.

Respectfully submitted,



STEFANI PHILLIPS  
HUMAN RESOURCES ADMINISTRATOR

Attachment



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**

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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 with 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.

<b>TABLE 1 SURVEY AGENCIES</b>
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.

<b>TABLE 2 SURVEY CLASSIFICATIONS</b>
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, 60<sup>th</sup> percentile, 62.5<sup>th</sup> 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 60<sup>th</sup> percentile. Therefore, the summary tables on the following pages focus on the District’s comparison to the 60<sup>th</sup> 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 60<sup>th</sup> percentile for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the 60<sup>th</sup> percentile of the labor market

TABLE 4 SUMMARY OF BASE SALARY			
Survey Classification	FRCD/EGWD Maximum Base Salary	Labor Market 60 <sup>th</sup> Percentile	% FRCD/EGWD IS Above or Below Labor Market 60 <sup>th</sup> 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 60<sup>th</sup> percentile of the labor market for total cash
- Percentage the District's total cash is above or below the 60<sup>th</sup> percentile of the labor market

TABLE 5 SUMMARY OF TOTAL CASH			
Survey Classification	FRCD/EGWD Maximum Total Cash	Labor Market 60 <sup>th</sup> percentile	% FRCD/EGWD IS Above or Below Labor Market 60 <sup>th</sup> 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 60<sup>th</sup> percentile of the labor market for total compensation
- Percentage the District’s total compensation is above or below the 60<sup>th</sup> percentile of the labor market

**TABLE 6  
SUMMARY OF TOTAL COMPENSATION**

<b>Survey Classification</b>	<b>FRCD/EGWD Maximum Total Compensation</b>	<b>Labor Market 60<sup>th</sup> percentile</b>	<b>% FRCD/EGWD IS Above or Below Labor Market 60<sup>th</sup> percentile</b>
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 60<sup>th</sup> 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 at 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 the agencies provide some level of compensation for on-call and/or stand by 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

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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 60<sup>th</sup> 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.

10% between levels within a series for assuming higher level responsibilities and working with more independence. If the percentage between level were to be less, it may not provide an incentive to employees and if the spread were greater, the District would have to provide a more significant increase when incumbents move from one level to the other.

The Finance Supervisor resulted in insufficient data and has been recommended to be set the same as the Human Resources Administrator. For classifications that are not part of a series, it is common to tie the salary to another classification at the District that has a similar scope and complexity and/or as it a similar organizational level. The two classifications are currently paid the same and both classifications supervise and have similar education and experience requirements.

### **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**

	Median									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Elk Grove Water District Maximum Base Salary	Labor Market Median Base Salary	% Elk Grove Water District Is Above or Below Labor Market Median	Elk Grove Water District Total Cash	Labor Market Median Total Cash	% Elk Grove Water District Is Above or Below Labor Market Median	Elk Grove Water District Total Compensation	Labor Market Median Total Compensation	% Elk Grove Water District Is Above or Below Labor Market Median	Comparability
Administrative Assistant II	\$5,521	\$5,956	-7.89%	\$5,714	\$6,040	-5.70%	\$8,478	\$8,505	-0.31%	5
Associate Civil Engineer	\$10,934	\$11,331	-3.63%	\$11,317	\$11,381	-0.57%	\$14,176	\$14,575	-2.81%	7
Engineering Technician II	\$7,401	\$7,612	-2.84%	\$7,660	\$7,902	-3.16%	\$10,463	\$10,902	-4.19%	6
Finance Manager	\$13,955	\$16,094	-15.33%	\$14,444	\$16,281	-12.72%	\$17,347	\$20,301	-17.02%	9
Finance Supervisor	\$11,480	Insuff Data	---	\$11,882	Insuff Data	---	\$14,749	Insuff Data	---	1
General Manager	\$17,183	\$17,907	-4.22%	\$17,784	\$18,441	-3.69%	\$20,735	\$22,435	-8.20%	9
Human Resources Administrator	\$11,206	\$10,987	1.95%	\$11,598	\$10,987	5.27%	\$14,462	\$14,236	1.56%	5
Human Resources Technician	\$7,223	\$7,362	-1.93%	\$7,476	\$7,406	0.94%	\$10,275	\$10,354	-0.77%	5
Program Manager	\$10,934	\$9,287	15.06%	\$11,317	\$9,380	17.11%	\$14,176	\$12,468	12.05%	6
Senior Utility Billing Specialist	\$7,966	\$6,436	19.21%	\$8,245	\$6,568	20.34%	\$11,060	\$9,349	15.47%	7
Utility Billing Specialist III	\$6,240	\$5,932	4.94%	\$6,458	\$6,086	5.77%	\$9,238	\$8,805	4.68%	9
Water Distribution Operator II	\$7,048	\$6,787	3.69%	\$7,294	\$7,081	2.93%	\$10,090	\$9,930	1.59%	10
Water Distribution Operator III	\$7,966	\$7,366	7.53%	\$8,245	\$7,453	9.61%	\$11,060	\$10,963	0.87%	4
Water Distribution Supervisor	\$8,779	\$9,629	-9.68%	\$9,087	\$9,977	-9.80%	\$11,915	\$12,906	-8.32%	8
Water Treatment Operator II	\$7,048	\$6,763	4.05%	\$7,294	\$6,820	6.50%	\$10,090	\$9,734	3.54%	7
Water Treatment Operator III	\$7,966	\$7,747	2.75%	\$8,245	\$7,875	4.49%	\$11,060	\$10,794	2.40%	7
Water Treatment Supervisor	\$8,779	Insuff Data	---	\$9,087	Insuff Data	---	\$11,915	Insuff Data	---	2
		<b>Average</b>	<b>0.91%</b>		<b>Average</b>	<b>2.49%</b>		<b>Average</b>	<b>0.04%</b>	



Survey Classification	60th Percentile									Comparability
	Base Salary			Total Cash			Total Compensation			
	Elk Grove Water District Maximum Base Salary	Labor Market 60th Percentile Base Salary	% Elk Grove Water District Is Above or Below Labor Market 60th Percentile	Elk Grove Water District Total Cash	Labor Market 60th Percentile Total Cash	% Elk Grove Water District Is Above or Below Labor Market 60th Percentile	Elk Grove Water District Total Compensation	Labor Market 60th Percentile Total Compensation	% Elk Grove Water District Is Above or Below Labor Market 60th Percentile	
Administrative Assistant II	\$5,521	\$6,159	-11.56%	\$5,714	\$6,273	-9.79%	\$8,478	\$8,866	-4.57%	5
Associate Civil Engineer	\$10,934	\$11,361	-3.90%	\$11,317	\$11,521	-1.80%	\$14,176	\$14,705	-3.73%	7
Engineering Technician II	\$7,401	\$7,953	-7.45%	\$7,660	\$7,953	-3.81%	\$10,463	\$11,484	-9.75%	6
Finance Manager	\$13,955	\$16,244	-16.40%	\$14,444	\$16,518	-14.36%	\$17,347	\$20,520	-18.29%	9
Finance Supervisor	\$11,480	Insuff Data	---	\$11,882	Insuff Data	---	\$14,749	Insuff Data	---	1
General Manager	\$17,183	\$20,493	-19.26%	\$17,784	\$21,107	-18.68%	\$20,735	\$24,250	-16.95%	9
Human Resources Administrator	\$11,206	\$11,198	0.07%	\$11,598	\$11,264	2.88%	\$14,462	\$14,380	0.57%	5
Human Resources Technician	\$7,223	\$7,455	-3.21%	\$7,476	\$7,677	-2.69%	\$10,275	\$10,444	-1.64%	5
Program Manager	\$10,934	\$9,431	13.74%	\$11,317	\$9,521	15.87%	\$14,176	\$12,773	9.90%	6
Senior Utility Billing Specialist	\$7,966	\$6,489	18.54%	\$8,245	\$6,737	18.29%	\$11,060	\$9,408	14.94%	7
Utility Billing Specialist III	\$6,240	\$5,993	3.96%	\$6,458	\$6,144	4.87%	\$9,238	\$8,883	3.83%	9
Water Distribution Operator II	\$7,048	\$7,048	-0.01%	\$7,294	\$7,386	-1.26%	\$10,090	\$10,084	0.06%	10
Water Distribution Operator III	\$7,966	\$7,446	6.53%	\$8,245	\$7,585	8.01%	\$11,060	\$11,083	-0.21%	4
Water Distribution Supervisor	\$8,779	\$9,761	-11.18%	\$9,087	\$10,042	-10.51%	\$11,915	\$13,155	-10.41%	8
Water Treatment Operator II	\$7,048	\$6,859	2.67%	\$7,294	\$7,225	0.95%	\$10,090	\$9,856	2.32%	7
Water Treatment Operator III	\$7,966	\$7,812	1.94%	\$8,245	\$8,084	1.95%	\$11,060	\$10,841	1.98%	7
Water Treatment Supervisor	\$8,779	Insuff Data	---	\$9,087	Insuff Data	---	\$11,915	Insuff Data	---	2
		<b>Average</b>	<b>-1.70%</b>		<b>Average</b>	<b>-0.67%</b>		<b>Average</b>	<b>-2.13%</b>	

	62.5th Percentile									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Elk Grove Water District Maximum Base Salary	Labor Market 62th Base Salary	% Elk Grove Water District Is Above or Below Labor Market 62th percentile	Elk Grove Water District Total Cash	Labor Market 62.5th percentile Total Cash	% Elk Grove Water District Is Above or Below Labor Market 62.5th percentil	Elk Grove Water District Total Compensation	Labor Market 62.5th percentile Total Compensation	% Elk Grove Water District Is Above or Below Labor Market 62.5th percentile	Comparability
Administrative Assistant II	\$5,521	\$6,209	-12.48%	\$5,714	\$6,332	-10.82%	\$8,478	\$8,956	-5.63%	5
Associate Civil Engineer	\$10,934	\$11,368	-3.97%	\$11,317	\$11,556	-2.11%	\$14,176	\$14,737	-3.96%	7
Engineering Technician II	\$7,401	\$8,041	-8.64%	\$7,660	\$8,068	-5.32%	\$10,463	\$11,528	-10.17%	6
Finance Manager	\$13,955	\$16,281	-16.67%	\$14,444	\$16,577	-14.77%	\$17,347	\$20,575	-18.61%	9
Finance Supervisor	\$11,480	Insuff Data	---	\$11,882	Insuff Data	---	\$14,749	Insuff Data	---	1
General Manager	\$17,183	\$21,139	-23.02%	\$17,784	\$21,773	-22.43%	\$20,735	\$24,704	-19.14%	9
Human Resources Administrator	\$11,206	\$11,250	-0.39%	\$11,598	\$11,334	2.28%	\$14,462	\$14,416	0.32%	5
Human Resources Technician	\$7,223	\$7,478	-3.53%	\$7,476	\$7,745	-3.60%	\$10,275	\$10,466	-1.86%	5
Program Manager	\$10,934	\$9,442	13.64%	\$11,317	\$9,545	15.65%	\$14,176	\$12,845	9.39%	6
Senior Utility Billing Specialist	\$7,966	\$6,503	18.37%	\$8,245	\$6,780	17.77%	\$11,060	\$9,423	14.80%	7
Utility Billing Specialist III	\$6,240	\$6,008	3.72%	\$6,458	\$6,158	4.65%	\$9,238	\$8,903	3.62%	9
Water Distribution Operator II	\$7,048	\$7,118	-1.00%	\$7,294	\$7,398	-1.43%	\$10,090	\$10,166	-0.75%	10
Water Distribution Operator III	\$7,966	\$7,467	6.27%	\$8,245	\$7,618	7.60%	\$11,060	\$11,113	-0.48%	4
Water Distribution Supervisor	\$8,779	\$9,767	-11.25%	\$9,087	\$10,050	-10.60%	\$11,915	\$13,215	-10.91%	8
Water Treatment Operator II	\$7,048	\$6,884	2.33%	\$7,294	\$7,326	-0.44%	\$10,090	\$9,887	2.02%	7
Water Treatment Operator III	\$7,966	\$7,828	1.74%	\$8,245	\$8,136	1.32%	\$11,060	\$10,853	1.87%	7
Water Treatment Supervisor	\$8,779	Insuff Data	---	\$9,087	Insuff Data	---	\$11,915	Insuff Data	---	2
		<b>Average</b>	<b>-2.33%</b>		<b>Average</b>	<b>-1.48%</b>		<b>Average</b>	<b>-2.63%</b>	

	Mean									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Elk Grove Water District Maximum Base Salary	Labor Market Mean Base Salary	% Elk Grove Water District Is Above or Below Labor Market Mean	Elk Grove Water District Total Cash	Labor Market Mean Total Cash	% Elk Grove Water District Is Above or Below Labor Market Mean	Elk Grove Water District Total Compensation	Labor Market Mean Total Compensation	% Elk Grove Water District Is Above or Below Labor Market Mean	Comparability
Administrative Assistant II	\$5,521	\$5,995	-8.59%	\$5,714	\$6,052	-5.92%	\$8,478	\$8,698	-2.59%	5
Associate Civil Engineer	\$10,934	\$11,381	-4.09%	\$11,317	\$11,561	-2.16%	\$14,176	\$14,791	-4.33%	7
Engineering Technician II	\$7,401	\$7,928	-7.12%	\$7,660	\$8,108	-5.84%	\$10,463	\$11,086	-5.94%	6
Finance Manager	\$13,955	\$15,769	-13.00%	\$14,444	\$15,956	-10.47%	\$17,347	\$19,494	-12.38%	9
Finance Supervisor	\$11,480	Insuff Data	---	\$11,882	Insuff Data	---	\$14,749	Insuff Data	---	1
General Manager	\$17,183	\$19,947	-16.09%	\$17,784	\$20,285	-14.06%	\$20,735	\$23,908	-15.30%	9
Human Resources Administrator	\$11,206	\$10,336	7.77%	\$11,598	\$10,485	9.60%	\$14,462	\$13,713	5.18%	5
Human Resources Technician	\$7,223	\$7,450	-3.15%	\$7,476	\$7,608	-1.76%	\$10,275	\$10,321	-0.45%	5
Program Manager	\$10,934	\$9,296	14.98%	\$11,317	\$9,458	16.43%	\$14,176	\$12,486	11.92%	6
Senior Utility Billing Specialist	\$7,966	\$6,747	15.30%	\$8,245	\$6,887	16.48%	\$11,060	\$9,778	11.59%	7
Utility Billing Specialist III	\$6,240	\$6,085	2.48%	\$6,458	\$6,188	4.19%	\$9,238	\$9,155	0.90%	9
Water Distribution Operator II	\$7,048	\$6,882	2.35%	\$7,294	\$7,072	3.05%	\$10,090	\$10,052	0.38%	10
Water Distribution Operator III	\$7,966	\$7,479	6.12%	\$8,245	\$7,522	8.77%	\$11,060	\$10,878	1.64%	4
Water Distribution Supervisor	\$8,779	\$9,782	-11.42%	\$9,087	\$9,985	-9.88%	\$11,915	\$13,198	-10.77%	8
Water Treatment Operator II	\$7,048	\$6,928	1.70%	\$7,294	\$7,069	3.10%	\$10,090	\$9,863	2.26%	7
Water Treatment Operator III	\$7,966	\$7,839	1.59%	\$8,245	\$8,045	2.43%	\$11,060	\$10,907	1.38%	7
Water Treatment Supervisor	\$8,779	Insuff Data	---	\$9,087	Insuff Data	---	\$11,915	Insuff Data	---	2
		<b>Average</b>	<b>-0.74%</b>		<b>Average</b>	<b>0.93%</b>		<b>Average</b>	<b>-1.10%</b>	

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																				

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 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																				

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 EID- 5% COLA included for January 1  
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 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																				

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 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																					

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 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
<i>Labor Market Median</i>		\$7,366								\$7,453												\$10,963	
<i>Florin Resource Conservation District/Elk Grove Water District is Above or Below Median</i>		7.53%								9.61%												0.87%	
<i>60th Percentile</i>		\$7,446								\$7,585												\$11,083	
<i>Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile</i>		6.53%								8.01%												-0.21%	
<i>62.5th Percentile</i>		\$7,467								\$7,618												\$11,113	
<i>Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile</i>		6.27%								7.60%												-0.48%	
<i>Labor Market Mean</i>		\$7,479								\$7,522												\$10,878	
<i>% Florin Resource Conservation District/Elk Grove Water District is Above or Below Mean</i>		6.12%								8.77%												1.64%	
<i># Of Comparable Matches</i>		4																					

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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
	Florin Resource Conservation District/Elk Grove Water District is Above or Below Median																						---
	60th Percentile																						Insuff Data
	Florin Resource Conservation District/Elk Grove Water District is Above or Below the 60th Percentile																						---
	62.5th Percentile																						Insuff Data
	Florin Resource Conservation District/Elk Grove Water District is Above or Below the 62.5th Percentile																						---
	Labor Market Mean																						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 1<sup>1</sup>**  
**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
<i>Florin Resource Conservation District/Elk Grove Water District</i>	<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>	<b>7/2022-7.2%</b>	<b>7/2023-TBD</b>
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

<sup>1</sup> Salary data effective as of January 2023; all known increases included in datasheets

**APPENDIX B - TABLE 1<sup>1</sup>**  
**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 1<sup>1</sup>**  
**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**

<b>Survey Agency</b>	<b>Retirement Agency</b>	<b>Retirement Benefit</b>	<b>Employee Contribution towards EE share of retirement</b>	<b>Retirement Formula</b>	<b>22/23 Employer Contribution Normal Cost</b>
<i>Florin Resource Conservation District/Elk Grove Water District</i>	<i>CalPERS</i>	<i>2% @ 55</i>	<i>6%</i>	<i>Highest 3 Years</i>	<i>10.32%</i>
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-Classic Employee**

<b>Survey Agency</b>	<b>Retirement Agency</b>	<b>Retirement Benefit</b>	<b>Employee Contribution towards EE share of retirement</b>	<b>Retirement Formula</b>	<b>22/23 Employer Contribution Normal Cost</b>
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	FMMG \$300-BA \$300-MA \$150-BA/MA unrelated field  Local 39

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

Survey Agency	Education/Certification Pay
	<p align="center">           \$300/month Max            \$150-AA            \$250-BA            \$250-MA            \$150-BA/MA (unrelated field)            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            Code Enforcement Technician- \$100 for Certified Code Enforcement Officer            Construction Inspector- \$200- Registered Public Works Inspector            Engineering Technician- \$200-Licensed Land Surveyor            IS Technician/Analyst- \$75 Microsoft or CISCO            Lead Plant Mechanic-\$150 for Class A; \$50 for ASE-various certs            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            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            Park Maintenance Worker I/II- \$100- Playground Safety and Pool Operator; \$50- Landscape Irrigation Auditor, Landscape Technician, Irrigation Contractor            Park Planner/Associate Planner- \$50- Irrigation Designer            Plan Checker- \$50 for each- Building Inspector, Electrical Inspector, Plumbing Inspector, Mechanical Inspector, Fire Code Certificate, ADA Specialist            Traffic Control/Lighting Technician I/II- \$50- IMSA Level I/II/III, IMSA Roadway Lighting certificate; Fiber Optics Installation Certification            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 align="center">Office/Field/Supervisory</p> <p align="center">Unrepresented Confidential \$75/month- one certification</p> <p align="center">Unrepresented Management None</p>
Placer County Water Agency	<p align="center">WSU</p> <p align="center">Canal Operator I/II- 2.5% with D2 or higher Lead Canal Operator-2.5% with D2 or higher Field Maintenance Supervisor-2.5% with D4; 2.5% with D5 Lead Worker, Treated Water Maintenance-2.5% with D4; 2.5% with D5 Maintenance Worker I/II- 2.5% Class A Service Worker- 2.5% for D4 and 2.5% for D5 Distribution Operator II-2.5% for D4 and 2.5% for D5 Lead Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Water Quality Specialist- 2.5% for D3 and 2.5% for D4 Water Quality Supervisor-2.5% for D4 and 2.5% for D5</p>
Sacramento Suburban Water District	<p align="center">State Certification Required for Position</p> <p align="center">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 align="center">State Certification Not Required for Position</p> <p align="center">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 align="center">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 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**

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

<sup>2</sup> General Manager receives 200 hours per year

<sup>3</sup> Annual Leave

<sup>4</sup> Annual Leave

**APPENDIX B - TABLE 4  
Vacation Leave**

<b>Agency</b>	<b>Year 1 (hours per year)</b>	<b>Year 2 (hours per year)</b>	<b>Year 5 (hours per year)</b>	<b>Year 10 (hours per year)</b>	<b>Year 15 (hours per year)</b>	<b>Year 20 (hours per year)</b>	<b>Max Accrual</b>
Fair Oaks Water District <sup>5</sup>	80	80	120	160	160	160	320
Nevada Irrigation District	80	80	96	120	160	200	416
Placer County Water Agency <sup>6</sup>	WSU 80	WSU 80	WSU 120	WSU 160	WSU 160	WSU 200	WSU 320
	Management 120	Management 120	Management 120	Management 160	Management 160	Management 160	Management 320
Sacramento Suburban Water District <sup>7</sup>	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

<sup>5</sup> General Manager receives 160 hours per year with a max of 400 hours

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

<sup>7</sup> 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>	<b>12</b> <i>(Called PTO)</i>	<b>320 hours</b>	<b>11 + 1 = 12</b>	<b>Exempt</b> <b>80</b>  <b>Non-exempt</b> <b>0</b>
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**

<b>Agency</b>	<b>Sick Leave Annual Accrual (days/year)</b>	<b>Sick Leave Max Accrual</b>	<b>Fixed Holidays + Floating Holidays (number of holidays per year)</b>	<b>Administrative, Management Leave, Personal Leave (number of hours per year)</b>
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**

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

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

<b>Agency</b>	<b>Agency Contribution to Retiree Health Savings</b>	<b>Agency Monthly Contribution for Retiree</b>	<b>Agency Monthly Contribution for Retiree + 1</b>	<b>Agency Monthly Contribution for Retiree + 2</b>	<b>Vesting</b>
<b><i>Florin Resource Conservation District/Elk Grove Water District</i></b>	<b><i>\$0</i></b>	<b><i>100% of cap with 15 years</i></b>	<b><i>100% of cap with 15 years</i></b>	<b><i>No Additional Contribution</i></b>	<b><i>15 years</i></b>
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)**

<b>Agency</b>	<b>Agency Contribution to Retiree Health Savings</b>	<b>Agency Monthly Contribution for Retiree</b>	<b>Agency Monthly Contribution for Retiree + 1</b>	<b>Agency Monthly Contribution for Retiree + 2</b>	<b>Vesting</b>
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)**

<b>Agency</b>	<b>Agency Monthly Contribution for Retiree</b>	<b>Agency Monthly Contribution for Retiree + 1</b>	<b>Agency Monthly Contribution for Retiree + 2</b>	<b>Vesting</b>
<b><i>Florin Resource Conservation District/Elk Grove Water District</i></b>	<b><i>100% of cap with 15 years</i></b>	<b><i>100% of cap with 15 years</i></b>	<b><i>No Additional Contribution</i></b>	<b><i>15 years</i></b>
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)**

<b>Agency</b>	<b>Agency Monthly Contribution for Retiree</b>	<b>Agency Monthly Contribution for Retiree + 1</b>	<b>Agency Monthly Contribution for Retiree + 2</b>	<b>Vesting</b>
<b><i>Florin Resource Conservation District/Elk Grove Water District</i></b>	<b><i>100% of cap with 15 years</i></b>	<b><i>100% of cap with 15 years</i></b>	<b><i>No Additional Contribution</i></b>	<b><i>15 years</i></b>
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**

Agency	On-Call/Stand By Pay Policies
<b>Florin Resource Conservation District/Elk Grove Water District</b>	<b>Employees assigned to on-call duty are paid \$85 per day.</b>
Amador Water Agency	Standby compensation shall be \$50 per weekday and \$70 per weekend day and holiday
Carmichael Water District	<p align="center">On-Call Duty – Flat Rate            Level - Daily Rate - Weekly Rate            T4 - \$88.00 - \$616.00            T3 - \$76.00 - \$532.00            D3 - \$76.00 - \$532.00            D2 - \$65.00 - \$455.00            * D1/T1/T2 are not eligible for On-Call Duty</p>
Citrus Heights Water District	<p align="center">Updated @ December Board Meeting            Regular Work Days \$ 44.00 / day            Friday \$ 108.00 / day            Saturday \$ 108.00 / day            Sunday \$ 108.00 / day            District Holidays \$ 44.00 / day</p>
City of Folsom	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.
El Dorado Irrigation District	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)
Fair Oaks Water District	<p align="center">Weekday-\$ 30.00            Weekend-\$100.00            Holiday - \$175.00</p>

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

Agency	On-Call/Stand By Pay Policies
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**

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

March 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**

- **General Counsel Services** – The District's General Counsel Services with JRG Attorneys at Law expires on April 21, 2023. Staff would like to discuss and receive direction from the Board about the approach the District should take for procuring future general counsel services. Staff has provided the District's Legal Services Policy (Attachment 1) for reference.
- **Authorized Voting Representative for ACWA 2023 Elections** – The Association of California Water Agencies (ACWA) is requesting each member agency designate its voting representative for the upcoming election of Board officers. In the past, the District has designated its Board Chair as the voting representative. Staff has provided the election schedule (Attachment 2) and Authorized Voting Representative

**GENERAL MANAGER'S REPORT**

---

Page 2

Form (Attachment 3) for reference. The Authorized Voting Representative Form is due by June 16, 2023.

- Gardeners of the Grove Presentation – On the evening of March 6, 2023, Travis Franklin performed community outreach by presenting to the Elk Grove Gardeners of Grove.
- Autopay with Credit Card Option – The District now offers its customers the option to automatically pay their water bills on a recurring basis with their credit cards. Customers identified a credit card autopay option as a high priority in their survey responses to the District.

**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

Attachments



Policy Type: Florin Resource Conservation District Board of Directors  
Policy Title: Legal Services Policy  
Date Adopted: April 21, 2020  
Resolution No: 04.21.20.03  
Date Amended:

**I. PURPOSE**

The purpose of this policy is to establish the Florin Resource Conservation District (District) Board of Directors (Board) authority in retaining the District's General Counsel and other legal counsel. This policy also establishes District officers' authority and procedural requirements for retaining outside legal counsel.

**II. POLICY**

This policy includes, but is not limited to, services provided by the General Counsel and other outside legal counsel such as litigation, investigations, transactions in real estate and finance, contract negotiations, and water-related matters.

**III. PROCUREMENT**

A. The Board shall have the sole authority to retain General Counsel. The General Manager and appropriate staff shall be involved with the Board on all aspects relating to such appointment, as directed by the Board.

1. The General Counsel shall have such powers and duties as delineated in the District Bylaws and as directed by the Board.
2. Staff shall work directly with the General Counsel in completing his or her assigned responsibilities and tasks.

B. General procedures and rules for procuring outside legal counsel are as follows:

1. Procurement of outside legal counsel anticipated to cost \$50,000 or less, shall be approved by the General Manager.
2. Procurement of outside legal counsel anticipated to cost more than \$50,000 shall be authorized by the Board.

## Attachment 2

**From:** [David Eggerton](#)  
**To:** [Donna Pangborn](#)  
**Subject:** ACWA 2023 BOARD OFFICERS' ELECTION - Authorized Voting Representative Form  
**Date:** Wednesday, March 15, 2023 12:30:29 PM  
**Attachments:** [image001.png](#)  
**Importance:** High

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# MEMORANDUM

**TO:** ACWA Member Agency Leadership  
(sent via email)

**CC:** ACWA Board of Directors

**FROM:** ACWA Executive Director

**DATE:** March 15, 2023

**SUBJECT:** ACWA 2023 BOARD OFFICERS' ELECTION – Authorized Voting Representative Form

---

ACWA has launched two separate but concurrent election processes for the 2024-'25 term: the Board officers' election for President and Vice President and the region board elections. **This memo provides a summary of the Board officers' election process, including key dates and changes being implemented this year.**

The biggest change to the election process is that voting will no longer take place during conference. Instead, voting will take place electronically July 17 - Sept. 15. Ballots will be distributed July 17 and include all qualified candidates, in addition to the Election Committee's preferred candidates. All candidates will also be listed on the ACWA website and invited to participate in a town hall style webinar in which members can ask the candidates questions.

Each member agency in good standing may vote in the election for President and Vice President. **Member agencies must designate the agency's one voting representative by submitting an Authorized Voting Representative Form to [donnap@acwa.com](mailto:donnap@acwa.com) by June 16. The form is available [online](#).**

ACWA will be using a web-based online voting system called Simply Voting, which will independently tabulate the votes and provide verified results in a timely manner while keeping individual votes confidential. Designating your agency's voting representative is an important step to ensure the ballot is sent to the correct person.

### Important Officers Election Dates

- Call for candidates begins: **Monday, April 17**
- Deadline to submit Authorized Voting Representative Forms: **Friday, June 16**
- Deadline to submit candidate nominations: **Friday, June 16**
- Election begins: **Monday, July 17**
  - Authorized voting representatives who are voting electronically will receive an email from Simply Voting with a link to the ballot for President and Vice President.

- Authorized voting representatives who have requested a paper ballot will be sent a ballot by first class mail to their member agency's address.
- Deadline to submit ballots: **Friday, September 15**
- Announcement of ACWA President and Vice President for 2024-'25 term: **September 27**
- Introduction of ACWA President and Vice President at fall conference: **November 29**

For more details about the election process, please visit [www.acwa.com/elections](http://www.acwa.com/elections). Additional questions can be directed to ACWA Senior Clerk of the Board Donna Pangborn at 916-669-2425 or [donnap@acwa.com](mailto:donnap@acwa.com).

## Dave Eggerton

Executive Director

Association of California Water Agencies

916.441.4545 | [DaveE@acwa.com](mailto:DaveE@acwa.com) | [www.acwa.com](http://www.acwa.com)





## 2023 ACWA ELECTIONS AUTHORIZED VOTING REPRESENTATIVE FORM

ACWA has launched two separate but concurrent election processes for the 2024-'25 term: the board officers' election for President and Vice President and the region board elections. **In order to vote for the board officers, each member agency must designate one voting representative by June 16.** To designate your agency's one voter, submit this Authorized Voting Representative Form by the June deadline. If you do not designate a representative to vote by the deadline, your agency's General Manager will be the authorized voter by default. Authorized voters will receive an electronic ballot on July 17. For more information about ACWA's elections, visit [www.acwa.com/elections](http://www.acwa.com/elections).

**The person designated below will cast our agency's vote for the election of ACWA's President and Vice President for the 2024-'25 term in the upcoming election.**

Member Agency's Name		Agency's Phone No.
Authorized Voting Representative's Name	Authorized Voting Representative's Email	Authorized Voting Representative's Phone No.
<input type="checkbox"/> Our member agency would like to cast a paper ballot by U.S. mail instead of voting electronically. <i>Please provide the mailing address below only if you are voting by mail.</i>		
Mailing Address		City, State and Zip

Print Name of Member Agency's Authorized Signatory

X

Authorized Signatory Signature

Date

**SAVE & SUBMIT**

### SUBMIT YOUR FORM

**To:** Donna Pangborn, Senior Clerk of the Board  
**Email:** [donnap@acwa.com](mailto:donnap@acwa.com)  
**Mail:** 980 9th Street, Suite 1000, Sacramento, CA 95814

**SUBMISSION DEADLINE  
JUNE 16, 2023**

March 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Stefani Phillips, Board Secretary

SUBJECT: **CALIFORNIA SPECIAL DISTRICTS ASSOCIATION BOARD OF DIRECTORS  
CALL FOR NOMINATIONS – SIERRA NETWORK SEAT C**

## **RECOMMENDATION**

It is recommended that the Florin Resource Conservation District Board of Directors consider nominating a director or managerial employee from the Florin Resource Conservation District/Elk Grove Water District for Sierra Network Seat C for the 2023 election of the California Special Districts Association Board of Directors.

## **Summary**

The California Special Districts Association (CSDA) is calling for nominations for Board of Directors to be placed on the ballot for Sierra Network, Seat C. The term of office will begin on January 1, 2024, through December 31, 2026. The CSDA Board of Directors (CSDA Board) governing body is responsible for all policy decisions related to the CSDA's member services, legislative advocacy, education, and resources.

By this action, the Florin Resource Conservation District (FRCD) Board of Directors (Board) may nominate a director or managerial employee from the FRCD/Elk Grove Water District (EGWD), for the election of CSDA Board, Sierra Network Seat C.

## **DISCUSSION**

### **Background**

The CSDA Board is elected from six (6) geographical networks. The FRCD/EGWD, which is in Region 2, is called the Sierra Network. Each of the CSDA's six (6) geographical networks has three (3) seats on the CSDA Board with staggered three (3) year terms. The candidates must be affiliated with an independent special district that is a CSDA regular member and located within the region that they wish to represent.

The board members are expected to make the following commitments:

- Attend all board meetings, usually four (4) to five (5) times annually, at the CSDA office in Sacramento.

## **CALIFORNIA SPECIAL DISTRICTS ASSOCIATION BOARD OF DIRECTORS CALL FOR NOMINATIONS – SIERRA NETWORK SEAT C**

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- Participate on at least one (1) committee, which meets three (3) to five (5) times a year at the office in Sacramento.
- Attend CSDA's two (2) annual events: Special Districts Legislative Days and the CSDA Annual Conference.
- Complete all four (4) modules of the CSDA's Special District Leadership Academy within two (2) years.

CSDA does not reimburse for expenses for the two (2) conferences or the Academy classes even if a board or committee meeting is held in conjunction with the events.

### Present Situation

CSDA is calling for nominations for Board of Directors to be placed on the ballot for Sierra Network, Seat C. The term for Seat C is January 1, 2024, through December 31, 2026.

The nomination procedures prescribe that any regular independent special district is eligible to nominate one (1) person, a director or managerial employee for appointment to the CSDA Board. The nomination may be presented in the form of a resolution or by minute action along with the 2023 Board of Director Nomination Form. The deadline to receive nominations is April 6, 2023.

Electronic ballots will be mailed out to all the voting members on June 5, 2023, and are due back on July 14, 2023. The CSDA will then count the ballots and announce the selected CSDA Board members at the Annual Conference in Monterey in August 2023.

### 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".

March 21, 2023

**CALIFORNIA SPECIAL DISTRICTS ASSOCIATION BOARD OF DIRECTORS CALL FOR  
NOMINATIONS – SIERRA NETWORK SEAT C**

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**FINANCIAL SUMMARY**

There is no immediate financial impact on the Elk Grove Water District Fiscal Year (FY) 2022-2023 Budget.

To meet the required commitments of an elected CSDA Board of Director, future budgets would need to accommodate the attendance of a CSDA Annual Conference each year and a minimum of two (2) modules of the CSDA's Special District Leadership Academy in the first two (2) years to complete the requirement of four (4) modules.

Respectfully submitted,



STEFANI PHILLIPS  
BOARD SECRETARY

March 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District  
FROM: Travis Franklin, Program Manager  
SUBJECT: **LEGISLATIVE MATTERS AND POTENTIAL DIRECTION TO STAFF**

## **RECOMMENDATION**

This item is presented as information although the Florin Resource Conservation District Board of Directors may provide an action to authorize staff to respond to a legislative item.

## **SUMMARY**

There are several bills that have been introduced in the 2023 legislative session that could potentially impact the Florin Resource Conservation District/Elk Grove Water District (District) if passed. These bills are highlighted below.

## **DISCUSSION**

### **Background**

The Florin Resource Conservation District (FRCD) Board of Directors (Board) is periodically updated on legislative and regulatory issues.

### **Present Situation**

The following bills have been introduced in the 2023 legislative session that could potentially impact the District if passed in their current form.

### **AB 249 (Holden D) Water: school sites: lead testing: conservation.**

This bill would require a community water system that serves a school site to test for lead in the potable water system outlets of the school site before January 1, 2027, except for potable water system outlets in buildings that were either constructed after January 1, 2010, or modernized after January 1, 2010, and all faucets and other end point devices used for providing potable water were replaced as part of the modernization. The bill would require the community water system to report its findings to the applicable school or local educational agency and to the State Water Resources Control Board (SWRCB). The bill would require the local educational agency or school, if the lead level exceeds a specified level at a school site, to notify the parents and guardians of the pupils who attend the school site or preschool, take immediate steps to make inoperable and shut down from use all fountains and faucets where



**LEGISLATIVE MATTERS AND POTENTIAL DIRECTION TO STAFF**

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the excess lead levels may exist, and work with the school sites under its jurisdiction to ensure that a potable source of drinking water is provided for pupils, as specified. The bill would require a community water system to prepare a sampling plan for each school site where lead sampling is required under these provisions. The bill would require the state board to make the results of school site lead sampling publicly available by posting the results on its internet website. California Special Districts Association (CSDA) has taken an oppose position.

**AB 460 (Bauer-Kahan D) State Water Resources Control Board: interim relief.**

This bill authorizes the SWRCB to issue an interim relief order in appropriate circumstances, after notice and an opportunity for a hearing, in adjudicative proceedings to apply or enforce any of the following:

- (1) Section 2 of Article X of the California Constitution.
- (2) The public trust doctrine.
- (3) Water quality objectives or principals and guidelines adopted under subdivision (b) of Section 13142, Section 13149, Section 13170, or 13241.
- (4) The requirements set forth in permits, licenses, certificates, and registrations issued under Part 2 (commencing with Section 1200), including actions that invoke the board's reserved jurisdiction or continuing authority.
- (5) Section 5937 of the Fish and Game Code.

Association of California Water Agencies (ACWA) has taken an oppose position.

**AB 560 (Bennett D) Sustainable Groundwater Management Act: groundwater adjudication.**

This bill would require the court to refer a proposed judgment in specified adjudication proceedings to the SWRCB for an advisory determination as to whether the proposed judgment will substantially impair the ability of a groundwater sustainability agency, the SWRCB, or the Department of Water Resources (DWR) to comply with the act and to achieve sustainable groundwater management. Regional Water Authority (RWA) is recommending an oppose position.

**AB 557 (Hart D) Open meetings: local agencies: teleconferences.**

This bill would extend the teleconferencing provisions when a declared state of emergency is in effect, or in other situations related to public health indefinitely. The bill would also extend the period for a legislative body to make the above-described findings related to a continuing state of emergency and social distancing to not later than 45 days after the first

**LEGISLATIVE MATTERS AND POTENTIAL DIRECTION TO STAFF**

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teleconferenced meeting, and every 45 days thereafter, in order to continue to meet under the abbreviated teleconferencing procedures. CSDA is the sponsor of this bill.

**AB 676 (Bennett D) Water: general state policy.**

Current law establishes various state water policies, including the policy that the use of water for domestic purposes is the highest use of water and that the next highest use is for irrigation. This bill would instead declare that the use of water for health and safety purposes is the highest use of water. RWA is recommending an oppose position.

**AB 779 (Wilson D) Groundwater: adjudication.**

This bill would require the court to invite a representative from the department or SWRCB to provide technical assistance or expert testimony on the amount of water in the basin subject to adjudication, equitable and sustainable pumping allocations for the basin, and sustainable groundwater management best practices and recommendations. The bill would require the court to take into account the needs of small farmers and disadvantaged communities, as those terms are defined, when entering a judgment. RWA is recommending an oppose position.

**AB 900 (Bennett D) Aquifer recharge: grant program: streamlined permitting.**

This bill would require DWR to prepare and produce a report outlining best practices for aquifer recharge. The bill would require the report to include guidelines for a streamlined permitting process for aquifer recharge projects that implement the best practices outlined in the report. The bill would also require the department to create a grant program to implement best practices in aquifer recharge, including a streamlined process for the issuance of a permit.

**AB 1337 (Wicks D) State Water Resources Control Board: water shortage enforcement.**

This bill would authorize the SWRCB to adopt regulations for various water conservation purposes, including, but not limited to, to prevent the waste, unreasonable use, unreasonable method of use, or unreasonable method of diversion of water, and to implement these regulations through orders curtailing the diversion or use of water under any claim of right. ACWA has taken an oppose position.

**AB 1563 (Bennett D) Groundwater sustainability agency: groundwater extraction permit: verification.**

Existing law authorizes a groundwater sustainability agency to request of the county, and requires a county to consider, that the county forward permit requests for the construction of new groundwater wells, the enlarging of existing groundwater wells, and the reactivation of

**LEGISLATIVE MATTERS AND POTENTIAL DIRECTION TO STAFF**

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abandoned groundwater wells to the agency before permit approval. This bill would instead require a county to forward permit requests for the construction of new groundwater wells, the enlarging of existing groundwater wells, and the reactivation of abandoned groundwater wells to the groundwater sustainability agency before permit approval.

**AB 1567 (Garcia D) Safe Drinking Water, Wildfire Prevention, Drought Preparation, Flood Protection, Extreme Heat Mitigation, and Workforce Development Bond Act of 2023.**

This bill would enact the Safe Drinking Water, Wildfire Prevention, Drought Preparation, Flood Protection, Extreme Heat Mitigation, and Workforce Development Bond Act of 2023, which, if approved by the voters, would authorize the issuance of \$15.1 billion of bonds pursuant to the State General Obligation Bond Law to finance projects for safe drinking water, wildfire prevention, drought preparation, flood protection, extreme heat mitigation, and workforce development programs. Would provide for the submission of these provisions to the voters at the November 5, 2024, statewide general election. ACWA has a support if amended position on the bill.

**AB 1572 (Friedman D) Potable water: nonfunctional turf.**

This bill would prohibit the use of potable water, as defined, for the irrigation of nonfunctional turf located on commercial, industrial, municipal, institutional, and multifamily residential properties, as specified. ACWA has taken an oppose unless amended position on this bill with amendments centered on addressing the requirements on local agencies for enforcement, reporting, and protection of tree health.

**SB 23 (Caballero D) Water supply and flood risk reduction projects: expedited permitting.**

SB 23 would streamline the regulatory permitting of water supply and flood risk reduction projects in four ways. It would reform the process by which an application for a Section 401 Water Quality Certification is deemed complete. It would 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. It would 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. It would allow project applicants to voluntarily contribute resources to state permitting agencies to provide agencies with additional resources to meet the permitting. ACWA and CSDA have taken a support letter and the District joined a coalition letter authored by ACWA.

**LEGISLATIVE MATTERS AND POTENTIAL DIRECTION TO STAFF**

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**SB 66 (Hurtado D) Water: predictive models and data collection.**

Current law requires DWR, as part of updating The California Water Plan every five years, to conduct a study to determine the amount of water needed to meet the state's future needs and to recommend programs, policies, and facilities to meet those needs. This bill would state the intent of the Legislature to ensure that reliable predictive models and data collection systems are used to properly forecast and allocate surface water.

**SB 231 (Hurtado D) Drought modeling.**

Current law requires DWR to include a discussion of various strategies in the California Water Plan update, including, but not limited to, strategies relating to the development of new water storage facilities, water conservation, water recycling, desalination, conjunctive use, water transfers, and alternative pricing policies that may be pursued to meet the future needs of the state. This bill would state the intent of the Legislature to enact subsequent legislation to require DWR to modify its predictive models as necessary to account for California's persistent drought.

**SB 366 (Caballero D) The California Water Plan: long-term supply targets.**

This bill would make legislative findings and declarations and state the intent of the Legislature to enact future legislation that modernizes the California Water Plan, including the establishment of long-term water supply targets.

**SB 389 (Allen D) State Water Resources Control Board: determination of water right.**

This bill would authorize the SWRCB to investigate the diversion and use of water from a stream system to determine whether the diversion and use are based upon appropriation, riparian right, or other basis of right. This bill would make a water right holder prove by the preponderance of evidence the basis of their right in a state board proceeding to determine a diversion and basis of right.

**SB 659 (Ashby D) Groundwater recharge: minimum requirement.**

This bill would establish a statewide goal for the ability to do 10 million acre-feet of groundwater recharge a wet year by 2035. This bill would task DWR in consultation with the Water Board with developing a plan to achieve the goal. This is an RWA co-sponsored bill.

**LEGISLATIVE MATTERS AND POTENTIAL DIRECTION TO STAFF**

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**SB 867 (Allen D) Drought and Water Resilience, Wildfire and Forest Resilience, Coastal Resilience, Extreme Heat Mitigation, Biodiversity and Nature-Based Climate Solutions, Climate Smart Agriculture, and Park Creation and Outdoor Access Bond Act of 2023.**

This bill would enact the Drought and Water Resilience, Wildfire and Forest Resilience, Coastal Resilience, Extreme Heat Mitigation, Biodiversity and Nature-Based Climate Solutions, Climate Smart Agriculture, and Park Creation and Outdoor Access Bond Act of 2023, which, if approved by the voters, would authorize the issuance of bonds in an unspecified amount pursuant to the State General Obligation Bond Law to finance projects for drought and water resilience, wildfire and forest resilience, coastal resilience, extreme heat mitigation, biodiversity and nature-based climate solutions, climate smart agriculture, and park creation and outdoor access programs. The District joined the ACWA coalition letter of support (attached)

Staff will continue to monitor these bills along with any other bills which may affect District operations.

**ENVIRONMENTAL CONSIDERATIONS**

There are no direct environmental considerations associated with this report.

**STRATEGIC PLAN CONFORMITY**

Tracking active legislation complies with the District's Water Industry Leadership goals of the 2020-2025 Strategic Plan.

**FINANCIAL SUMMARY**

There is no direct financial impact associated with this report.

Respectfully submitted,



TRAVIS FRANKLIN  
PROGRAM MANAGER

Attachment

March XX, 2023

The Honorable Dave Min  
Chair, Senate Natural Resources and Water Committee  
1021 O Street, Room 3220  
Sacramento, CA 95814

**RE: SB 867 (Allen)** – Drought and Water Resilience, Wildfire and Forest Resilience, Coastal Resilience, Extreme Heat Mitigation, Biodiversity and Nature-Based Climate Solutions, Climate Smart Agriculture, and Park Creation and Outdoor Access Bond Act of 2023.

**Position: SUPPORT IF AMENDED**

Dear Senator Min,

The Association of California Water Agencies (ACWA) and the undersigned organizations wish to express our support-if-amended position on SB 867 and strongly urge the author and Committee to take amendments that would make a generational investment in California's water infrastructure system.

ACWA represents over 460 public water agencies throughout California that deliver over 90% of the water used for agricultural, commercial, and residential purposes. ACWA supports efforts to advance a general obligation bond related to climate change and water and is appreciative of Senator Allen's leadership on this issue over the years.

California's changing climate creates increased risks of drought, floods, intense rain events, and sea level rise that will present unique challenges to public water agencies and their ability to reliably provide water to California's farms and cities. The State is currently underprepared to manage a water system with a decreasing snowpack, less frequent precipitation, and weather extremes. Adapting to climate change will require California to urgently and significantly rehabilitate and modify existing water facilities, improve operational flexibility, and make generational investments in new water infrastructure.

Additional above- and below-ground storage capacity must be developed to capture precipitation, especially in extreme weather events such as atmospheric rivers, and to mitigate disappearing snowpack. In addition, new and enhanced conveyance facilities are essential for moving collected and stored water, connecting suppliers with different supply sources, transferring water among water users, recharging groundwater, and storing water for multi-beneficial purposes, including environmental benefits. State investment in water infrastructure

is crucial to providing the reliable delivery of safe water to California residents, businesses, and agriculture. In addition, climate resilience projects have also been shown to stimulate local economies and create jobs.

The undersigned organizations respectfully request that SB 867 be amended to include funding for water infrastructure projects as identified in the attached document. These amendments focus on capital investments in water infrastructure projects that would improve California's capacity to adapt to the effects of climate change.

We thank you for your consideration of the amendments and urge the author and Committee to make these investments now. If you have any questions, please do not hesitate to contact ACWA State Relations Director, Adam Quiñonez at [adamq@acwa.com](mailto:adamq@acwa.com) or (916) 441-4545.

Sincerely,

Adam Quiñonez  
State Relations Director  
Association of California Water Agencies

March 21, 2023

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Bruce Kamilos, General Manager

SUBJECT: **FLORIN RESOURCE CONSERVATION DISTRICT / ELK GROVE WATER DISTRICT 2020-2025 STRATEGIC PLAN UPDATE**

### **RECOMMENDATION**

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

### **SUMMARY**

The Florin Resource Conservation District/Elk Grove Water District (District) developed the 2020-2025 Strategic Plan (Plan) to guide the District's operations over the next five (5) years. The Plan is an important document that expresses the District's core values and sets forth key goals and objectives for the District. The Plan was adopted by the District Board of Directors (Board) on February 18, 2020.

The Board has requested that staff return in March of each calendar year to provide the Board with an update on the status of each of the objectives that have been developed to help achieve the goals as set forth in the Plan.

### **DISCUSSION**

#### **Background**

The District places a high priority on the quality of operations and services it provides to its customers. In order to continue providing the highest quality and services, it is important that the District maintain clearly established goals. The Plan provides the District with a five-year vision and roadmap to ensure that staff and the Board establish goals that best serve our customers now, and into the future.

It is also important the Plan is concise and useful. The Plan is referenced by the Board, staff and District stakeholders over the next five (5) years when allocating resources and determining courses of action for the District.



**FLORIN RESOURCE CONSERVATION DISTRICT / ELK GROVE WATER DISTRICT  
2020-2025 STRATEGIC PLAN UPDATE**

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The Plan identifies seven (7) strategic goals. Each goal has associated objectives in order to achieve the goal. The seven (7) strategic goals are:

1. Governance and Customer Engagement – Conduct public affairs and manage public resources in an effective, efficient and transparent manner.
2. Fiscal Responsibility – Make financial decisions that benefit District customers.
3. Planning and Operational Efficiency – Practice ongoing infrastructure renewal and organizational improvement through planning and increased operational efficiency.
4. Protection of Public and Environmental Health – Provide a safe, abundant and reliable water supply.
5. Community Relations and Customer Engagement – Increase engagement with the customers and community to provide superior customer service, increase public awareness of the water industry and the District.
6. Employer of Choice – Attract and retain skilled employees. The District remains a driven, supportive and family-oriented work environment.
7. Water Industry Leadership – Demonstrate water industry leadership through partnerships and active participation in regional and statewide water efforts.

**Present Situation**

Staff has prepared a spreadsheet (Attachment 1) outlining the seven (7) goals referenced above, along with the objectives that will assist the District in achieving each goal. Staff has also provided the Special District Leadership Foundation District of Distinction Application (Attachment 2) for purpose of discussion. Staff will provide an oral update on the status of each of the objectives, as well as an anticipated timeline of when those objectives are to be completed.

**ENVIRONMENTAL CONSIDERATIONS**

There are no direct environmental considerations associated with this report.

**STRATEGIC PLAN CONFORMITY**

The Strategic Plan update conforms to the objective to monitor, review and update District policies to adhere to changes in operational requirements. This objective is one (1) of

March 21, 2023

**FLORIN RESOURCE CONSERVATION DISTRICT / ELK GROVE WATER DISTRICT  
2020-2025 STRATEGIC PLAN UPDATE**

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several that will assist the District in achieving the goal of Governance and Customer Engagement.

**FINANCIAL SUMMARY**

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

Respectfully submitted,

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

BRUCE KAMILOS  
GENERAL MANAGER

Attachment

Attachment 1

Strategic Goals	Objectives	Department/Assigned/Lead?	Anticipated Fiscal Year Completion					Completed	Completion Year	Status	Notes
			FY20/21	FY21/22	FY22/23	FY23/24	FY24/25	Y/N			
1	Conduct a review of the District's Bylaws every two years	Board Secretary	X		X		X	Yes	FY 22/23	Ongoing	Completed in Jan. 2023, next review will be conducted in FY 24/25
1	Conduct biennial Board member orientations to review policies and procedures	General Manager/Board Secretary	X		X		X	Yes	FY 20/21	Ongoing	Not needed in FY 22/23 as no new board members seated from last election cycle.
1	Provide opportunities for public involvement and participation	General Manager	X	X	X	X	X	Yes	FY 22/23	Ongoing	Community Advisory Committees
1	Conduct all Board meetings in accordance with the Brown Act with emphasis on transparency	Board Secretary	X	X	X	X	X	Yes	FY 22/23	Ongoing	All board meetings were conducted in accordance with Brown Act
1	Maintain a District website allowing easy access to all Board materials and governing documents	Program Manager	X	X	X	X	X	Yes	FY 22/23	Ongoing	Website is continuously monitored and updated
1	Continue to demonstrate operational transparency based on the guidelines established by the Special District Leadership Foundation (SDLF) District Transparency Certificate of Excellence	Finance	X				X	No		Expires 3/31/2023	Board members notified of requirements to achieve certificate
1	Conduct District business in an ongoing manner to achieve the SDLF District of Distinction Accreditation	Finance					X	No		Incomplete	Recommend pursuing for FY24/25
1	Continue to review operational procedures and structures for improvements to District operations	Operations	X	X	X	X	X	Yes	FY 22/23	Ongoing	Developing SOPs
1	Monitor, review and update District policies to adhere to changes in operational, environmental and legislative requirements	Board Secretary	X	X	X	X	X	Yes	FY 22/23	Ongoing	
2	Continuous achievement in sound accounting practice based on the GFOA Certificate of Achievement for Excellence in Financial Reporting Award	Finance	X	X	X	X	X	Yes	FY 21/22	Ongoing	Achieved for FY 21/22
2	Conduct Fiscal Year 2023-24 Water Rate Study	Finance			X			No		In process	On track for public hearing at June 2023 board meeting
2	Manage water rates to be regionally competitive	Finance	X	X	X	X	X	Yes	FY 22/23	Ongoing	Staff to manage rates effectively as part of Water Rate Study
2	Develop a funding plan to increase funded ratio of retirement and other post-retirement benefits	Finance		X				Yes	FY 20/21	Completed	ADP made on 12/30/2020
2	Develop annual financing plans to align CIP projects with the approved rate structure (pay as you go)	Operations	X	X	X	X	X	Yes	FY 22/23	Ongoing	FY 2024-28 CIP is based on pay-as-you-go
2	Establish bill payment consolidation services to increase payments by automated clearing house (ACH)	Finance	X					Yes	FY 20/21	Completed	No further action required.
2	Develop annual budgets that are balanced through cost saving measures or transfers from operating reserves	Finance	X	X	X	X	X	Yes	FY 22/23	Ongoing	Annual Budget will be balanced through transfers from reserves
3	Update the District's Urban Water Management Plan, including the development of a new Water Shortage Contingency Plan	Program Manager	X					Yes	FY 20/21	Completed	2020 UWMP adopted by the Board Jun 15, 2021
3	Develop Master Plan for aging water mains	Technical Services			X			No		In process	Draft Master Plan in development
3	Develop and update standard operating procedures	Operations	X	X	X	X	X	Yes	FY 22/23	Ongoing	
3	Update the District's Standard Construction Specifications and Drawings	Technical Services			X			No		In process	Drawings have been updated
3	Explore the potential for implementing automated metering infrastructure technology	Technical Services	X	X	X	X	X	No		In process	WaterSMART grant app ready. Targeting AMI in FY 24/25
3	Implement a regulatory tracking system	Technical Services	X					Yes	FY 20/21	Completed	Will update periodically
3	Review and update the District's Asset Management Plan	Technical Services	X	X	X	X	X	Yes	FY 22/23	Ongoing	Conducted annually as a precursor to the CIP preparation
4	Comply with all State and Federal Drinking Water Standards	Operations	X	X	X	X	X	Yes	FY 22/23	Ongoing	Quarterly PFAS sampling
4	Investigate the potential for groundwater recharge projects	Technical Services			X	X	X	Yes	FY 22/23	Ongoing	Submitted SASb SGM Grant Application
4	Complete Risk and Resilience Plan	Program Manager	X					Yes	FY 20/21	Completed	Certified w/EPA on Jun 22, 2021
4	Update the District's Emergency Response Plan	Program Manager	X					Yes	FY 21/22	Completed	Certified w/EPA on Dec 21, 2021, Table Top on Jan 31, 2023
4	Complete a risk assessment of water system infrastructure around critical facilities including schools, daycares and senior living centers	Technical Services				X		No		Not started yet	
4	Perform Districtwide unidirectional flushing	Operations	X					No		Paused due to COVID and drought	Tentatively set Jan 2024 pending drought outlook

5	Establish a Communications Plan annually	Program Manager	X	X	X	X	X	Yes	FY 21/22	Ongoing	Established a District Facebook page
5	Explore development of a water education program with the Elk Grove Unified School District	Program Manager			X			No		Ongoing	Join with RWA revamped educational program.
5	Develop new marketing media to tell the story of the District and convey the value of water	Program Manager			X			No		Ongoing	Incorporate into District Facebook page. Join with RWA on value of water.
5	Acquire a new administrative facility	General Manager	X					Yes	FY 20/21	Completed	Moved in and loving it!
5	Explore the potential for offering a low-income and senior assistance program	Customer Service	X	X	X	X	X	Yes	FY 22/23	Ongoing	Enrolled in Low-Income Household Water Assistance Program
5	Explore the potential to utilize social media	Program Manager	X					Yes	FY 20/21	Completed	Established a District Facebook page
5	Develop a customer service survey program to periodically solicit feedback on District services and customer satisfaction	Finance/Customer Service	X	X	X	X	X	Yes	FY 22/23	Ongoing	Surveyed customers, staff and board as part of Exceptional Customer Service Program
6	Continue to provide competitive salaries and benefits	HR	X	X	X	X	X	Yes	FY 22/23	Ongoing	Conducted 2023 Comp Study
6	Maintain control of employee medical benefit contributions	HR	X	X	X	X	X	Yes	FY 22/23	Ongoing	
6	Develop and refine employee succession planning	HR	X	X	X	X	X	Yes	FY 22/23	Ongoing	Prof. development, SOPs
6	Create a comprehensive training program for operators	HR/OPS				X		Yes	FY 22/23	In process	Ops. Supervisors responsibility
6	Maintain a commitment to develop a comprehensive safety program designed to reduce risk and comply with all regulatory requirements	Program Manager	X	X	X	X	X	Yes	FY 22/23	Ongoing	Continuing to conduct safety tailgate meetings and safety trainings
7	Participate and actively engage in local and regional water associations, agencies and committees to address regional statewide water efforts	GM/Technical Services/PM	X	X	X	X	X	Yes	FY 22/23	Ongoing	Bruce elected SCGA Vice Chair and RWA Exec. Comm. member
7	Advocate for and develop legislation that benefits water agencies regionally and statewide	Program Manager	X	X	X	X	X	Yes	FY 22/23	Ongoing	Signed on to ACWA coalition letters
7	Partner with agencies and organizations to develop plans and projects that improve California's water resilience	GM/Technical Services/PM	X	X	X	X	X	Yes	FY 22/23	Ongoing	Participated in SASb SGM Grant



SHOWCASE YOUR COMMITMENT TO EXCELLENCE

## District of Distinction Application

The District of Distinction is an accreditation program that enables districts to demonstrate to their communities, the media and legislators their commitment to operate in a sound, responsible manner. Districts apply for designation as a District of Distinction by submitting financial audits, policies and procedures and proof of training received by directors and executive staff.

### Requirements:

#### FINANCIAL AUDITS

Districts must demonstrate they undergo regular financial audits, have no major deficiencies and apply any recommendations to future years.

##### **What to submit:**

- Copies of the three most recent district audits, including financial statements (3 letters) SAS 114 - *The Auditor's Communication with Those Charged with Governance*, SAS 115 - *The Auditor's Communications on Internal Control Related Matters*, and management letter. Each audit, including findings and recommendations, will be reviewed by a member of the Certification & Audit Review Advisory Committee. Committee members are volunteers from the special district community, including district controllers, directors of finance and CSDM certified general managers.

#### POLICIES AND PROCEDURES

Districts must demonstrate that their operations conform to all statutes and regulations under state law as reflected in a policies and procedures manual. Policies and procedures should focus on governance, ethics, board conduct, district finances, reserves, reimbursement/compensation, etc.

##### **What to submit:**

- Copy of your district's current approved policies and procedures manual.
- Copy of your district's Board minute action adopting and/or having reviewed the policies and procedures manual within the past year.

#### TRAINING

##### **What to submit:**

Documentation showing class attendance, such as certificate of completion for each board member, general manager and other executive staff members (as identified by the board) in the following areas:

- Governance Training:** Six hours of basic governance training. (New board members and executive staff must complete within the past 5 years) *Governance Foundations*, offered by CSDA's Special District Leadership Academy, satisfies this requirement. Other courses may qualify as well, however will need to be submitted for review by SDLF. Also, *Board Member Best Practices* (3 hours) plus 2 approved webinars will satisfy that requirement. Approved webinars are: *Board Member and District Liability Issues*, *Must Have Communication Protocols for Board & Staff*, and *Who Does What? Best Practices in Board Staff Relations*.  
\*Districts with boards larger than 7 need at least a majority of total board members completing this training requirement.
- Ethics Training:** Documentation verifying completion of AB 1234 ethics compliance training within the last two years.
- Harassment Prevention Training:** Documentation verifying completion of AB 1825 harassment prevention training within the last two years.

#### OTHER

Districts must also include the following items with the accreditation/re-accreditation application:

##### **What to submit:**

- Board of Directors roster
- List of executive staff, including titles
- Completed application for accreditation/re-accreditation
- Accreditation/re-accreditation application fee
- Completed SDLF District Transparency Certificate of Excellence

**Who should apply to be a District of Distinction?**

Any California special district that wants to demonstrate publicly the effectiveness of its operations. Applying for this designation shows that your district understands and respects the responsibilities inherent to providing essential public services in a fiscally responsible manner.

**What does a district receive for completing the program?**

Districts of Distinction earn the right to use the program’s seal on district materials and a plaque honoring their accomplishment. SDLF will also send a letter to a local publication and notify legislators on a district’s behalf.

**How does a district apply?**

Districts interested in earning the Districts of Distinction designation must complete the application and submit it along with the required documentation. Applications must also be accompanied by an application fee.

**If my district is a member of the Special District Risk Management Authority (SDRMA), will getting a District of Distinction accreditation save me money on my premiums?**

Yes. SDRMA offers Credit Incentive Points (CIPs) if your district earns the District of Distinction accreditation which can provide significant premium discounts. For more information, contact SDRMA at 800.537.7790 or visit [www.sdrma.org](http://www.sdrma.org).

**RE-ACCREDITATION**

**How long is the designation valid?**

The Districts of Distinction designation is valid for three years and a district may be re-accredited by submitting the application and all current required documents for review along with the re-accreditation fee.

**Fees**

The fees are on a sliding scale, based on a district’s budget:

**INITIAL ACCREDITATION & RE-ACCREDITATION**

<b>Annual operating budget</b>	<b>Fee</b>
\$0-299,999	\$125
\$300,000-749,999	\$150
\$750,000-999,999	\$175
\$1,000,000--2,999,999	\$200
\$3,000,000 or more	\$250

**Submit this application along with all required documentation and payment to:**

Special District Leadership Foundation  
 1112 I Street, Suite 200  
 Sacramento, CA 95814  
 Phone: 916-231-2909 • Fax: 916-442-7889 • [sdlf.org](http://sdlf.org)

**Electronic filing is preferable.**

[info@sdlf.org](mailto:info@sdlf.org)

District:		
Mailing Address:		
City:	State:	Zip:
Contact Name:	Title:	
Phone:	Fax:	
Email:	Website:	
Assembly Member(s)*:		
Senator*:		
Local Newspaper(s):		
I certify that the information submitted is accurate and complete to the best of my knowledge.		Signature:

**SILVER, GOLD OR PLATINUM RECOGNITION**

Board Members who have received Certificate in Special District Governance: (attach additional pages if necessary)

	Date:
	Date:
	Date:

General Manager:

- Has earned Certificate in Special District Governance       Has completed Certified Special District Manager (CSDM)

**PAYMENT**

Total: \$	<input type="checkbox"/> Check <input type="checkbox"/> Visa <input type="checkbox"/> Mastercard <input type="checkbox"/> Discover <input type="checkbox"/> American Express
Acct. Name:	Acct. Number:
Expiration Date:	Authorized Signature:

March 21, 2023

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

#### **Present Situation**

The EGWD February 2023 Operations Report highlights are as follows:

- **Operations Activities Summary** – 511 door hangers were placed for past due balances, which resulted in 78 shut offs. We received four (4) 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 February decreased 1.31 percent compared to February 2021 and is 19.42 percent less 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 – FEBRUARY 2023**

Page 2

page 14 shows that customer use during the month of February compared to 2020 was down by 11.98 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 February:
  - Staff continued the filter media replacement CIP and tank piping repairs for filter vessels 7 and 8 at the Railroad Water Treatment Plant.
  - Staff investigated a malfunctioning flow transmitter at the Railroad Water Treatment Plant and is working with Aqua-Sierra to resolve the problem.
- **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 was one (1) service line leak and one (1) main line leak during February.
- **System Pressures** – Pressures in Service Area 1 generally remained stable during the month of February. 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.



March 21, 2023

**ELK GROVE WATER DISTRICT OPERATIONS REPORT – FEBRUARY 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

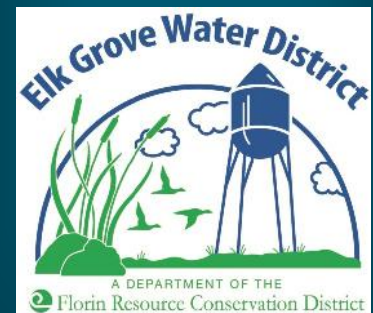
# EGWD

## OPERATIONS REPORT

February 2023



Elk  
Grove  
Water  
District



**Elk Grove Water District**  
**Operations Report**  
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# Operations Activities Summary

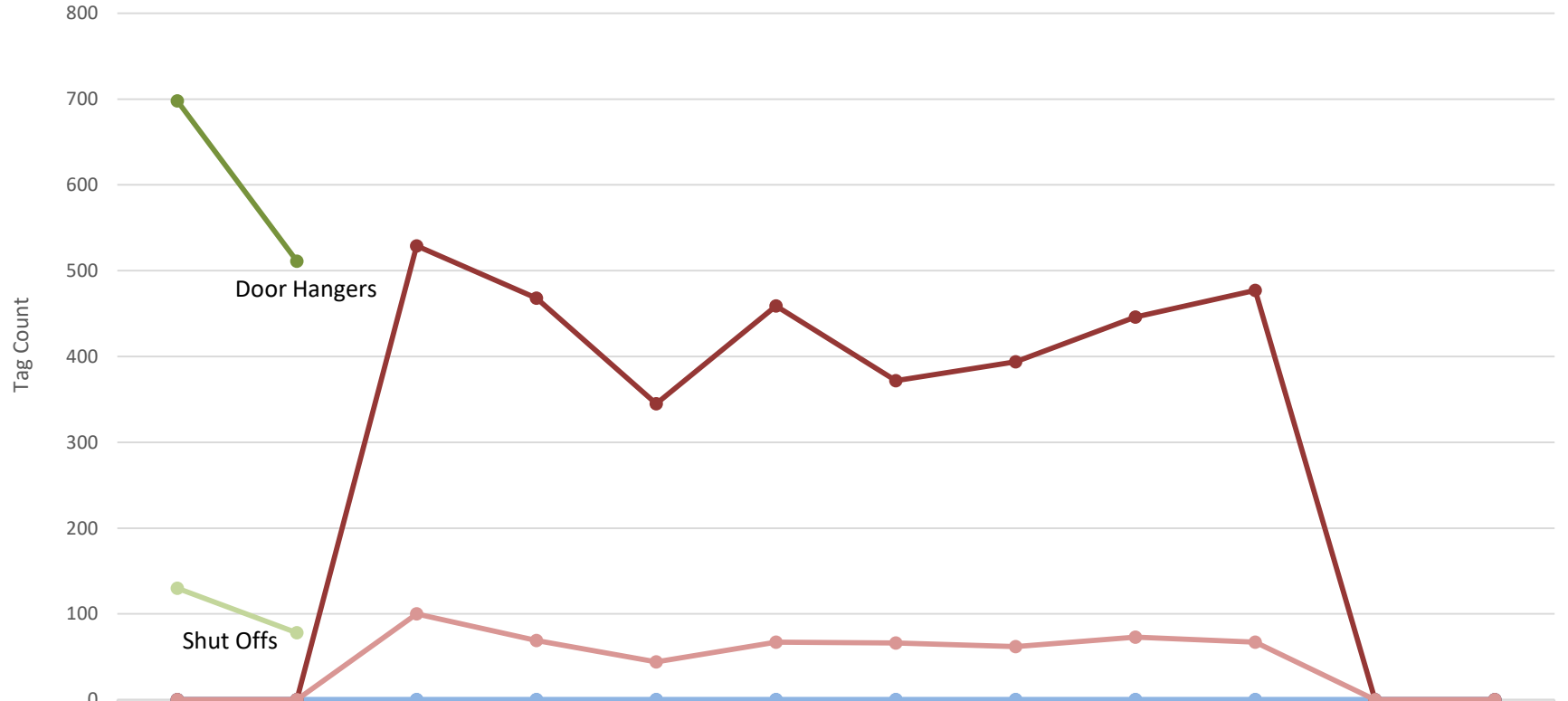
<b><u>Service Requests:</u></b>	February -23		YTD (Since Jan. 1, 2023)	
<b><u>Department</u></b>	<u>Service Request</u>	<u>Hours</u>	<u>Service Request</u>	<u>Hours</u>
<b>Distribution</b>				
Door Hangers	511	20	1,209	41
Shut offs	78	7	208	18
Turn ons	73	6	195	16
Investigations	64	16	146	36.5
USA Locates	137	34.25	450	112.50
Customer Complaints				
-Pressure	4	2	9	4.5
-Water Quality	0	0	0	0
-Other	0	0	0	0

<b><u>Work Orders:</u></b>	February -23		YTD (Since Jan. 1, 2023)	
<b><u>Department</u></b>	<u>Work Orders</u>	<u>Hours</u>	<u>Work Orders</u>	<u>Hours</u>
<b>Treatment:</b>				
Preventative Maint.	22	57.5	48	115
Corrective Maint.	5	22	22	90
Water Samples	14	37	34	88.5
<b>Distribution:</b>				
Meters Installed	3	1.25	3	1.25
Meter Change Out	13	6.5	26	13
Preventative Maint.				
-Hydrant Maintenance (45)	45	9.5	113	32
-Valve Exercising (127)	127	25	254	57
-Other	0	0	0	0
Corrective Maint.				
-Leaks	2	27	4	56.5
-Other	5	1.25	12	3.25
Valve Locates	0	0	0	0
<b>Utility:</b>				
Corrective Maint.	0	0	0	0



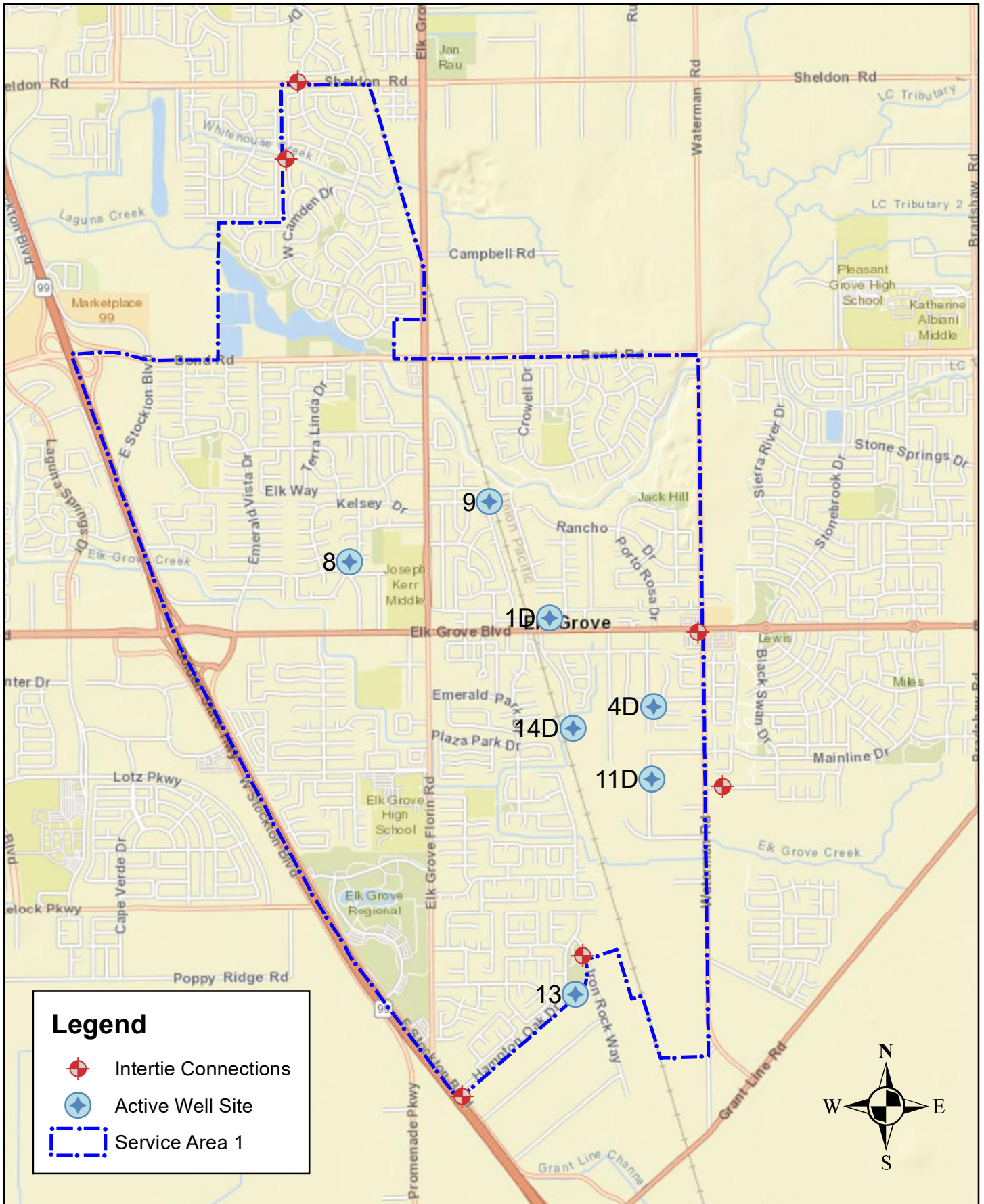
# Elk Grove Water District

## Door Hangers and Shut Off Tags






	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2021 Door Hangers	0	0	0	0	0	0	0	0	0	0	0	0
2021 Shut Offs	0	0	0	0	0	0	0	0	0	0	0	0
2022 Door Hangers	0	0	529	468	345	459	372	394	446	477	0	0
2022 Shut Offs	0	0	100	69	44	67	66	62	73	67	0	0
2023 Door Hangers	698	511										
2023 Shut Offs	130	78										



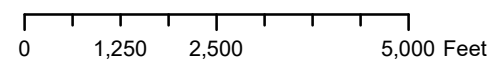


**Legend**

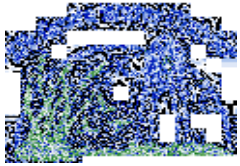
-  Intertie Connections
-  Active Well Site
-  Service Area 1



Active Well Sites & Intertie Connections



Elk Grove Water District



# Elk Grove Water District

## Monthly Production

Well 1D School -- February 2023

### Selected Month Production

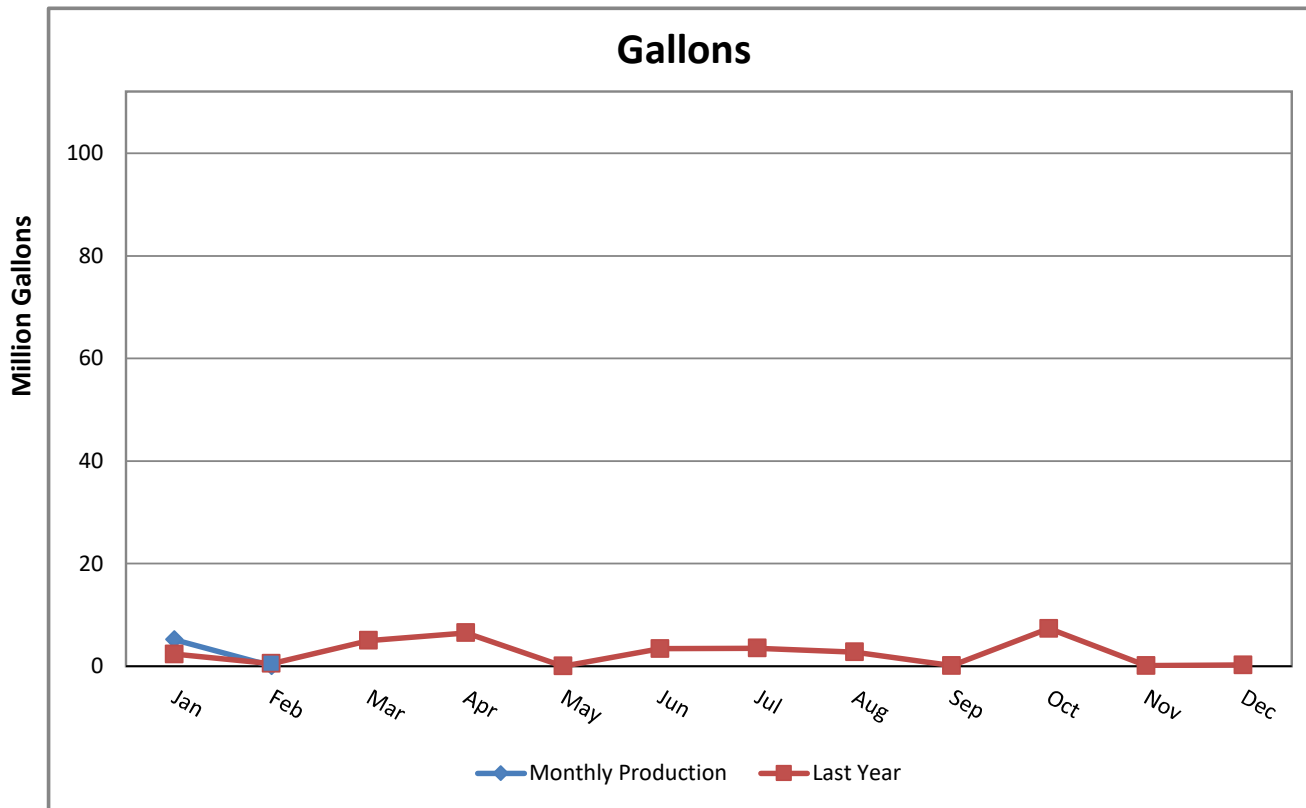
63,448 Gallons

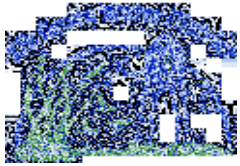
Average GPM: 1,762  
 Pump depth: 275 ft  
 Well depth: 1025 ft

**Motor:**  
 Volts: 475  
 Volts (Rated): 460  
 RPM: 1791  
 RPM (Rated): 2115  
 Amps A: 179  
 Amps A (Rated): 222  
 Amps B: 179  
 Amps B (Rated): 222  
 Amps C: 173  
 Amps C (Rated): 222  
 Motor Temp: 72.1 F  
 Hour Meter: 0.60  
 KW Hour Total: 160

**Chlorine:**  
 Dosing: 1.62 mg/L  
 Demand: 0.61 mg/L  
 Residual: 1.01 mg/L

**Vibration Reading:**  
 Base Line: 0.05 in/sec  
 Current: 0.04 in/sec





# Elk Grove Water District

## Monthly Production

Well 4D Webb -- February 2023

### Selected Month Production

24,529,840 Gallons

Average GPM: 1694  
 Pump depth: 340 ft  
 Well depth: 1075 ft

### Motor:

Volts: 480  
 Volts (Rated): 460  
 RPM: 1612  
 RPM (Rated): 1775  
 Amps A: 187  
 Amps A (Rated): 225  
 Amps B: 188  
 Amps B (Rated): 225  
 Amps C: 187  
 Amps C (Rated): 225

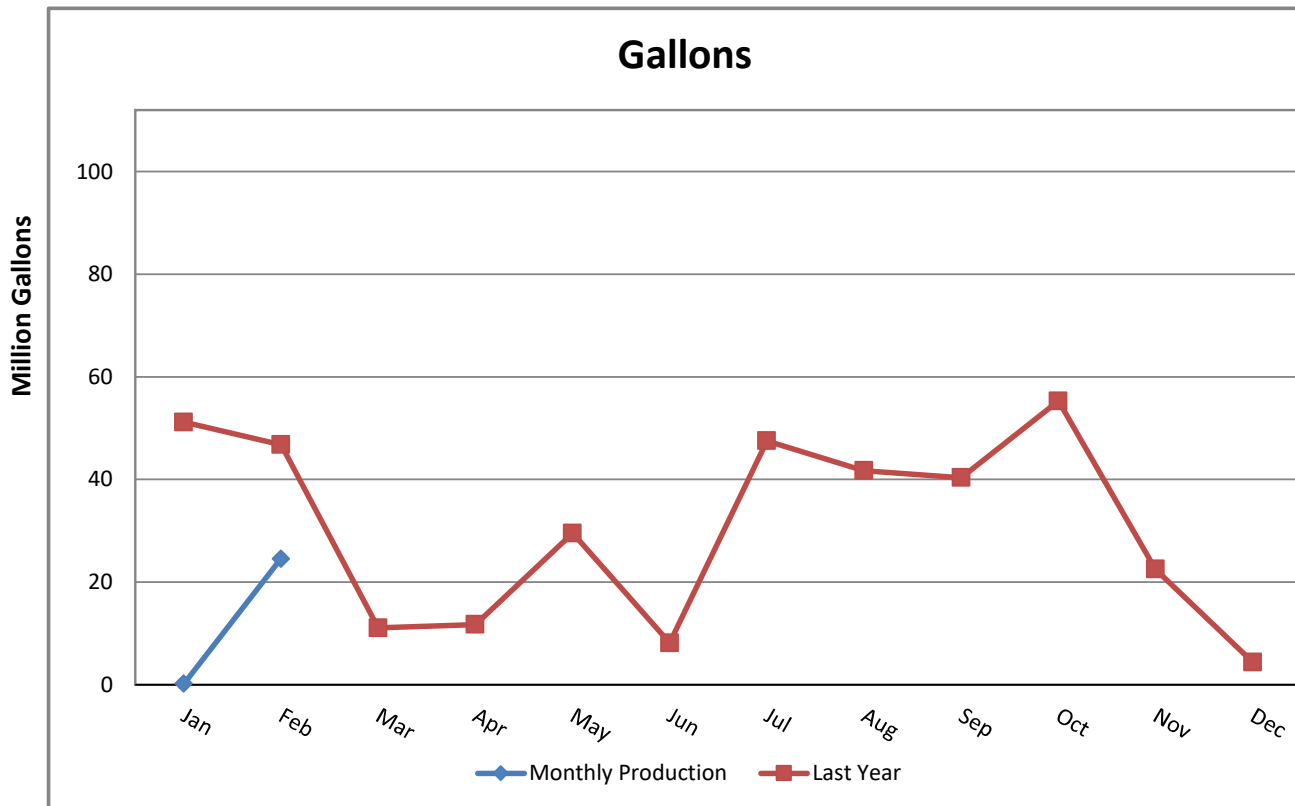
Motor Temp: 142.7 F  
 Hour Meter: 241.30  
 KW Hour Total: 33,840

### Chlorine:

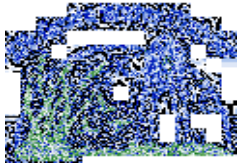
Dosing: 1.68 mg/L  
 Demand: 0.64 mg/L  
 Residual: 1.04 mg/L

### Vibration Reading:

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







# Elk Grove Water District

## Monthly Production

Well 11D Dino -- February 2023

### Selected Month Production

27,313,914 Gallons

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

### Motor:

Volts: 482  
 Volts (Rated): 460  
 RPM: 1646  
 RPM (Rated): 1775  
 Amps A: 193  
 Amps A (Rated): 225  
 Amps B: 188  
 Amps B (Rated): 225  
 Amps C: 182  
 Amps C (Rated): 225

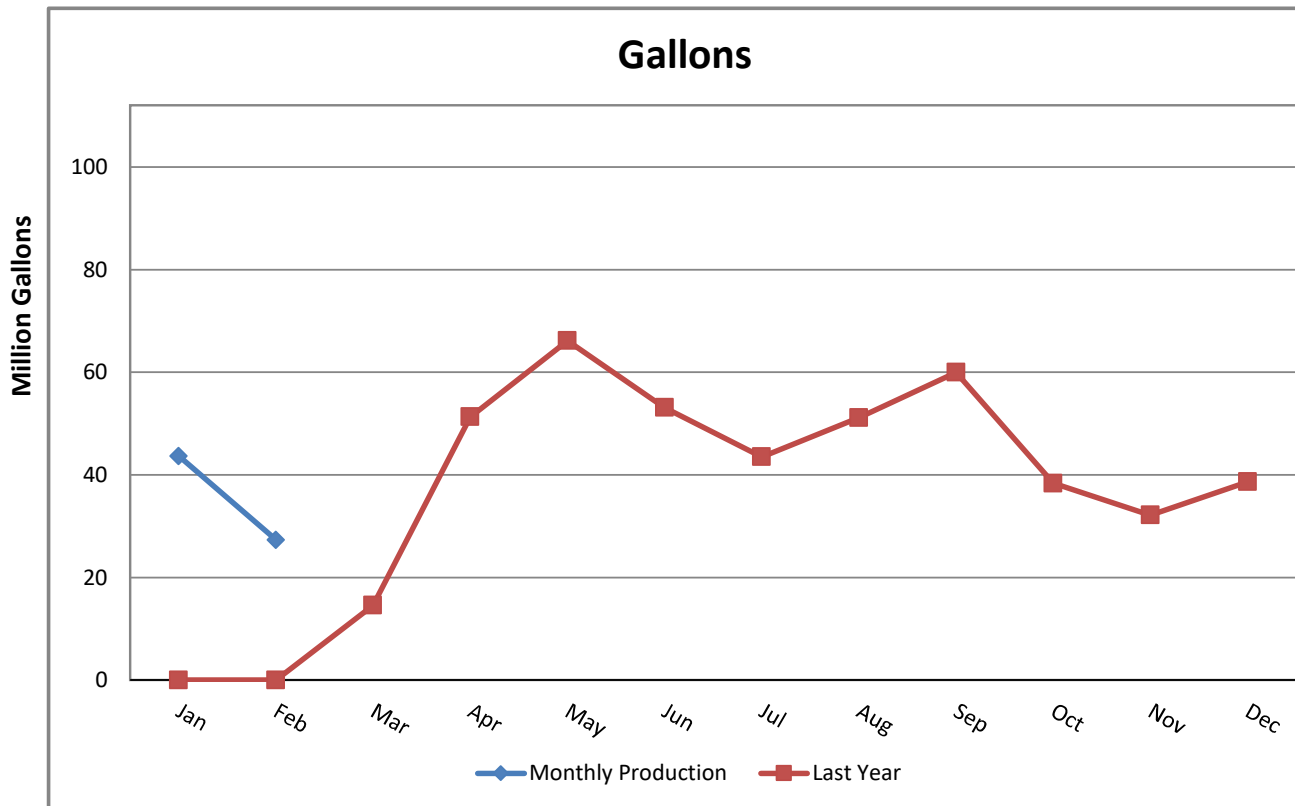
Motor Temp: 96.4 F  
 Hour Meter: 267.60  
 KW Hour Total: 36,540

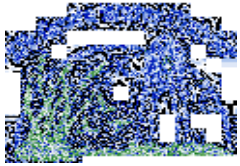
### Chlorine:

Dosing: 1.67 mg/L  
 Demand: 0.62 mg/L  
 Residual: 1.05 mg/L

### Vibration Reading:

Base Line: 0.05 in/sec  
 Current: 0.02 in/sec





# Elk Grove Water District

## Monthly Production

Well 14D Railroad -- February 2023

### Selected Month Production

107,521 Gallons

Average GPM: 1493  
 Pump depth: 340 ft  
 Well depth: 1051 ft

### Motor:

Volts: 484  
 Volts (Rated): 460  
 RPM: 1788  
 RPM (Rated): 1785  
 Amps A: 164  
 Amps A (Rated): 171  
 Amps B: 166  
 Amps B (Rated): 171  
 Amps C: 164  
 Amps C (Rated): 171

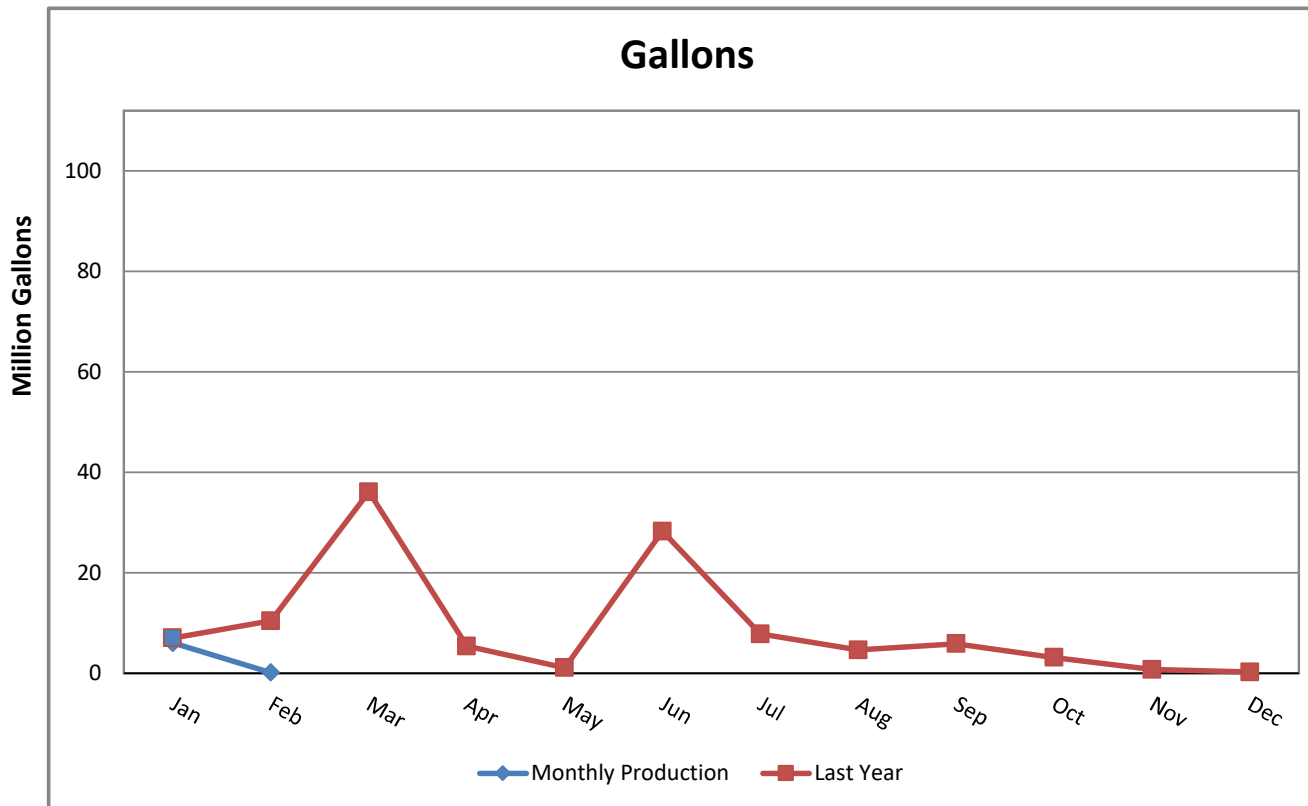
Motor Temp.: 92.5 F  
 Hour Meter: 1.20  
 KW Hour Total: 49,600  
 (KWH total is for the entire facility)

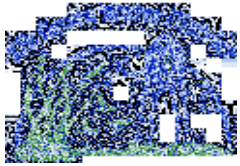
### Chlorine:

Dosing: 1.73 mg/L  
 Demand: 0.72 mg/L  
 Residual: 1.01 mg/L

### Vibration Reading:

Base Line: 0.02 in/sec  
 Current: 0.03 in/sec





# Elk Grove Water District

## Monthly Production

Well 8 Williamson -- February 2023

### Selected Month Production

2,477 Gallons

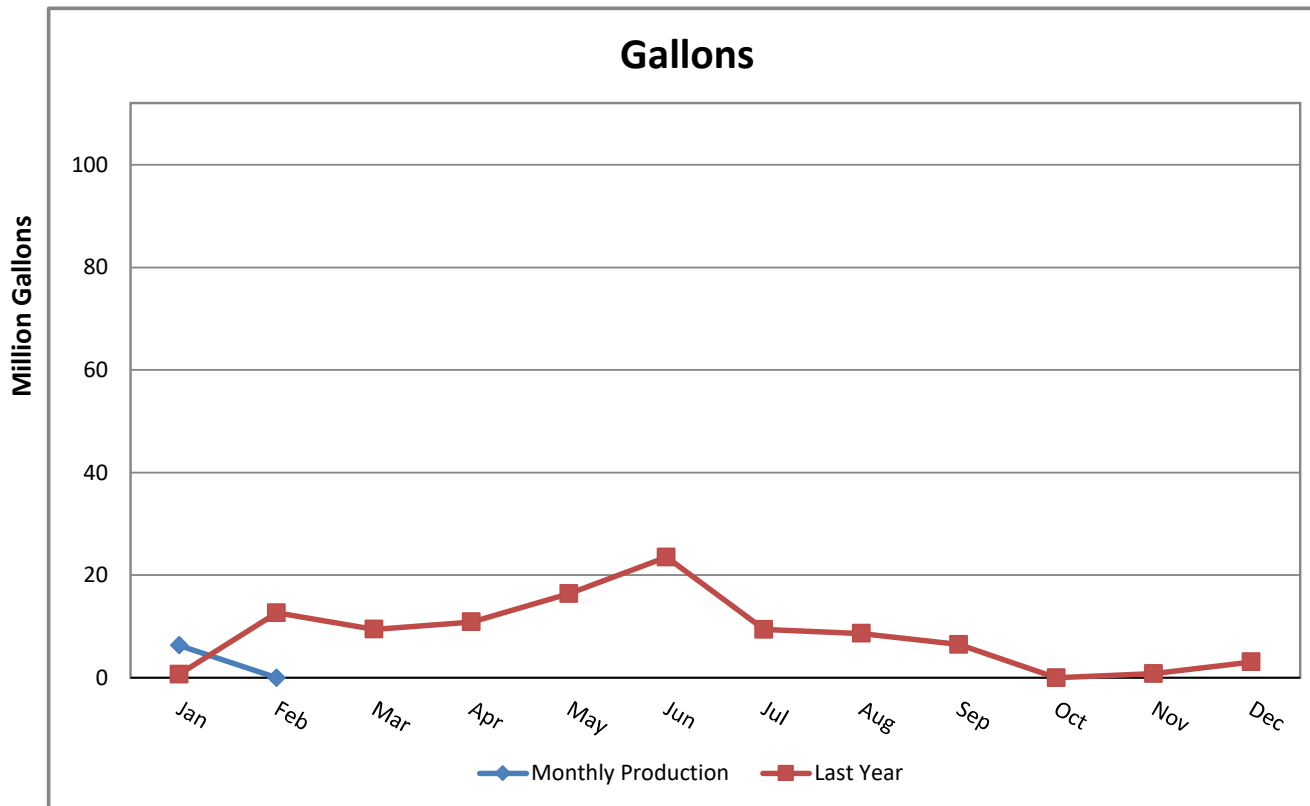
Average GPM: 555  
Pump depth: 150 ft  
Well depth: 564 ft

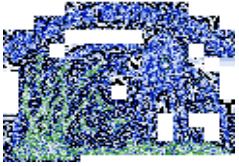
**Motor:**  
Volts: 463  
Volts (Rated): 460

Amps A: 70  
Amps A (Rated): 65  
Amps B: 67  
Amps B (Rated): 65  
Amps C: 67  
Amps C (Rated): 65

Hour Meter: 0.08  
KW Hour Total: 126

**Chlorine:**  
Dosing: 1.16 mg/L  
Demand: 0.44 mg/L  
Residual: 0.72 mg/L





# Elk Grove Water District

## Monthly Production

Well 9 Polhemus -- February 2023  
(Submersible)

### Selected Month Production

4,070,371 Gallons

Average GPM: 487  
Pump depth: 150 ft  
Well depth: 556 ft

### Motor:

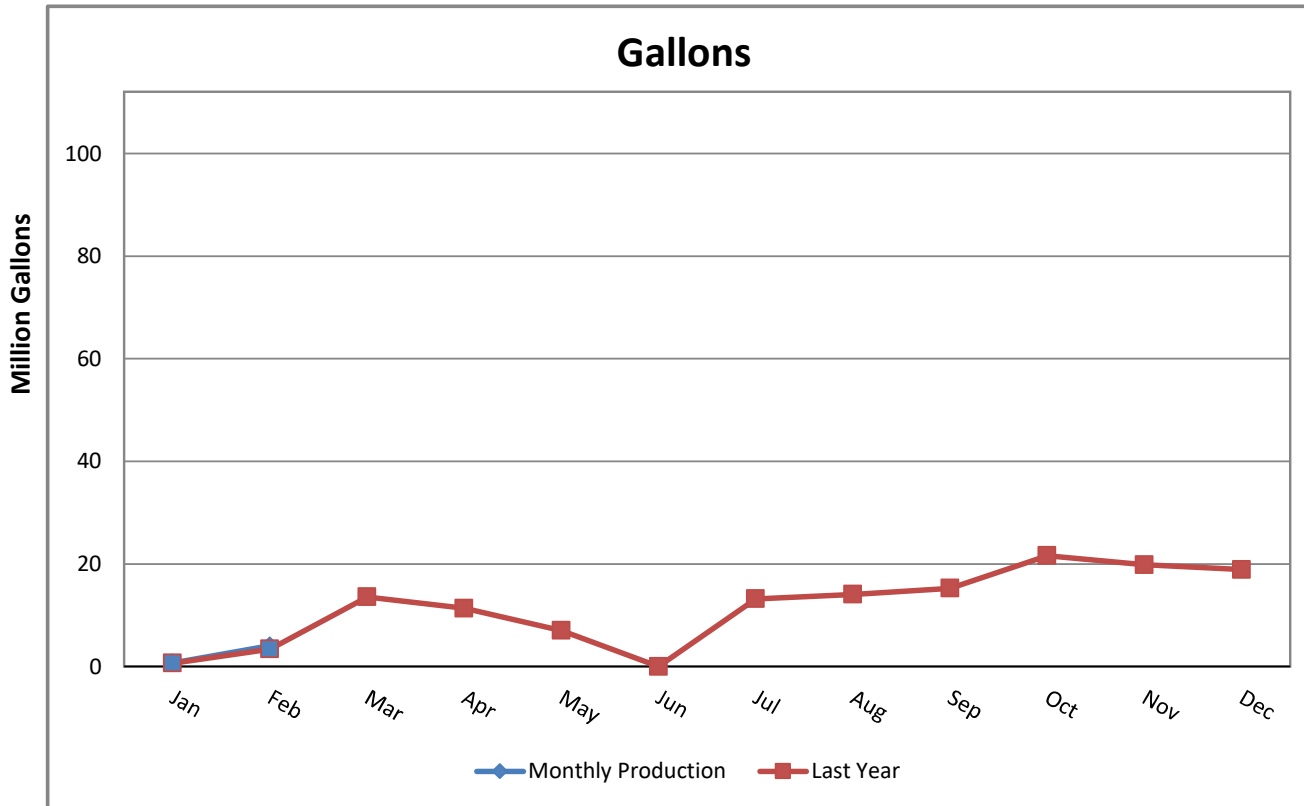
Volts: 484  
Volts (Rated): 460

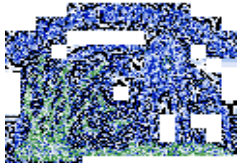
Amps A: 58  
Amps A (Rated): 65  
Amps B: 58  
Amps B (Rated): 65  
Amps C: 60  
Amps C (Rated): 65

Hour Meter: 139.30  
KW Hour Total: 5,562

### Chlorine:

Dosing: 1.55 mg/L  
Demand: 0.7 mg/L  
Residual: 0.85 mg/L





# Elk Grove Water District

## Monthly Production

Well 13 Hampton -- February 2023

### Selected Month Production

255,708 Gallons

Average GPM: 906  
 Pump depth: 200 ft  
 Well depth: 500 ft

### Motor:

Volts: 477  
 Volts (Rated): 460  
 RPM: 1786  
 RPM (Rated): 1785  
 Amps A: 103  
 Amps A (Rated): 141  
 Amps B: 105  
 Amps B (Rated): 141  
 Amps C: 106  
 Amps C (Rated): 141

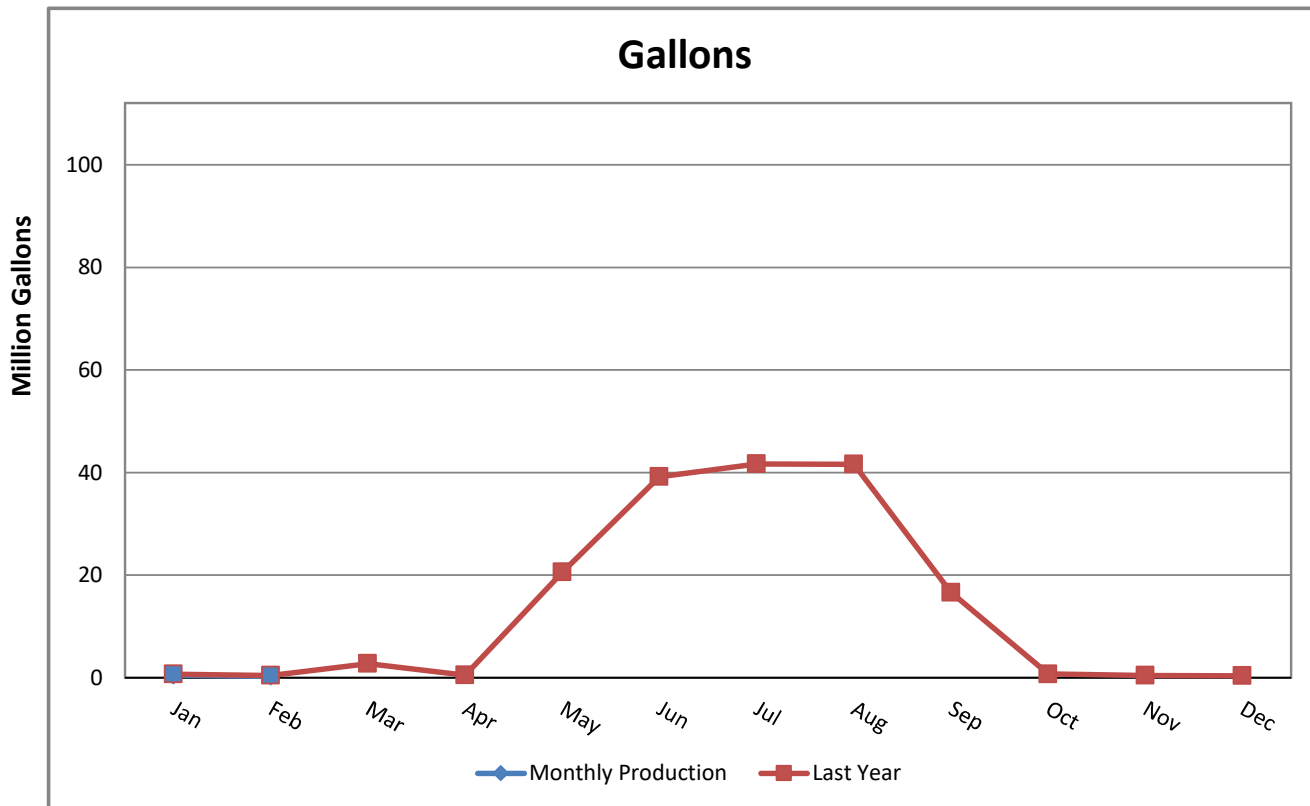
Motor Temp.: 129.2 F  
 Hour Meter: 4.7  
 KW Hour Total: 2,100

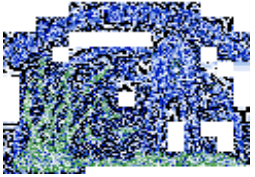
### Chlorine:

Dosing: 1.52 mg/L  
 Demand: 0.53 mg/L  
 Residual: 0.99 mg/L

### Vibration Reading:

Base Line: 0.02 in/sec  
 Current: 0.01 in/sec





# Elk Grove Water District

## Combined Total Production

Service Area 1

Feb-2023

### Current Month Production:

56,343,279 Gallons

### Highest Day Demand of the Month:

2,398,000

### Date of Occurrence

21-Feb-23

### Highest Day Demand of the Calendar Year:

2,398,000

### Date of Occurrence

21-Feb-23

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

Current Month: 2.62 in

Year To Date: 16.48 in

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

January 2022 0.00 in

Year To Date: 14.42 in

Entire Year Total: 16.82 in

### Temperature:

This Month High 72 F

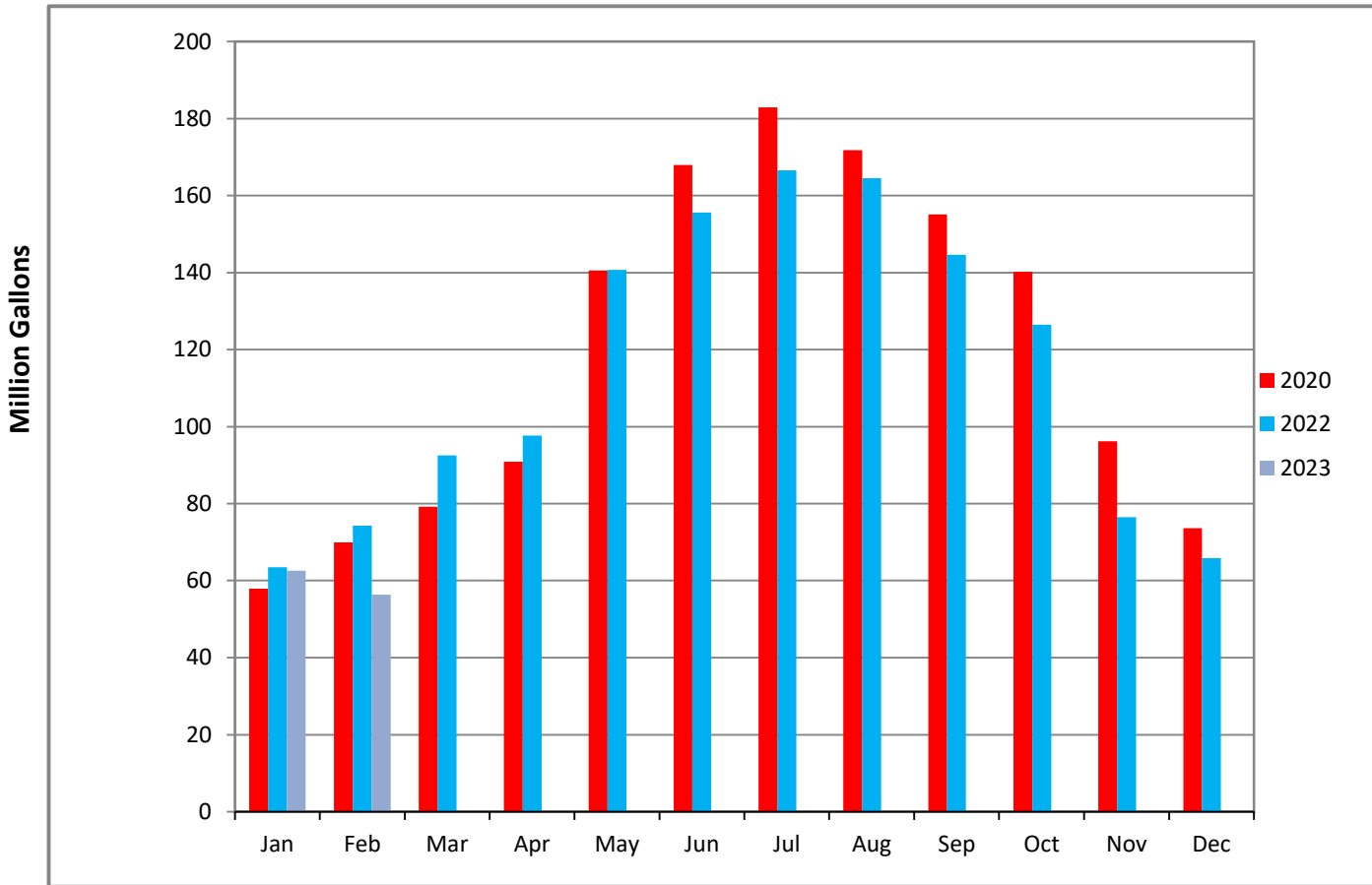
This Month Low 30 F

This Month Average 47.5 F

JAN-22 High 76 F

JAN-22 Low 27 F

JAN-22 Average 51.2 F

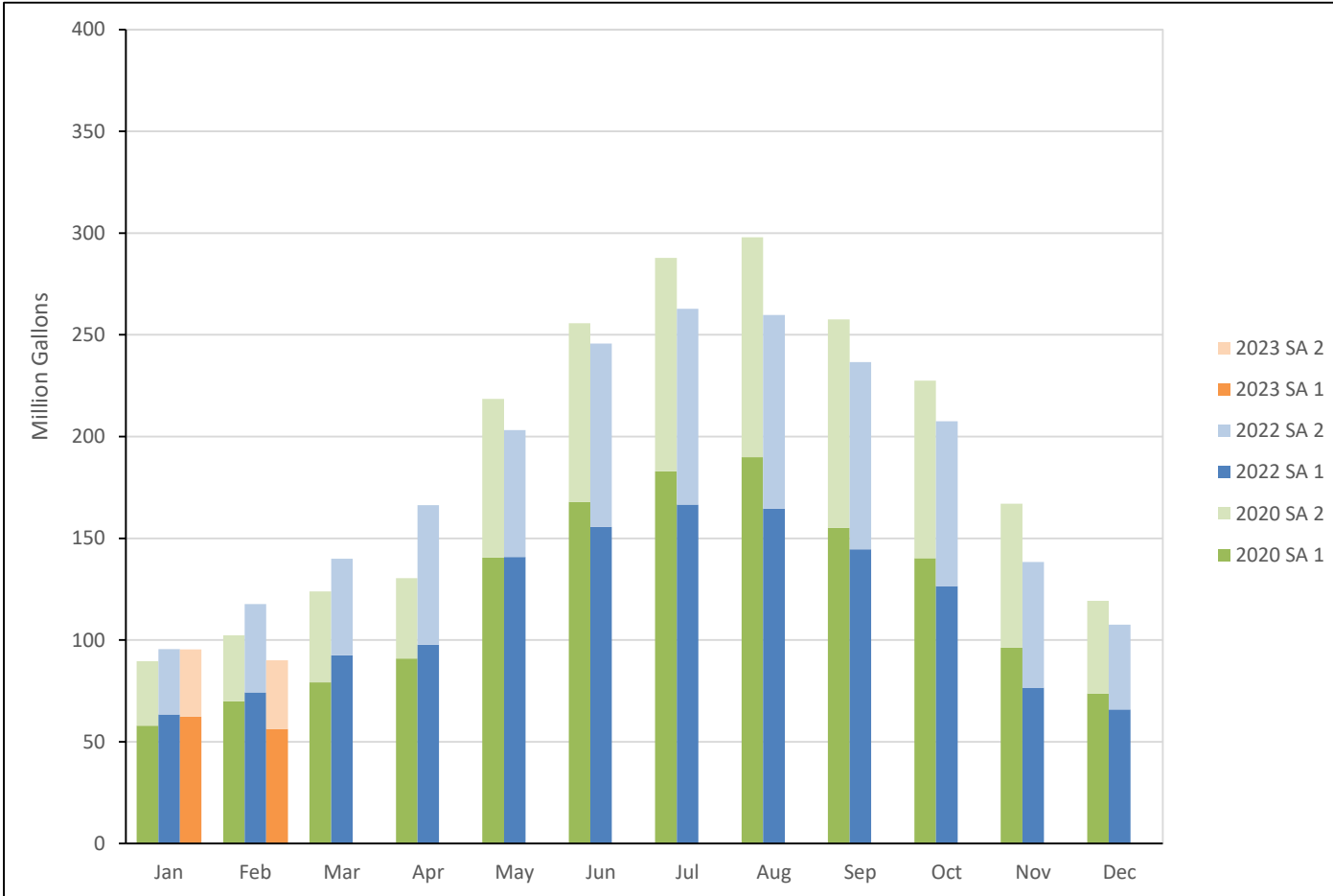




# Elk Grove Water District

## Total Demand/Production

Feb-2023



### Current Month Demand/Production:

90,078,827 Gallons

**\*Change From February 2020:** -11.98%

**GPCD:** 68.4 Gallons per Day

**R-GPCD:** 58.3 Gallons per Day

### Service Area 1

**Active Connections:** 7,939

### Current Month Demand/Production:

56,343,279 Gallons

**\*Change From February 2020:** -19.42%

**GPCD:** 70.1 Gallons per Day

**R-GPCD:** 57.6 Gallons per Day

### Service Area 2

**Active Connections:** 4,923

### Current Month Demand/Production:

33,735,548 Gallons

**\*Change From February 2020:** 4.07%

**GPCD:** 65.8 Gallons per Day

**R-GPCD:** 59.1 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) -----

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	56,343,279											118,905,666
Purchased (SA2)	32,851,412	33,735,548											66,586,960
Total	95,413,799	90,078,827	0	0	0	0	0	0	0	0	0	0	185,492,626

----- 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%	-19.42%	-	-	-	-	-	-	-	-	-	-	-
Purchased (SA2)	3.49%	4.07%	-	-	-	-	-	-	-	-	-	-	-
Total	6.43%	-11.98%	-	-	-	-	-	-	-	-	-	-	-
% Cumulative Change	6.43%	-3.38%	-	-	-	-	-	-	-	-	-	-	-

\*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)

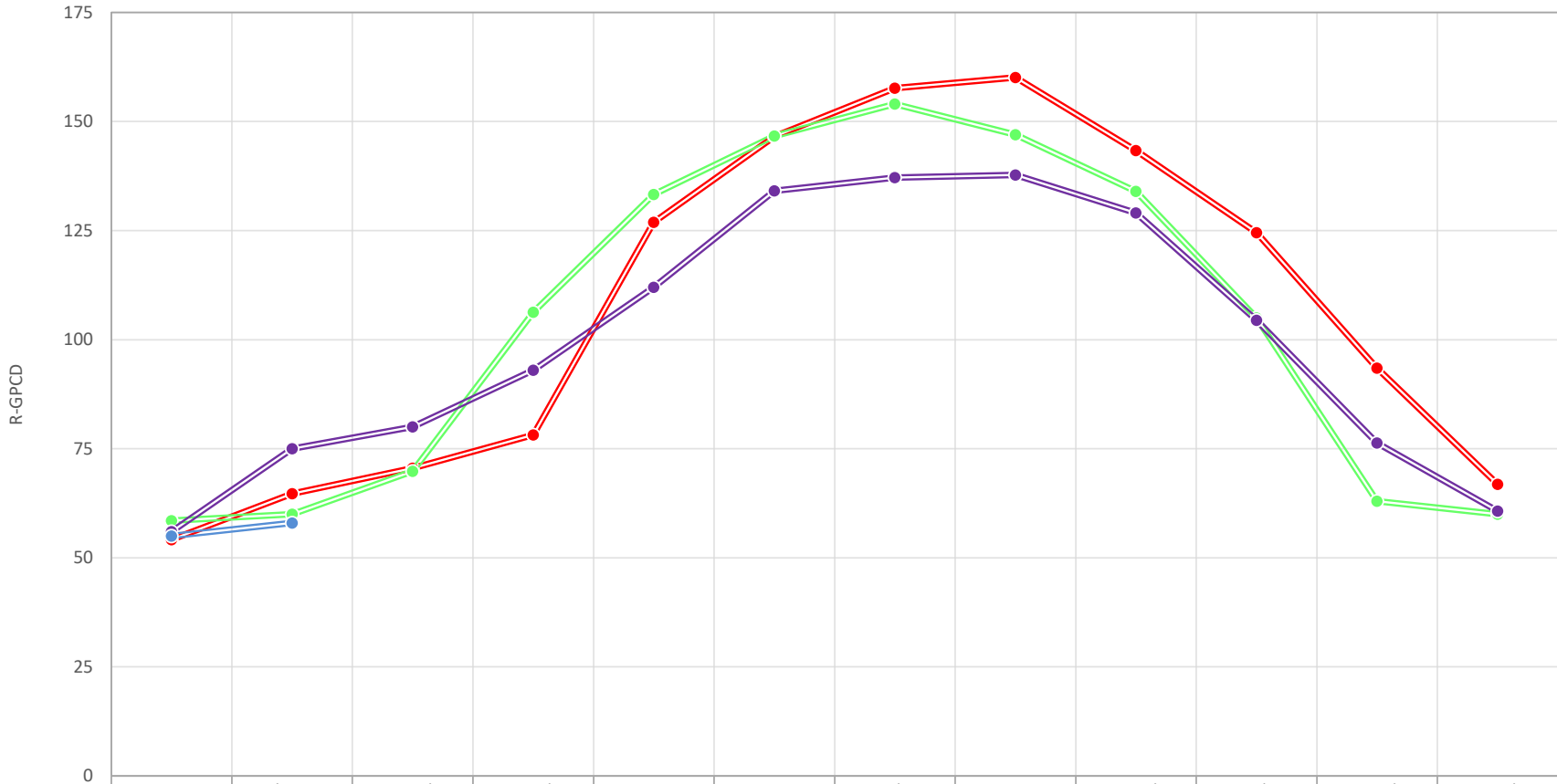
Service Area 2		Consumption	
2023	# Accts	CCF	Gallons
Jan	4,921	43,919	32,851,412
Feb	4,922	45,101	33,735,548
Mar			
Apr			
May			
Jun			
Jul			
Aug			
Sep			
Oct			
Nov			
Dec			





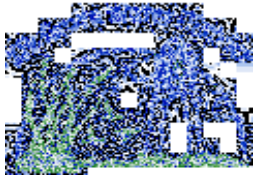
## EGWD COMBINED R-GPCD

—●— 2020    —●— 2021    —●— 2022    —●— 2023



	January	February	March	April	May	June	July	August	September	October	November	December
—●— 2020	54	65	71	78	127	147	158	160	143	125	93	67
—●— 2021	59	60	70	106	133	147	154	147	134	105	63	60
—●— 2022	56	75	80	93	112	134	137	138	129	104	76	61
—●— 2023	55	58										

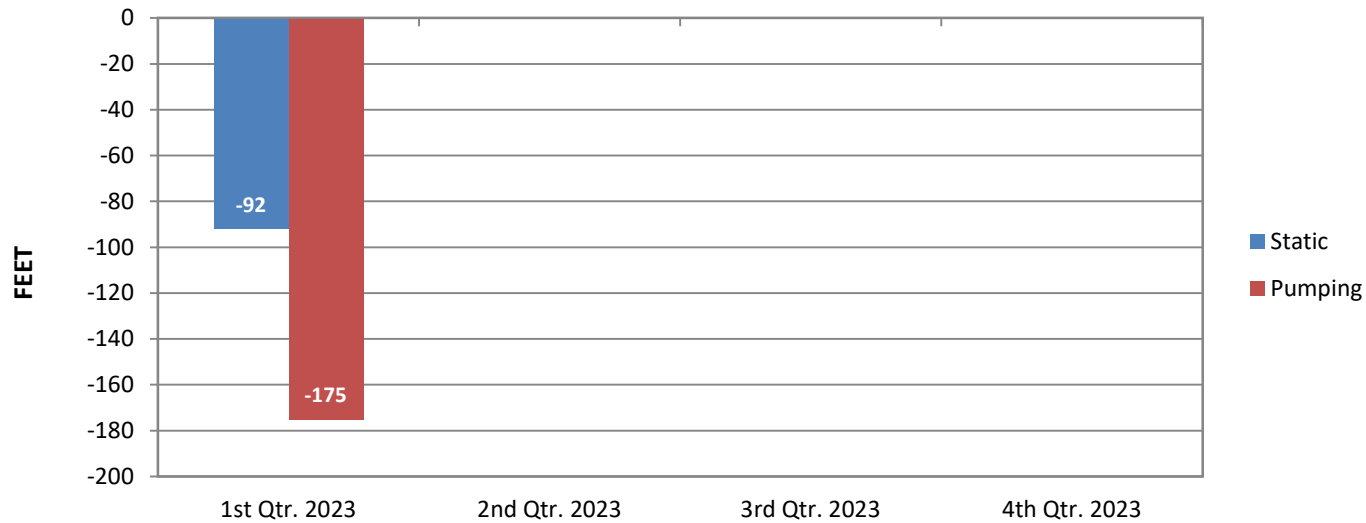
R-GPCD = Residential Gallons per Capita per Day



# Elk Grove Water District

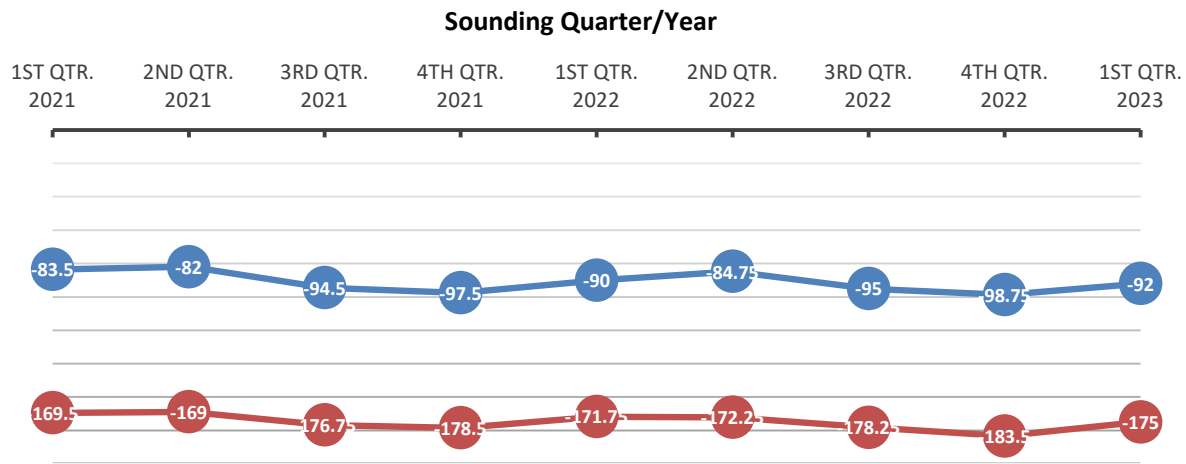
## Static and Pumping Levels

Well 1D School St



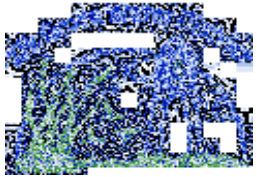
### Latest Well Sounding

<b>Static:</b>	92 Ft
<b>Pumping:</b>	175 Ft
<b>Drawdown:</b>	83 Ft
<b>GPM:</b>	1,728
<b>Specific Capacity:</b>	20.821



### Latest Sand Tester Results:

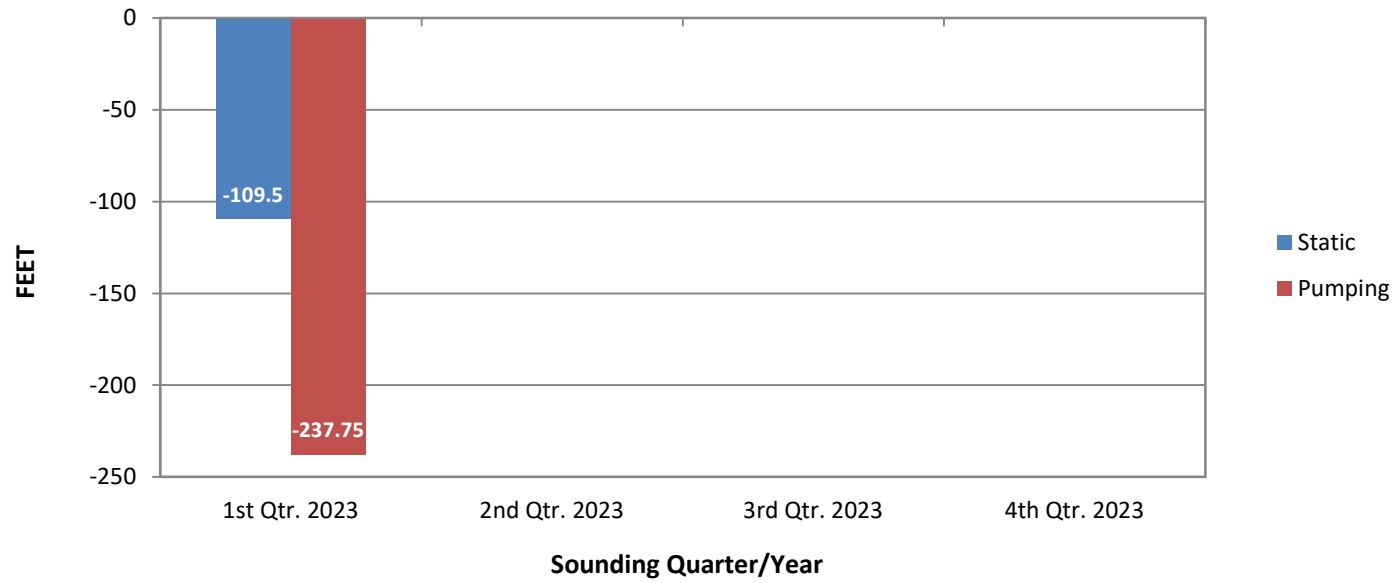
15 Min: -- ppm



# Elk Grove Water District

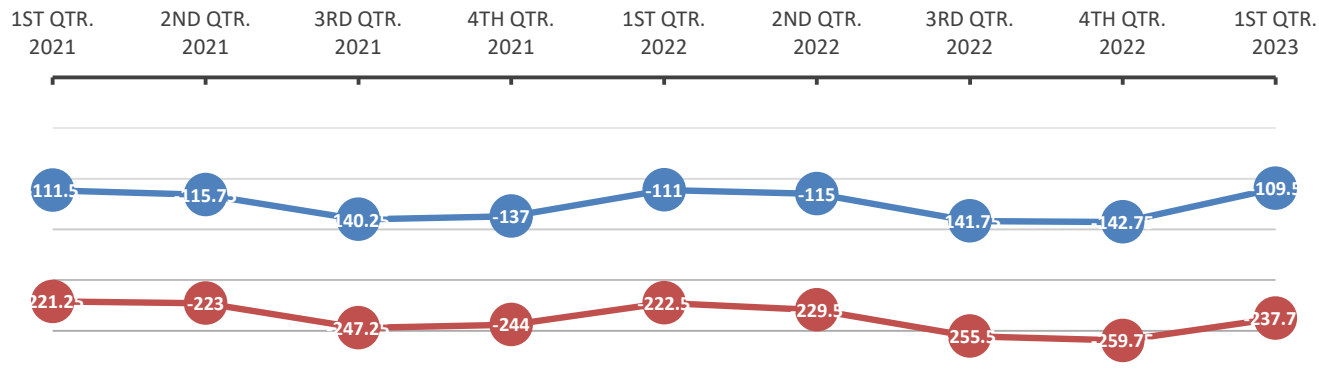
## Static and Pumping Levels

Well 4D Webb St



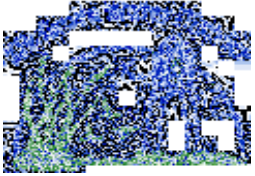
### Latest Well Sounding

<b>Static:</b>	109.5 Ft
<b>Pumping:</b>	237.75 Ft
<b>Drawdown:</b>	128.25 Ft
<b>GPM:</b>	1,832
<b>Specific Capacity:</b>	14.281



### Latest Sand Tester Results:

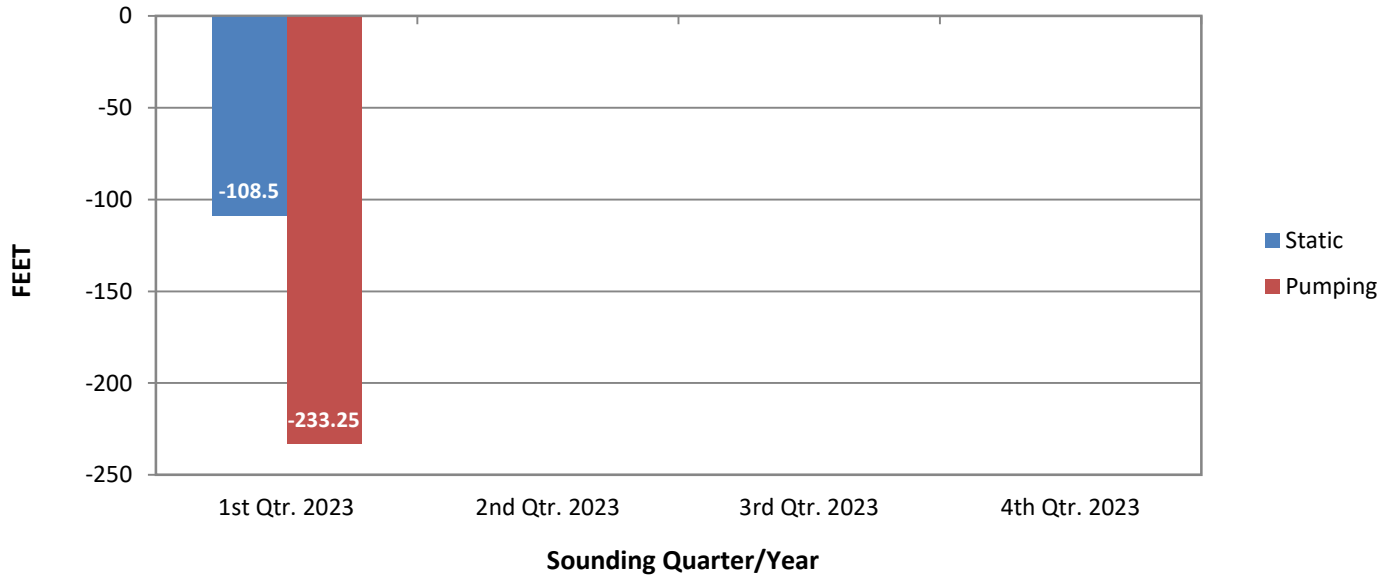
15 Min: -- ppm



# Elk Grove Water District

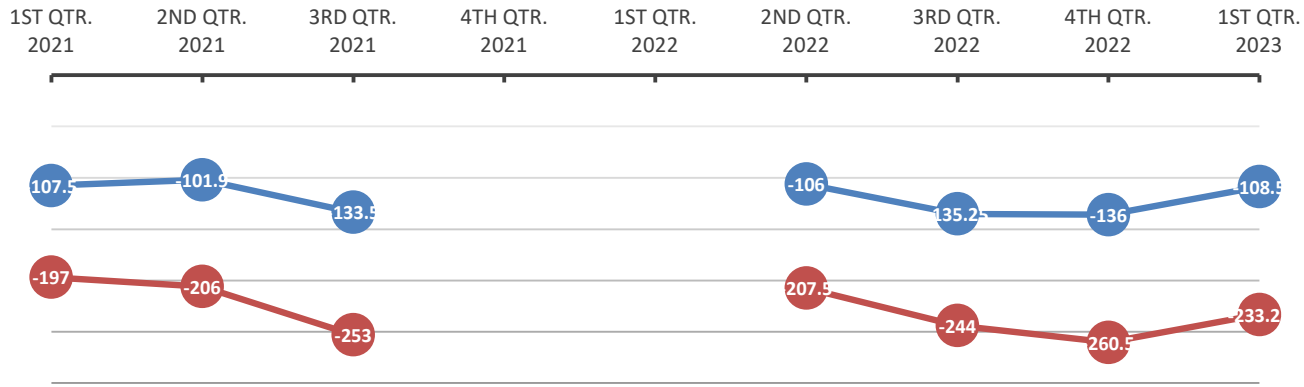
## Static and Pumping Levels

Well 11D Dino



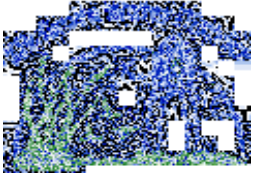
### Latest Well Sounding

<b>Static:</b>	108.5 Ft
<b>Pumping:</b>	233.25 Ft
<b>Drawdown:</b>	124.75 Ft
<b>GPM:</b>	1,705
<b>Specific Capacity:</b>	13.665



### Latest Sand Tester Results:

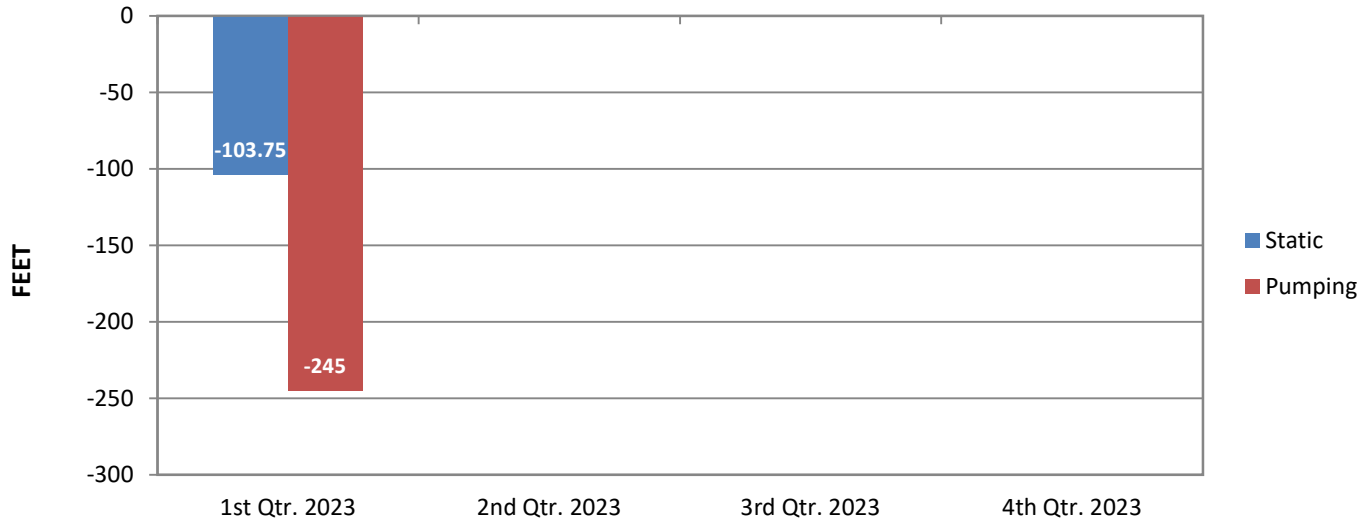
15 Min: < 5 ppm



# Elk Grove Water District

## Static and Pumping Levels

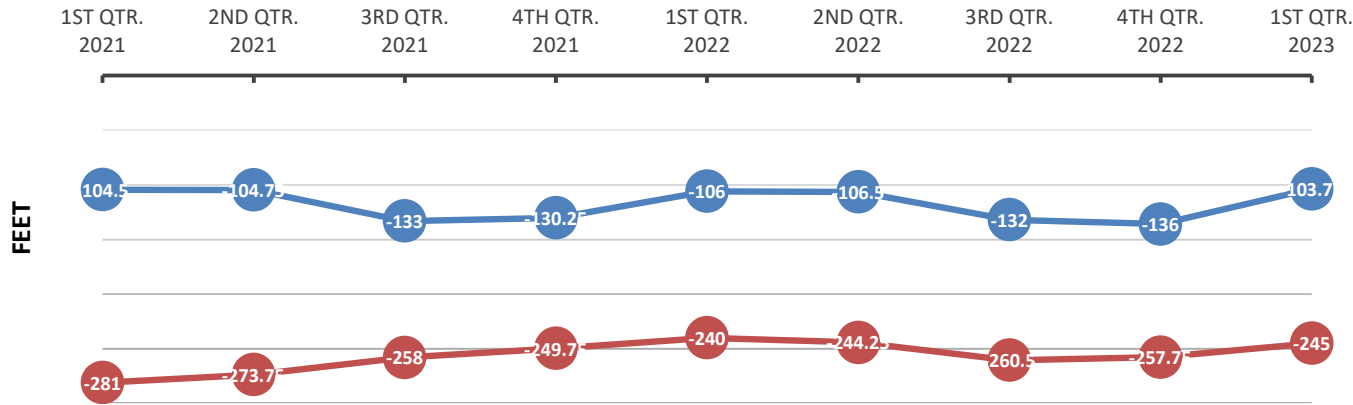
Well 14D Railroad



### Latest Well Sounding

<b>Static:</b>	103.75 Ft
<b>Pumping:</b>	245 Ft
<b>Drawdown:</b>	141.25 Ft
<b>GPM:</b>	1,514
<b>Specific Capacity:</b>	10.717

### Sounding Quarter/Year



### Latest Sand Tester Results:

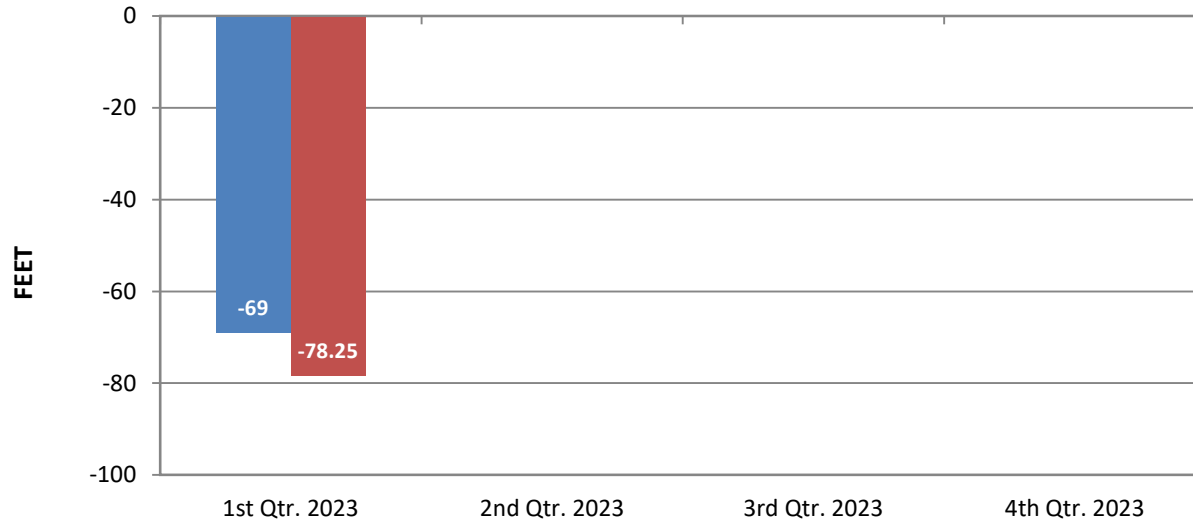
15 Min: -- ppm



# Elk Grove Water District

## Static and Pumping Levels

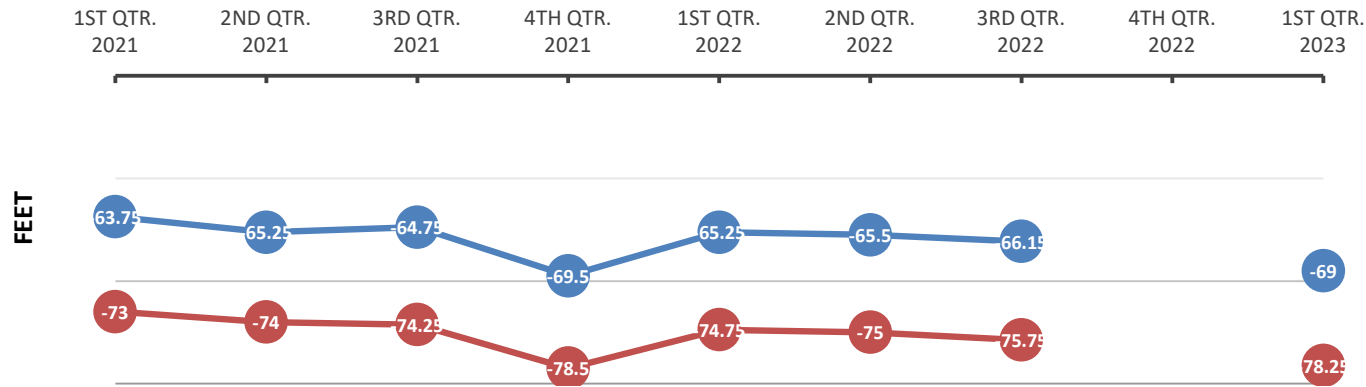
Well 8 Williamson



### Latest Well Sounding

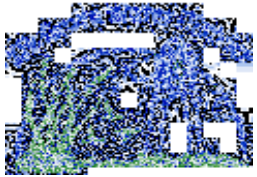
**Static:** 69 Ft  
**Pumping:** 78.25 Ft  
**Drawdown:** 9.25 Ft  
**GPM:** 559  
**Specific Capacity:** 60.417

### Sounding Quarter/Year



### Latest Sand Tester Results:

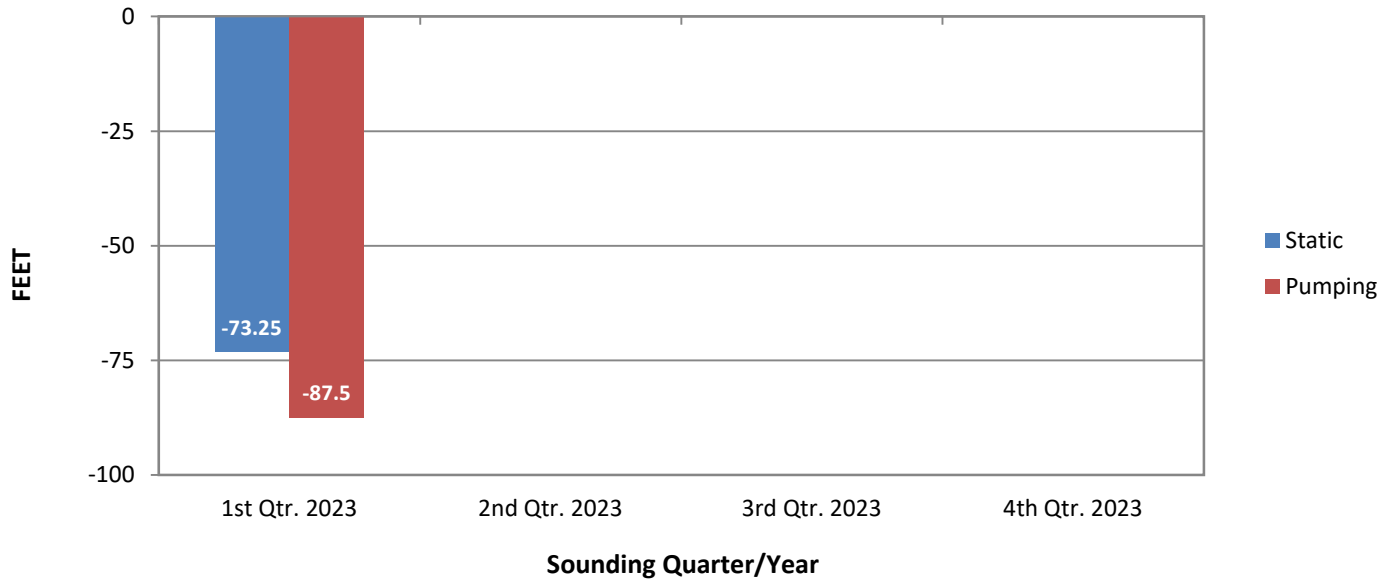
15 Min: < 5 ppm



# Elk Grove Water District

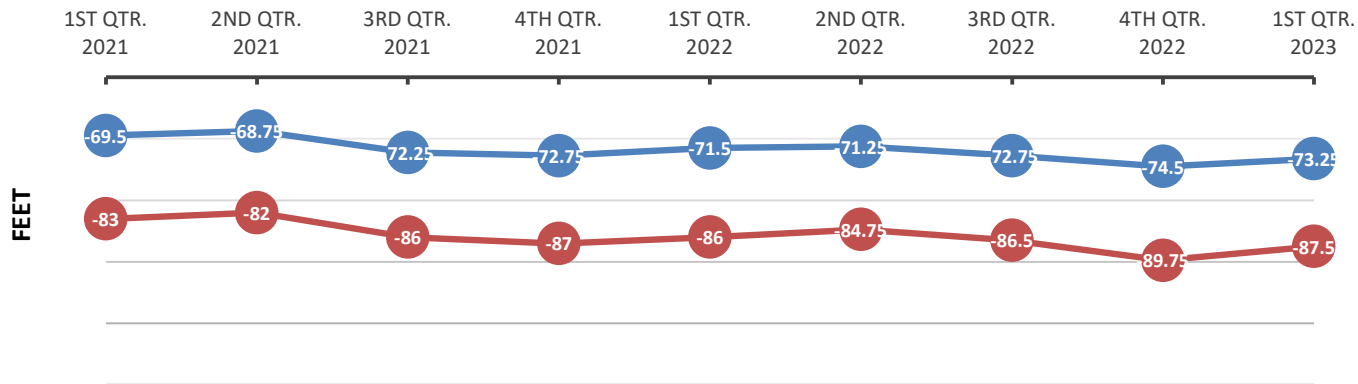
## Static and Pumping Levels

Well 9 Polhemus



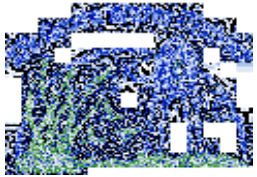
### Latest Well Sounding

<b>Static:</b>	73.25 Ft
<b>Pumping:</b>	87.5 Ft
<b>Drawdown:</b>	14.25 Ft
<b>GPM:</b>	494
<b>Specific Capacity:</b>	34.660



### Latest Sand Tester Results:

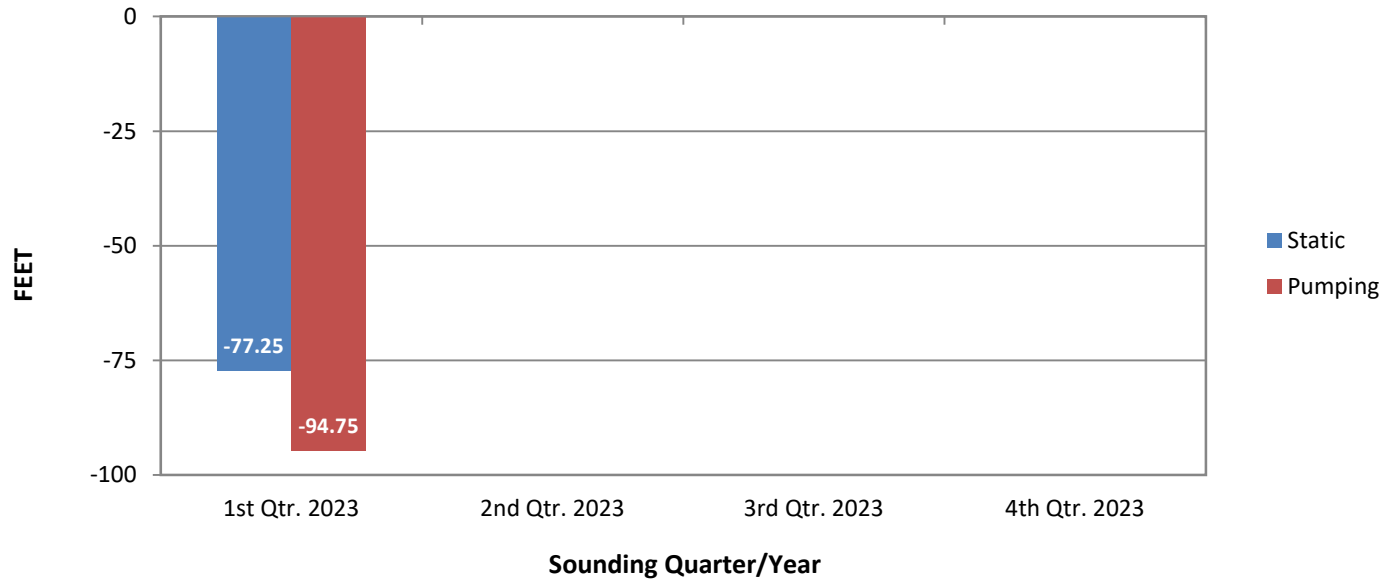
15 Min: -- ppm



# Elk Grove Water District

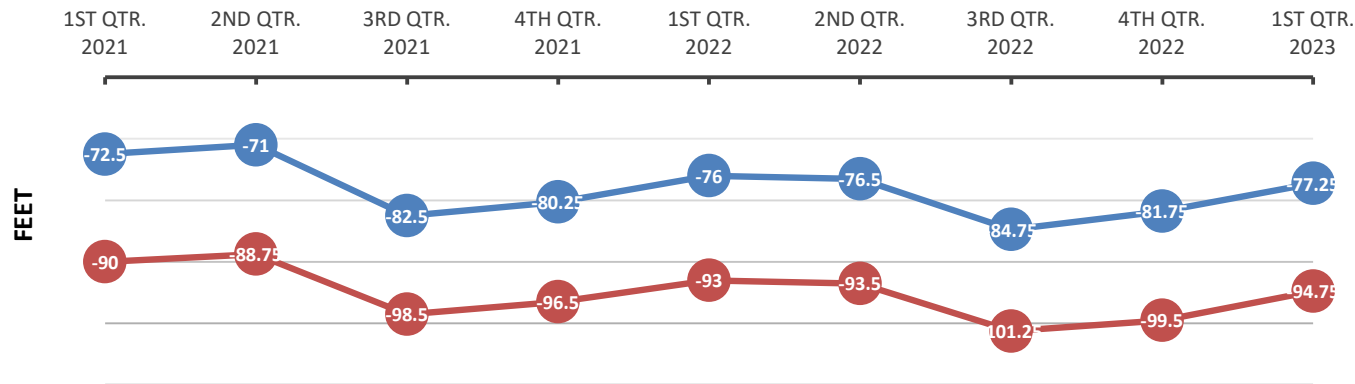
## Static and Pumping Levels

Well 13 Hampton



### Latest Well Sounding

<b>Static:</b>	77.25 Ft
<b>Pumping:</b>	94.75 Ft
<b>Drawdown:</b>	17.5 Ft
<b>GPM:</b>	960
<b>Specific Capacity:</b>	54.834



### Latest Sand Tester Results:

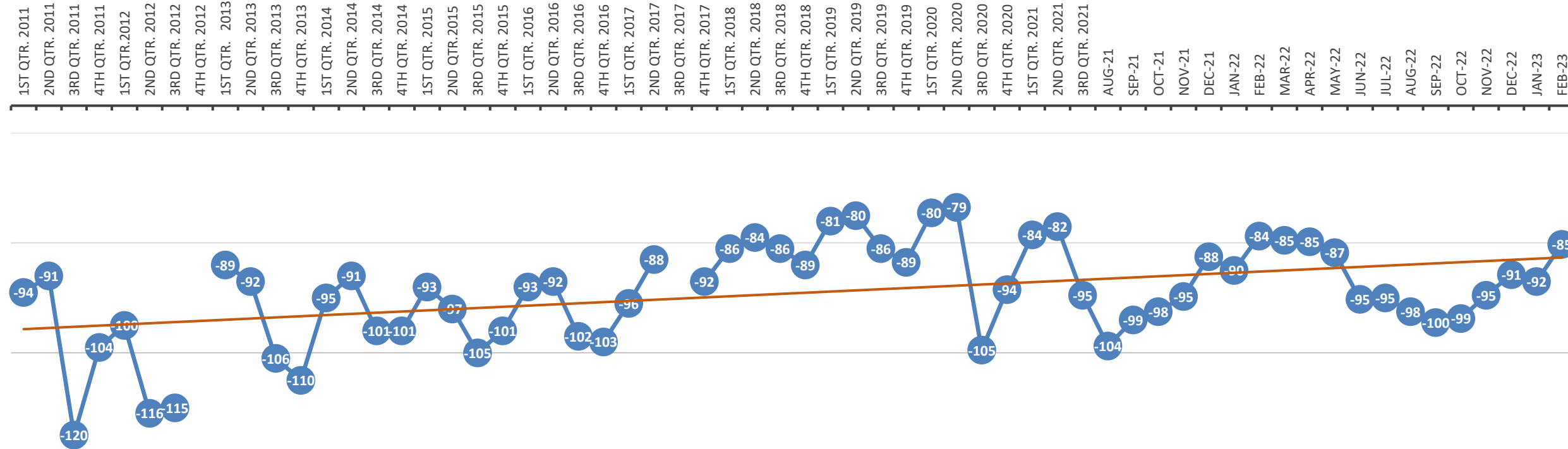
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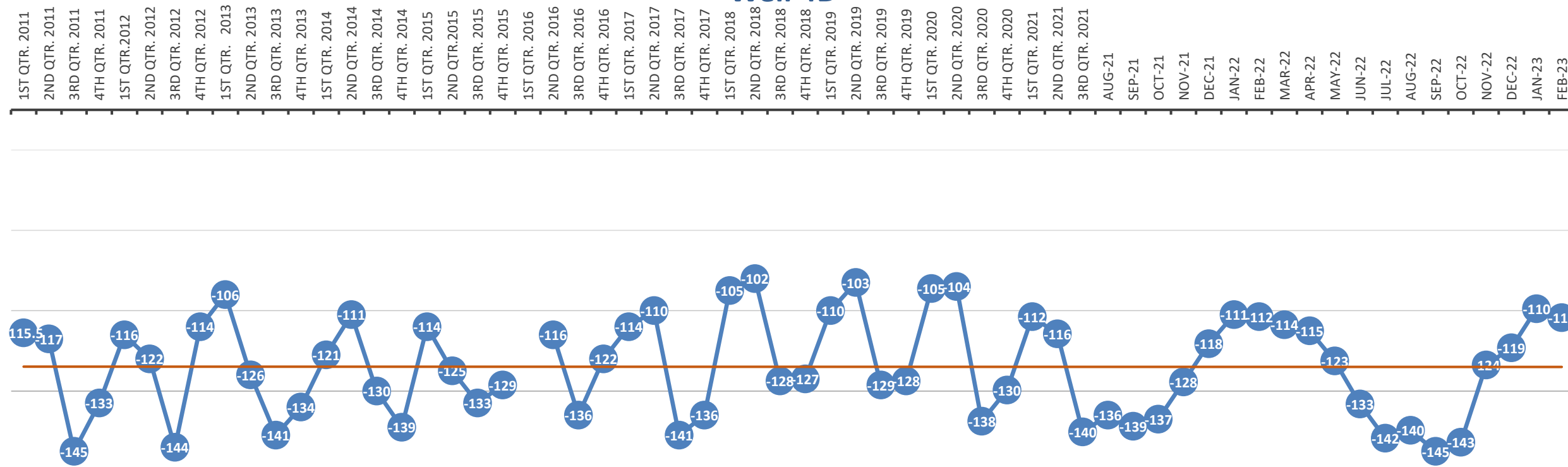


# Historic Static Well Levels

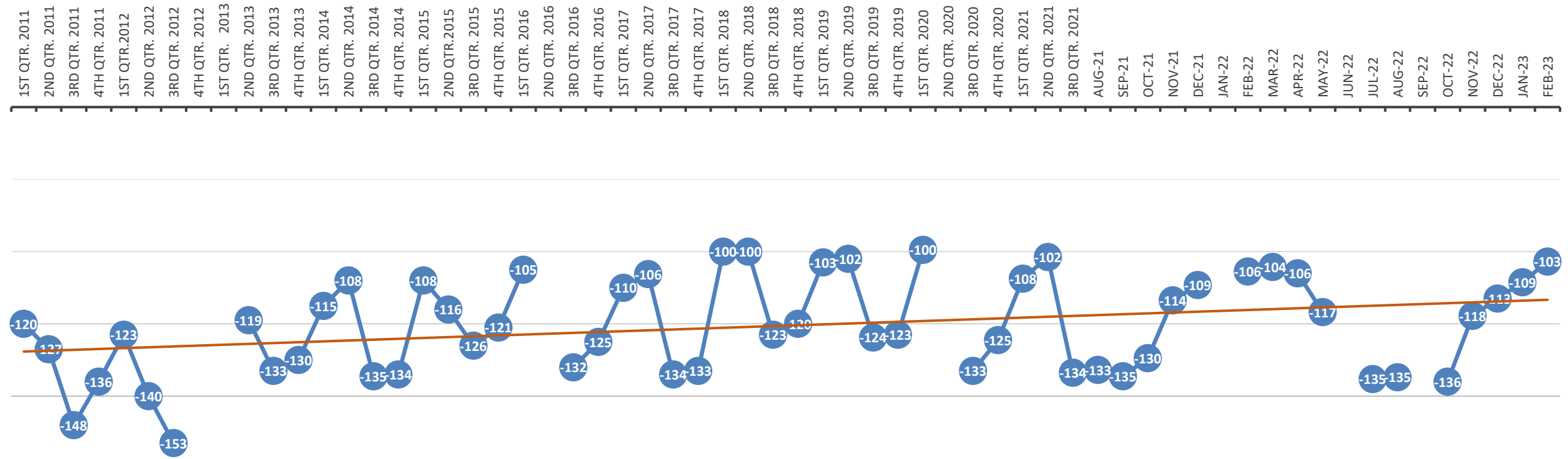
## Well 1D



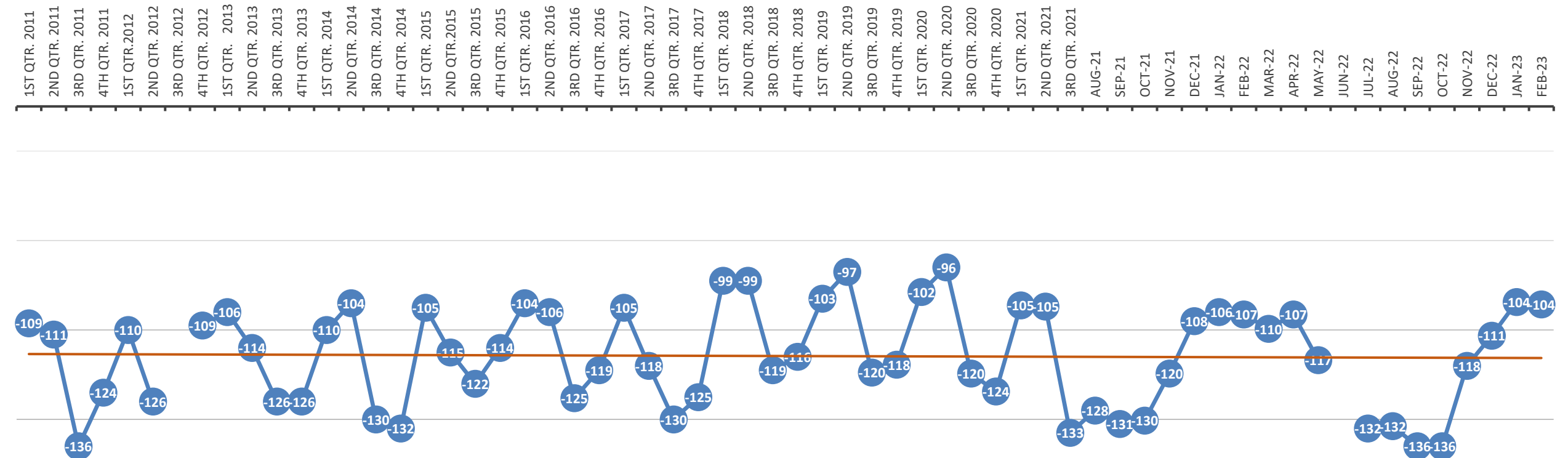
## Well 4D

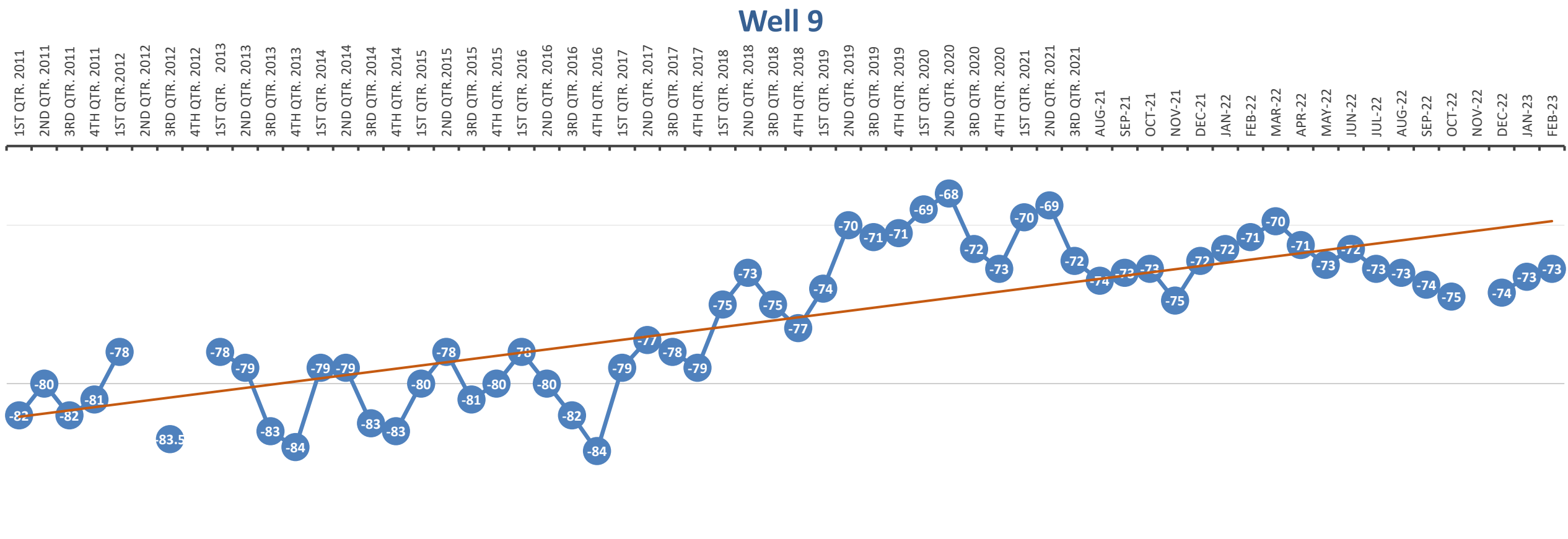
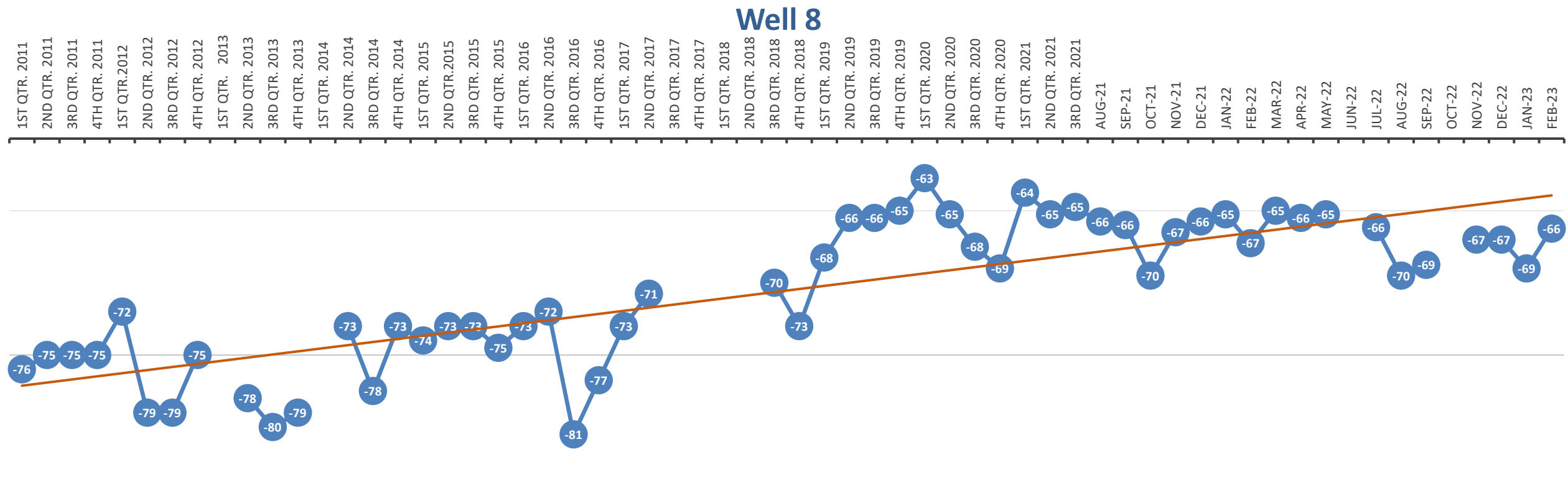


## Well 11D

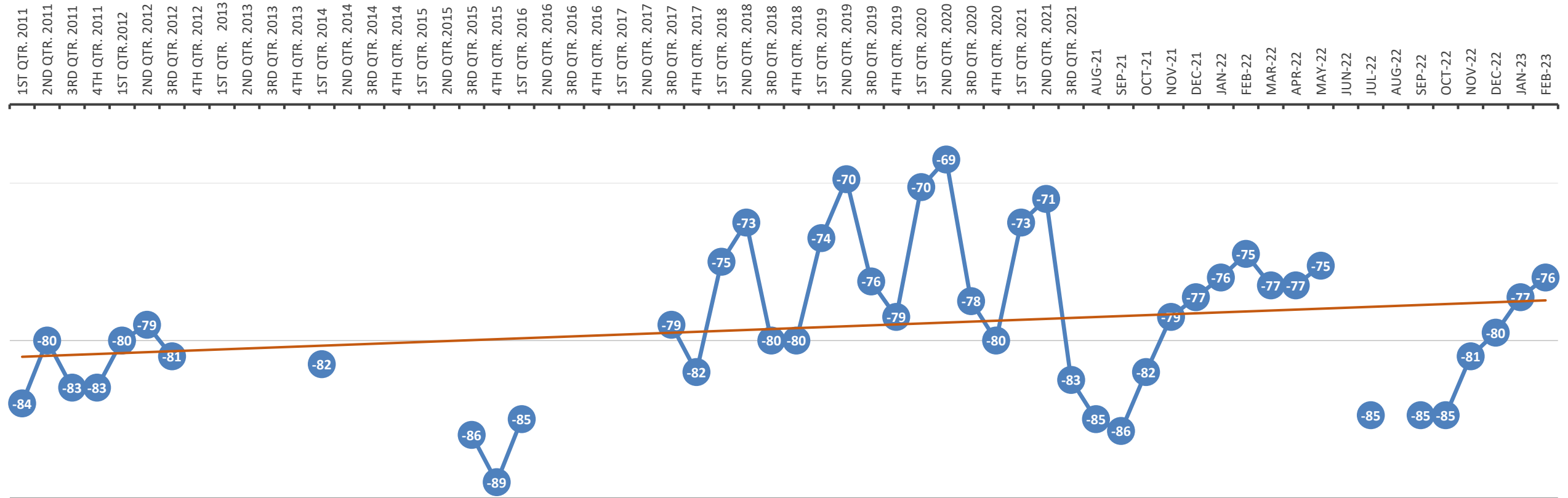


## Well 14D





# Well 13



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

**Sampling Point: 01 - 8693 W. Camden**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: School Well 01D - Raw Water**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
			Quarterly

**Sampling Point: 02 - 9425 Emerald Vista**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: 03 - 8809 Valley Oak**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: Webb Well 04D - Raw Water**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/14/2023	Source Water	3 mo - Bacteriological	Quarterly
2/14/2023	Source Water	3 mo - Fe,Mn,As Total	Quarterly
2/14/2023	Source Water	Threshold Odor	Quarterly

**Sampling Point: 04 - 10122 Glacier Point**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: 05 - 9230 Amsden Ct.**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: 06 - 9227 Rancho Dr.**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: 07 - Al Gates Park Mainline Dr.**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: - Williamson Well 8 Raw Water**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
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**Sampling Point: 09 - 9436 Hollow Springs Wy.**

<b>Sample Date</b>	<b>Sample Class</b>	<b>Sample Name</b>	<b>Collection Occurrence</b>
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week
2/7/2023	Distribution System	Fluoride	Monthly

**Sampling Point: Polhemus Well 9 Raw Water**

Sample Date	Sample Class	Sample Name	Collection Occurrence
			Quarterly

**Sampling Point: 09 - 8417 Blackman Wy.**

Sample Date	Sample Class	Sample Name	Collection Occurrence
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: 10 - 9373 Oreo Ranch Cir.**

Sample Date	Sample Class	Sample Name	Collection Occurrence
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: 11 - 9907 Kapalua Ln.**

Sample Date	Sample Class	Sample Name	Collection Occurrence
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: 12-9205 Meadow Grove Dr.**

Sample Date	Sample Class	Sample Name	Collection Occurrence
2/7/2023	Distribution System	Bacteriological	Week
2/14/2023	Distribution System	Bacteriological	Week
2/21/2023	Distribution System	Bacteriological	Week

**Sampling Point: Dino Well 11D - Raw Water**

Sample Date	Sample Class	Sample Name	Collection Occurrence
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**Sampling Point: Hampton Well 13 - Raw Water**

Sample Date	Sample Class	Sample Name	Collection Occurrence
2/7/2023	Source Water	Fe, Mn, As, Total	Weekly
2/13/2023	Source Water	Fe, Mn, As, Total	Weekly
2/21/2023	Source Water	Fe, Mn, As, Total	Weekly
2/27/2023	Source Water	Fe, Mn, As, Total	Weekly

**Sampling Point: Hampton WTP Effluent**

Sample Date	Sample Class	Sample Name	Collection Occurrence
2/7/2023	Treated Effluent	Fe, Mn, As, Total	Weekly
2/13/2023	Treated Effluent	Fe, Mn, As, Total	Weekly
2/21/2023	Treated Effluent	Fe, Mn, As, Total	Weekly
2/27/2023	Treated Effluent	Fe, Mn, As, Total	Weekly

**Sampling Point: Hampton WTP Backwash Tank**

Sample Date	Sample Class	Sample Name	Collection Occurrence
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**Sampling Point: Railroad Well 14D - Raw Water**

Sample Date	Sample Class	Sample Name	Collection Occurrence
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**Sampling Point: Railroad WTP Effluent**

Sample Date	Sample Class	Sample Name	Collection Occurrence
2/14/2023	Treated Plant Effluent	WTP Eff - Fe,Mn,As,Al Total	Month

**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
2/8/2023	Distribution System	Bacteriological	9299 Bond Rd. New Service
2/13/2023	Distribution System	Bacteriological	8631 Bond Rd. Main Line Repair
2/14/2023	Distribution System	Bacteriological	Grove St. Alley New Main Line Install
2/23/2023	Distribution System	Bacteriological	9888 Kent St. Main Line Repair



<u>Colors</u>	<u>Monthly Total</u>	<u>Yearly Total</u>
Black = Scheduled	49	139
Green = Unscheduled	4	6
Red = Incomplete Sample	0	



March 8, 2023

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

**WASTEWATER DISCHARGE COMPLIANCE REPORT FORM**

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Enclosed is the Wastewater Discharge Compliance Report Form from Elk Grove Water District February 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 positioned above the typed name.

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: <b>Elk Grove Water District</b>		Permit #: <b>WTP010</b>

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

<b>Month:</b>	<b>February</b>	<b>Year:</b>	<b>2023</b>
---------------	-----------------	--------------	-------------

<input checked="" type="checkbox"/>	Water use/flow meter report		Total Gallons
		Hampton WTP	12,689
		Railroad WTP	0
		Analyzer Water	32,256

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	17	15	2,805
Office	3	17	10	510
Drivers/Field	2	17	3	102
Total				3,417

**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:

March 8, 2023 \_\_\_\_\_



March 6, 2023

State Water Resources Control Board  
Division of Drinking Water  
1001 I Street  
13<sup>th</sup> 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 February 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 located below the text.

STEVE SHAW  
WATER TREATMENT SUPERVISOR



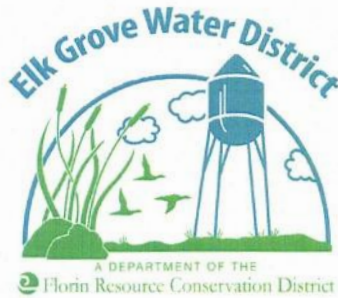
## MONTHLY SUMMARY OF REVISED TOTAL COLIFORM RULE DISTRIBUTION SYSTEM MONITORING (including triggered source monitoring for systems subject to the Groundwater Rule)

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;">February</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)	36	36	0	0
2. Repeat Samples following samples that are Total Coliform Positive and <i>E.coli</i> <b>Negative</b> (see notes 10 and 11)		0	0	0
3. Repeat Samples following Routine Samples that are <b>Total Coliform Positive</b> and <i>E. coli</i> <b>Positive</b> (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)	36	36	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 <b>Level 2</b> Assessment TT? (see notes 2, 3, 4, 5 and 6 for trigger info) <i>If a Level 2 Assessment is triggered, see note 8 below.</i>			<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
a <b>Level 1</b> Assessment TT? (see note 7 for trigger info) <i>If a Level 1 Assessment is triggered, see note 9 below.</i>			<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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: <b>Steve Shaw</b>				
Signature 	Title <p style="text-align: center; font-weight: bold;">Water Treatment Supervisor</p>	Date <p style="text-align: right; font-weight: bold;">3.6.2023</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.** 36



March 6, 2023

State Water Resources Control Board  
Division of Drinking Water  
1001 I Street  
13<sup>th</sup> 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 February 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 positioned above the name and title.

STEVE SHAW  
WATER TREATMENT SUPERVISOR



# Elk Grove Water District

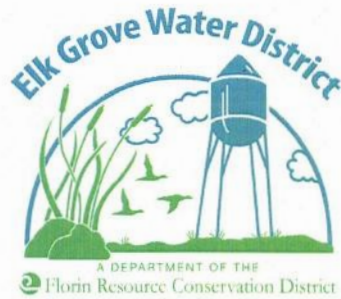
## Hampton GWTP Monthly Report

PWS Number  
GWTP Name

3410008-013  
Hampton Water Treatment Plant

Month: February

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)							Weekly Average			
							Date	Fe, R	Fe, T	Mn, R	Mn, T	As, R	As, T	Inf. pH	Eff. pH		
last day	24633.1		442846165		30637761	37412830											
1	24633.1	0	442846165	0	30637761	37412830	2/7/2023	0.023	0.089	0.011	0.001	<2	<1	Inf. pH Eff. pH			
2	24633.1	0	442846165	0	30637761	37412830	2/13/2023	0.005	0.021	0.019	0.01	3	<1	Week 1: 7.1 to 7.6			
3	24633.1	0	442846165	0	30637761	37412830	2/21/2023	0.029	0.043	0.025	0.007	3	1	Cl2		0.79	
4	24633.1	0	442846165	0	30637761	37412830	2/27/2023	0.013	0.076	0.017	0.003	2	1	Week 2: 7.1 to 7.5			
5	24633.1	0	442846165	0	30637761	37412830								Cl2		0.8	
6	24633.1	0	442846165	0	30637761	37412830								Week 3: 7.1 to 7.6			
7	24633.1	0	442846165	0	30637761	37412830	Total Gallons Sodium Hypochlorite:			4 Gal		Cl2		0.77			
8	24633.9	0.8	442889440	43275	30637761	37412830	Pounds per day			0.161 lbs/Day		Week 4: 7.2 to 7.6					
9	24633.9	0	442889440	0	30637761	37412830	Dosage (Milligrams Per Liter @ 12.5% Cl)			1.8 mg/L		Cl2		0.76			
10	24633.9	0	442889440	0	30637761	37412830								Week 5: to			
11	24633.9	0	442889440	0	30637761	37412830	Total Gallons Ferric Chloride:			1.7 Gal		Cl2					
12	24633.9	0	442889440	0	30637761	37412830	Dosage (Milligrams Per Liter @ 38% FeCl)			.65mg/L							
13	24633.9	0	442889440	0	30637761	37412830											
14	24636.8	2.9	443047513	158073	30648573	37422352	Total Gallons Sodium Hydroxide:			2.1 Gal							
15	24636.8	0	443047513	0	30648573	37422352	Dosage (Gallons Per Hour @ 30% NaOH)			0.48 Gal/Hr							
16	24636.8	0	443047513	0	30648573	37422352											
17	24636.8	0	443047513	0	30648573	37422352	Total Gallons Sulfuric Acid :			1.7 Gal							
18	24636.8	0	443047513	0	30648573	37422352	Dose (Gallons Per Hour @ 93% H2SO4 )			0.33 Gal/Hr							
19	24636.8	0	443047513	0	30648573	37422352											
20	24636.8	0	443047513	0	30648573	37422352	Total Backwashed		10,813 Gal		Total Run Hours		4.7Hours				
21	24636.8	0	443047513	0	30648573	37422352											
22	24637.3	0.5	443075876	28363	30648574	37425519	Total Water Pumped		255708 Gal		Total Backwash Waste		12,689 Gal				
23	24637.3	0	443075876	0	30648574	37425519											
24	24637.3	0	443075876	0	30648574	37425519	Reporting Limits/Units			Maximum Contaminant Levels (MCLs)							
25	24637.3	0	443075876	0	30648574	37425519	Iron = 0.100 mg/L			Iron (Fe) = 0.300 mg/L (Secondary)							
26	24637.3	0	443075876	0	30648574	37425519	Manganese = 0.010 mg/L			Manganese (Mn) = 0.050 mg/L (Secondary)							
27	24637.3	0	443075876	0	30648574	37425519	Arsenic = 1.0 µg/L			Arsenic (As) = 10 µg/L (Primary)							
28	24637.8	0.5	443101873	25997	30648574	37425519											
29		0		0													
30		0		0			Prepared By: Steve Shaw				Date: 3/6/2023						
31		0		0													
<b>Total</b>		4.7		255,708	10,813	12,689											



March 6, 2023

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

**MONTHLY FLUORIDATION MONITORING REPORT**

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Enclosed is the Monthly Summary of the Fluoridation Monitoring from Elk Grove Water District for February 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



# ELK GROVE WATER DISTRICT AREA 2

## DISTRIBUTION SYSTEM

### MONTHLY FLUORIDATION MONITORING REPORT

February-23

Week	Location of Sample	Monitoring Results (mg/L)		
		Date	Time	Results
1	Hollow Springs	2/7/2023	9:03 AM	0.58
1	Kapalua	2/7/2023	9:32 AM	0.43
1	Al Gates Park	2/7/2023	10:02 AM	0.33
1	Oreo Ranch	2/7/2023	10:25 AM	0.7
1	Blackman	2/7/2023	11:46 AM	0.70
2	Hollow Springs	2/14/2023	9:28 AM	0.61
2	Kapalua	2/14/2023	9:51 AM	0.62
2	Al Gates Park	2/14/2023	10:15 AM	0.42
2	Oreo Ranch	2/14/2023	10:45 AM	0.51
2	Blackman	2/14/2023	12:00 PM	0.49
3	Hollow Springs	2/21/2023	9:03 AM	0.69
3	Kapalua	2/21/2023	9:30 AM	0.59
3	Al Gates Park	2/21/2023	10:00 AM	0.82
3	Oreo Ranch	2/21/2023	10:21 AM	0.67
3	Blackman	2/21/2023	11:52 PM	0.81
4	Hollow Springs			
4	Kapalua			
4	Al Gates Park			
4	Oreo Ranch			
4	Blackman			
5	Hollow Springs			
5	Kapalua			
5	Al Gates Park			
5	Oreo Ranch			
5	Blackman			

Monthly fluoride split sample results:

Date: 2.7.2023

Water System Results: 0.58 mg/L

Approved Lab: 0.69 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
<b>Well 14D</b> <b>Railroad</b>	Initials	Sect: 7.1	AH	AH											Sect: 7.2			Sect: 7.3	
	Date		1/23/23	2/15/23															
	W.O. #		21497	21568															
<b>Well 4D</b> <b>Webb</b>	Initials	Sect: 8.1	BW	AH											Sect: 8.2			Sect: 8.3	
	Date		1/10/23	2/10/23															
	W.O. #		21498	21569															
<b>Well 11D</b> <b>Dino</b>	Initials	Sect: 9.1	AH	AH											Sect: 9.2			Sect: 9.3	
	Date		1/5/23	2/15/23															
	W.O. #		21499	21570															
<b>Well 1D</b> <b>School</b>	Initials	Sect: 13.1	AH	AH											Sect: 13.2			Sect: 13.3	
	Date		1/23/23	2/15/23															
	W.O. #		21500	21571															
<b>Well 8</b> <b>Williamson</b>	Initials	Sect: 11.1	BW	BW											Sect: 11.4			Sect: 11.4	
	Date		1/9/23	2/6/23															
	W.O. #		21501	21573															
<b>Well 9</b> <b>Polhemus</b>	Initials	Sect: TBD	BW	BW											Sect: TBD			Sect: TBD	
	Date		1/5/23	2/6/23															
	W.O. #		21502	21573															
<b>Well 13</b> <b>Hampton</b>	Initials	Sect: TBD	AH	AH											Sect: TBD			Sect: TBD	
	Date		1/18/23	2/13/23															
	W.O. #		21503	21574															

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 MO.	6-2ND MO.	6-	Refer.	2023			
<b>Clor-Tec System</b>	Initials	Section: 4.2	AH	AH										Section: 4.3					Section: 4.4				Section: 4.4				
	Date		1/30/23	2/14/23																							
	W.O. #		21504	21575																							
<b>Filter System</b>	Initials	Section: 5.1	BW	AH										Section: 5.2					Section: 5.3				Section: 5.3				
	Date		1/25/23	2/9/23																							
	W.O. #		21505	21576																							
<b>Backwash System</b>	Initials	Section: 2.1	BW	AH										Section: 2.2					Section: 2.3				Section: 2.3				
	Date		1/25/23	2/14/23																							
	W.O. #		21506	21577																							
<b>Booster Pumps</b>	Initials	Section: 3.1	BW	AH										Section: TBD					Section: 3.2				Section: 3.2				
	Date		1/25/23	2/9/23																							
	W.O. #		21507	21578																							
<b>LAB</b>	Initials	Section: 1.1												Section: 1.1													
	Date																										
	W.O. #																										
<b>Clear Wells</b>	Initials	Section: 2.4												Section: 2.4					Section: 2.4				Section: 2.4				
	Date																										
	W.O. #																										
<b>MCC</b>	Initials	Section: 1.2												Section: 1.2					Section: 1.2				Section: 1.2				
	Date																										
	W.O. #																										

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.	1 <sup>ST</sup> 6-	2 <sup>ND</sup> 6-	Refer.	2023		
<b>Chemical Systems</b>	Initials	Section: TBD	AH	AH																					
	Date		1/18/23	2/13/23																					
	W.O. #		21508	21583																					
<b>Filter System</b>	Initials	Section: TBD	AH	AH																					
	Date		1/18/23	2/13/23																					
	W.O. #		21509	21584																					
<b>Backwash Ssystem</b>	Initials	Section: TBD	AH	AH																					
	Date		1/18/23	2/13/23																					
	W.O. #		21510	21585																					
<b>LAB</b>	Initials																								
	Date																								
	W.O. #																								
<b>MCC</b>	Initials																								
	Date																								
	W.O. #																								

# Elk Grove Water District

## Preventative Maintenance Program

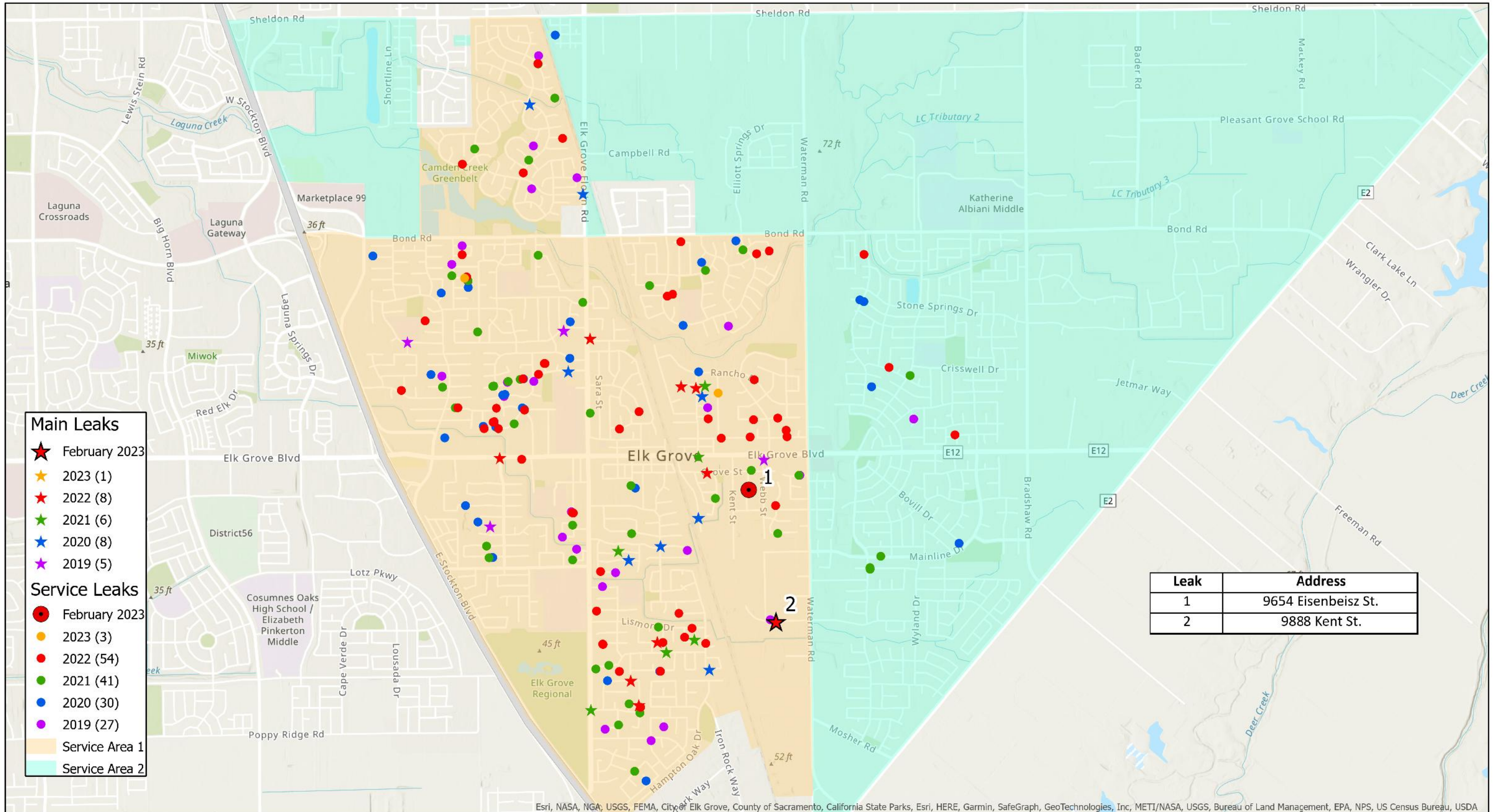
### Standby Generators

Item	Monthly														Annual	
	Refer.	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Refer.	2023	
<b>Railroad</b>	Initials	Section: TBD	AH	BW										Section: TBD		
	Date		1/27/23	2/13/23												
	W.O. #		21511	21579												
<b>Webb</b>	Initials	Section: TBD	AH	AH										Section: TBD		
	Date			2/10/23												
	W.O. #		21512	21580												
<b>Dino</b>	Initials	Section: TBD	AH	AH										Section: TBD		
	Date			2/15/23												
	W.O. #		21513	21581												
<b>Admin.</b>	Initials	Section: TBD	AH	AH										Section: TBD		
	Date		1/25/23	2/26/23												
	W.O. #		21514	21582												
			= Load test													

Elk Grove Water District  
 Safety Meetings/Training  
 February 2023

Date	Topic	Attendees	Hosted By
2/13/2023	Fire Extinguisher 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, Chris Phillips, Steve Shaw, John Vance, Brandon Wagner, Marcell Wilson	Steve Shaw & Sean Hinton
2/27/2023	Cell Phone Distractions	Alan Aragon, Stefan Chanh, David Frederick, Jaylyn Gordon-Ford, Aaron Hewitt, Sean Hinton, Jose Mendoza, Michael Montiel, Steve Shaw, John Vance, Brandon Wagner, Marcell Wilson	Steve Shaw & Sean Hinton





**Main Leaks**

- ★ February 2023
- ★ 2023 (1)
- ★ 2022 (8)
- ★ 2021 (6)
- ★ 2020 (8)
- ★ 2019 (5)

**Service Leaks**

- February 2023
- 2023 (3)
- 2022 (54)
- 2021 (41)
- 2020 (30)
- 2019 (27)

- Service Area 1
- Service Area 2

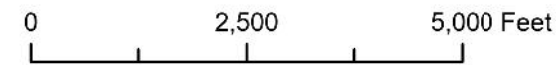
Leak	Address
1	9654 Eisenbeisz St.
2	9888 Kent St.

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

February 2023	
Main Line Leaks: 1	YTD: 1
Service Line Leaks: 1	YTD: 3
Total Leaks: 2	YTD: 4

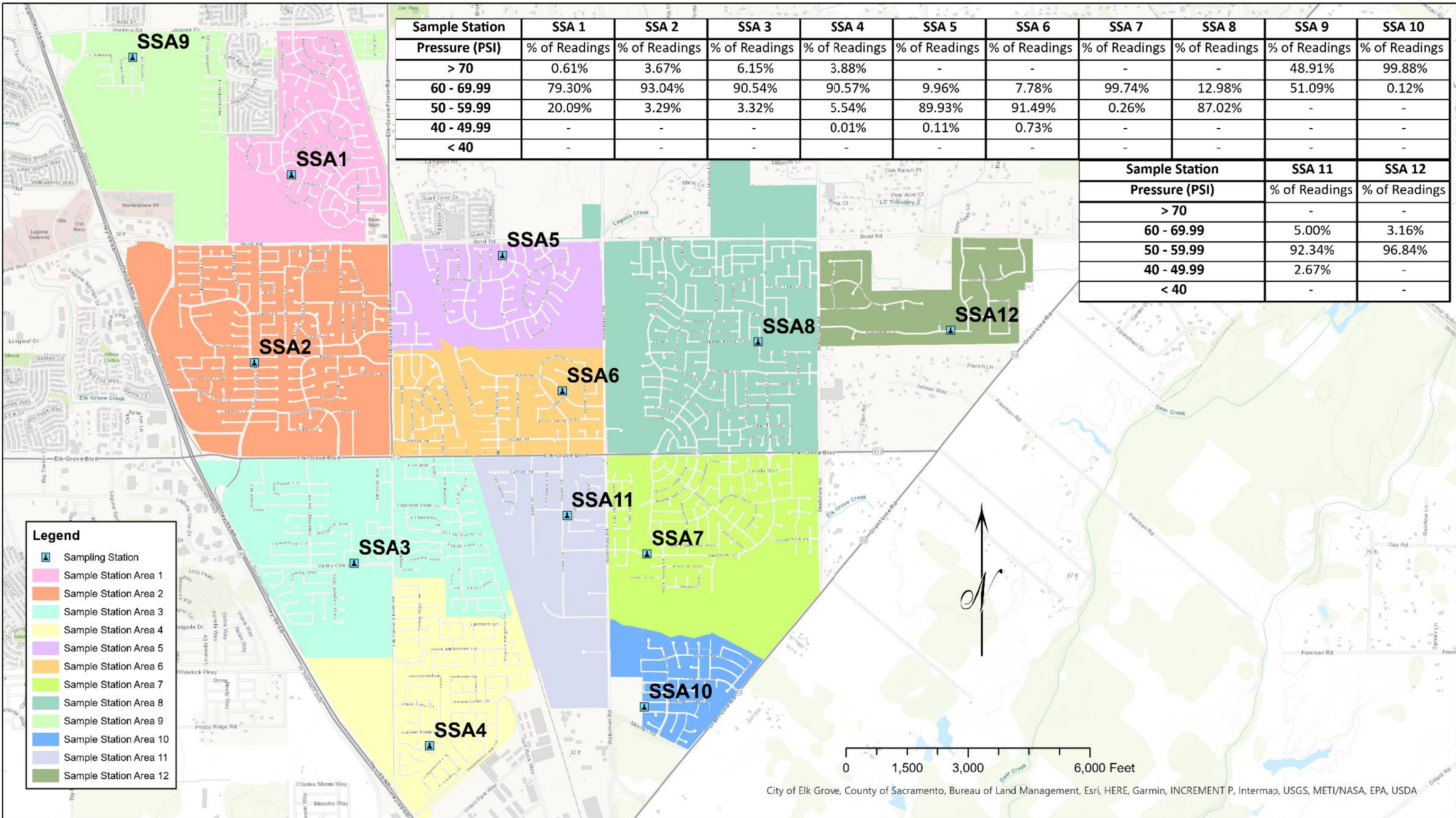


# Elk Grove Water District Main and Service Line Leaks Map



Elk Grove Water District	
Main & Service Line Leaks	
Created by: Richard Ko	
Date: March 7, 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	0.61%	3.67%	6.15%	3.88%	-	-	-	-	48.91%	99.88%
60 - 69.99	79.30%	93.04%	90.54%	90.57%	9.96%	7.78%	99.74%	12.98%	51.09%	0.12%
50 - 59.99	20.09%	3.29%	3.32%	5.54%	89.93%	91.49%	0.26%	87.02%	-	-
40 - 49.99	-	-	-	0.01%	0.11%	0.73%	-	-	-	-
< 40	-	-	-	-	-	-	-	-	-	-

Sample Station	SSA 11	SSA 12
Pressure (PSI)	% of Readings	% of Readings
> 70	-	-
60 - 69.99	5.00%	3.16%
50 - 59.99	92.34%	96.84%
40 - 49.99	2.67%	-
< 40	-	-

- 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

**Sample Stations: 12**

February 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

March 6, 2023