

**SPECIAL MEETING OF THE  
FLORIN RESOURCE CONSERVATION DISTRICT  
BOARD OF DIRECTORS**

**Agenda**

**Tuesday, June 1, 2021**

**6:00PM**

Compliance with Government Code Section 54957.5

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."

Pursuant to the Sacramento County Shelter in Place order effective March 19, 2020, we are requiring all members of the public to participate virtually. Public participation and comment are limited to the following procedures:

- A. The electronic submission of written comments in advance to the Board Secretary ([stefani@egwd.org](mailto:stefani@egwd.org)). Those comments will be read into the record for a maximum of three (3) minutes per comment.
- B. Join Zoom Meeting: <https://us02web.zoom.us/j/87317335865> Meeting ID: 873 1733 5865  
Dial by your location

+1 669 900 6833 US (San Jose)	+1 346 248 7799 US (Houston)
+1 312 626 6799 US (Chicago)	+1 929 205 6099 US (New York)
+1 253 215 8782 US	+1 301 715 8592 US
- C. Please press Star+9 (\*9) to raise your hand for Public Comment – Members of the audience may comment on matters that are not included on the agenda in accordance with the procedures listed above. Each person will be allowed three (3) minutes, or less if a large number of requests are received on a particular subject. No action may be taken on a matter raised under "Public Comment" until the matter has been specifically included on an agenda as an action item. Items listed on the agenda will be opened for public comment as they are considered by the Board of Directors.

**CALL TO ORDER, ROLL CALL AND PLEDGE OF ALLEGIANCE**

**Page Numbers**

- 1. **Florin Resource Conservation District/Elk Grove Water District Engineer Series Classification and Compensation Study** 3-30  
(Stefani Phillips, Human Resources Administrator)

Associate Director Comment

Public Comment

**Recommended Action:**

**Adopt Resolution No. 06.01.21.01:**

- 1. **Accepting the Engineer Series Classification and Compensation Study;**
- 2. **Authorizing the creation of the classifications, Associate Engineer and Senior Civil Engineer,**

contained in the Engineer Series Classification;  
and

3. Approving the recommended salary grades for the Associate Engineer and Senior Civil Engineer classifications to be incorporated into the proposed Salary Schedule.

2. **Draft Florin Resource Conservation District/Elk Grove Water District Fiscal Year 2021-22 Operating Budget** 31-124  
(Patrick Lee, Finance Manager/Treasurer)

Associate Director Comment

Public Comment

**Recommended Action:** Review and discuss the draft Florin Resource Conservation District/Elk Grove Water District Fiscal Year 2021-22 Operating Budget.

Adjourn to Regular Meeting – June 15, 2021

June 1, 2021

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 ENGINEER SERIES CLASSIFICATION AND COMPENSATION STUDY**

### **RECOMMENDATION**

It is recommended that the Florin Resource Conservation Board of Directors adopt Resolution No. 06.01.21.01:

1. Accepting the Engineer Series Classification and Compensation Study;
2. Authorizing the creation of the classifications, Associate Engineer and Senior Civil Engineer, contained in the Engineer Series Classification; and
3. Approving the recommended salary grades for the Associate Engineer and Senior Civil Engineer classifications to be incorporated into the proposed Salary Schedule.

### **SUMMARY**

In April 2021, the Florin Resource Conservation District/Elk Grove Water District (District) retained Bryce Consulting to develop an Engineer Series Classification and Compensation Study (Study) under project management of the Human Resources Administrator. The purpose of the Study (Attachment 1) is to create an Engineer Series Classification (Attachment 2) that would create depth within the Technical Services Division and provide room for growth within the classification, and to enable the District the ability to retain an engineer at a senior level.

If approved, the Florin Resource Conservation District Board of Directors (Board) would accept the Study, create an Engineer Series Classification and approve the recommended salary grades for the Associate Engineer and Senior Civil Engineer classifications to be incorporated into the proposed Florin Resource Conservation District/Elk Grove Water District Salary Schedule (Proposed Salary Schedule) (Attachment 3).

**FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT  
ENGINEER SERIES CLASSIFICATION AND COMPENSATION STUDY**

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**DISCUSSION**

**Background**

The Associate Civil Engineer classification at the District was once filled by General Manager Bruce Kamilos in December of 2011, who was later promoted in March of 2016 to Assistant General Manager. The Assistant General Manager was the head of the Technical Services Division.

In January, Mr. Kamilos was appointed by the Board as General Manager to be effective May 1, 2021. At this time, staff began discussions of what the District's needs were relative to the Technical Services Division. Staff concluded that an Associate Civil Engineer would provide the level of skill and knowledge to fulfill the District's needs and would report to the General Manager.

In March 2021, the Associate Civil Engineer classification was posted for one (1) month and by the deadline no viable applications were received. At that time, the Human Resources Administrator, the Assistant General Manager, and the General Manager discussed options on how to retain an experienced engineer. The outcome from that discussion was to seek help from a consultant to complete a study and develop a series for the engineer classification, including the associated compensation, which was the same approach the District chose for the Engineering Technician I, II, III Series classification.

In April 2021, the District retained Bryce Consulting to perform a Study. The purpose of the Study was to create an Engineer Series Classification that would create depth within the Technical Services Division, provide depth within the classification and room for growth, and to enable the District the ability to retain an engineer at a senior level.

**Present Situation**

Bryce Consulting completed the Study and concluded that the compensation for the Engineer Series Classification should be based on the Associate Engineer and Associate Civil Engineer classifications, as the two (2) classifications resulted in the most stable and consistent market data. Furthermore, it is recommended that the Senior Civil Engineer be set utilizing an internal relationship of 15% above the Associate Civil Engineer. Typically, advanced journey level classifications are 10% to 15% above the journey level, depending on level of supervision exercised. By setting the salary 15% above the Associate Civil Engineer level, it recognizes the increase in responsibilities and complexity of duties. The recommendation for setting the compensation is consistent with the market and industry standards.

**FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT  
ENGINEER SERIES CLASSIFICATION AND COMPENSATION STUDY**

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Bryce Consulting has reviewed comparable classifications and associated salaries with other organizations contained in the Study and is recommending that the salaries be set congruent with the Proposed Salary Schedule.

According to the compiled market data, the Associate Engineer median should be set at a maximum monthly compensation of \$8,388 not including benefits; and total monthly compensation with benefits (health, Dental, vision, life and long-term disability insurance, social security, retiree health savings accounts, minus the amount the employee pays towards the employer's cost of retirement) of \$11,420.

The Study indicated the Associate Civil Engineer's salary should be set at a maximum monthly compensation of \$10,034 not including benefits; and total monthly compensation with benefits of \$12,757. The current salary grade for this classification is 69 in the Districts Proposed Salary Schedule and no change to compensation is recommended for this classification. The recommendation to not change the compensation grade for this classification is taking into consideration that most agencies surveyed will also be increasing their salaries with a cost-of-living adjustment on July 1, 2021 or in January 2022.

The Study also shows that the Senior Civil Engineer median should be set at a maximum monthly compensation of \$11,274 not including benefits; and total monthly compensation with benefits of \$14,295. The recommendation places the salary at a range that is 15% above the Associate Civil Engineer which is consistent with industry standards for advanced journey level classifications.

The recommendation made by Bryce Consulting for the proposed Engineer Series Classification, would further the degree of depth and support in the Technical Services Department and fill the District's need for an engineer. For these reasons, staff is recommending the Board approve the creation of the Associate Engineer and Senior Civil Engineer classifications.

Additionally, staff is recommending the Board approve the Proposed Salary Schedule to incorporate the recommended salaries for the proposed Associate Engineer and Senior Civil Engineer classifications.

**FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT  
ENGINEER SERIES CLASSIFICATION AND COMPENSATION STUDY**

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Proposed Associate Engineer, Associate Civil Engineer, and Senior Civil Engineer classifications compensation is as follows:

Classification Title	Classification District Maximum Monthly Salary Grade/Step 5	Base Maximum Monthly Salary	Total Compensation Including Maximum Monthly Salary and Benefits
Associate Engineer	Grade 61	\$8,391.07	\$11,786.78
*Associate Civil Engineer	Grade 69	\$10,198.93	\$13,786.97
Senior Civil Engineer	Grade 75	\$11,805.73	\$15,564.62

\*The Associate Civil Engineer is currently at grade 69 and no change is recommended at this time.

**STRATEGIC PLAN CONFORMITY**

Conducting the Engineer Series Classification and Compensation Study is in conformance with the Florin Resource Conservation District/Elk Grove Water District 2020-2025 Strategic Plan and in keeping with Strategic Goal 6 Employer of Choice as it provides growth opportunity within the classification.

**FINANCIAL SUMMARY**

There is no financial impact on the proposed District's Fiscal Year 2021-22 Operating Budget because the proposed District's Fiscal Year 2021-22 Operating Budget reflects an allocation for a Senior Civil Engineer, grade 75, step 5, which is the maximum annual salary for that grade.

Respectfully submitted,



STEFANI PHILLIPS  
HUMAN RESOURCES ADMINISTRATOR

Attachments

**RESOLUTION NO. 06.01.21.01**

**RESOLUTION OF THE FLORIN RESOURCE CONSERVATION BOARD OF DIRECTORS ACCEPTING THE ENGINEER SERIES CLASSIFICATION AND COMPENSATION STUDY, AUTHORIZING THE CREATION OF THE CLASSIFICATIONS, ASSOCIATE ENGINEER AND SENIOR CIVIL ENGINEER, CONTAINED IN THE ENGINEER SERIES CLASSIFICATION, AND APPROVING THE RECOMMENDED SALARY GRADES FOR THE ASSOCIATE ENGINEER AND SENIOR CIVIL ENGINEER CLASSIFICATIONS TO BE INCORPORATED INTO THE PROPOSED SALARY SCHEDULE**

**WHEREAS**, the District retained Bryce Consulting to perform a classification and compensation study of the Engineer Series for the Florin Resource Conservation District/Elk Grove Water District; and

**WHEREAS**, Bryce Consulting has prepared the Engineer Series Classification and Compensation Study (Study) providing recommendations; and

**WHEREAS**, the General Manager and Human Resources Administrator have received and reviewed the Study; and

**WHEREAS**, based on their review of the Study and the organizational needs, the General Manager and Human Resources Administrator hereby agrees with the recommendations of the Study.

**NOW THEREFORE, THE FLORIN RESOURCE CONSERVATION DISTRICT BOARD OF DIRECTORS DOES HEREBY RESOLVE:**

SECTION 1. The Florin Resource Conservation District Board of Directors (Board) hereby adopts the foregoing recitals as true and correct and incorporates them herein by reference.

SECTION 2. The Board hereby adopts Resolution No. 06.01.21.01, accepting the Engineer Series Classification and Compensation Study;

SECTION 3. The Board further authorizes the creation of the Associate Engineer and Senior Civil Engineer classifications contained in the Engineer Series classification; and

SECTION 4. The Board further approves the recommended salary grades for the Associate Engineer and Senior Civil Engineer classifications to be incorporated into the proposed Salary Schedule;

SECTION 5. The Board Secretary shall certify to the adoption of this Resolution.

SECTION 6. This Resolution shall take effect immediately upon its adoption.

**PASSED, APPROVED, AND ADOPTED** this 1<sup>st</sup> day of June 2021.

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

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Sophia Scherman  
Chair

ATTEST:

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Stefani Phillips  
Board Secretary

Approved as to form:

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Richard E. Nosky  
District Legal Counsel





May 25, 2021

To: Stefani Phillips, Human Resources Administrator/Board Secretary

From: Shellie Anderson, Bryce Consulting

Subject: Engineer Series Classification and Compensation Study

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The Florin Resource Conservation District/Elk Grove Water District retained Bryce Consulting to develop an engineer series classification and conduct a compensation study, and recommend a salary range for each level in the series. The District currently has a single level Associate Civil Engineer but has a need to create a career path that incorporates increasing responsibilities, expertise, and certification. By creating a series, the District will have flexibility in hiring in that they will be able to hire at different levels based on business needs and candidate qualifications.

The consultant talked with the Human Resources Administrator/Board Secretary to discuss duties, requirements and needs as well as collected job descriptions from like organizations to ensure consistency with industry standards. The consultant then drafted a job description for Associate Engineer, which does not require registration as a Professional Engineer, and Senior Civil Engineer which is the advanced journey level, performing the more complex project management and providing supervision to staff.

In addition to developing job descriptions, Bryce conducted a compensation study. Compensation studies use a combination of market data and internal relationships for determining salaries. Data was collected for all three levels; however, the recommendations are based on the market data for the Associate Engineer and Associate Civil Engineer with the Senior set 15% above the Associate Civil Engineer to recognize the increase in level of responsibilities, complexity, and to allow the classification to supervise lower-level professional and technical staff. The compensation study included the District's standard labor market agencies as provided in Table 1.

<b>TABLE 1 SURVEY AGENCIES</b>
Amador Water Agency
Carmichael Water District
El Dorado Irrigation District
Fair Oaks Water District
Nevada Irrigation District
Placer County Water Agency
Sacramento Suburban Water District

With respect to the labor market study, the median for maximum base salary for Associate Engineer is \$8,388. The labor market median for total cash (maximum base salary, the employee’s portion of retirement paid by the employer, the agencies’ contribution to deferred compensation, longevity pay at year 10 and certification pay) is \$8,474. The labor market median for total compensation (the elements of total cash plus the agencies’ contribution to health, dental, vision, life and long-term disability insurance, social security, the amount the agencies contribute to a retiree health savings account, minus the amount the employee pays towards the employers’ cost of retirement) is \$11,420. For Associate Civil Engineer, the labor market median for maximum base salary and total cash is \$10,034 and the labor market median for total compensation is \$12,757. For Senior Civil Engineer, as previously mentioned, it is recommended that the salary be set 15% above the Associate Civil Engineer. While there were four comparable classifications in the market study, the market median is less than 15% above the Associate Civil Engineer and it is important to ensure that salaries are both competitive with the market and internally sound. Therefore, internal alignment should take precedent in this case. The detailed datasheet can be found in Appendix A.

Based on the District’s salary schedule, it is recommended that Associate Engineer be placed at range 61, that Associate Civil Engineer remain at range 69, and that Senior Civil Engineer be placed at range 75.

APPENDIX A  
DETAILED DATASHEET

Surveyed Agency	Classification Title	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 (Year 10)	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Social Security/Medicare	Retiree Health Savings Account	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
<i>Elk Grove Water District</i>	<i>Associate Engineer</i>	<i>Market Check</i>	<i>Market Check</i>							<i>Market Check</i>									<i>Market Check</i>			<i>Market Check</i>	
Amador Water Agency	Assistant Engineer	\$6,712	\$8,390	0%	\$0	\$84	\$0	\$0		\$8,474	\$0	\$1,924	\$123	\$24	\$5	\$40	\$642	\$100	\$11,331	0%	\$0	\$11,331	EIT preferred
Carmichael Water District	Engineer-In-Training	\$5,347	\$6,190	0%	\$0	\$152	\$0	\$0		\$6,341	\$0	\$3,042	\$115	\$29	\$43	\$14	\$474	\$0	\$10,058	0%	\$0	\$10,058	EIT; D2, T2
El Dorado Irrigation District	Associate Engineer	\$7,614	\$9,255	0%	\$0	\$0	\$0	\$0		\$9,255	\$0	\$1,920	\$136	\$18	\$3	\$0	\$708	\$0	\$12,041	0%	\$0	\$12,041	EIT desirable
Fair Oaks Water District	Associate Engineer	\$6,131	\$8,277	0%	\$0	\$0	\$0	\$0		\$8,277	\$0	\$2,951	\$128	\$24	\$9	\$31	\$633	\$0	\$12,053	0%	\$0	\$12,053	
Nevada Irrigation District	Assistant Engineer	\$6,432	\$7,814	0%	\$0	\$0	\$0	\$0		\$7,814	\$0	\$1,914	\$123	\$16	\$71	\$1	\$113	\$0	\$10,052	0%	\$0	\$10,052	EIT
Placer County Water Agency	Assistant Engineer	\$6,573	\$8,388	0%	\$0	\$0	\$210	\$0		\$8,598	\$0	\$2,124	\$56	\$18	\$23	\$21	\$642	\$0	\$11,481	0%	\$0	\$11,481	EIT
Sacramento Suburban Water District	Assistant Engineer	\$6,803	\$8,504	0%	\$0	\$0	\$0	\$43	25 cents per hour for cert not required	\$8,547	\$0	\$1,968	\$182	\$20	\$31	\$22	\$651	\$0	\$11,420	0%	\$0	\$11,420	
<b>Labor Market Median</b>		<b>\$8,388</b>								<b>\$8,474</b>									<b>\$11,420</b>			<b>\$11,420</b>	
<b>% Above or Below Labor Market Median</b>		<b>---</b>								<b>---</b>									<b>---</b>			<b>---</b>	
<b># of Comparable Matches</b>		<b>7</b>																					

Data effective as of 5/2021

Carmichael Water District- ER contribution towards deferred compensation is with 10 years of service

Surveyed Agency	Classification Title	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 (Year 10)	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Social Security/Medicare	Retiree Health Savings Account	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
Elk Grove Water District	Associate Civil Engineer	\$8,070	\$9,809	1%	\$98	\$0	\$245	\$0		\$10,152	\$0	\$2,403	\$128	\$23	\$32	\$0	\$142	\$0	\$12,881	0%	\$0	\$12,881	
Amador Water Agency	No Comparable Class																						PE not required
Carmichael Water District	Engineering, Associate	\$6,500	\$7,902	0%	\$0	\$152	\$0	\$0		\$8,054	\$0	\$3,042	\$115	\$29	\$55	\$18	\$605	\$0	\$11,917	0%	\$0	\$11,917	PE
El Dorado Irrigation District	Associate Civil Engineer	\$8,412	\$10,225	0%	\$0	\$0	\$0	\$0		\$10,225	\$0	\$1,920	\$136	\$18	\$3	\$0	\$782	\$0	\$13,085	0%	\$0	\$13,085	PE
Fair Oaks Water District	No Comparable Class																						
Nevada Irrigation District	Associate Engineer (Registered)	\$8,254	\$10,034	0%	\$0	\$0	\$0	\$0		\$10,034	\$0	\$1,914	\$123	\$16	\$92	\$1	\$145	\$0	\$12,325	0%	\$0	\$12,325	PE
Placer County Water Agency	Associate Engineer	\$7,989	\$10,196	0%	\$0	\$0	\$255	\$0		\$10,451	\$0	\$2,124	\$56	\$18	\$28	\$26	\$780	\$0	\$13,482	0%	\$0	\$13,482	PE
Sacramento Suburban Water District	Associate Engineer	\$6,845	\$9,779	0%	\$0	\$0	\$0	\$0		\$9,779	\$0	\$1,968	\$182	\$20	\$35	\$25	\$748	\$0	\$12,757	0%	\$0	\$12,757	PE
<b>Labor Market Median</b>		<b>\$10,034</b>								<b>\$10,034</b>										<b>\$12,757</b>			
<b>% Above or Below Labor Market Median</b>		<b>-2.30%</b>								<b>1.16%</b>										<b>0.96%</b>			
<b># of Comparable Matches</b>		<b>5</b>																					

Data effective as of 5/2021

Surveyed Agency	Classification Title	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 (Year 10)	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Social Security/Medicare	Retiree Health Savings Account	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
Elk Grove Water District	Senior Civil Engineer	Market Check	Market Check							Market Check									Market Check			Market Check	
Amador Water Agency	No Comparable Class																						
Carmichael Water District	Engineer, Senior	\$6,847	\$10,660	0%	\$0	\$152	\$0	\$0		\$10,812	\$0	\$3,042	\$115	\$29	\$78	\$19	\$815	\$0	\$14,910	0%	\$0	\$14,910	PE; T2, D2
El Dorado Irrigation District	Senior Civil Engineer	\$9,298	\$11,302	0%	\$0	\$0	\$0	\$0		\$11,302	\$0	\$1,920	\$136	\$18	\$3	\$0	\$865	\$0	\$14,244	0%	\$0	\$14,244	PE
Fair Oaks Water District	No Comparable Class																						
Nevada Irrigation District	Senior Engineer (Registered)	\$9,585	\$11,651	0%	\$0	\$0	\$0	\$0		\$11,651	\$0	\$1,914	\$123	\$16	\$95	\$1	\$169	\$0	\$13,968	0%	\$0	\$13,968	PE
Placer County Water Agency	No Comparable Class																						
Sacramento Suburban Water District	Senior Engineer	\$7,872	\$11,246	0%	\$0	\$0	\$0	\$0		\$11,246	\$0	\$1,968	\$182	\$20	\$40	\$28	\$860	\$0	\$14,345	0%	\$0	\$14,345	PE; Supervisor
<b>Labor Market Median</b>		<b>\$11,274</b>								<b>\$11,274</b>									<b>\$14,295</b>			<b>\$14,295</b>	
<b>% Above or Below Labor Market Median</b>		<b>---</b>								<b>---</b>									<b>---</b>			<b>---</b>	
<b># of Comparable Matches</b>		<b>4</b>																					

Data effective as of 5/2021  
Carmichael Water District- ER contribution towards deferred compensation is with 10 years of service

## Attachment 2

# ELK GROVE WATER DISTRICT JOB DESCRIPTION

*FRCD/EGWD is an equal opportunity employer.  
Employment is at-will.*

POSITION:	Associate Engineer	Associate Civil Engineer/ Senior Civil Engineer
DEPARTMENT:	Technical Services	Technical Services
DIRECTLY REPORTS TO:	Associate Civil Engineer/Senior Civil Engineer	General Manager
FLSA:	Exempt	Exempt
DIRECTLY SUPERVISES:		Associate Engineer, Engineering Technician, Administrative Assistant II
JOB DESCRIPTION DATE:	May 20, 2021	
JOB DESCRIPTION REVISION:		

### **Job Definition**

To perform professional engineering work in planning, design and construction of District structures and facilities; provides project coordination and direction to technical engineering staff; and may serve as resident engineer on construction projects. Assumes varying degrees of responsibility for the engineering requirements of water system operations, pipeline distribution systems, pump stations and treatment facilities.

### **Distinguishing Characteristics:**

Associate Engineer This is the first level class in the Engineer series. The Associate Engineer class is distinguished from the Associate Civil Engineer level by the performance of less than the full range of duties requiring registration as a Professional Engineer within the State of California. Incumbents work under general supervision while learning job tasks, progressing to relatively less supervision as procedures and processes of assigned area of responsibility are learned. Receives immediate supervision from the Senior Civil Engineer, or if that position vacant, the Associate Civil Engineer.

Associate Civil Engineer This is the journey level class in the Engineer series. Employees at this level receive relatively less instruction or assistance and are fully aware of the operating procedures and policies within the work unit. Positions in this class are normally filled by advancement from the Associate Engineer level once the incumbent meets the qualification and performance standard, including acquiring registration as a Professional Engineer within the State of California, demonstrates an ability to perform all facets of the position, and meets any other assessment requirements to move to the Associate Civil Engineer level. Receives direction from the Senior Civil Engineer, or if that position vacant, the General Manager.

Senior Civil Engineer This is the advanced journey level class in the Engineer series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed, complexity of duties assigned, independence of action taken, by the amount of time spent performing the duties, and by the nature of the public contact made. Employees perform the most difficult and responsible types of duties assigned to classes within this series, including advanced project management. Employees at this level are required to be fully trained in all procedures related to assigned areas of responsibility. Receives direction from the General Manager.

### **Examples of Duties:**

*The statements contained herein reflect general details as necessary to describe the principal functions of this job, the level of knowledge, the skills typically required and the scope of responsibility. These are not to be construed as exclusive or all-inclusive. Other duties may be required as assigned.*

- Manage a variety of projects simultaneously, from conception through construction, which involves developing project schedules, monitoring project progress and budget, obtaining necessary permits, preparing, and maintaining project files, monitoring quality of projects, and insuring deadlines are met.
- Develop and/or assist with the preparation of designs, plans and specifications for the construction and development of District structures and facilities.
- 
- May supervise technical services support staff, including planning, assigning, reviewing, and evaluating work.
- Act as interface between District and its customers on various capital improvement projects including, but limited to, answering questions, providing information, reviewing disputes and/or claims, and recommending reasonable dispute and/or claims resolutions.
- Provide project coordination and direction for technical services support staff.
- Assist technical services support staff with the analysis and refinement of field data.
- Prepare estimates of materials and quantities.
- Order materials necessary for construction.
- Prepare environmental assessment reviews.
- Meet with developers and outside engineers and contractors with design and construction of domestic water and water treatment facilities.
- Analyze and interpret federal and state regulations pertaining to District projects.
- Prepare and maintain District long-range master plans.
- Prepare grant applications to obtain capital project funding from various state and/or federal agencies.
- Assist contractors and the general public with questions regarding water pressure, water quality, fire sprinkler systems, and related issues.
- Represent the District in coordination with other utilities, regulatory agencies, governmental bodies, planning agencies, trade and professional associations, technical groups, and developers.
- Sign and stamp project engineering designs, studies, and reports, as qualified, on behalf of the District as the individual in the lowest responsible charge.
- Prepare correspondence related to engineering functions.
- Represent the General Manager at meetings and conferences as delegated.



- Make presentations regarding engineering issues and/or capital improvement projects to the Board of Directors.
- Maintain project files.
- Prepare estimates of probable construction costs.
- Prepare analysis supporting District rates and charges.
- Perform computer modeling.
- Analyze groundwater hydrology, well operation and design.
- At the Associate Engineer level:
  - Perform Geographic Information System (GIS) duties to maintain the District's GIS maps.
- At the Associate Civil Engineer or Senior Civil Engineer level:
  - Plans, prioritizes, and reviews the work of staff and/or consultants assigned to a variety of professional engineering tasks associated with the planning, design, construction, maintenance and operation of District facilities.
  - Serves as project manager for the more complex projects including the development of Requests for Qualifications and Requests for Proposal, the development and monitoring of project budgets, management of outside design consulting firms and management of the construction phase.
  - Develops, prepares, and implements the District's five-year Capital Improvement Program.
- Perform other duties as assigned.

## **Qualifications:**

### Associate Engineer

#### Knowledge of:

- Principles and practices of civil engineering as applied to a variety of utility projects.
- Methods, materials, and techniques used in the design, construction, maintenance and operation of utilities project and activities.
- Laws, rules, ordinances, and legislative processes including CEQA requirements governing water rights, water development, water quality, and water treatment.
- Contract development and administration.
- Principles and practices and water supply development, chemical and biological aspects of water pollution, and local water issues, including their relationships to State and regional plans.

#### Ability to:

- Participate in District engineering projects, particularly as they affect water distribution system development, water conservation, hydrogeology, water quality, and water treatment.
- Prepare and monitor project budgets.
- Prepare and develop plans using AutoCAD.
- Prepare and develop specifications and District engineering standards.
- Use ArcGIS to maintain and develop the District's GIS maps.
- Insure proper completion and inspection of major construction projects.
- Prepare and review a variety of engineering studies and reports and perform hydraulic modeling.
- Write reports, specifications, and contract documents.
- Use computer systems and software packages related to engineering, analysis, and functions.

- Regularly use a telephone for communication.
- Use office equipment such as copiers, fax and scanning machines.
- Effectively represent the District's engineering functions with the public, other governmental agencies, contractors, developers, and professional engineering consultants.
- Establish and maintain cooperative working relationships with co-workers, outside agencies and the public.
- Communicate frequently with District management staff, co-workers and the public in one-to-one and group settings.
- Pass pre-employment physical, drug and alcohol examination, and background check.

#### Associate Civil Engineer

In addition to the qualifications for the Associate Engineer, excluding GIS-related tasks:

##### Knowledge of:

- Principles and practices of civil engineering with particular emphasis on the design and construction of water development and distribution, water treatment, groundwater systems, and other hydraulic projects and facilities.
- Principles of engineering economics and their practical application to water development, water distribution, and water treatment projects.
- Public finance, budget development, and fiscal controls, and capital improvement fiscal planning.

##### Ability to:

- Plan, carry out, and coordinate District engineering projects, particularly as they affect water distribution system development, water conservation, hydrogeology, water quality, and water treatment.
- Develop long-range capital improvement plans.

#### Senior Civil Engineer

In addition to the qualifications for the Associate Civil Engineer:

##### Knowledge of:

- Advanced principles and practices of civil engineering with particular emphasis on the design and construction of water development and distribution, water treatment, groundwater systems, and other hydraulic projects and facilities.
- Principles and practices of technical and functional supervision and training.
- Budgeting techniques and capital project management.

##### Ability to:

- Perform the most complex duties related to planning, designing and construction of District projects.
- Prepare and develop plans, specifications, and District engineering standards.

#### **Physical Requirements:**

- Travels occasionally by airplane and frequently by automobile in conducting District business.

- Frequently walks on uneven terrain, in an outdoor environment, making inspections of District facilities and construction projects.
- Sits for extended time periods.
- Hearing and vision required to be within normal ranges with or without correction.

**Required Certifications and Licenses:**

- Possession of a valid Class C California Driver’s License and a clean five-year Department of Motor Vehicle record.
- Possession of State of California Engineer in Training Certification at the Associate Engineer level.
- Possession of State of California registration as a Professional Civil Engineer at the Associate Civil Engineer and Senior Civil Engineer levels.

**Required Education and Experience:**

Any combination of education, experience, and training that would provide the best qualified candidates. A typical way to obtain the knowledge and abilities would be:

Associate Engineer

Three (3) or more years of responsible professional engineering experience in planning, design and construction of water system development and distribution, water treatment, and water treatment facilities.

Possession of the equivalent to a Bachelor’s Degree from an accredited college or university in Civil Engineering or another field of study applicable to the responsibilities and requirements of this job class.

Associate Civil Engineer

Five (5) or more years of responsible professional engineering experience in planning, design and construction of water system development and distribution, water treatment, and water treatment facilities.

Possession of the equivalent to a Bachelor’s Degree from an accredited college or university in Civil Engineering or another field of study applicable to the responsibilities and requirements of this job class.

Senior Civil Engineer

Seven (7) or more years of responsible professional engineering experience in planning, design and construction of water system development and distribution, water treatment, and water treatment facilities.

Possession of the equivalent to a Bachelor’s Degree from an accredited college or university in Civil Engineering or another field of study applicable to the responsibilities and requirements of this job class.

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
1	\$ 19,177.60	\$ 20,134.40	\$ 21,112.00	\$ 22,193.60	\$ 23,296.00
	\$ 1,598.13	\$ 1,677.87	\$ 1,759.33	\$ 1,849.47	\$ 1,941.33
	\$ 737.60	\$ 774.40	\$ 812.00	\$ 853.60	\$ 896.00
	\$ 9.22	\$ 9.68	\$ 10.15	\$ 10.67	\$ 11.20
2	\$ 19,635.20	\$ 20,633.60	\$ 21,673.60	\$ 22,734.40	\$ 23,899.20
	\$ 1,636.27	\$ 1,719.47	\$ 1,806.13	\$ 1,894.53	\$ 1,991.60
	\$ 755.20	\$ 793.60	\$ 833.60	\$ 874.40	\$ 919.20
	\$ 9.44	\$ 9.92	\$ 10.42	\$ 10.93	\$ 11.49
3	\$ 20,134.40	\$ 21,112.00	\$ 22,193.60	\$ 23,296.00	\$ 24,481.60
	\$ 1,677.87	\$ 1,759.33	\$ 1,849.47	\$ 1,941.33	\$ 2,040.13
	\$ 774.40	\$ 812.00	\$ 853.60	\$ 896.00	\$ 941.60
	\$ 9.68	\$ 10.15	\$ 10.67	\$ 11.20	\$ 11.77
4	\$ 20,633.60	\$ 21,673.60	\$ 22,734.40	\$ 23,899.20	\$ 25,064.00
	\$ 1,719.47	\$ 1,806.13	\$ 1,894.53	\$ 1,991.60	\$ 2,088.67
	\$ 793.60	\$ 833.60	\$ 874.40	\$ 919.20	\$ 964.00
	\$ 9.92	\$ 10.42	\$ 10.93	\$ 11.49	\$ 12.05
5	\$ 21,112.00	\$ 22,193.60	\$ 23,296.00	\$ 24,481.60	\$ 25,667.20
	\$ 1,759.33	\$ 1,849.47	\$ 1,941.33	\$ 2,040.13	\$ 2,138.93
	\$ 812.00	\$ 853.60	\$ 896.00	\$ 941.60	\$ 987.20
	\$ 10.15	\$ 10.67	\$ 11.20	\$ 11.77	\$ 12.34
6	\$ 21,673.60	\$ 22,734.40	\$ 23,899.20	\$ 25,064.00	\$ 26,332.80
	\$ 1,806.13	\$ 1,894.53	\$ 1,991.60	\$ 2,088.67	\$ 2,194.40
	\$ 833.60	\$ 874.40	\$ 919.20	\$ 964.00	\$ 1,012.80
	\$ 10.42	\$ 10.93	\$ 11.49	\$ 12.05	\$ 12.66
7	\$ 22,193.60	\$ 23,296.00	\$ 24,481.60	\$ 25,667.20	\$ 26,977.60
	\$ 1,849.47	\$ 1,941.33	\$ 2,040.13	\$ 2,138.93	\$ 2,248.13
	\$ 853.60	\$ 896.00	\$ 941.60	\$ 987.20	\$ 1,037.60
	\$ 10.67	\$ 11.20	\$ 11.77	\$ 12.34	\$ 12.97
8	\$ 22,734.40	\$ 23,899.20	\$ 25,064.00	\$ 26,332.80	\$ 27,643.20
	\$ 1,894.53	\$ 1,991.60	\$ 2,088.67	\$ 2,194.40	\$ 2,303.60
	\$ 874.40	\$ 919.20	\$ 964.00	\$ 1,012.80	\$ 1,063.20
	\$ 10.93	\$ 11.49	\$ 12.05	\$ 12.66	\$ 13.29
9	\$ 23,296.00	\$ 24,481.60	\$ 25,667.20	\$ 26,977.60	\$ 28,329.60
	\$ 1,941.33	\$ 2,040.13	\$ 2,138.93	\$ 2,248.13	\$ 2,360.80
	\$ 896.00	\$ 941.60	\$ 987.20	\$ 1,037.60	\$ 1,089.60
	\$ 11.20	\$ 11.77	\$ 12.34	\$ 12.97	\$ 13.62
10	\$ 23,899.20	\$ 25,064.00	\$ 26,332.80	\$ 27,643.20	\$ 29,016.00
	\$ 1,991.60	\$ 2,088.67	\$ 2,194.40	\$ 2,303.60	\$ 2,418.00
	\$ 919.20	\$ 964.00	\$ 1,012.80	\$ 1,063.20	\$ 1,116.00
	\$ 11.49	\$ 12.05	\$ 12.66	\$ 13.29	\$ 13.95

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
11	\$ 24,481.60	\$ 25,667.20	\$ 26,977.60	\$ 28,329.60	\$ 29,723.20
	\$ 2,040.13	\$ 2,138.93	\$ 2,248.13	\$ 2,360.80	\$ 2,476.93
	\$ 941.60	\$ 987.20	\$ 1,037.60	\$ 1,089.60	\$ 1,143.20
	\$ 11.77	\$ 12.34	\$ 12.97	\$ 13.62	\$ 14.29
12	\$ 25,064.00	\$ 26,332.80	\$ 27,643.20	\$ 29,016.00	\$ 30,472.00
	\$ 2,088.67	\$ 2,194.40	\$ 2,303.60	\$ 2,418.00	\$ 2,539.33
	\$ 964.00	\$ 1,012.80	\$ 1,063.20	\$ 1,116.00	\$ 1,172.00
	\$ 12.05	\$ 12.66	\$ 13.29	\$ 13.95	\$ 14.65
13	\$ 25,667.20	\$ 26,977.60	\$ 28,329.60	\$ 29,723.20	\$ 31,200.00
	\$ 2,138.93	\$ 2,248.13	\$ 2,360.80	\$ 2,476.93	\$ 2,600.00
	\$ 987.20	\$ 1,037.60	\$ 1,089.60	\$ 1,143.20	\$ 1,200.00
	\$ 12.34	\$ 12.97	\$ 13.62	\$ 14.29	\$ 15.00
14	\$ 26,332.80	\$ 27,643.20	\$ 29,016.00	\$ 30,472.00	\$ 31,990.40
	\$ 2,194.40	\$ 2,303.60	\$ 2,418.00	\$ 2,539.33	\$ 2,665.87
	\$ 1,012.80	\$ 1,063.20	\$ 1,116.00	\$ 1,172.00	\$ 1,230.40
	\$ 12.66	\$ 13.29	\$ 13.95	\$ 14.65	\$ 15.38
15	\$ 26,977.60	\$ 28,329.60	\$ 29,723.20	\$ 31,200.00	\$ 32,780.80
	\$ 2,248.13	\$ 2,360.80	\$ 2,476.93	\$ 2,600.00	\$ 2,731.73
	\$ 1,037.60	\$ 1,089.60	\$ 1,143.20	\$ 1,200.00	\$ 1,260.80
	\$ 12.97	\$ 13.62	\$ 14.29	\$ 15.00	\$ 15.76
16	\$ 27,643.20	\$ 29,016.00	\$ 30,472.00	\$ 31,990.40	\$ 33,592.00
	\$ 2,303.60	\$ 2,418.00	\$ 2,539.33	\$ 2,665.87	\$ 2,799.33
	\$ 1,063.20	\$ 1,116.00	\$ 1,172.00	\$ 1,230.40	\$ 1,292.00
	\$ 13.29	\$ 13.95	\$ 14.65	\$ 15.38	\$ 16.15
17	\$ 28,329.60	\$ 29,723.20	\$ 31,200.00	\$ 32,780.80	\$ 34,403.20
	\$ 2,360.80	\$ 2,476.93	\$ 2,600.00	\$ 2,731.73	\$ 2,866.93
	\$ 1,089.60	\$ 1,143.20	\$ 1,200.00	\$ 1,260.80	\$ 1,323.20
	\$ 13.62	\$ 14.29	\$ 15.00	\$ 15.76	\$ 16.54
18	\$ 29,016.00	\$ 30,472.00	\$ 31,990.40	\$ 33,592.00	\$ 35,297.60
	\$ 2,418.00	\$ 2,539.33	\$ 2,665.87	\$ 2,799.33	\$ 2,941.47
	\$ 1,116.00	\$ 1,172.00	\$ 1,230.40	\$ 1,292.00	\$ 1,357.60
	\$ 13.95	\$ 14.65	\$ 15.38	\$ 16.15	\$ 16.97
19	\$ 29,723.20	\$ 31,200.00	\$ 32,780.80	\$ 34,403.20	\$ 36,129.60
	\$ 2,476.93	\$ 2,600.00	\$ 2,731.73	\$ 2,866.93	\$ 3,010.80
	\$ 1,143.20	\$ 1,200.00	\$ 1,260.80	\$ 1,323.20	\$ 1,389.60
	\$ 14.29	\$ 15.00	\$ 15.76	\$ 16.54	\$ 17.37
20	\$ 30,472.00	\$ 31,990.40	\$ 33,592.00	\$ 35,297.60	\$ 37,044.80
	\$ 2,539.33	\$ 2,665.87	\$ 2,799.33	\$ 2,941.47	\$ 3,087.07
	\$ 1,172.00	\$ 1,230.40	\$ 1,292.00	\$ 1,357.60	\$ 1,424.80
	\$ 14.65	\$ 15.38	\$ 16.15	\$ 16.97	\$ 17.81

# ELK GROVE WATER DISTRICT

## Salary Schedule

Annual, Monthly, Bi-Weekly & Hourly Wage

As of July 1, 2021

Grade	Step I	Step II	Step III	Step IV	Step V
21	\$ 31,200.00	\$ 32,780.80	\$ 34,403.20	\$ 36,129.60	\$ 37,960.00
	\$ 2,600.00	\$ 2,731.73	\$ 2,866.93	\$ 3,010.80	\$ 3,163.33
	\$ 1,200.00	\$ 1,260.80	\$ 1,323.20	\$ 1,389.60	\$ 1,460.00
	\$ 15.00	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.25
22	\$ 31,990.40	\$ 33,592.00	\$ 35,297.60	\$ 37,044.80	\$ 38,875.20
	\$ 2,665.87	\$ 2,799.33	\$ 2,941.47	\$ 3,087.07	\$ 3,239.60
	\$ 1,230.40	\$ 1,292.00	\$ 1,357.60	\$ 1,424.80	\$ 1,495.20
	\$ 15.38	\$ 16.15	\$ 16.97	\$ 17.81	\$ 18.69
23	\$ 32,780.80	\$ 34,403.20	\$ 36,129.60	\$ 37,960.00	\$ 39,832.00
	\$ 2,731.73	\$ 2,866.93	\$ 3,010.80	\$ 3,163.33	\$ 3,319.33
	\$ 1,260.80	\$ 1,323.20	\$ 1,389.60	\$ 1,460.00	\$ 1,532.00
	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.25	\$ 19.15
24	\$ 33,592.00	\$ 35,297.60	\$ 37,044.80	\$ 38,875.20	\$ 40,851.20
	\$ 2,799.33	\$ 2,941.47	\$ 3,087.07	\$ 3,239.60	\$ 3,404.27
	\$ 1,292.00	\$ 1,357.60	\$ 1,424.80	\$ 1,495.20	\$ 1,571.20
	\$ 16.15	\$ 16.97	\$ 17.81	\$ 18.69	\$ 19.64
25	\$ 34,403.20	\$ 36,129.60	\$ 37,960.00	\$ 39,832.00	\$ 41,849.60
	\$ 2,866.93	\$ 3,010.80	\$ 3,163.33	\$ 3,319.33	\$ 3,487.47
	\$ 1,323.20	\$ 1,389.60	\$ 1,460.00	\$ 1,532.00	\$ 1,609.60
	\$ 16.54	\$ 17.37	\$ 18.25	\$ 19.15	\$ 20.12
26	\$ 35,297.60	\$ 37,044.80	\$ 38,875.20	\$ 40,851.20	\$ 42,889.60
	\$ 2,941.47	\$ 3,087.07	\$ 3,239.60	\$ 3,404.27	\$ 3,574.13
	\$ 1,357.60	\$ 1,424.80	\$ 1,495.20	\$ 1,571.20	\$ 1,649.60
	\$ 16.97	\$ 17.81	\$ 18.69	\$ 19.64	\$ 20.62
27	\$ 36,129.60	\$ 37,960.00	\$ 39,832.00	\$ 41,849.60	\$ 43,950.40
	\$ 3,010.80	\$ 3,163.33	\$ 3,319.33	\$ 3,487.47	\$ 3,662.53
	\$ 1,389.60	\$ 1,460.00	\$ 1,532.00	\$ 1,609.60	\$ 1,690.40
	\$ 17.37	\$ 18.25	\$ 19.15	\$ 20.12	\$ 21.13
28	\$ 37,044.80	\$ 38,875.20	\$ 40,851.20	\$ 42,889.60	\$ 45,032.00
	\$ 3,087.07	\$ 3,239.60	\$ 3,404.27	\$ 3,574.13	\$ 3,752.67
	\$ 1,424.80	\$ 1,495.20	\$ 1,571.20	\$ 1,649.60	\$ 1,732.00
	\$ 17.81	\$ 18.69	\$ 19.64	\$ 20.62	\$ 21.65
29	\$ 37,960.00	\$ 39,832.00	\$ 41,849.60	\$ 43,950.40	\$ 46,134.40
	\$ 3,163.33	\$ 3,319.33	\$ 3,487.47	\$ 3,662.53	\$ 3,844.53
	\$ 1,460.00	\$ 1,532.00	\$ 1,609.60	\$ 1,690.40	\$ 1,774.40
	\$ 18.25	\$ 19.15	\$ 20.12	\$ 21.13	\$ 22.18
30	\$ 38,875.20	\$ 40,851.20	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40
	\$ 3,239.60	\$ 3,404.27	\$ 3,574.13	\$ 3,752.67	\$ 3,939.87
	\$ 1,495.20	\$ 1,571.20	\$ 1,649.60	\$ 1,732.00	\$ 1,818.40
	\$ 18.69	\$ 19.64	\$ 20.62	\$ 21.65	\$ 22.73

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
31	\$ 39,832.00	\$ 41,849.60	\$ 43,950.40	\$ 46,134.40	\$ 48,422.40
	\$ 3,319.33	\$ 3,487.47	\$ 3,662.53	\$ 3,844.53	\$ 4,035.20
	\$ 1,532.00	\$ 1,609.60	\$ 1,690.40	\$ 1,774.40	\$ 1,862.40
	\$ 19.15	\$ 20.12	\$ 21.13	\$ 22.18	\$ 23.28
32	\$ 40,851.20	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,628.80
	\$ 3,404.27	\$ 3,574.13	\$ 3,752.67	\$ 3,939.87	\$ 4,135.73
	\$ 1,571.20	\$ 1,649.60	\$ 1,732.00	\$ 1,818.40	\$ 1,908.80
	\$ 19.64	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.86
33	\$ 41,849.60	\$ 43,950.40	\$ 46,134.40	\$ 48,422.40	\$ 50,856.00
	\$ 3,487.47	\$ 3,662.53	\$ 3,844.53	\$ 4,035.20	\$ 4,238.00
	\$ 1,609.60	\$ 1,690.40	\$ 1,774.40	\$ 1,862.40	\$ 1,956.00
	\$ 20.12	\$ 21.13	\$ 22.18	\$ 23.28	\$ 24.45
34	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,628.80	\$ 52,124.80
	\$ 3,574.13	\$ 3,752.67	\$ 3,939.87	\$ 4,135.73	\$ 4,343.73
	\$ 1,649.60	\$ 1,732.00	\$ 1,818.40	\$ 1,908.80	\$ 2,004.80
	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.86	\$ 25.06
35	\$ 43,950.40	\$ 46,134.40	\$ 48,422.40	\$ 50,856.00	\$ 53,393.60
	\$ 3,662.53	\$ 3,844.53	\$ 4,035.20	\$ 4,238.00	\$ 4,449.47
	\$ 1,690.40	\$ 1,774.40	\$ 1,862.40	\$ 1,956.00	\$ 2,053.60
	\$ 21.13	\$ 22.18	\$ 23.28	\$ 24.45	\$ 25.67
36	\$ 45,032.00	\$ 47,278.40	\$ 49,628.80	\$ 52,124.80	\$ 54,724.80
	\$ 3,752.67	\$ 3,939.87	\$ 4,135.73	\$ 4,343.73	\$ 4,560.40
	\$ 1,732.00	\$ 1,818.40	\$ 1,908.80	\$ 2,004.80	\$ 2,104.80
	\$ 21.65	\$ 22.73	\$ 23.86	\$ 25.06	\$ 26.31
37	\$ 46,134.40	\$ 48,422.40	\$ 50,856.00	\$ 53,393.60	\$ 56,056.00
	\$ 3,844.53	\$ 4,035.20	\$ 4,238.00	\$ 4,449.47	\$ 4,671.33
	\$ 1,774.40	\$ 1,862.40	\$ 1,956.00	\$ 2,053.60	\$ 2,156.00
	\$ 22.18	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.95
38	\$ 47,278.40	\$ 49,628.80	\$ 52,124.80	\$ 54,724.80	\$ 57,491.20
	\$ 3,939.87	\$ 4,135.73	\$ 4,343.73	\$ 4,560.40	\$ 4,790.93
	\$ 1,818.40	\$ 1,908.80	\$ 2,004.80	\$ 2,104.80	\$ 2,211.20
	\$ 22.73	\$ 23.86	\$ 25.06	\$ 26.31	\$ 27.64
39	\$ 48,422.40	\$ 50,856.00	\$ 53,393.60	\$ 56,056.00	\$ 58,864.00
	\$ 4,035.20	\$ 4,238.00	\$ 4,449.47	\$ 4,671.33	\$ 4,905.33
	\$ 1,862.40	\$ 1,956.00	\$ 2,053.60	\$ 2,156.00	\$ 2,264.00
	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.95	\$ 28.30
40	\$ 49,628.80	\$ 52,124.80	\$ 54,724.80	\$ 57,491.20	\$ 60,340.80
	\$ 4,135.73	\$ 4,343.73	\$ 4,560.40	\$ 4,790.93	\$ 5,028.40
	\$ 1,908.80	\$ 2,004.80	\$ 2,104.80	\$ 2,211.20	\$ 2,320.80

	\$ 23.86	\$ 25.06	\$ 26.31	\$ 27.64	\$ 29.01
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**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
41	\$ 50,856.00	\$ 53,393.60	\$ 56,056.00	\$ 58,864.00	\$ 61,796.80
	\$ 4,238.00	\$ 4,449.47	\$ 4,671.33	\$ 4,905.33	\$ 5,149.73
	\$ 1,956.00	\$ 2,053.60	\$ 2,156.00	\$ 2,264.00	\$ 2,376.80
	\$ 24.45	\$ 25.67	\$ 26.95	\$ 28.30	\$ 29.71
42	\$ 52,124.80	\$ 54,724.80	\$ 57,491.20	\$ 60,340.80	\$ 63,356.80
	\$ 4,343.73	\$ 4,560.40	\$ 4,790.93	\$ 5,028.40	\$ 5,279.73
	\$ 2,004.80	\$ 2,104.80	\$ 2,211.20	\$ 2,320.80	\$ 2,436.80
	\$ 25.06	\$ 26.31	\$ 27.64	\$ 29.01	\$ 30.46
43	\$ 53,393.60	\$ 56,056.00	\$ 58,864.00	\$ 61,796.80	\$ 64,916.80
	\$ 4,449.47	\$ 4,671.33	\$ 4,905.33	\$ 5,149.73	\$ 5,409.73
	\$ 2,053.60	\$ 2,156.00	\$ 2,264.00	\$ 2,376.80	\$ 2,496.80
	\$ 25.67	\$ 26.95	\$ 28.30	\$ 29.71	\$ 31.21
44	\$ 54,724.80	\$ 57,491.20	\$ 60,340.80	\$ 63,356.80	\$ 66,539.20
	\$ 4,560.40	\$ 4,790.93	\$ 5,028.40	\$ 5,279.73	\$ 5,544.93
	\$ 2,104.80	\$ 2,211.20	\$ 2,320.80	\$ 2,436.80	\$ 2,559.20
	\$ 26.31	\$ 27.64	\$ 29.01	\$ 30.46	\$ 31.99
45	\$ 56,056.00	\$ 58,864.00	\$ 61,796.80	\$ 64,916.80	\$ 68,140.80
	\$ 4,671.33	\$ 4,905.33	\$ 5,149.73	\$ 5,409.73	\$ 5,678.40
	\$ 2,156.00	\$ 2,264.00	\$ 2,376.80	\$ 2,496.80	\$ 2,620.80
	\$ 26.95	\$ 28.30	\$ 29.71	\$ 31.21	\$ 32.76
46	\$ 57,491.20	\$ 60,340.80	\$ 63,356.80	\$ 66,539.20	\$ 69,846.40
	\$ 4,790.93	\$ 5,028.40	\$ 5,279.73	\$ 5,544.93	\$ 5,820.53
	\$ 2,211.20	\$ 2,320.80	\$ 2,436.80	\$ 2,559.20	\$ 2,686.40
	\$ 27.64	\$ 29.01	\$ 30.46	\$ 31.99	\$ 33.58
47	\$ 58,864.00	\$ 61,796.80	\$ 64,916.80	\$ 68,140.80	\$ 71,552.00
	\$ 4,905.33	\$ 5,149.73	\$ 5,409.73	\$ 5,678.40	\$ 5,962.67
	\$ 2,264.00	\$ 2,376.80	\$ 2,496.80	\$ 2,620.80	\$ 2,752.00
	\$ 28.30	\$ 29.71	\$ 31.21	\$ 32.76	\$ 34.40
48	\$ 60,340.80	\$ 63,356.80	\$ 66,539.20	\$ 69,846.40	\$ 73,361.60
	\$ 5,028.40	\$ 5,279.73	\$ 5,544.93	\$ 5,820.53	\$ 6,113.47
	\$ 2,320.80	\$ 2,436.80	\$ 2,559.20	\$ 2,686.40	\$ 2,821.60
	\$ 29.01	\$ 30.46	\$ 31.99	\$ 33.58	\$ 35.27
49	\$ 61,796.80	\$ 64,916.80	\$ 68,140.80	\$ 71,552.00	\$ 75,129.60
	\$ 5,149.73	\$ 5,409.73	\$ 5,678.40	\$ 5,962.67	\$ 6,260.80
	\$ 2,376.80	\$ 2,496.80	\$ 2,620.80	\$ 2,752.00	\$ 2,889.60
	\$ 29.71	\$ 31.21	\$ 32.76	\$ 34.40	\$ 36.12
50	\$ 63,356.80	\$ 66,539.20	\$ 69,846.40	\$ 73,361.60	\$ 76,980.80
	\$ 5,279.73	\$ 5,544.93	\$ 5,820.53	\$ 6,113.47	\$ 6,415.07



	\$ 2,436.80	\$ 2,559.20	\$ 2,686.40	\$ 2,821.60	\$ 2,960.80
	\$ 30.46	\$ 31.99	\$ 33.58	\$ 35.27	\$ 37.01

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
51	\$ 64,916.80	\$ 68,140.80	\$ 71,552.00	\$ 75,129.60	\$ 78,894.40
	\$ 5,409.73	\$ 5,678.40	\$ 5,962.67	\$ 6,260.80	\$ 6,574.53
	\$ 2,496.80	\$ 2,620.80	\$ 2,752.00	\$ 2,889.60	\$ 3,034.40
	\$ 31.21	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.93
52	\$ 66,539.20	\$ 69,846.40	\$ 73,361.60	\$ 76,980.80	\$ 80,849.60
	\$ 5,544.93	\$ 5,820.53	\$ 6,113.47	\$ 6,415.07	\$ 6,737.47
	\$ 2,559.20	\$ 2,686.40	\$ 2,821.60	\$ 2,960.80	\$ 3,109.60
	\$ 31.99	\$ 33.58	\$ 35.27	\$ 37.01	\$ 38.87
53	\$ 68,140.80	\$ 71,552.00	\$ 75,129.60	\$ 78,894.40	\$ 82,846.40
	\$ 5,678.40	\$ 5,962.67	\$ 6,260.80	\$ 6,574.53	\$ 6,903.87
	\$ 2,620.80	\$ 2,752.00	\$ 2,889.60	\$ 3,034.40	\$ 3,186.40
	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.93	\$ 39.83
54	\$ 69,846.40	\$ 73,361.60	\$ 76,980.80	\$ 80,849.60	\$ 84,926.40
	\$ 5,820.53	\$ 6,113.47	\$ 6,415.07	\$ 6,737.47	\$ 7,077.20
	\$ 2,686.40	\$ 2,821.60	\$ 2,960.80	\$ 3,109.60	\$ 3,266.40
	\$ 33.58	\$ 35.27	\$ 37.01	\$ 38.87	\$ 40.83
55	\$ 71,552.00	\$ 75,129.60	\$ 78,894.40	\$ 82,846.40	\$ 86,985.60
	\$ 5,962.67	\$ 6,260.80	\$ 6,574.53	\$ 6,903.87	\$ 7,248.80
	\$ 2,752.00	\$ 2,889.60	\$ 3,034.40	\$ 3,186.40	\$ 3,345.60
	\$ 34.40	\$ 36.12	\$ 37.93	\$ 39.83	\$ 41.82
56	\$ 73,361.60	\$ 76,980.80	\$ 80,849.60	\$ 84,926.40	\$ 89,169.60
	\$ 6,113.47	\$ 6,415.07	\$ 6,737.47	\$ 7,077.20	\$ 7,430.80
	\$ 2,821.60	\$ 2,960.80	\$ 3,109.60	\$ 3,266.40	\$ 3,429.60
	\$ 35.27	\$ 37.01	\$ 38.87	\$ 40.83	\$ 42.87
57	\$ 75,129.60	\$ 78,894.40	\$ 82,846.40	\$ 86,985.60	\$ 91,332.80
	\$ 6,260.80	\$ 6,574.53	\$ 6,903.87	\$ 7,248.80	\$ 7,611.07
	\$ 2,889.60	\$ 3,034.40	\$ 3,186.40	\$ 3,345.60	\$ 3,512.80
	\$ 36.12	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91
58	\$ 76,980.80	\$ 80,849.60	\$ 84,926.40	\$ 89,169.60	\$ 93,620.80
	\$ 6,415.07	\$ 6,737.47	\$ 7,077.20	\$ 7,430.80	\$ 7,801.73
	\$ 2,960.80	\$ 3,109.60	\$ 3,266.40	\$ 3,429.60	\$ 3,600.80
	\$ 37.01	\$ 38.87	\$ 40.83	\$ 42.87	\$ 45.01
59	\$ 78,894.40	\$ 82,846.40	\$ 86,985.60	\$ 91,332.80	\$ 95,908.80
	\$ 6,574.53	\$ 6,903.87	\$ 7,248.80	\$ 7,611.07	\$ 7,992.40
	\$ 3,034.40	\$ 3,186.40	\$ 3,345.60	\$ 3,512.80	\$ 3,688.80
	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.11
60	\$ 80,849.60	\$ 84,926.40	\$ 89,169.60	\$ 93,620.80	\$ 98,280.00

	\$ 6,737.47	\$ 7,077.20	\$ 7,430.80	\$ 7,801.73	\$ 8,190.00
	\$ 3,109.60	\$ 3,266.40	\$ 3,429.60	\$ 3,600.80	\$ 3,780.00
	\$ 38.87	\$ 40.83	\$ 42.87	\$ 45.01	\$ 47.25

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
61	\$ 82,846.40	\$ 86,985.60	\$ 91,332.80	\$ 95,908.80	\$ 100,692.80
	\$ 6,903.87	\$ 7,248.80	\$ 7,611.07	\$ 7,992.40	\$ 8,391.07
	\$ 3,186.40	\$ 3,345.60	\$ 3,512.80	\$ 3,688.80	\$ 3,872.80
	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.11	\$ 48.41
62	\$ 84,926.40	\$ 89,169.60	\$ 93,620.80	\$ 98,280.00	\$ 103,188.80
	\$ 7,077.20	\$ 7,430.80	\$ 7,801.73	\$ 8,190.00	\$ 8,599.07
	\$ 3,266.40	\$ 3,429.60	\$ 3,600.80	\$ 3,780.00	\$ 3,968.80
	\$ 40.83	\$ 42.87	\$ 45.01	\$ 47.25	\$ 49.61
63	\$ 86,985.60	\$ 91,332.80	\$ 95,908.80	\$ 100,692.80	\$ 105,705.60
	\$ 7,248.80	\$ 7,611.07	\$ 7,992.40	\$ 8,391.07	\$ 8,808.80
	\$ 3,345.60	\$ 3,512.80	\$ 3,688.80	\$ 3,872.80	\$ 4,065.60
	\$ 41.82	\$ 43.91	\$ 46.11	\$ 48.41	\$ 50.82
64	\$ 89,169.60	\$ 93,620.80	\$ 98,280.00	\$ 103,188.80	\$ 108,368.00
	\$ 7,430.80	\$ 7,801.73	\$ 8,190.00	\$ 8,599.07	\$ 9,030.67
	\$ 3,429.60	\$ 3,600.80	\$ 3,780.00	\$ 3,968.80	\$ 4,168.00
	\$ 42.87	\$ 45.01	\$ 47.25	\$ 49.61	\$ 52.10
65	\$ 91,332.80	\$ 95,908.80	\$ 100,692.80	\$ 105,705.60	\$ 110,988.80
	\$ 7,611.07	\$ 7,992.40	\$ 8,391.07	\$ 8,808.80	\$ 9,249.07
	\$ 3,512.80	\$ 3,688.80	\$ 3,872.80	\$ 4,065.60	\$ 4,268.80
	\$ 43.91	\$ 46.11	\$ 48.41	\$ 50.82	\$ 53.36
66	\$ 93,620.80	\$ 98,280.00	\$ 103,188.80	\$ 108,368.00	\$ 113,796.80
	\$ 7,801.73	\$ 8,190.00	\$ 8,599.07	\$ 9,030.67	\$ 9,483.07
	\$ 3,600.80	\$ 3,780.00	\$ 3,968.80	\$ 4,168.00	\$ 4,376.80
	\$ 45.01	\$ 47.25	\$ 49.61	\$ 52.10	\$ 54.71
67	\$ 95,908.80	\$ 100,692.80	\$ 105,705.60	\$ 110,988.80	\$ 116,542.40
	\$ 7,992.40	\$ 8,391.07	\$ 8,808.80	\$ 9,249.07	\$ 9,711.87
	\$ 3,688.80	\$ 3,872.80	\$ 4,065.60	\$ 4,268.80	\$ 4,482.40
	\$ 46.11	\$ 48.41	\$ 50.82	\$ 53.36	\$ 56.03
68	\$ 98,280.00	\$ 103,188.80	\$ 108,368.00	\$ 113,796.80	\$ 119,454.40
	\$ 8,190.00	\$ 8,599.07	\$ 9,030.67	\$ 9,483.07	\$ 9,954.53
	\$ 3,780.00	\$ 3,968.80	\$ 4,168.00	\$ 4,376.80	\$ 4,594.40
	\$ 47.25	\$ 49.61	\$ 52.10	\$ 54.71	\$ 57.43
69	\$ 100,692.80	\$ 105,705.60	\$ 110,988.80	\$ 116,542.40	\$ 122,387.20
	\$ 8,391.07	\$ 8,808.80	\$ 9,249.07	\$ 9,711.87	\$ 10,198.93
	\$ 3,872.80	\$ 4,065.60	\$ 4,268.80	\$ 4,482.40	\$ 4,707.20
	\$ 48.41	\$ 50.82	\$ 53.36	\$ 56.03	\$ 58.84

70	\$ 103,188.80	\$ 108,368.00	\$ 113,796.80	\$ 119,454.40	\$ 125,444.80
	\$ 8,599.07	\$ 9,030.67	\$ 9,483.07	\$ 9,954.53	\$ 10,453.73
	\$ 3,968.80	\$ 4,168.00	\$ 4,376.80	\$ 4,594.40	\$ 4,824.80
	\$ 49.61	\$ 52.10	\$ 54.71	\$ 57.43	\$ 60.31

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
71	\$ 105,705.60	\$ 110,988.80	\$ 116,542.40	\$ 122,387.20	\$ 128,502.40
	\$ 8,808.80	\$ 9,249.07	\$ 9,711.87	\$ 10,198.93	\$ 10,708.53
	\$ 4,065.60	\$ 4,268.80	\$ 4,482.40	\$ 4,707.20	\$ 4,942.40
	\$ 50.82	\$ 53.36	\$ 56.03	\$ 58.84	\$ 61.78
72	\$ 108,368.00	\$ 113,796.80	\$ 119,454.40	\$ 125,444.80	\$ 131,726.40
	\$ 9,030.67	\$ 9,483.07	\$ 9,954.53	\$ 10,453.73	\$ 10,977.20
	\$ 4,168.00	\$ 4,376.80	\$ 4,594.40	\$ 4,824.80	\$ 5,066.40
	\$ 52.10	\$ 54.71	\$ 57.43	\$ 60.31	\$ 63.33
73	\$ 110,988.80	\$ 116,542.40	\$ 122,387.20	\$ 128,502.40	\$ 134,929.60
	\$ 9,249.07	\$ 9,711.87	\$ 10,198.93	\$ 10,708.53	\$ 11,244.13
	\$ 4,268.80	\$ 4,482.40	\$ 4,707.20	\$ 4,942.40	\$ 5,189.60
	\$ 53.36	\$ 56.03	\$ 58.84	\$ 61.78	\$ 64.87
74	\$ 113,796.80	\$ 119,454.40	\$ 125,444.80	\$ 131,726.40	\$ 138,278.40
	\$ 9,483.07	\$ 9,954.53	\$ 10,453.73	\$ 10,977.20	\$ 11,523.20
	\$ 4,376.80	\$ 4,594.40	\$ 4,824.80	\$ 5,066.40	\$ 5,318.40
	\$ 54.71	\$ 57.43	\$ 60.31	\$ 63.33	\$ 66.48
75	\$ 116,542.40	\$ 122,387.20	\$ 128,502.40	\$ 134,929.60	\$ 141,668.80
	\$ 9,711.87	\$ 10,198.93	\$ 10,708.53	\$ 11,244.13	\$ 11,805.73
	\$ 4,482.40	\$ 4,707.20	\$ 4,942.40	\$ 5,189.60	\$ 5,448.80
	\$ 56.03	\$ 58.84	\$ 61.78	\$ 64.87	\$ 68.11
76	\$ 119,454.40	\$ 125,444.80	\$ 131,726.40	\$ 138,278.40	\$ 145,225.60
	\$ 9,954.53	\$ 10,453.73	\$ 10,977.20	\$ 11,523.20	\$ 12,102.13
	\$ 4,594.40	\$ 4,824.80	\$ 5,066.40	\$ 5,318.40	\$ 5,585.60
	\$ 57.43	\$ 60.31	\$ 63.33	\$ 66.48	\$ 69.82
77	\$ 122,387.20	\$ 128,502.40	\$ 134,929.60	\$ 141,668.80	\$ 148,761.60
	\$ 10,198.93	\$ 10,708.53	\$ 11,244.13	\$ 11,805.73	\$ 12,396.80
	\$ 4,707.20	\$ 4,942.40	\$ 5,189.60	\$ 5,448.80	\$ 5,721.60
	\$ 58.84	\$ 61.78	\$ 64.87	\$ 68.11	\$ 71.52
78	\$ 125,444.80	\$ 131,726.40	\$ 138,278.40	\$ 145,225.60	\$ 152,484.80
	\$ 10,453.73	\$ 10,977.20	\$ 11,523.20	\$ 12,102.13	\$ 12,707.07
	\$ 4,824.80	\$ 5,066.40	\$ 5,318.40	\$ 5,585.60	\$ 5,864.80
	\$ 60.31	\$ 63.33	\$ 66.48	\$ 69.82	\$ 73.31
79	\$ 128,502.40	\$ 134,929.60	\$ 141,668.80	\$ 148,761.60	\$ 156,208.00
	\$ 10,708.53	\$ 11,244.13	\$ 11,805.73	\$ 12,396.80	\$ 13,017.33
	\$ 4,942.40	\$ 5,189.60	\$ 5,448.80	\$ 5,721.60	\$ 6,008.00

	\$ 61.78	\$ 64.87	\$ 68.11	\$ 71.52	\$ 75.10
80	\$ 131,726.40	\$ 138,278.40	\$ 145,225.60	\$ 152,484.80	\$ 160,097.60
	\$ 10,977.20	\$ 11,523.20	\$ 12,102.13	\$ 12,707.07	\$ 13,341.47
	\$ 5,066.40	\$ 5,318.40	\$ 5,585.60	\$ 5,864.80	\$ 6,157.60
	\$ 63.33	\$ 66.48	\$ 69.82	\$ 73.31	\$ 76.97

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
81	\$ 134,929.60	\$ 141,668.80	\$ 148,761.60	\$ 156,208.00	\$ 164,008.00
	\$ 11,244.13	\$ 11,805.73	\$ 12,396.80	\$ 13,017.33	\$ 13,667.33
	\$ 5,189.60	\$ 5,448.80	\$ 5,721.60	\$ 6,008.00	\$ 6,308.00
	\$ 64.87	\$ 68.11	\$ 71.52	\$ 75.10	\$ 78.85
82	\$ 138,278.40	\$ 145,225.60	\$ 152,484.80	\$ 160,097.60	\$ 168,126.40
	\$ 11,523.20	\$ 12,102.13	\$ 12,707.07	\$ 13,341.47	\$ 14,010.53
	\$ 5,318.40	\$ 5,585.60	\$ 5,864.80	\$ 6,157.60	\$ 6,466.40
	\$ 66.48	\$ 69.82	\$ 73.31	\$ 76.97	\$ 80.83
83	\$ 141,668.80	\$ 148,761.60	\$ 156,208.00	\$ 164,008.00	\$ 172,182.40
	\$ 11,805.73	\$ 12,396.80	\$ 13,017.33	\$ 13,667.33	\$ 14,348.53
	\$ 5,448.80	\$ 5,721.60	\$ 6,008.00	\$ 6,308.00	\$ 6,622.40
	\$ 68.11	\$ 71.52	\$ 75.10	\$ 78.85	\$ 82.78
84	\$ 145,225.60	\$ 152,484.80	\$ 160,097.60	\$ 168,126.40	\$ 176,508.80
	\$ 12,102.13	\$ 12,707.07	\$ 13,341.47	\$ 14,010.53	\$ 14,709.07
	\$ 5,585.60	\$ 5,864.80	\$ 6,157.60	\$ 6,466.40	\$ 6,788.80
	\$ 69.82	\$ 73.31	\$ 76.97	\$ 80.83	\$ 84.86
85	\$ 148,761.60	\$ 156,208.00	\$ 164,008.00	\$ 172,182.40	\$ 180,793.60
	\$ 12,396.80	\$ 13,017.33	\$ 13,667.33	\$ 14,348.53	\$ 15,066.13
	\$ 5,721.60	\$ 6,008.00	\$ 6,308.00	\$ 6,622.40	\$ 6,953.60
	\$ 71.52	\$ 75.10	\$ 78.85	\$ 82.78	\$ 86.92
86	\$ 152,484.80	\$ 160,097.60	\$ 168,126.40	\$ 176,508.80	\$ 185,328.00
	\$ 12,707.07	\$ 13,341.47	\$ 14,010.53	\$ 14,709.07	\$ 15,444.00
	\$ 5,864.80	\$ 6,157.60	\$ 6,466.40	\$ 6,788.80	\$ 7,128.00
	\$ 73.31	\$ 76.97	\$ 80.83	\$ 84.86	\$ 89.10
87	\$ 156,208.00	\$ 164,008.00	\$ 172,182.40	\$ 180,793.60	\$ 189,862.40
	\$ 13,017.33	\$ 13,667.33	\$ 14,348.53	\$ 15,066.13	\$ 15,821.87
	\$ 6,008.00	\$ 6,308.00	\$ 6,622.40	\$ 6,953.60	\$ 7,302.40
	\$ 75.10	\$ 78.85	\$ 82.78	\$ 86.92	\$ 91.28
88	\$ 160,097.60	\$ 168,126.40	\$ 176,508.80	\$ 185,328.00	\$ 194,584.00
	\$ 13,341.47	\$ 14,010.53	\$ 14,709.07	\$ 15,444.00	\$ 16,215.33
	\$ 6,157.60	\$ 6,466.40	\$ 6,788.80	\$ 7,128.00	\$ 7,484.00
	\$ 76.97	\$ 80.83	\$ 84.86	\$ 89.10	\$ 93.55
89	\$ 164,008.00	\$ 172,182.40	\$ 180,793.60	\$ 189,862.40	\$ 199,347.20
	\$ 13,667.33	\$ 14,348.53	\$ 15,066.13	\$ 15,821.87	\$ 16,612.27

	\$ 6,308.00	\$ 6,622.40	\$ 6,953.60	\$ 7,302.40	\$ 7,667.20
	\$ 78.85	\$ 82.78	\$ 86.92	\$ 91.28	\$ 95.84
90	\$ 168,126.40	\$ 176,508.80	\$ 185,328.00	\$ 194,584.00	\$ 204,339.20
	\$ 14,010.53	\$ 14,709.07	\$ 15,444.00	\$ 16,215.33	\$ 17,028.27
	\$ 6,466.40	\$ 6,788.80	\$ 7,128.00	\$ 7,484.00	\$ 7,859.20
	\$ 80.83	\$ 84.86	\$ 89.10	\$ 93.55	\$ 98.24

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
91	\$ 172,182.40	\$ 180,793.60	\$ 189,862.40	\$ 199,347.20	\$ 209,310.40
	\$ 14,348.53	\$ 15,066.13	\$ 15,821.87	\$ 16,612.27	\$ 17,442.53
	\$ 6,622.40	\$ 6,953.60	\$ 7,302.40	\$ 7,667.20	\$ 8,050.40
	\$ 82.78	\$ 86.92	\$ 91.28	\$ 95.84	\$ 100.63
92	\$ 176,508.80	\$ 185,328.00	\$ 194,584.00	\$ 204,339.20	\$ 214,552.00
	\$ 14,709.07	\$ 15,444.00	\$ 16,215.33	\$ 17,028.27	\$ 17,879.33
	\$ 6,788.80	\$ 7,128.00	\$ 7,484.00	\$ 7,859.20	\$ 8,252.00
	\$ 84.86	\$ 89.10	\$ 93.55	\$ 98.24	\$ 103.15
93	\$ 180,793.60	\$ 189,862.40	\$ 199,347.20	\$ 209,310.40	\$ 219,814.40
	\$ 15,066.13	\$ 15,821.87	\$ 16,612.27	\$ 17,442.53	\$ 18,317.87
	\$ 6,953.60	\$ 7,302.40	\$ 7,667.20	\$ 8,050.40	\$ 8,454.40
	\$ 86.92	\$ 91.28	\$ 95.84	\$ 100.63	\$ 105.68
94	\$ 185,328.00	\$ 194,584.00	\$ 204,339.20	\$ 214,552.00	\$ 225,284.80
	\$ 15,444.00	\$ 16,215.33	\$ 17,028.27	\$ 17,879.33	\$ 18,773.73
	\$ 7,128.00	\$ 7,484.00	\$ 7,859.20	\$ 8,252.00	\$ 8,664.80
	\$ 89.10	\$ 93.55	\$ 98.24	\$ 103.15	\$ 108.31
95	\$ 189,862.40	\$ 199,347.20	\$ 209,310.40	\$ 219,814.40	\$ 230,796.80
	\$ 15,821.87	\$ 16,612.27	\$ 17,442.53	\$ 18,317.87	\$ 19,233.07
	\$ 7,302.40	\$ 7,667.20	\$ 8,050.40	\$ 8,454.40	\$ 8,876.80
	\$ 91.28	\$ 95.84	\$ 100.63	\$ 105.68	\$ 110.96
96	\$ 194,584.00	\$ 204,339.20	\$ 214,552.00	\$ 225,284.80	\$ 236,516.80
	\$ 16,215.33	\$ 17,028.27	\$ 17,879.33	\$ 18,773.73	\$ 19,709.73
	\$ 7,484.00	\$ 7,859.20	\$ 8,252.00	\$ 8,664.80	\$ 9,096.80
	\$ 93.55	\$ 98.24	\$ 103.15	\$ 108.31	\$ 113.71
97	\$ 199,347.20	\$ 209,310.40	\$ 219,814.40	\$ 230,796.80	\$ 242,320.00
	\$ 16,612.27	\$ 17,442.53	\$ 18,317.87	\$ 19,233.07	\$ 20,193.33
	\$ 7,667.20	\$ 8,050.40	\$ 8,454.40	\$ 8,876.80	\$ 9,320.00
	\$ 95.84	\$ 100.63	\$ 105.68	\$ 110.96	\$ 116.50
98	\$ 204,339.20	\$ 214,552.00	\$ 225,284.80	\$ 236,516.80	\$ 248,372.80
	\$ 17,028.27	\$ 17,879.33	\$ 18,773.73	\$ 19,709.73	\$ 20,697.73
	\$ 7,859.20	\$ 8,252.00	\$ 8,664.80	\$ 9,096.80	\$ 9,552.80
	\$ 98.24	\$ 103.15	\$ 108.31	\$ 113.71	\$ 119.41
99	\$ 209,310.40	\$ 219,814.40	\$ 230,796.80	\$ 242,320.00	\$ 254,404.80

	\$ 17,442.53	\$ 18,317.87	\$ 19,233.07	\$ 20,193.33	\$ 21,200.40
	\$ 8,050.40	\$ 8,454.40	\$ 8,876.80	\$ 9,320.00	\$ 9,784.80
	\$ 100.63	\$ 105.68	\$ 110.96	\$ 116.50	\$ 122.31
100	\$ 214,552.00	\$ 225,284.80	\$ 236,516.80	\$ 248,372.80	\$ 260,790.40
	\$ 17,879.33	\$ 18,773.73	\$ 19,709.73	\$ 20,697.73	\$ 21,732.53
	\$ 8,252.00	\$ 8,664.80	\$ 9,096.80	\$ 9,552.80	\$ 10,030.40
	\$ 103.15	\$ 108.31	\$ 113.71	\$ 119.41	\$ 125.38

**ELK GROVE WATER DISTRICT**  
**General Manager Salary**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

<b>General Manager</b>	
GM	\$ 192,345
	\$ 16,029
	\$ 7,398
	\$ 92.47

June 1, 2021

TO: Chair and Directors of the Florin Resource Conservation District

FROM: Patrick Lee, Finance Manager/Treasurer

SUBJECT: **DRAFT FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT FISCAL YEAR 2021-22 OPERATING BUDGET**

### **RECOMMENDATION**

Review and discuss the draft Florin Resource Conservation District/Elk Grove Water District Fiscal Year 2021-22 Operating Budget.

### **SUMMARY**

Each year staff develops the draft operating budget of estimated revenues and expenses and presents the document to the Finance Committee and Florin Resource Conservation District (FRCD) Board of Directors (Board). The draft FRCD/Elk Grove Water District (District) Fiscal Year (FY) 2021-22 Operating Budget (attached) is provided to the Board for review and discussion. Following the presentation and discussion, staff generally makes revisions and brings the revised document back to the Finance Committee and Board at a subsequent meeting(s) for further discussion prior to the advancing to the Board for adoption in June.

### **DISCUSSION**

#### **Background**

The Finance Committee met on April 27, 2021 to discuss the first draft of the District FY 2021-22 Operating Budget development worksheet. At that meeting, staff received comments and recommendations, which were incorporated into a second draft, which was presented to the Board at the regular board meeting on May 18, 2021. At the May 18, 2021 regular board meeting, staff received additional comments on the proposed budget document, which have been incorporated into a second draft that will be presented to the Board for review and comment prior to advancing to the Board in June for adoption.

#### **Present Situation**

At the May 18, 2021 regular board meeting, staff received comments and recommendations from the Board on the proposed FY 2021-22 Operating Budget. Those comments included:

1. Grammatical corrections on various sections of the budget document.

### **AGENDA ITEM No. 2**

June 1, 2021

**DRAFT FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT FISCAL YEAR 2021-22 OPERATING BUDGET**

Page 2

2. The addition of percentage change on the schedule on page 20 of the budget document.
3. The increase of on-call pay from \$75 per shift to \$85 per shift, resulting in an increase of \$3,650 to salaries and benefits.

Including the changes discussed above, the draft District FY 2021-22 Proposed Operating Budget projects total revenues of \$15.716 million and total expenditures of \$19.749 million. The expenditures in excess of revenues of \$4.033 million will be funded from operating reserves carried over from prior years.

**ENVIRONMENTAL CONSIDERATIONS**

There are no direct environmental considerations associated with this report.

**STRATEGIC PLAN CONFORMITY**

This item, and all other budget related activities, conforms to the FRCD/EGWD's 2020-25 Strategic Plan. Adoption of an annual balanced budget is specifically identified as a goal in the Fiscal Responsibility section of the Strategic Plan.

**FINANCIAL SUMMARY**

There are no financial impacts associated with this report.

Respectfully submitted,



PATRICK LEE  
FINANCE MANAGER/TREASURER

Attachment



Florin Resource Conservation District



Elk Grove Water District

**Fiscal Year 2021-22  
Operating Budget**



**Florin Resource Conservation District/Elk Grove Water District**

9257 Elk Grove Boulevard  
Elk Grove, CA 95624  
(916) 685-3556  
[www.egwd.org](http://www.egwd.org)

**Board of Directors**

Sophia Scherman, Chair  
Tom Nelson, Vice-Chair  
Bob Gray, Director  
Lisa Medina, Director  
Elliot Mulberg, Director

**Appointed Official**

Bruce Kamilos, General Manager

**Leadership Team**

Stefani Phillips, Human Resources Administrator/Board Secretary  
Patrick Lee, Finance Manager/Board Treasurer  
Donella Murillo, Finance Supervisor  
Travis Franklin, Program Manager  
Steve Shaw, Water Treatment Supervisor  
Sean Hinton, Water Distribution Supervisor  
Alan Aragon, Water Distribution Supervisor

# GOVERNING VALUES

Board members and employees of the Florin Resource Conservation District and Elk Grove Water District commit to the following values:

- **Transparency:** We recognize that transparency is the foundation of good governance. We are committed to openness and accountability in all District endeavors.
- **Leadership:** We are a team. The community is supported through mutual cooperation and respect. Great ideas come from many sources and we listen with an open mind.
- **Caring:** We care about the quality of our water, we care about our customers' satisfaction and we care about the quality of the working environment.
- **Integrity:** We are honest with one another, with our customers and with our industry partners. We maintain a quality operation that is fiscally sound and forthright. We want the trust and respect of our community and ratepayers.
- **Professionalism:** We are committed to standards of excellence, accuracy and superior conduct.
- **Vision:** We recognize that decisions we make today impact the future of this District and our community. We value our community's natural resources and actively seek ways to improve our services through local control and stewardship.



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**Fiscal Year 2021-22 Operating Budget**

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**To:** Florin Resource Conservation District Board of Directors

**From:** Bruce Kamilos, General Manager

**Date:** June 15, 2021

**Subject:** **FLORIN RESOURCE CONSERVATION DISTRICT/ELK GROVE WATER DISTRICT  
FY 2021-22 OPERATING BUDGET**

For your consideration, I respectfully submit the proposed annual Florin Resource Conservation District/Elk Grove Water District (District) Operating Budget for the fiscal year beginning July 1, 2021. This proposed operating budget reflects a collaborative effort between staff and the Board, as well as allowing for input from the public during several meetings.

Fiscal Year (FY) 2020-2021 proved to be challenging as the District dealt with the surge of the COVID-19 pandemic while trying to maintain and provide critical water services. Businesses and schools shut their doors and residents were ordered to shelter in place. The fallout included many businesses closing down, workforce reductions, schools moving to distance learning, employers implementing telecommute working protocols and an overall economic recession.

The economic recession was evident as District delinquent accounts started to increase due financial hardships experienced by District ratepayers. District ratepayers joined the growing number of families who could no longer afford their utilities or rent, forcing the Governor to issue an executive order establishing a moratorium on rent evictions and utility shutoffs. To assist District customers who were experiencing these financial hardships, the District Board of Directors issued a resolution waiving door tag fees and late payment penalties.

To address the COVID-19 Pandemic, the District took a proactive approach by developing and implementing a COVID-19 Risk Minimization and Outbreak Response Plan. The five-tiered risk level plan was developed to coincide with the State of California Department of Public Health and the Center for Disease Control's identified risk levels based on the spread of the virus. The Plan included precautionary measures and actions required within each tier to minimize and/or address the spread of the virus within the District. As part of the actions taken, the

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District closed its front lobby to minimize public contact and prevent the spread of the virus. Although all non-critical services were also put on hold, the District continued to perform all customer service functions over the phone and electronically. Even with a limited operations workforce, the District maintained the critical functions necessary to meet its commitment to the community of Elk Grove of supplying its customers with high quality, safe water along with outstanding customer service.

Not all that occurred in FY 2020-21 was overshadowed by the pandemic, however. Although the economy was in a recession, proper planning and years of prudent financial management allowed the District to utilize reserve funds to pay down the District's unfunded accrued liability with CalPERS in the amount of approximately \$1.7 million. The paydown of the unfunded accrued liability has the potential to save the District an estimated \$1.3 million in interest payments over the next 30 years.

FY 2020-21 also proved successful for the District in its search for a new administrative building. The District was able to close escrow on the property located at 9829 Waterman Road in Elk Grove, CA in October of 2020. This new administrative building will provide the District's Board of Directors with a place to hold their monthly Board meetings, as well as provide the District's staff with an appropriate facility to provide top tiered customer service.

The Board of Directors and Staff of the District remain committed to prudent, conservative financial practices, with goals of continuing to reduce long-term debt and funding capital improvements on a pay-as-you-go basis.

The District has also completed efforts to review its rates and fees with the intent of attaining long-term stability and maintaining sufficient debt service coverage required by its outstanding bond covenant.

I would like to thank staff for their conscientious efforts in prudent management of District resources to meet the demands of great customer service and responsible facilities maintenance. I want to also thank the Board of Directors for their leadership and continued interest in prudent fiscal management.

In summary, the District will continue to maintain financial discipline during FY 2021-22, and this reflects a concerted effort by the Board and staff to maintain our customer rates and charges as low as possible.

BRUCE KAMILOS, P.E.  
GENERAL MANAGER

## INDUSTRY ANALYSIS AND CURRENT STATUS

**Issues Currently Affecting the Water Industry.** The American Water Works Association (AWWA) 2020 State of the Water Industry Report has identified the top five issues facing the water industry as: 1) renewal and replacement of aging infrastructure; 2) financing for capital improvements; 3) long-term water supply availability; 4) public understanding of the value of water systems and services; and 5) watershed/source water protection.

The District is proactively addressing these top five issues identified by AWWA. As part of its five-year CIP, the District is replacing aging infrastructure such as old water mains each and every year. In addition, the District, through its Asset Management Plan, annually assesses the condition of all of its assets to determine when projects should be undertaken to replace assets. The District currently has a pay-as-you-go policy to fund replacement of aging assets. To address long-term water supply availability, the District prepares an urban water management plan every five years as required by law that verifies its ability to meet long-term water demands. To improve public understanding of the value of water, water systems and services, the District periodically issues a newsletter to its customers and participates in two large annual events where people in our community gather. To ensure watershed/source water protections, the District is working with the Sacramento Regional Water Authority to prepare a Regional Water Reliability Plan that addresses, in part, source water protection in the American River Basin. The District is also preparing a Risk and Resiliency Plan which will link to the United States Bureau of Reclamation American River Basin Study which forecasts the long-term effects of climate change.

**Changing Water Demands.** Although more efficient use of water is a major goal of the industry, in areas where customer growth is slow or nonexistent, declining water use left unaddressed can decrease operating revenue and affect how costs are recovered through rates and charges. In some cases, utilities must explain to customers that their rates must go up even as their community uses the same amount of water or less water.

The District has experienced gradual decreases in water consumption from 2014 to 2016 due to the drought starting in 2014. In 2017, when the emergency drought declaration was lifted by the Governor, the District started to experience gradual increases in water consumption. This gradual increase, however, was offset by certain conservation efforts, such as installing water efficient appliances and landscaping, which result in long-term water use reductions. Water consumption still has not returned to the pre-drought levels experienced in 2013 and earlier.

**Cost Recovery and Affordability.** Faced with increasing capital needs and potential funding shortfalls, many utilities must increase the rates they charge for water services in the immediate future. The affordability of water has become a significant issue for low-income households and a higher priority for water utilities that struggle to reconcile the need to



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adequately fund infrastructure while not overburdening those who cannot afford rate increases.

The District completed a 5-year water rate study during the summer of 2018, setting forth the incremental rate adjustments for years 2019 through 2023, necessary to continue to fund debt service costs, operating costs and anticipated repairs and replacement costs of aging infrastructure of the water utility. Through prudent financial management, cost control and the implementation of certain cost reduction programs, the District was able to hold off rate adjustments in 2019 and 2020 and to defer the 3.0% rate adjustment scheduled in 2021. The District is further investigating whether rate adjustments in the final 2 years of the study can be deferred to maintain affordability while still providing sufficient revenues to maintain operations.

**Long Term Water Supply Availability.** The District, like all other municipal water providers, must complete an Urban Water Management Plan (UWMP) every five (5) years. The next UWMP is due to the State by June 30, 2021 and it must project out the District's water supply and demand forecast for a twenty-year period. This UWMP will also consider growth impacts and potential shortages resulting from drought and climate change. The District is also partnered with other Sacramento regional water agencies, led by the Regional Water Authority (RWA), to develop a Regional Water Reliability Plan which will also forecast long-term water supply needs and develop projects and programs to maintain long-term reliability. The District is also a member of the Sacramento Central Groundwater Authority (SCGA) which is charged with developing a Groundwater Sustainability Plan (GSP) to seek sustainability of the South American Subbasin through 2042. As the District is nearly exclusively reliant on the groundwater basin for its water supply, this Groundwater Sustainability Plan and the associated management of the South American Subbasin is of vital importance to the District.

**Regulatory Compliance.** The importance of current and future regulatory compliance continues to be a main concern of the water industry. New regulatory compliance requirements challenge the ability of water utilities to meet such requirements financially and operationally while continuing to maintain affordability to customers, with regulations surrounding perfluorinated alkyl substances (PFAS) and nonpoint source pollution being the top two concerns.

Local, State, and Federal regulatory compliance continues to be a concern of the water industry. New standards challenge the ability of water utilities to meet such requirements financially and operationally while continuing to maintain affordability to customers. The District continues to closely track these new requirements and is prepared to meet them if implemented.

## **ABOUT THE FLORIN RESOURCE CONSERVATION DISTRICT**

### **Introduction**

In the spring of 1950, the Florin Farm Center Committee for Organization of a Soil Conservation District, a committee of Florin farmers, submitted a proposal for the formation of the Florin Soil Conservation District to the Sacramento County Board of Supervisors, requesting approval and submission of that proposal to the State Soil Conservation Commission. The specific intents of the new soil conservation district would be efficient use of irrigation water, improved drainage, flood control and other land improvements. With the necessary approvals, the committee met with other agricultural interests and local landowners until they had thoroughly identified all properties wanting to be within the District boundaries.

On June 23, 1953, a public election determined the establishment of the Florin Soil Conservation District (FSCD) and its first five-member board of directors. The very first work plan, written in 1953, identified the importance of wise irrigation use and the necessity in not depleting the area's underground water supplies. In 1954, the board executed a Memorandum of Understanding with the USDA, beginning a long and productive partnership.

California Resource Conservation Districts are authorized by Division 9 of the California Public Resources Code. Chapter 3, Article 9 of Division 9 details the general powers of a district. An expansion of those powers was the impetus in changing the names of the Soil Conservation District to Resource Conservation Districts in 1971, resulting in the Florin Resource Conservation District (FRCD).

## **ABOUT THE ELK GROVE WATER DISTRICT**

### **Introduction**

In 1893, after several fires threatened the small town of Elk Grove, CA, local residents banded together and founded the Elk Grove Water Company. The water company began business with twelve owners and 10 customers. The Jones family later purchased the water company in the early 1900's and operated the utility as a private company known as the Elk Grove Water Works. The FRCD acquired the Elk Grove Water Works in 1999 from the Jones family and created the Elk Grove Water District (EGWD), which is a Department of the FRCD. This acquisition changed the governance of the water utility from private ownership to a publicly owned and operated agency. The EGWD is structured as an enterprise fund of the FRCD.

The District is governed by an elected five-member Board and advice from one volunteer associate Board member. Board members serve four-year, staggered terms. The Board of

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

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Directors delegate the daily operations of District to the General Manager, who supervises the work of 30 staff members.

Although recent efforts by the District have primarily focused on managing the water utility (EGWD), it has also performed other activities including creek cleanups, tire recycling, technical assistance, and conservation education. To remedy some of the financial pressures of the District, on April 18, 2018 the Board made the decision by Resolution No. 04.18.18.01 to limit all future activities to “water related activities that benefit, or otherwise serve, the EGWD ratepayers.” This decision was made after years of deliberation, multiple public meetings, in-depth engagement with legal counsel, and even consideration of integration with other water agencies. The decision to limit District activities to benefit EGWD ratepayers protects the District from financial uncertainty, maintains stability for EGWD customers, and leaves the FRCD boundaries intact.

**Elk Grove Water District Service Area**



The EGWD service area covers 13 sq. miles with a population of approximately 46,000 people, providing water to over 12,800 homes and businesses in Elk Grove. Much of the water supplied is produced by wells located throughout Elk Grove, the treatment and storage facility at the Railroad Water Treatment Facility (RRWTF) on Railroad Street and the treatment facility on Hampton Drive. EGWD produces over 1.3 billion gallons of water each year, providing supply to approximately two-thirds of the EGWD service area. The remaining area is supplied with water purchased from the SCWA under a long-term agreement.

## Budget Process

The District adopts an annual operating budget and an annual CIP to ensure the adequacy of resources to meet District needs and to accomplish the District's mission.

The District's budget process begins with a Leadership Team Budget Kickoff Workshop to discuss timeline and identify strategic goals and objectives. Each department head is then responsible for developing their departmental operating budget for submission to the Finance Department. The Human Resources Department is responsible for the development of personnel budget and the Finance Department is responsible for the preparation of revenue estimates. Once all departmental operating budgets, personnel budget and the revenue estimates are completed, the Finance Department will compile the information into the budget document.

As required by certain debt covenants, the annual operating budget is evaluated to ensure that net revenues, as defined by the debt covenant, are equal to or exceed a minimum of 115 percent of the anticipated debt service for the budget year.

The preliminary budget is presented to the Finance Committee during a public meeting to solicit feedback and comments from the committee and the public. Once all feedback and comments received have been considered and incorporated as appropriate, the final budget is presented to the Board of Directors for adoption during a public meeting prior to each fiscal year end.

### **Basis of Accounting**

The District operates on a fiscal year that runs from July 1, through June 30. Accounting and budgetary records are maintained using the full accrual basis of accounting. The District is a governmental entity which reports all activities related to the water operation as an enterprise fund where revenues are recognized when they are earned, and the expenses are recognized when they are incurred. The budget does not include amounts for depreciation, pension expense in accordance with Government Accounts Standards Board (GASB) Statement No. 68, or retiree medical expenses in accordance with GASB Statement No. 75 but does include an expenditure for debt principal. Therefore, the budget is not prepared in the same manner as the Comprehensive Annual Finance Report. The budget detailed in this document is used as a management tool for projecting and measuring revenues and expenses.

### **Budgetary Control**

Since the budget is an estimate, from time to time, it may be necessary to make adjustments to fine tune budget line items within expenditure categories. Various levels of budgetary control have been established to maintain the Budget's integrity. The levels of budgetary

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**Fiscal Year 2021-22 Operating Budget**

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control are as follows: The General Manager controls the budget at the operating level and budgets are monitored by each respective department head. The General Manager has the authority to transfer balances between budget lines within an expenditure category. Any transfers between expenditure categories or increases in appropriations require approval by the Board of Directors. Budget to actual reports are prepared by the Finance Department and presented to the Board of Directors on a monthly basis.

**Reserve Policy**

It is the policy of the District that all funds held in reserve be designated to specific uses. The District holds reserves for special projects and operations. Such reserves are not considered 'surplus' and shall not be made available for other uses without the express authorization of the Board of Directors.

The adequacy of the target reserve balance and/or annual contributions will be reviewed annually during the budgeting and planning process and may be revised accordingly as necessary. The following District reserve fund categories are to be established:

- Operating Reserve Fund – Used to ensure resources are available to fund daily administration, operations, and customer services. Target Balance is 120 Days of the Annual Operations and Maintenance Budget.
- Capital Improvement Reserve Fund – Used to fund the new assets needed for the operations of the District that enhance or increase capacity. Target Balance is equal to the annual Capital Improvement Program Budget.
- Capital Replacement Reserve Fund – Used to fund replacement of existing assets. Target Balance is equal to the annual Capital Replacement Budget.
- Elections and Special Studies Reserve Fund – Used to fund various special studies, as needs arise such as election cost, Board expense, etc. The Target funding balance is based on the amount as approved in the annual budget.
- Future Years Capital Improvement Reserve Fund – Used to fund future assets needed for the operations of the District that enhance or increase capacity in future years not yet identified in the annual CIP. Target Balance is 75% of the balance of the Unrestricted Net Position not allocated to the Operating Reserve Fund, Capital Improvement Reserve Fund, Capital Replacement Reserve Fund and the Elections Special Studies Reserve Fund upon conclusion of the annual audit.
- Future Years Capital Replacement Reserve Fund – Used to fund the replacement of existing assets in future years not yet identified in the annual CIP. Target Balance is 25% of the balance of the Unrestricted Net Position not allocated to the Operating

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**Fiscal Year 2021-22 Operating Budget**

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Reserve Fund, Capital Improvement Reserve Fund, Capital Replacement Reserve Fund and the Elections Special Studies Reserve Fund upon conclusion of the annual audit.

**Investment Policy**

It is the policy of the District to invest public funds in a manner which will provide the highest investment return with the maximum security while meeting the daily cash flow demands of the District and conforming to all state and local statutes governing the investment of public funds. In accordance with section 53600 et. seq. of the Government Code of the State of California, the authority to invest public funds is expressly delegated to the Board of Directors for subsequent re-delegation to the Finance Manager/District Treasurer.

Investments by the Finance Manager are limited to those instruments specifically described in the District's investment policy. The Finance Manager submits monthly reports to the Board of Directors detailing all investment holdings. In order of importance, the following three fundamental criteria are followed in the investment program: 1) safety of principal; 2) liquidity; and 3) return on investment.

**Procurement Policy**

The District's procurement policies create uniform procedures for acquiring general goods and services, professional services, public construction contracts and the acquisition of real property. The primary purpose of the policies are to provide for the purchase of materials and trade services with the objective that they will be available at the proper time, place, quantity and at the best available price, consistent with the needs of the District.

**Accounting Systems and Controls**

The District uses Sage 100 as its financial accounting system to record its financial transactions. Management has established a system of internal controls that provide a reasonable basis for protecting the District's assets from fraud, waste and abuse and compile sufficient reliable information for the preparation of the District's financial statements. At the end of the year, the District prepares a Comprehensive Annual Financial Report consisting of management's representations concerning the District's finances. An independent auditing firm audits this report and examines the District's internal controls and provides an opinion on the financial reporting and suggestions on ways to improve the internal control processes of the District.

**Capital Improvement Program**

The District's annual Capital Improvement Program (CIP) is a projection of the District's capital funding for planned capital projects in upcoming fiscal years. The CIP is reviewed and updated on an annual basis and is a key component of the District's overall Strategic Plan.

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The CIP is an important document for performing water rate studies and for managing the District's operations. The CIP also provides a basis to align District plans with other local agency plans so that an integrated approach may be applied to projects within the community at large.

The District currently funds its capital expenditures on a pay-as-you-go basis. A projection of the anticipated future capital projects and associated funding needs of those projects were included in the 2018 Water Rate Study when analyzing total revenue requirements to maintain operational and capital needs. The study recommended the appropriate user charges and annual water rate increases to ensure revenue requirements were met for both operational and capital needs. Based on the inclusion of capital funding needs into the 2018 Water Rate Study, and all recurring and nonrecurring capital expenditures being funded on a pay-as-you-go basis, the only effect of capital projects on the annual budget will be on going costs for operation and maintenance.

### **Long-Term Financial Planning**

With the approval of the 2018 Water Rate Study and associated rate ordinance, the District has a five-year plan that provides for the stable funding of operations, capital projects and debt service. In conjunction with this plan, the District restructured approximately \$32.3 million of outstanding bonded indebtedness in December 2014 and \$16.4 million in June 2016 to provide an average annual savings of \$194,000 over the remaining term of the debt. It should be noted that the District contributed \$1.5 million of reserve funds in order to reduce the remaining term of the debt by 13 years and maintain annual debt service savings on the refinanced bonds. The District has no legal debt limit and does not intend to issue any additional debt. This, along with continued prudent financial management, has allowed the District to implement no rate adjustments in 2019 and 2020 and to defer the 3.0% rate adjustment scheduled in 2021. The District is further investigating whether rate adjustments in 2022 and 2023 can be deferred to maintain affordability while still providing sufficient revenues to maintain operations. Staff will continue to review revenues and expenditures annually to determine whether the projected revenue adjustments as recommended by the 2018 Water Rate Study will be necessary.

### **Budget Assumptions**

A budget is an estimate of revenues and expenditures for a set period of time. The creation of estimates involves a set of assumptions. It is important that the reader of this budget understands the assumptions used in preparing the revenue and expenditures estimates contained herein. Listed below are the primary assumptions used in the creation of this budget:

- The 2018 Water Rates Study adopted by the Board on July 18, 2018 approved a 3.0% revenue rate adjustment beginning January 1, 2022. However, this revenue rate adjustment has been deferred into future years, resulting in no anticipated revenue rate adjustment for FY 2021-22.
- A 10% conservation factor was used in projecting water revenues due to the uncertainty of the drought conditions the State is currently facing.
- Estimated 3.10% rate increase in Purchased Water cost from the SCWA.
- Estimated 27.26% decrease in employer retirement costs through California Public Employees Retirement System (CalPERS) as a result of the District paying down the Unfunded Accrual Liability of approximately \$1.6 million in FY 2021.
- Estimated 6.0% increase in health care insurance costs for all employees that have not yet met the District's medical contribution cap.
- Salary increases will be based on a COLA of 3.97%, in accordance with the consumers price index (CPI), and potential merit increases based upon specific employee performance.



## EGWD by the Numbers

MAXIMUM DAILY WATER SUPPLY CAPACITY	11.4 MGD
NUMBER OF TREATMENT FACILITIES	2
AGGREGATE TREATMENT FACILITY CAPACITY	13.0 MGD
NUMBER OF WELLS	7
MILES OF WATER MAINS	149.8
NUMBER OF BOOSTER PUMPS	10
NUMBER OF ACTIVE SERVICE CONNECTIONS	13,027
NUMBER OF BOND ISSUES OUTSTANDING	2
NUMBER OF CERTIFIED WATER DISTRIBUTION OPERATORS	17
NUMBER OF CERTIFIED WATER TREATMENT OPERATORS	17
NUMBER OF PUBLIC FIRE HYDRANTS	1,660
EGWD SERVICE AREA POPULATION	46,212



GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished  
Budget Presentation  
Award*

PRESENTED TO

**Florin Resource Conservation District  
California**

For the Fiscal Year Beginning

**July 1, 2020**

*Christopher P. Morill*

Executive Director

**FISCAL YEAR 2021-22  
BUDGET OVERVIEW**

DRAFT

Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget

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*Hold for Budget Adoption Resolution*

DRAFT

*Hold for Budget Adoption Resolution*

DRAFT

## **Fiscal Year 2021-22 Budget Preparation Timeline**

- March 29 Leadership Team Budget Kick-Off.
- April 01 All District key objectives and department goals and accomplishments are due to the FM.
- April 06 Infrastructure Committee meeting to discuss the 1<sup>st</sup> draft of the FY 2022-26 CIP.
- April 09 All department initial budget requests are due to the FM.
- April 13 FM submits budget development worksheet to the GM for first review.
- April 15 Leadership Team meeting to review the 1<sup>st</sup> draft of the budget development worksheet.
- April 20 Present to the Board the 3<sup>rd</sup> quarter financial report.
- April 21 GM to provide first round comments and revisions on budget development worksheet to FM.
- April 23 FM makes the required revisions and disperses the 1st draft of the budget development worksheet and District key objectives and department goals and objectives to the Finance Committee (Board).
- April 27 Infrastructure Committee meeting to go over 2<sup>nd</sup> draft of the CIP (if necessary).
- April 27 Finance Committee meeting to go over 1<sup>st</sup> draft of budget development worksheet and District specific key objectives and department goals and objectives.
- May 13 Issue the 1<sup>st</sup> draft of the actual budget document and 2<sup>nd</sup> draft of budget development worksheet to the Board for review.
- May 18 Review and discuss the 2<sup>nd</sup> draft budget development worksheet and 1<sup>st</sup> draft of actual budget document.
- May 26 Finance Committee Meeting (if necessary).
- June 01 Issue revised budget to Finance Committee (if necessary).
- June 08 Finance Committee Meeting (if necessary).
- June 10 Final Budget and staff report due for Board Packet inclusion.
- June 15 Board considers all budgets for adoption.

## SUMMARY OF REVENUES AND EXPENDITURES

<b>Elk Grove Water District Budgeted Revenues and Expenditures by Category For the Fiscal Year ending June 30, 2022</b>								
Expenditure	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Budget	Change in Budget	% Change
Total Revenues	\$ 15,343,125	\$ 15,233,674	\$ 16,418,371	\$ 15,424,142	\$ 16,189,741	\$ 15,716,094	\$ 291,952	1.89%
Operational Expenditures								
Salaries and Benefits	3,922,785	3,943,543	4,091,441	4,373,018	4,248,758	4,619,614	246,596	5.64%
Seminars, Conventions and Travel	28,872	39,001	30,413	53,307	5,739	48,859	(4,448)	-8.34%
Office and Operational	984,814	974,026	989,374	1,338,578	993,935	1,345,271	6,693	0.50%
Purchased Water	2,873,292	2,777,344	2,965,638	3,198,404	3,391,622	3,511,320	312,916	9.78%
Outside Services	922,576	843,416	939,456	1,283,548	791,004	1,150,358	(133,190)	-10.38%
Equipment Rent, Taxes and Utilities	374,278	333,999	458,451	464,380	526,131	561,740	97,360	20.97%
Subtotal Operational Expenditures	9,106,617	8,911,329	9,474,773	10,711,235	9,957,188	11,237,163	525,927	4.91%
Less: Capitalized Labor	(279,633)	(317,676)	(273,456)	(376,961)	(150,297)	(400,192) *	(23,232)	6.16%
Total Operational Expenses	8,826,984	8,593,653	9,201,317	10,334,275	9,806,891	10,836,970	502,696	4.86%
Non-Operating Expenditures (Income)	3,851,156	3,347,349	3,440,331	5,714,708	5,439,776	3,857,499	(1,857,209)	-32.50%
Capital Equipment and Expenditures	1,352,899	916,290	1,138,639	3,685,750	2,671,378	5,055,000	1,369,250	37.15%
Total Net Expenditures	14,031,039	12,857,292	13,780,287	19,734,732	17,918,045	19,749,469	14,737	0.07%
Revenues In Excess of Expenditures, Principal Retirement and Capitalized Labor	\$ 1,312,086	\$ 2,376,382	\$ 2,638,084	\$ (4,310,590)	\$ (1,728,304)	\$ (4,033,375)	\$ 277,215	-6.43%
Transfers (to)/from Reserves	(1,312,086)	(1,978,672)	(2,638,084)	4,310,590	1,728,304	4,033,375	(277,215)	-6.43%
Net Budget Excess/(Deficiency)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%

\* This represents approximately 60% of Salaries and Benefits of the Utility Division which will be charged to the Capital Improvement Program

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

## SUMMARY OF NET POSITION ACTIVITY

**Elk Grove Water District**  
**Summary of Net Position Activity**  
**For the Fiscal Year Ending June 30, 2022**

	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Budget
<b>Beginning Net Position</b>	\$ 46,703,765	\$ 46,703,765	\$ 44,975,461
<b>Estimated Revenues</b>	<u>15,424,142</u>	<u>16,189,741</u>	<u>15,716,094</u>
<b>Estimated Operational Expenditures</b>			
Salaries and Benefits	4,373,018	4,248,758	4,619,614
Seminars, Conventions and Travel	53,307	5,739	48,859
Office and Operational	1,338,578	993,935	1,345,271
Purchased Water	3,198,404	3,391,622	3,511,320
Outside Services	1,283,548	791,004	1,150,358
Equipment Rent, Taxes and Utilities	464,380	526,131	561,740
Total Operational Expenditures	<u>10,711,235</u>	<u>9,957,188</u>	<u>11,237,163</u>
<b>Estimated Nonoperational Expenditures</b>			
Capitalized Labor	(376,961)	(150,297)	(400,192)
Non-Operating Expenditures (Income)	5,714,708	5,439,776	3,857,499
Capital Equipment and Expenditures	<u>3,685,750</u>	<u>2,671,378</u>	<u>5,055,000</u>
Total Nonoperational Expenditures	<u>9,023,497</u>	<u>7,960,857</u>	<u>8,512,307</u>
<b>Revenues in Excess of Expenditures</b>	<u>(4,310,590)</u>	<u>(1,728,304)</u>	<u>(4,033,375)</u>
<b>Estimated Ending Net Position</b>	<u>\$ 42,393,175</u>	<u>\$ 44,975,461</u>	<u>\$ 40,942,085</u>



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## BUDGET HIGHLIGHTS

### FISCAL YEAR 2021-22

The District's budget for FY 2021-22 projects total operating revenues of approximately \$15.716 million and total expenditures of approximately \$19.749 million including Capital Improvement and Capital Repair & Replacement Reserve contributions of approximately \$5.055 million. The projected expenditures in excess of revenues are approximately \$4.033 million which will be funded from operating reserves carried over from prior years.

Despite many non-discretionary cost increases, staff undertook efforts to find cost reductions as well as minimize increases and these are reflected in the FY 2021-22 budget. The budget has an increase in total expenditures of \$14,737 (0.07%) from the adopted budget for FY 2020-21. The major highlights are listed below, and comparisons made are against the budgeted amounts for FY 2020-21:

- Revenues for FY 2021-22 is budgeted at \$15.716 million, an increase of \$291,952 (1.89%) from prior year's budget based on the following assumptions:
  - A deferral of the 3.0% revenue rate adjustment effective January 1, 2022 into future years. This revenue rate adjustment was recommended by the 2018 Water Rate Study adopted by the Board on July 18, 2018.
  - No changes in consumption levels.
  - Increase in the number of accounts is based on the most recent billing cycle.
  - A 10% conservation factor in residential revenues due to the unknown nature of current drought conditions.
  - A 5% conservation factor in non-residential revenues due to the unknown nature of drought conditions.
- Total Salaries and Benefits budgeted is \$4.620 million, an increase of \$246,596 (5.64%) from prior year's budget mainly due to:
  - An increase in Exempt Salaries of \$69,954 (12.13%) due to:
    - A COLA of 3.97% COLA based on the April 2021 Consumers Price Index.
    - Longevity and merit pay increases for eligible employees.
  - An increase in Non-Exempt salaries of \$244,003 (15.86%) due to:
    - Longevity and merit pay increases for eligible employees.
    - A COLA of 3.97% based on the April 2021 Consumers Price Index.
    - An increase in on-call pay from \$50 per shift to \$85 per shift.
  - An increase in medical benefits of \$23,462 (2.95%) based on estimated medical premium increases provided by JPIA averaging 6% for any employee who has not yet met the medical subsidy cap.

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

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- A decrease in Retirement Benefits of \$91,822 (25.42%) due to the pay down of the District's unfunded accrued liability in December of 2020.
- Seminars, Conventions and Travel budgeted is \$48,859, a decrease of \$4,448 (8.34%) from prior year's budget due the ACWA Spring Conference being held in Sacramento resulting in travel costs.
- Total Office and Operational Costs budgeted is \$1.345 million, an increase of \$6,693 (0.50%) from prior year's budget mainly due to:
  - An increase in Advertising of \$10,500 for more frequent bill inserts and anticipated recruiting advertising.
  - A decrease in Association Dues of \$28,759 (18.60%) due to a decreased in SCGA dues.
  - An increase in Building Maintenance of \$55,000 (86.61%) for well site and property landscaping and maintenance, which was previously budgeted as contracted services.
  - An increase in Materials of \$25,000 (25.77%) for anticipated materials to complete distribution valve changeouts.
  - A decrease in Meters of \$40,000 (30.77%) due to an anticipated decrease in new meters related to new development.
- Purchased Water budgeted is \$3.511 million, an increase of \$312,916 (9.78%) from prior year's budget due mainly to:
  - An estimated 3.1% rate increase in the wholesale water rate as provided the SCWA.
  - Projections updated to reflect an increase in the number of new accounts in SA 2 due to new development.
  - A 10% contingency factor due to the unknown nature of new development in the SA area.
- Total Outside Services budgeted is \$1.150 million, a decrease of \$133,190 (10.38%) from prior year's budget due mainly to:
  - An increase in Water Conservation Services of \$30,000 (100.00%) due to anticipated Conservation Monitoring services due to drought conditions.
  - A decrease in Engineering Services of \$55,000 (47.83%) due the anticipated Ground Water Recharge project no longer being viable.
  - A decrease in Special Projects of \$100,000 (100.00%) due to the postponement of Well 3 destruction.

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

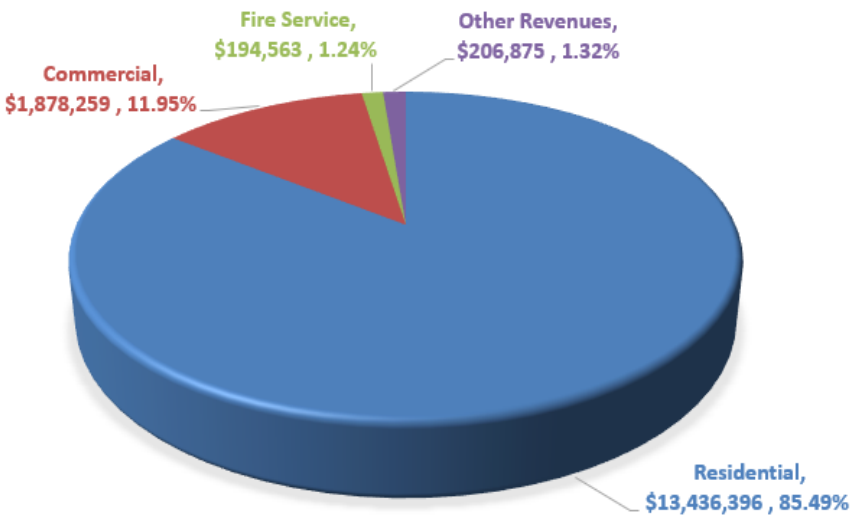
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- Total Equipment Rent, Taxes and Utility budgeted is \$561,740, an increase of \$97,360 (20.97%) from prior year's budget due mainly to:
  - An increase in Occupancy of \$72,000 (100.00%) due to leaseback of 9257 Elk Grove Blvd while the District's new administrative building is being remodeled.
  - An increase of \$10,200 (2.57%) in Electricity based on anticipated electricity rate increases through SMUD.
  
- Capital Improvement Funding includes contributions to the Repair & Replacement Reserve, as well as the Capital Improvement Reserve for a total of \$5.055 million. This represents an increase of \$1.369 million from prior year's budget and is based on actual funding needs from the FY 2022-26 CIP Program.
  
- Bond interest expenses will decrease by \$112,970 (7.26%) while bond principal retirements will increase by \$140,000 (6.09%).
  
- No Elections Costs anticipated for FY 2021-22.
  
- This budget anticipates capitalizing \$400,192 of Salaries and Benefits for capital improvements constructed by the Distribution and Utility Divisions, which are funded in the Five-Year Capital Improvement Program. Capitalized labor is estimated at 60% of the total salaries and benefits of the Utility Division.
  
- The budget, as recommended, will meet bond covenant requirements as follows:
  - Covenant – 1.26 (1.15 required)
  
- The Board adopted a Five-Year Capital Improvement Program (CIP) which only appropriated funding for the CIP projects scheduled in FY 2021-22.
  
- Staff has determined that Grants or Special Funding are not currently available for the District. Therefore, no revenues from these income sources are included in this budget document.

**REVENUE SECTION**

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## BUDGETED REVENUES BY CATEGORY



Other Revenues include:

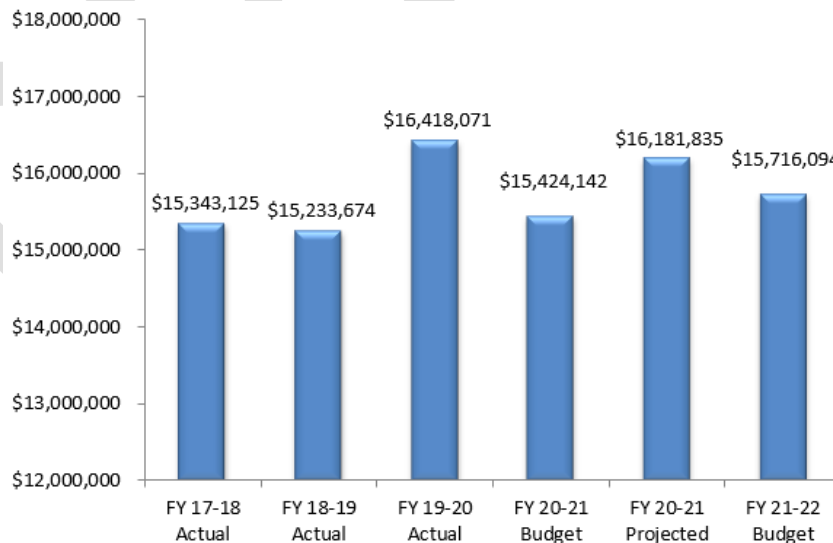
- Meter/Plan Check/Water Capacity Fees
- Door Hanger Fees
- New Account Fees
- NSF Fees
- Credit Card Fees
- Backflow Prevention Installations

Commercial Revenues Include:

- Non-Residential Revenue
- Irrigation Revenue

Note: Residential Revenue in this chart is net of customer refunds.

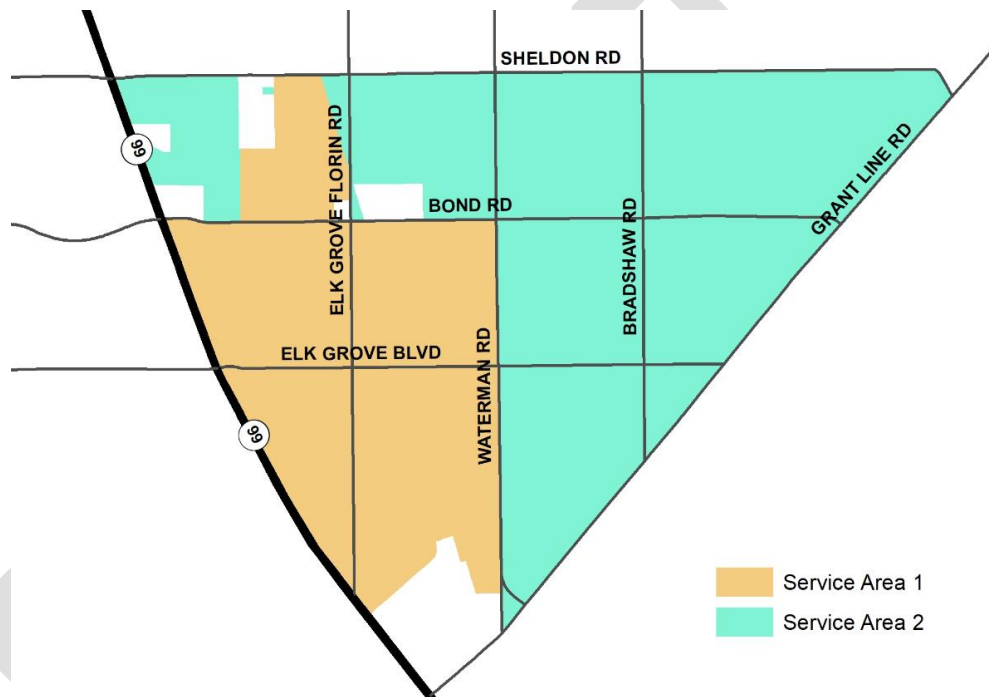
## TOTAL REVENUES FISCAL YEARS 2017-18 THROUGH 2021-22



The FY 2021-22 Budget reflects the deferral of a 3.0% revenue rate adjustment into future years and no anticipated increase in overall water consumption. This revenue rate adjustment was recommended in the 2018 Water Rate Study, adopted by the Board of Directors on July 18<sup>th</sup>, 2018.

## MAJOR REVENUE SOURCES

Approximately 98% of the District's revenues are derived from recurring water revenues related to water consumption and availability charges. Although a 3.0% revenue rate adjustment was approved by the Board through the adoption of the 2018 Water Rate Study, the 3.0% revenue rate adjustment effective January 1, 2022 was deemed unnecessary and will be deferred into future years. In addition, the District derives revenues from new connection fees for development within Service Area 1 of its two service areas. Connection fees for development within Service Area 2 of the EGWD's service area are paid to the SCWA.



Revenue projections are developed using a fee/rate-based projection, taking account and consumption information for the most recent twelve-month period, and applying it against the current and proposed fee/rates. Depending on drought conditions, revenue projections are adjusted by what the District deems to be an appropriate conservation factor and/or anticipated increase in water consumption as a result of the lifted drought restrictions.

### Revenue Rate Increase Projections

Utility rate setting is subject to the provisions of Proposition 218 wherein customers are provided information on proposed rate changes and are invited to attend a public hearing on the proposed changes. Proposed rate changes can be denied if a majority of ratepayers

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

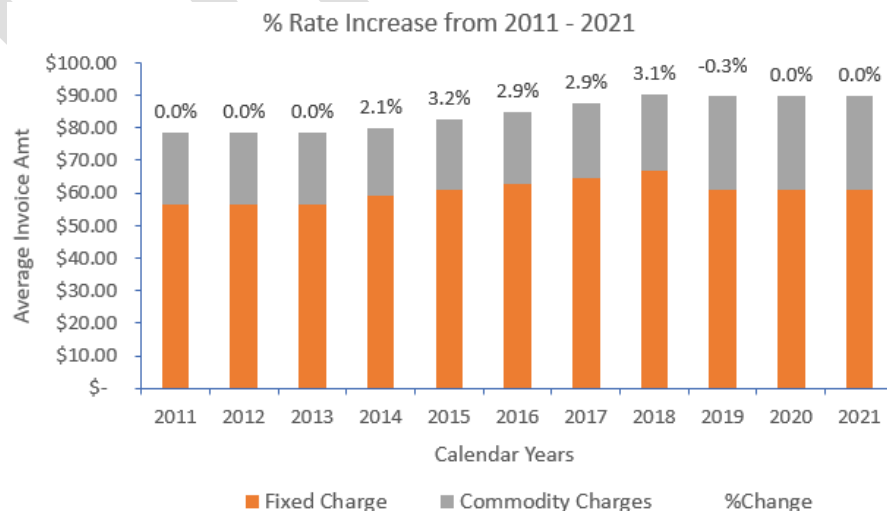
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submit written protests opposing them. If a majority of ratepayers do not protest, the Board of Directors vote on the proposed rate changes and set the effective date for any proposed and approved changes. On July 18<sup>th</sup>, 2018, the 2018 Water Rate Study was adopted by the Board with recommended revenue adjustments over the next five years beginning on January 1, 2019, as follows:

- January 1, 2019 – 0%
- January 1, 2020 – 0%
- January 1, 2021 – 3% - Deferred into future years.
- January 1, 2022 – 3% - Deferred into future years.
- January 1, 2023 – 3%

Revenue rate adjustments are necessary to fund various projects and to pay for increased operating cost, primarily due to inflation. It should be noted that the Board of Directors decided to defer the revenue rate adjustments of 3.0% on January 1, 2022 into future years as it was deemed unnecessary in FY 2021-22.

The table below shows the average revenue rate adjustment each calendar year since 2011 in relation to an average bill, assuming the customer is a single-family residential service customer with a 1” meter consuming 15 CCF’s of water. As can be seen, the increases in rates have been very consistent and relatively minimal. For the years with a rate increase, the increase is approximately equal to the average inflation rate. This is all made possible through prudent financial management and budgeting; however, future revenue adjustments will be necessary to fund various capital projects and to pay for increased operating cost, primarily due to inflation.





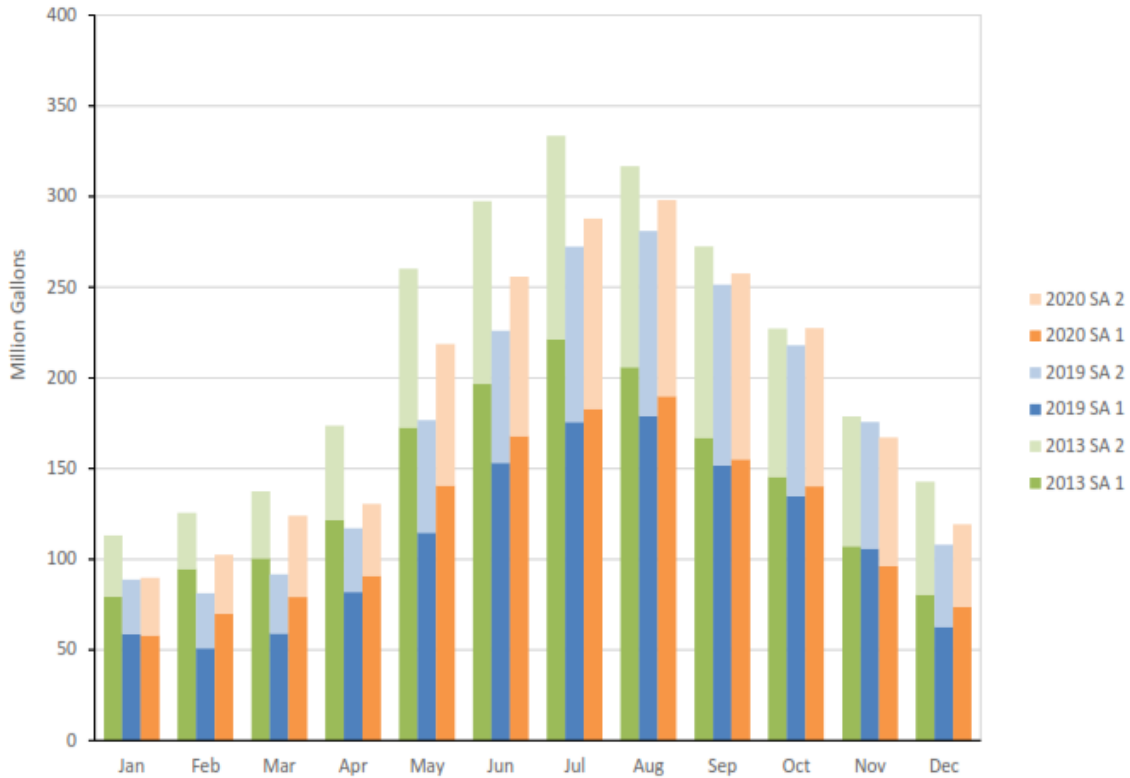
**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

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**WATER CONSUMPTION TREND**

Water revenues are driven by two primary factors, the amount of water sold and the rate per unit, with increases in water consumption generating more revenues to offset the increased costs of operations. The graph below shows the consumption trends for the prior two calendar years as compared to the pre-drought calendar year of 2013. The graph also shows the correlation between the annual seasonal change and overall water consumption, with the highest level of consumption occurring during the summer months.

As can be seen in the graph below, the District has experienced gradual increases in water consumption in 2020 and 2019, however, the total level of water consumption still has not reach the pre-drought levels of 2013. Attributable to the overall decrease in water consumption for the most recent two calendar years, as compare to the pre-drought levels of 2013, is the implementation of certain water conservation efforts, such as installing water efficient appliances and landscaping, which result in long-term water use reductions.



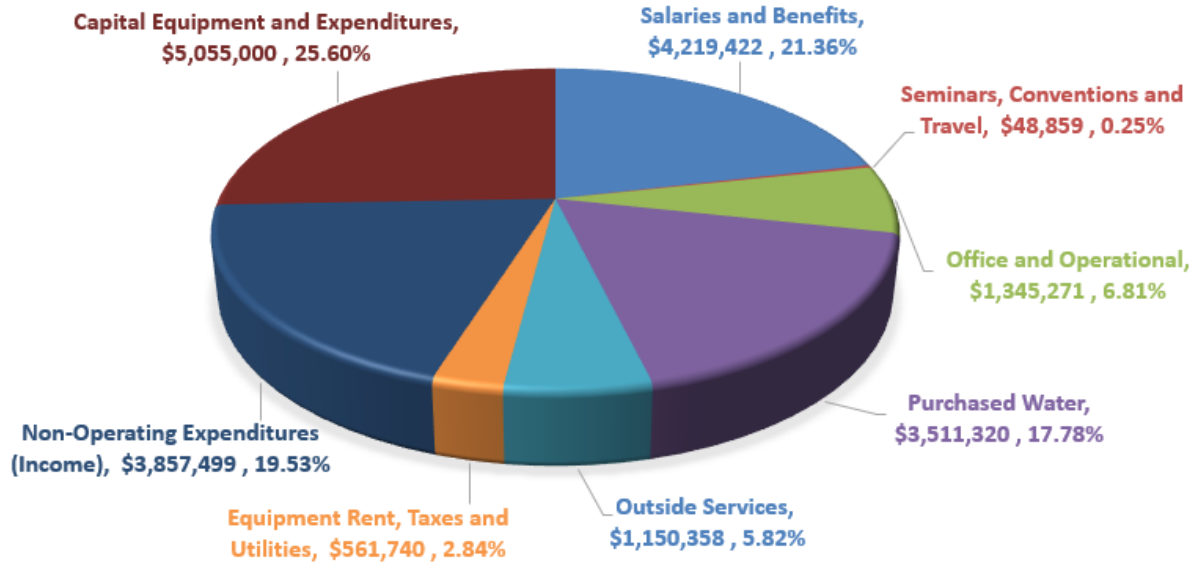
**Elk Grove Water District  
Budgeted Revenue Accounts Detail  
For the Fiscal Year ending June 30, 2022**

Account#	Description	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Requested Budget
4100	Water Payment Revenues - Residential	\$12,848,104	\$12,818,495	\$13,479,404	\$13,114,207	\$13,842,529	\$ 13,437,396
4110	Water Payment Revenues - Commercial	1,831,522	1,926,887	2,040,936	1,875,372	1,846,053	1,878,259
4120	Water Payment Revenues - Fire Service	188,957	177,326	196,357	194,563	201,655	194,563
4200	Meter Fees/Plan Check/Water Capacity	240,190	56,944	511,774	30,000	194,033	30,000
4300	Backflow Install EGWD	15,116	8,555	6,626	10,000	29,327	10,000
4520	Door Hanger Fees	149,725	144,700	106,400	115,000	-	86,250
4540	New Account Fees	22,791	24,000	30,420	25,000	32,714	25,000
4550	NSF Fees	3,640	2,660	2,660	3,000	1,728	3,000
4570	Shut-off Fees	63,166	63,750	38,800	50,000	-	37,625
4580	Credit Card Fees	10,000	10,725	6,050	8,000	-	-
4591	Release of Lien Fee	-	-	1,407	-	-	-
4700	Rental Income	-	-	-	-	33,796	15,000
4900	Customer Refunds	(30,086)	(368)	(2,763)	(1,000)	-	(1,000)
	<b>Total Revenues</b>	<b>\$15,343,125</b>	<b>\$15,233,674</b>	<b>\$16,418,071</b>	<b>\$15,424,142</b>	<b>\$16,181,835</b>	<b>\$ 15,716,094</b>

# EXPENDITURE SECTION

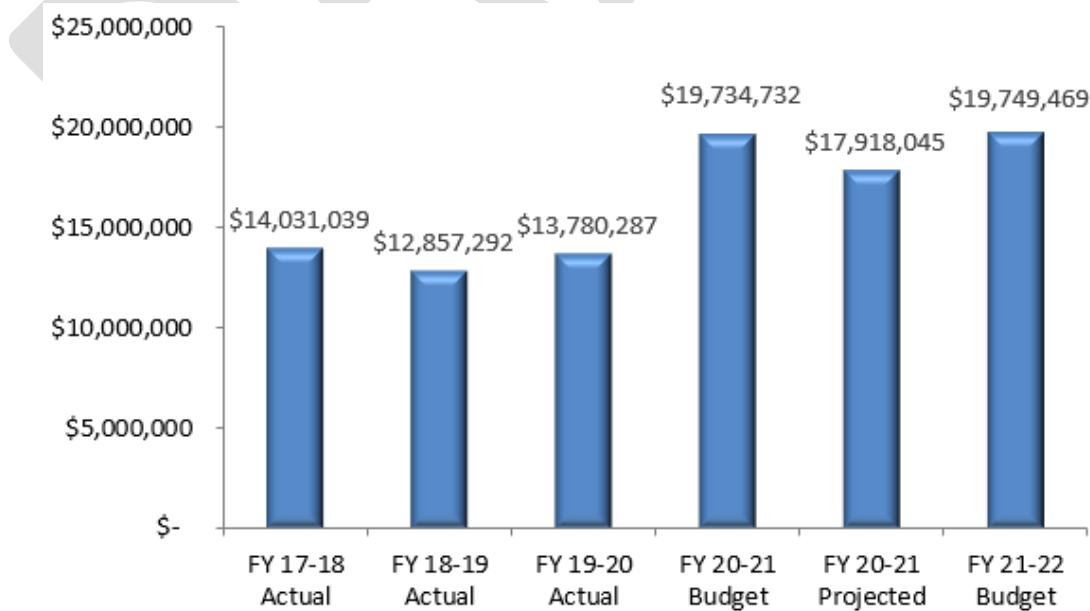
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## BUDGETED EXPENDITURES BY CATEGORY



Note: Total Salaries and Benefits Expenditures are net of capitalized labor costs of \$400,192, which is included in total Capital Equipment and Expenditures.

## TOTAL NET EXPENDITURES FISCAL YEARS 2017-18 THROUGH 2021-22

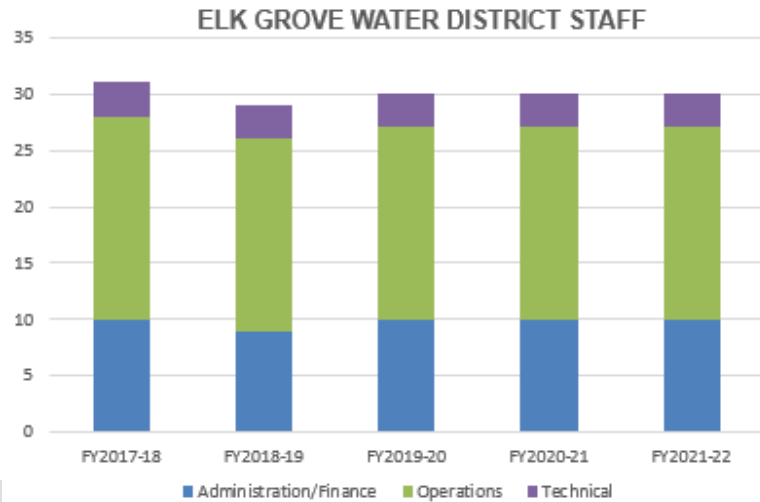


## SALARIES AND BENEFITS FISCAL YEARS 2017-18 THROUGH 2021-22

Aside from the cost of water purchased from the SCWA for the EGWD’s Service Area 2 and debt service payments, Salaries and Benefits represent the largest expense of the District.

Staffing levels at the District has remained relatively unchanged. In FY 2021-22, the District added a provision to the Employee Policy Manual to increase the on-call pay from \$50 per day to \$85 per day. The District also provides COLAs

annually based on the average of the U.S. City Average, West Urban Size B/C and San Francisco-Oakland-San Jose, CA indices. The COLA for FY 2021-22 is 3.967%.



### Employee Cost Control Program

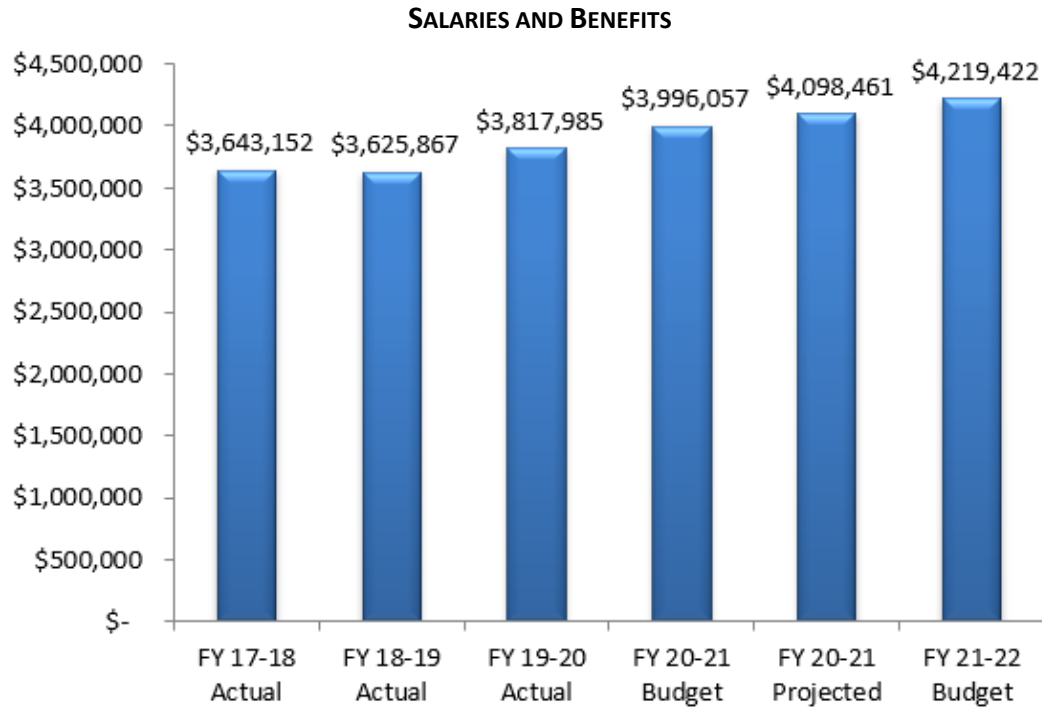
During FY 2011-12, District staff developed an Employee Cost Control Program (ECCP) that helped reduce and control employee costs by obtaining savings through selected employee concessions, including, freezing certain full-time equivalent (FTE) positions, a phase in reduction of the employer portion of employee retirement contributions and placing a cap on the amount of employer paid health premiums. To offset these concessions, the District created an alternative 9/80 work schedule and established a permanent disability retirement benefit program.

### Pension and other Post-Employment benefits

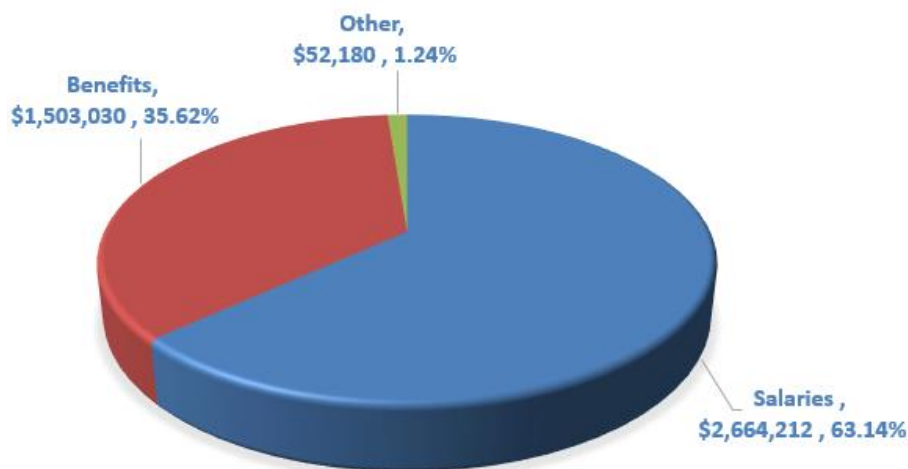
The District’s retirement program remains with the CalPERS. The District currently pays the employer costs and a portion (one percent) of the employees’ tax-deferred member contributions to the system monthly. The District provides post-employment healthcare benefits to retirees and their dependents. Five retired employees receive these benefits, which are financed on a pay-as-go basis. The District pays the medical, dental, and vision insurance premiums for eligible retired employees (and qualified spouse) that are enrolled in the health insurance plan. The current requirements for eligibility are: attaining age 55, having at least fifteen years of continuous service, and retiring from the District.

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

The following tables show the trend in salaries and benefits in comparison to prior years, as well as the breakout of the current proposed budgeted salaries and related components.



**NET SALARIES AND BENEFITS \$4,219,422\***



The Other Expenditure Categories include:

- Employee Training
- Employee Recognition
- Meetings

\*The total Salaries and Benefits are net of capitalized labor costs of \$400,192 for capital improvements constructed by the Distribution and Utility Departments.

**Elk Grove Water District**  
**Budgeted Salaries and Benefits Accounts Detail**  
**For the Fiscal Year ending June 30, 2022**

Account#	Description	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Requested Budget
5100	Executive Salary	\$ 151,934	\$ 171,220	\$ 182,615	\$ 211,486	\$ 182,800	\$ 199,678
5110	Exempt Salaries	525,448	581,962	566,577	576,491	562,121	646,445
5120	Non-Exempt Salaries	1,295,333	1,193,993	1,365,198	1,538,721	1,651,707	1,782,724
5130	Overtime Compensation	60,799	43,164	33,784	48,500	26,651	43,500
5140	On Call Pay	18,200	17,650	23,446	18,250	32,739	31,025
5150	Holiday Pay	109,632	111,283	113,792	124,981	123,551	129,660
5160	Vacation Pay	159,232	161,000	184,761	123,294	153,224	127,644
5170	Personal Time Pay	105,387	106,307	91,616	99,985	88,848	103,728
5200	Medical Benefits	593,653	588,241	585,087	796,543	661,532	820,006
5195	EAP	825	813	928	944	885	874
5201	EGWD Contribution H.S.A	13,352	13,251	21,092	23,500	22,400	26,300
5210	Dental/Vision/Life Insurance	52,337	55,117	55,654	63,562	56,072	59,815
5220	Retirement Benefits	524,139	460,006	524,173	361,277	370,399	269,456
5225	Retirement Benefits - Post Employment	131,063	278,088	185,417	165,316	165,316	165,339
5230	Medical Tax, Social Security and SUI	46,990	47,036	49,764	63,503	52,921	64,641
5240	Worker's Compensation Insurance	114,479	91,338	85,222	102,585	91,082	96,600
5250	Education Assistance	2,566	-	-	2,500	-	2,500
5260	Employee Training	13,697	18,378	19,085	45,500	5,965	43,600
5270	Employee Recognition	3,530	4,634	2,383	2,880	545	2,880
5280	Meetings	189	62	847	3,200	-	3,200
	Less Capitalized Labor	(279,633)	(317,676)	(273,456)	(376,961)	(150,297)	(400,192)
		<u>\$3,643,152</u>	<u>\$3,625,867</u>	<u>\$3,817,985</u>	<u>\$3,996,057</u>	<u>\$4,098,461</u>	<u>\$ 4,219,422</u>

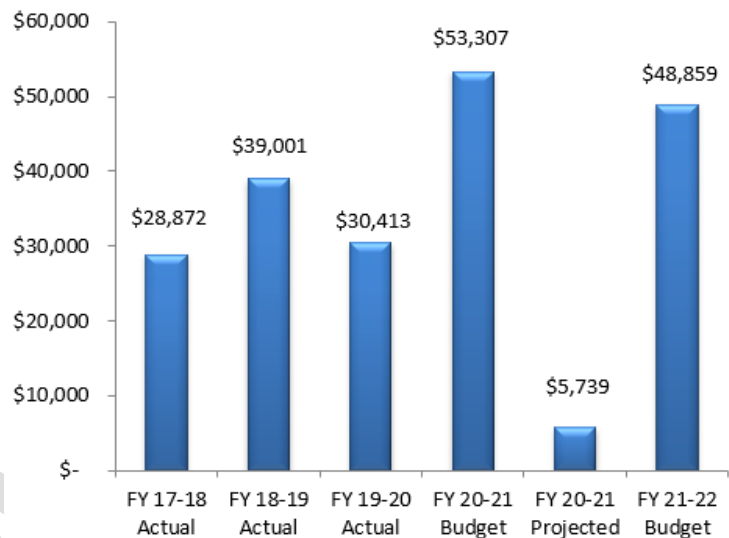
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Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget

## SEMINARS, CONVENTIONS AND TRAVEL FISCAL YEARS 2017-18 THROUGH 2021-22

Seminars, Conventions and Travel expenditures are budgeted based on the anticipated travel to and from various conferences and seminars. It is in the best interest of the District to invest in the employees to allow them to stay current and educated about activities, developments, and professional trends affecting their ability to provide high-quality job performance, which includes external and internal customer service. As such, travel to attend hearings, meetings, conferences, or other gatherings is of value to the District. The two major conferences that District staff attend are the semi-annual Association of California Water Associations (ACWA) conferences and the annual California Society of Municipal Finance Officers (CSMFO) conference.

**SEMINARS, CONVENTIONS AND TRAVEL**



**Elk Grove Water District  
Budgeted Seminars, Conventions and Travel Accounts Detail  
For the Fiscal Year ending June 30, 2022**

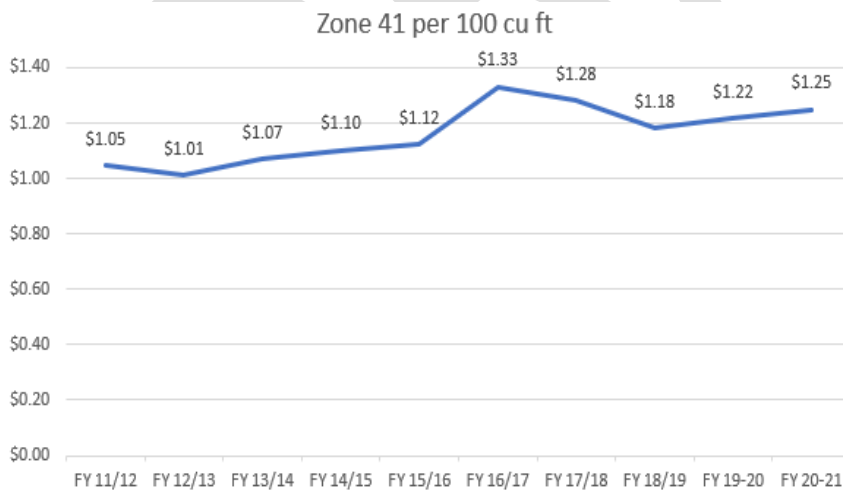
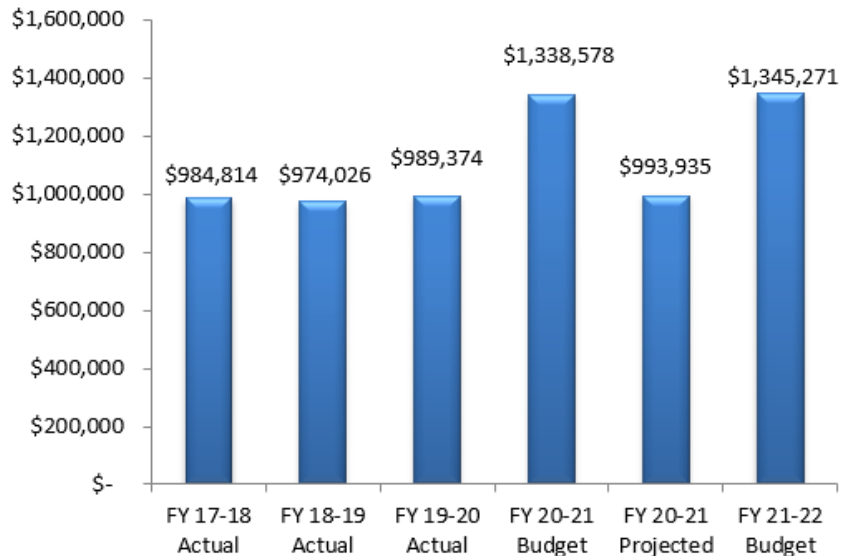
Account#	Description	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Requested Budget
5300	Airfare	\$ 1,685	\$ 2,536	\$ 2,928	\$ 5,600	\$ -	\$ 6,050
5310	Hotels	5,022	11,024	7,366	17,441	-	13,216
5320	Meals	3,282	4,585	2,741	7,246	851	7,018
5330	Auto Rental	-	373	63	2,200	-	2,200
5340	Seminars & Conferences	9,109	12,588	10,256	12,900	(1,130)	12,545
5345	Seminars & Conferences - Board	2,197	725	-	-	-	-
5350	Mileage Reimbursement, Parking, Tolls	1,577	1,170	989	1,920	19	1,830
5375	Auto Allowance	6,000	6,000	6,070	6,000	6,000	6,000
		<u>\$ 28,872</u>	<u>\$ 39,001</u>	<u>\$ 30,413</u>	<u>\$ 53,307</u>	<u>\$ 5,739</u>	<u>\$ 48,859</u>



## OFFICE AND OPERATIONAL AND PURCHASED WATER FISCAL YEARS 2017-18 THROUGH 2021-22

Office and Operational expenditures are budgeted to cover administrative costs such as repairs and maintenance of equipment, buildings and computers, purchases of chemicals for water treatment, postage, printing, and association dues. These costs allow the District to continue to operate and maintain the water system and to continue to provide water services to its ratepayers. As can be seen by the table to the right, office and operational expenditures have remained relatively consistent from year to year and only expected to increase by approximately \$7,000 in FY 2021-22 as compared to the FY 2020-21 budgeted amount.

**OFFICE AND OPERATIONAL**

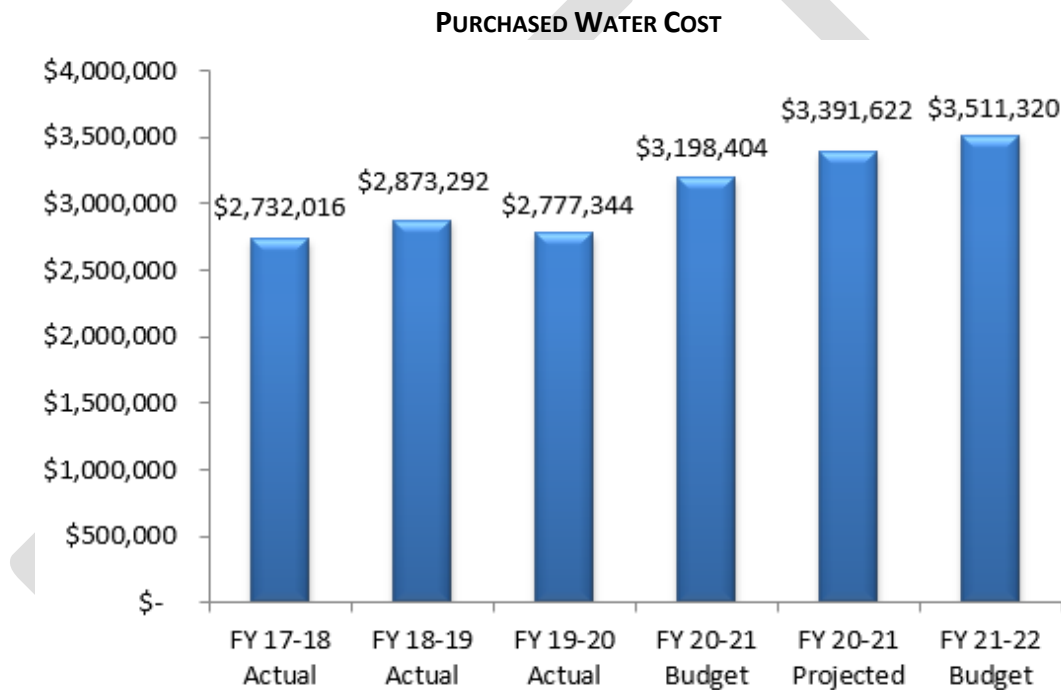


Through the First Amended and Restated Master Water Agreement between Sacramento County Water Agency and Florin Resource Conservation District/Elk Grove Water District, entered into on June 28<sup>th</sup>, 2002, the District has agreed to purchase, on a wholesale basis, potable water supply from the SCWA. The purchased water from the SCWA is

used to supply the EGWD Service Area 2 ratepayers with their water source. Under the general terms of the agreement, the cost of the wholesale purchased water supply is based on a rate as determined by the actual cost of procurement, extraction, diversion, treatment,

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

and conveyance of potable water actually delivered to the District. The table on the previous page shows the trend in the wholesale purchase water rate for the last 10 years. The change in the wholesale purchase water rate is a direct correlation to the conservation efforts during the drought in FY 2013-14. As drought restrictions from FY 2013-16 resulted in less water delivered to the District and operational and maintenance costs remained stable, there was an overall increase to the wholesale purchase water rate. When drought restrictions were lifted in FY 2016-17, the gradual increase in water consumption resulted in an increase of purchased water delivered to the District. This resulted in a decrease to the wholesale purchased water rate in FY 2017-18. As consumption trends start to normalize and operating costs continue to increase, the District expects the wholesale purchased water rate to gradually increase as well without the major swings experienced during the drought.



The table above shows the total annual purchased water costs since FY 2017-18. Purchased water cost has continued to increase slightly from year to year as drought restrictions have been lifted. For FY 2021-22, the District expects to see water consumption and delivery continue to increase slightly due to the continued residential development in the EGWD's Service Area 2.

**Elk Grove Water District**  
**Budgeted Office and Operational Accounts Detail**  
**For the Fiscal Year ending June 30, 2022**

Account#	Description	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Requested Budget
5410	Advertising	\$ 10,615	\$ 5,033	\$ 5,200	\$ 6,000	\$ 13,888	\$ 16,500
5415	Association Dues	79,874	133,306	118,649	154,606	148,968	125,847
5420	Insurance	86,006	54,500	91,118	102,880	95,640	106,700
5425	Licenses, Certifications, Fees	2,154	2,969	8,304	6,445	6,599	4,370
5430	Repairs & Maintenance - Automotive	38,236	34,719	33,476	42,000	29,892	35,500
5432	Repairs & Maintenance - Building	29,902	28,691	45,258	63,500	44,332	118,500
5434	Repairs & Maintenance - Computers	21,208	35,060	20,927	19,375	5,220	16,225
5435	Repairs & Maintenance - Equipment	97,388	99,860	114,022	102,000	85,821	107,500
5438	Fuel	40,128	38,956	34,343	41,720	25,712	45,470
5440	Materials	122,500	64,740	12,239	97,000	96,457	122,000
5445	Chemicals	42,494	39,418	42,547	45,000	36,588	45,000
5450	Meter Repairs	27,055	64,073	129,363	130,000	71,751	90,000
5453	Permits	83,498	47,486	56,416	65,050	66,236	68,050
5455	Postage	76,355	55,593	60,709	84,950	48,956	82,675
5460	Printing	10,514	13,067	7,022	30,350	8,523	26,800
5465	Safety Equipment	7,633	5,381	19,620	15,500	7,720	15,500
5470	Software Programs & Updates	105,785	156,644	115,622	210,693	135,249	207,114
5475	Supplies	32,351	24,674	26,796	30,720	16,116	30,920
5480	Telephone	39,030	32,310	25,996	39,589	24,115	30,900
5485	Tools	5,370	17,059	7,857	12,500	12,249	11,000
5490	Clothing Allowance	8,206	8,576	2,713	7,700	1,503	7,700
5491	EGWD - Other Clothing	6,223	5,687	11,177	13,000	12,400	13,000
5493	Water Conservation Materials	12,289	6,224	-	18,000	-	18,000
		<u>984,814</u>	<u>974,026</u>	<u>989,374</u>	<u>1,338,578</u>	<u>993,935</u>	<u>1,345,271</u>
5495	Purchased Water	<u>\$2,873,292</u>	<u>\$2,777,344</u>	<u>\$2,965,638</u>	<u>\$3,198,404</u>	<u>\$3,391,622</u>	<u>\$ 3,511,320</u>

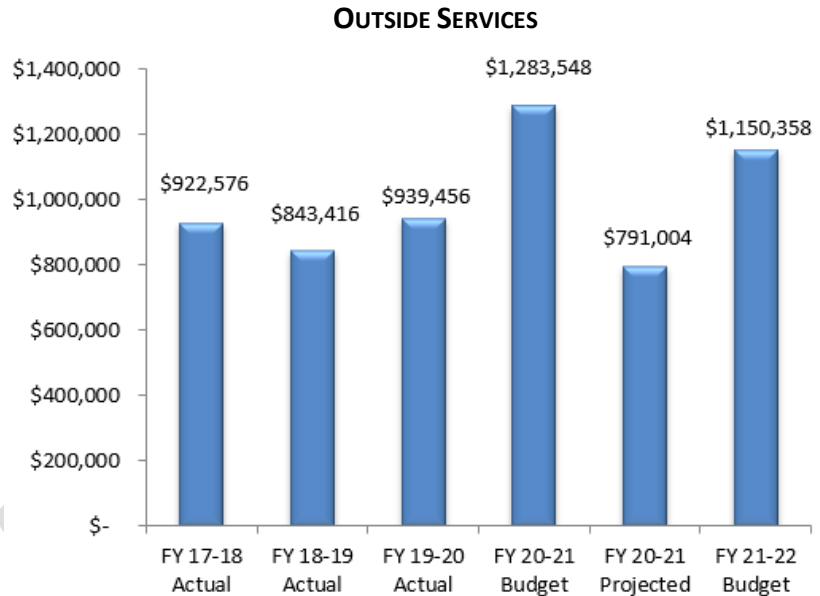
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Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

## OUTSIDE SERVICES FISCAL YEARS 2017-18 THROUGH 2021-22

Outside Services expenditures consist mostly of professional services, such as banking services, engineering services, contracted services, pre-employment medical services and legal services. The District utilizes specialized outside service firms and professionals to assist in the development of various technical studies and projects. An example of such a technical study would be the use of a professional consulting firm in FY 2017-18 to complete the 5-year water rate study that was adopted by the Board on July 18, 2018, setting forth the planned revenue rate increases for the next 5 years. The District expects outside services to remain relatively stable and consistent with prior year.

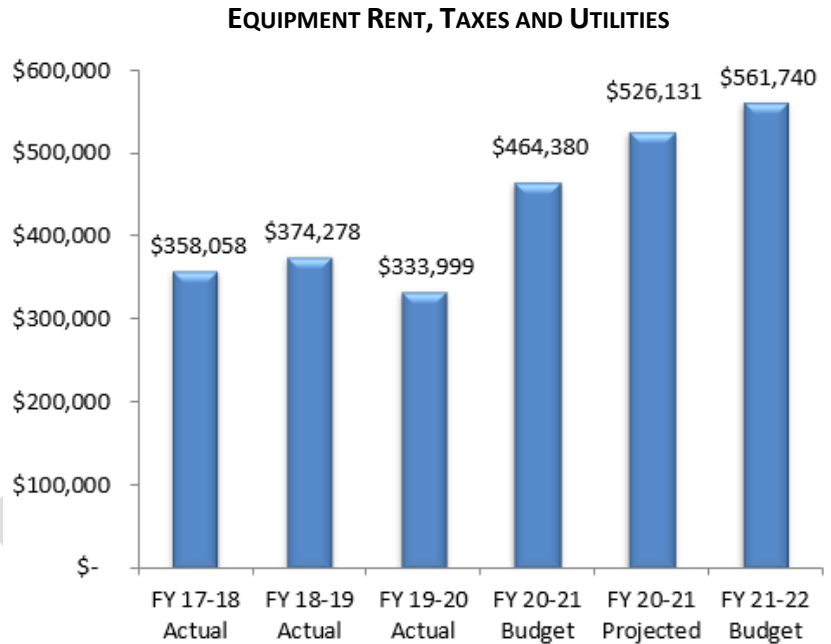


**Elk Grove Water District  
Budgeted Outside Services Accounts Detail  
For the Fiscal Year ending June 30, 2022**

Account#	Description	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Requested Budget
5505	Administration Services	\$ 3,200	\$ 3,820	\$ 6,419	\$ 3,590	\$ 6,377	\$ 3,250
5510	Bank Charges	132,426	159,130	168,810	184,308	170,031	190,208
5515	Billing Services	23,597	19,228	20,869	28,800	24,548	25,500
5520	Contracted Services	297,891	345,052	351,356	521,000	319,267	507,150
5523	Water Conservation Services	-	-	-	-	-	30,000
5525	Accounting Services	25,536	34,860	28,514	35,000	35,000	30,000
5530	Engineering	21,858	68,671	174,660	115,000	37,767	60,000
5532	Special Projects	-	-	-	100,000	-	-
5535	Legal Services	192,023	118,159	94,361	175,000	97,302	175,000
5540	Financial Consultants	112,879	10,421	1,750	10,000	-	10,000
5545	Community Relations	8,679	16,958	7,650	9,200	-	9,200
5552	Misc. Medical	2,548	2,648	1,174	2,500	4,451	2,500
5550	Pre-employment	425	46	1,185	1,000	563	1,000
5555	Janitorial	7,015	7,655	14,753	22,000	26,870	30,400
5560	Bond Administration	4,220	3,800	5,770	7,050	5,720	7,050
5570	Security	51,049	20,874	21,691	29,100	22,527	29,100
5575	Sampling	39,230	32,094	40,494	40,000	40,583	40,000
		<u>\$ 922,576</u>	<u>\$ 843,416</u>	<u>\$ 939,456</u>	<u>\$ 1,283,548</u>	<u>\$ 791,004</u>	<u>\$ 1,150,358</u>

## EQUIPMENT RENT, TAXES AND UTILITIES FISCAL YEARS 2017-18 THROUGH 2021-22

Equipment Rent, Taxes and Utilities are budgeted to cover the cost of utilities to extract, treat and pump the water supply to ratepayers. With the rising cost for most utilities and the expected gradual increase in water consumption, the District is expecting to see an increase in this expenditure category. However, to assist in improving or maintaining operational efficiencies and keep operating costs low, the District has installed a series of variable frequency drives (VFD) on the booster pumps that deliver treated drinking water to our customers. The VFD provides energy savings by matching pump motor load to the work needed for water delivery instead of always running the pump at peak load. The District also has an ongoing well rehabilitation program where it monitors the efficiencies of each water well. Over time, well screens plug up, making well pumping operations inefficient. The District rehabilitates its water wells when certain inefficient thresholds are reached, thereby returning the wells to efficient operations.



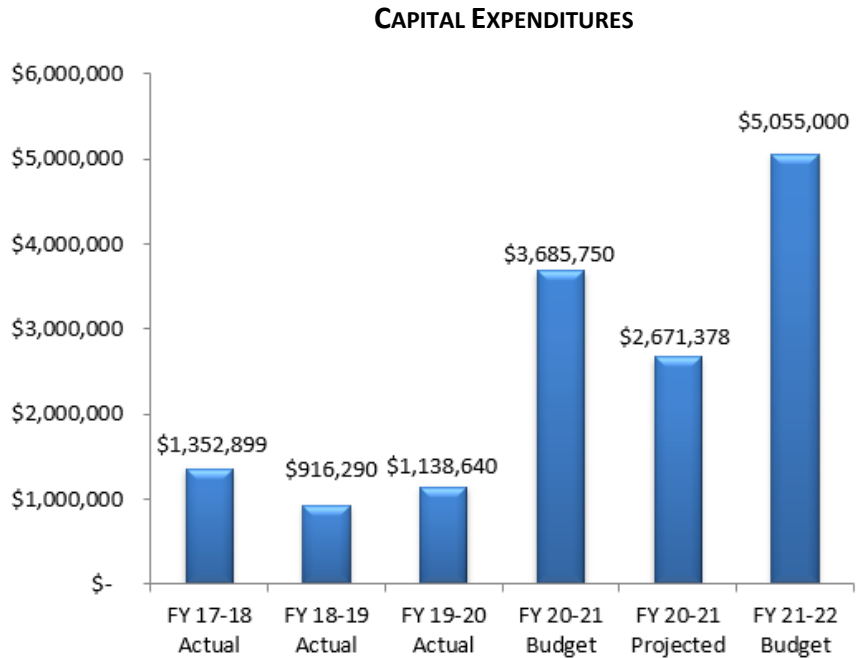
**Elk Grove Water District  
Budgeted Rents, Taxes and Utilities Accounts Detail  
For the Fiscal Year ending June 30, 2022**

Account#	Description	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 20-21	FY 2021-22
		Actual	Actual	Actual	Budget	Projected	Requested Budget
5610	Occupancy	\$ -	\$ -	\$ -	\$ -	\$ 18,000	\$ 72,000
5620	Equipment Rental	23,266	16,075	21,236	27,800	22,659	35,360
5710	Property Taxes	959	1,116	995	1,500	967	3,500
5740	Electricity	320,004	292,047	402,747	397,000	431,846	407,200
5750	Natural Gas	517	779	725	900	1,151	900
5760	Sewer & Garbage	29,532	23,982	32,748	37,180	51,509	42,780
		<u>\$ 374,278</u>	<u>\$ 333,999</u>	<u>\$ 458,451</u>	<u>\$ 464,380</u>	<u>\$ 526,131</u>	<u>\$ 561,740</u>

## CAPITAL EXPENDITURES

### FISCAL YEARS 2017-18 THROUGH 2021-22

Fiscal year 2021-22 Capital Expenditures consist of funding for Repair & Replacement and Long-term Capital Improvement based on the FY 2022-26 CIP. The CIP is developed by staff in parallel to the budget and is a key component of the District's Strategic Plan. Annually, Staff will identify projects to be included in the CIP. Each project is defined in the CIP and summarized by a brief description and justification. Each project is detailed by location, timing, expenditure schedule, funding source, useful life and impact on operating costs. Before the CIP is completed, it is reviewed to ensure the financial elements are consistent with the District's financial policies. The District's current approach to capital funding is pay-as-you-go. The expenditures for the capital projects, identified by staff to be included in the CIP, are included in the budget. The table on the next page lists the capital projects included in the FY 2022-26 CIP and budgeted for in the current year proposed budget.



**Elk Grove Water District**  
**Budgeted Capital Expenses Detail**  
**For the Fiscal Year ending June 30, 2022**

Account#	Description	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Requested Budget
3560	Repair & Replacement Reserve	\$ 463,368	\$ 492,048	\$ 778,658	\$ 905,000	\$ 282,706	\$ 2,030,000
3565	L-T Capital Improvement Reserve	889,531	424,242	359,981	2,780,750	2,388,672	3,025,000
		<u>\$ 1,352,899</u>	<u>\$ 916,290</u>	<u>\$ 1,138,640</u>	<u>\$ 3,685,750</u>	<u>\$ 2,671,378</u>	<u>\$ 5,055,000</u>

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

## FY 2021-22 CAPITAL PROJECTS LISTING

AMOUNT IN 000's

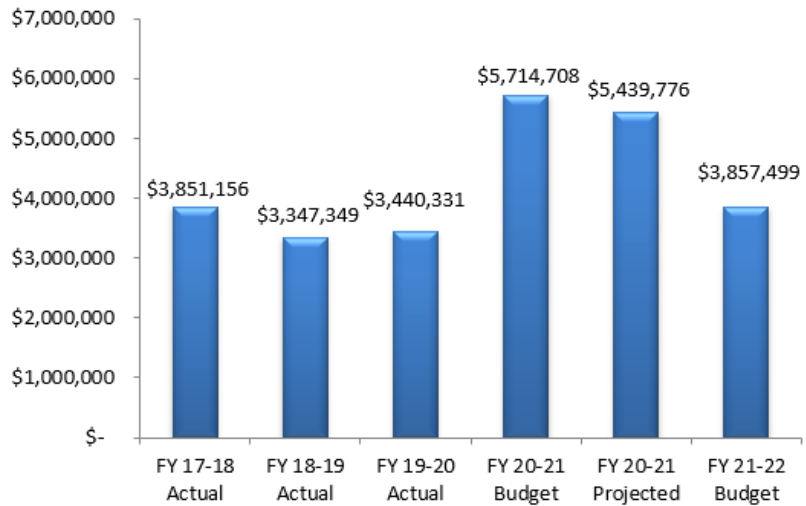
Priority	PROJECT NAME	FY21/22
<b>SUPPLY / DISTRIBUTION IMPROVEMENTS</b>		
1	Well Rehabilitation Program	75
2	Truman St./Adams St. Water Main	244
2	Backyard Water Mains/Services Replacement	1,500
2	Service Line Replacements (Pavement Repairs)	100
3	2nd Ave. Water Main	86
4	Transmission Main Brinkman Ct. (Cost Share)	42
<b>TREATMENT IMPROVEMENTS</b>		
1	PLC/MCC Bucket Replacement (Wells 4D & 11D)	50
1	Well 4D Radio Communications	35
2	Chlorine Analyzers Shallow Wells	70
<b>BUILDING &amp; SITE IMPROVEMENTS / VEHICLES</b>		
1	Administration Building	2,300
1	Fiber Optic Cable	300
2	Compact Track Loader with Cold Planer	105
3	Pavement Repair & Seal Coat - RRWTP	25
	Digital Data Collector & GPS Rover	23
<b>UNFORESEEN CAPITAL PROJECTS</b>		
	Unforeseen Capital Projects	100
<b>TOTAL CAPITAL IMPROVEMENT BUDGET</b>		<b>5,055</b>



## NON-OPERATING EXPENSES (REVENUES) FISCAL YEARS 2017-18 THROUGH 2021-22

Non-Operating Expenditures/ (Revenues) account for debt service interest and principal payments, elections costs and any interest earned on investments. The major decrease in budgeted non-operating expenditures/ (revenues) for FY 2021-22 as compared to projected for FY 2020-21 is due to the pay down of the District's unfunded accrued liability with CalPERS in FY 2020-21. The District expects all future non-operating (income)/expenses to be consistent.

**NON-OPERATING EXPENSES/(INCOME)**



**Elk Grove Water District**  
**Budgeted Non Operating Activity Detail**  
**For the Fiscal Year ending June 30, 2022**

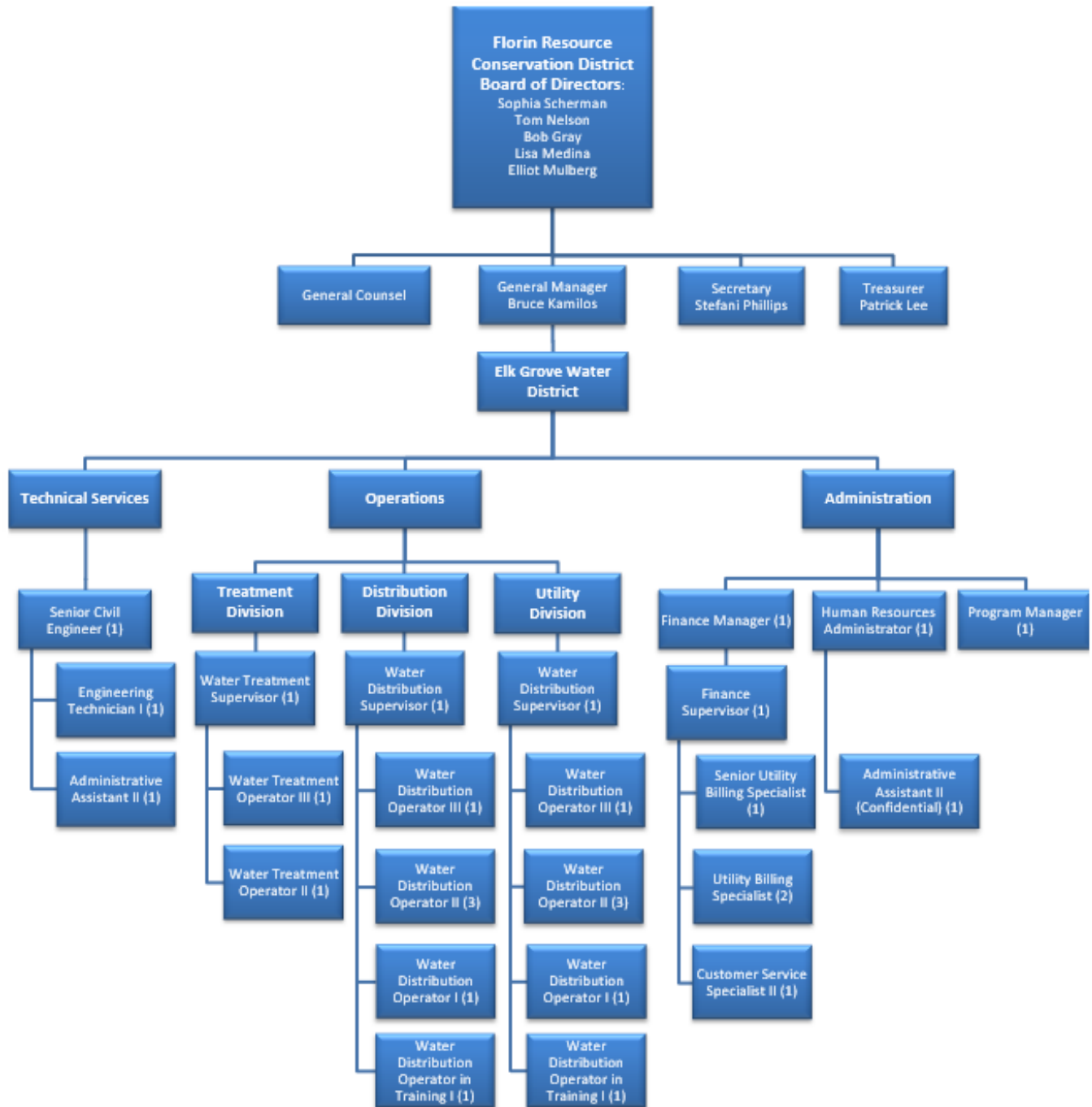
Account#	Description	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Budget	FY 20-21 Projected	FY 2021-22 Requested Budget
7300	Debt Service (Bond Interest Expense)	\$ 1,807,502	\$ 1,726,795	\$ 1,627,405	\$ 1,555,469	\$ 1,555,469	\$ 1,442,499
9920	Other Expenses (Income)	91,661	(39,929)	(40,580)	1,709,239	1,617,818	-
2500	Bond Retirement	1,990,000	2,070,000	2,165,000	2,300,000	2,300,000	2,440,000
9910	Interest Earned	(105,884)	(213,052)	(221,048)	(100,000)	(74,783)	(25,000)
9911	Unrealized Gains and Losses	67,877	(198,473)	(90,446)	-	39,385	-
9950	Election Costs	-	2,008	-	250,000	1,887	-
		<u>\$ 3,851,156</u>	<u>\$ 3,347,349</u>	<u>\$ 3,440,331</u>	<u>\$ 5,714,708</u>	<u>\$ 5,439,776</u>	<u>\$ 3,857,499</u>



**ORGANIZATIONAL AND BUDGET  
SUMMARIES BY DEPARTMENT**

DRAFT

## ELK GROVE WATER DISTRICT ORGANIZATION CHART



**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

## ELK GROVE WATER DISTRICT STAFF FTE

	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Administration &amp; Finance</b>					
General Manager	1.00	1.00	1.00	1.00	1.00
Finance Manager	1.00	1.00	1.00	1.00	1.00
Program Manager	1.00	1.00	1.00	1.00	1.00
Human Resources Administrator	1.00	1.00	1.00	1.00	1.00
Administrative Assistant II	1.00	1.00	1.00	1.00	1.00
Finance Supervisor	1.00	1.00	1.00	1.00	1.00
Senior Utility Billing Specialist	1.00	1.00	1.00	1.00	1.00
Utility Billing Specialist	1.00	2.00	2.00	2.00	2.00
Customer Service Specialist I	1.00	-	-	-	-
Customer Service Specialist II	1.00	-	1.00	1.00	1.00
<b>Department Total</b>	<b>10.00</b>	<b>9.00</b>	<b>10.00</b>	<b>10.00</b>	<b>10.00</b>
<b>Technical Services</b>					
Assistant General Manager	1.00	1.00	1.00	1.00	-
Senior Civil Engineer	-	-	-	-	1.00
Engineering Technician I	-	-	-	-	1.00
Administrative Assistant II	1.00	1.00	1.00	1.00	1.00
GIS Technician II	1.00	1.00	1.00	1.00	-
<b>Department Total</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>
<b>Operations</b>					
Foremen	-	-	-	-	-
Supervisors	3.00	3.00	3.00	3.00	3.00
Water Distribution Operator in Training	-	-	1.00	3.00	2.00
Water Distribution Operator I	6.00	6.00	4.00	1.00	2.00
Water Distribution Operator II	4.00	3.00	6.00	6.00	6.00
Water Distribution Operator III	3.00	3.00	1.00	2.00	2.00
Water Treatment Operator II	1.00	1.00	1.00	1.00	1.00
Water Treatment Operator III	1.00	1.00	1.00	1.00	1.00
<b>Departmental Total</b>	<b>18.00</b>	<b>17.00</b>	<b>17.00</b>	<b>17.00</b>	<b>17.00</b>
<b>Organizational Total</b>	<b>31.00</b>	<b>29.00</b>	<b>30.00</b>	<b>30.00</b>	<b>30.00</b>

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

## JURISDICTIONAL COMPARISON

District	Elk Grove Water District (EGWD)	Carmichael Water District	San Juan Water District
<b>Year Established</b>	1953	1916	1854
<b>Governed By</b>	Board of Directors	Board of Directors	Board of Directors
<b>Size</b>	13 sq miles	8 sq miles	17 sq miles
<b>Number of Connections</b>	12,800	11,693	10,700
<b>Number of Customers</b>	46,000	38,000	29,830
<b>Budget Comparison - Fiscal Year Basis</b>	July-June	July-June	July-June
Revenues - FY 2020-21 Budget			
Retail Water Sales	\$ 15,184,142	\$ 12,723,622	\$ 12,806,500
Other Revenues	240,000	277,388	624,700
<b>TOTAL REVENUE BUDGET</b>	<b>\$ 15,424,142</b>	<b>\$ 13,001,010</b>	<b>\$ 13,431,200</b>
Expenditures - FY 2019-20 Budget			
Personnel Costs	\$ 3,996,057	\$ 4,219,372	\$ 5,403,300
Operating Costs	6,338,217	4,706,903	3,034,700
Non-Operating Costs	5,714,708	3,389,828	4,188,700
<b>EXPENDITURE BUDGET</b>	<b>\$ 16,048,982</b>	<b>\$ 12,316,103</b>	<b>\$ 12,626,700</b>
<b>CAPITAL BUDGET</b>	<b>\$ 3,685,750</b>	<b>\$ 2,817,006</b>	<b>\$ 5,467,300</b>
<b>TOTAL EXPENDITURE BUDGET</b>	<b>\$ 19,734,732</b>	<b>\$ 15,133,109</b>	<b>\$ 18,094,000</b>
<b>REVENUES IN EXCESS OF EXPENDITURES</b>	<b>\$ (4,310,590)</b>	<b>\$ (2,132,099)</b>	<b>\$ (4,662,800)</b>
<b>OUTSTANDING DEBT</b>	<b>\$ 39,910,000</b>	<b>\$ 32,285,000</b>	<b>\$ 11,865,407</b>
<b>FTE</b>	<b>30</b>	<b>29</b>	<b>47</b>

Note: The information above is based on FY 2020-21 approved budgets for each District. Both the Carmichael and San Juan Water Districts generate revenue from sources other than retail water sales. For comparison purposes, revenues reflected above include only the portion applicable to retail water sales and expenditures reflect total expenditure for all operations, not just retail water sales.

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

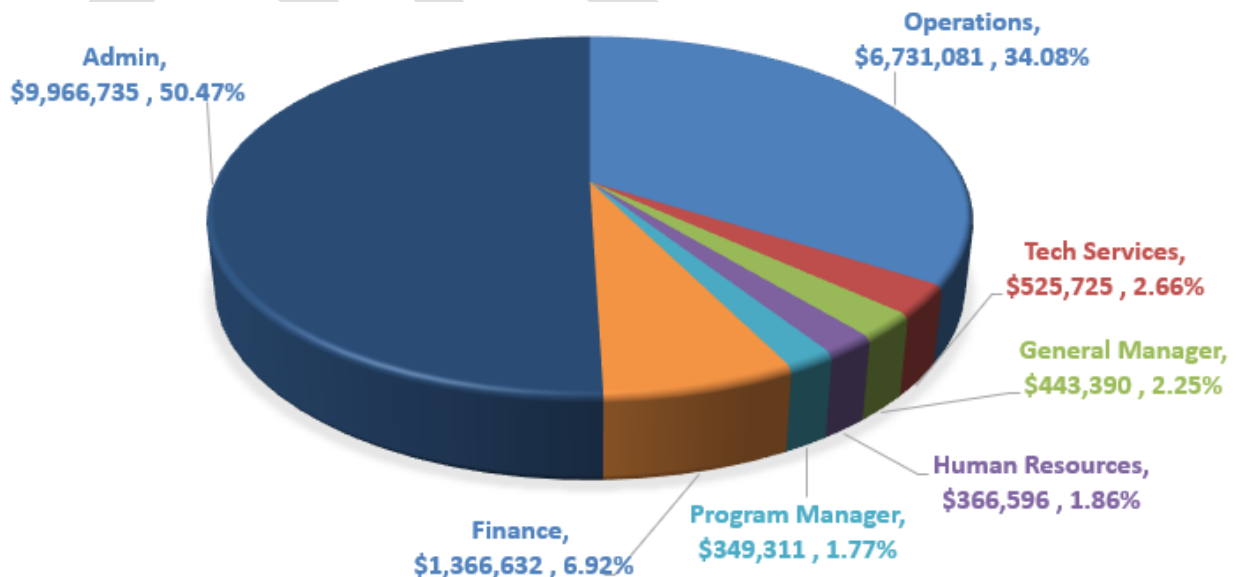
## EXPENDITURES BY DEPARTMENTS

**Elk Grove Water District  
Summary by Departments  
For the Fiscal Year ending June 30, 2022**

Expenditure	Operations	Technical Services	General Manager	Human Resources	Program Manager	Finance	Admin	Total Budget
Revenues								\$15,716,094
Salaries and Benefits	\$2,328,151	\$405,781	\$243,510	\$319,911	\$188,776	\$ 968,147	\$ 165,339	\$ 4,619,614
Seminars, Conventions and Travel	7,760	2,810	18,180	4,900	2,915	12,294	-	48,859
Office and Operational	736,042	54,134	500	3,535	66,120	130,483	354,457	1,345,271
Purchased Water	3,511,320	-	-	-	-	-	-	3,511,320
Outside Services	100,000	63,000	181,200	38,250	91,500	255,708	420,700	1,150,358
Equipment Rent, Taxes and Utilities	448,000	-	-	-	-	-	113,740	561,740
Subtotal Operational Expenditures	7,131,273	525,725	443,390	366,596	349,311	1,366,632	1,054,236	11,237,163
Less: Capitalized Labor	(400,192) *	-	-	-	-	-	-	(400,192)
Total Operational Expenses	6,731,081	525,725	443,390	366,596	349,311	1,366,632	1,054,236	10,836,970
Non-Operating Expenditures (Income)	-	-	-	-	-	-	3,857,499	3,857,499
Capital Equipment and Expenditures	-	-	-	-	-	-	5,055,000	5,055,000
Total Net Expenditures	\$6,731,081	\$525,725	\$443,390	\$366,596	\$349,311	\$1,366,632	\$ 9,966,735	\$19,749,469
Transfers (to)/from reserves								4,033,375
Revenues In Excess of Expenditures, Principal Retirement and Capital Expenditures								\$ -

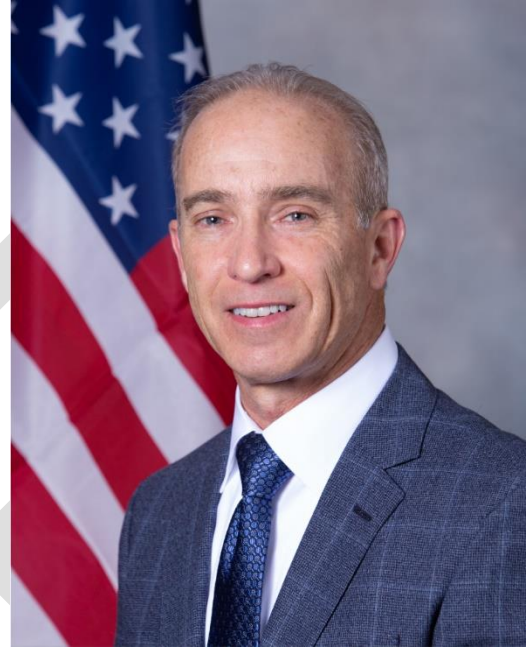
\* This represents approximately 60% of salaries and benefits of the Utility Division which will be charged to Capital Projects.

## SUMMARY BY DEPARTMENTS

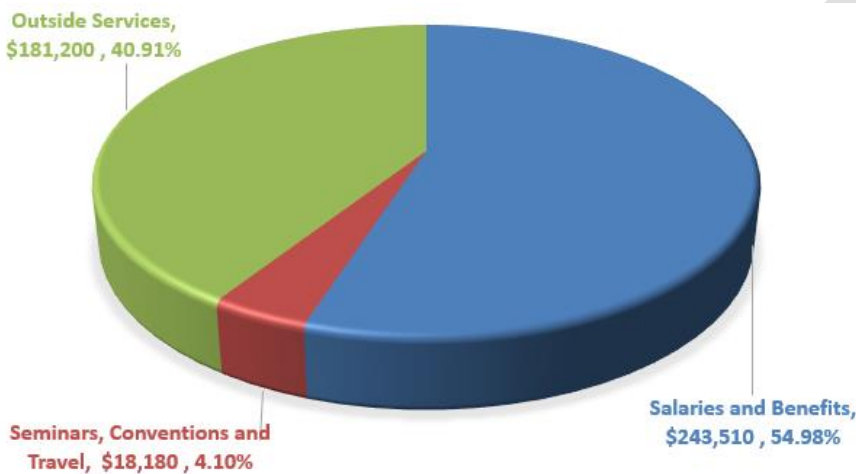


## OFFICE OF THE GENERAL MANAGER

The General Manager superintends the District, ensuring that the policies and directives of the Board of Directors are carried out as assigned. The General Manager leads the entire staff with a subset of managers informally called the Leadership Team.



### FY 2021-22 GENERAL MANAGER EXPENDITURES



### FY 2021-22 GOALS AND OBJECTIVES

#### GENERAL OBJECTIVES

- Provide leadership to ensure that the District overall mission and values are accomplished.
- Provide the Board of Directors timely support and information.
- Ensure that all water facilities and programs are operated in compliance with all applicable standards.
- Promote continued innovation and creativity in providing services in a more effective and cost-efficient manner.
- Maintain effective long-term financial and operational plans.
- Implement sound fiscal policies, budgets, and controls.
- Maintain effective coordination, cooperation, and communication with local governments, State and Federal agencies and continue involvement in civic, professional and community affairs.
- Motivate employees and encourage teamwork throughout the organization.
- Complete all approved CIP projects identified in the District's FY 2021-22 CIP.

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

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**Specific Key Objectives**

- Implement a new records management and document storage system.
- Complete the tenant improvements of the new administration building.
- Complete the offering and potential disposition of all surplus remnant properties.
- Construct a comprehensive history of the Florin Resource Conservation District.
- Complete a cybersecurity checkup and review.
- Complete an update of the District's source capacity.

**FY 2020-21 ACCOMPLISHMENTS**

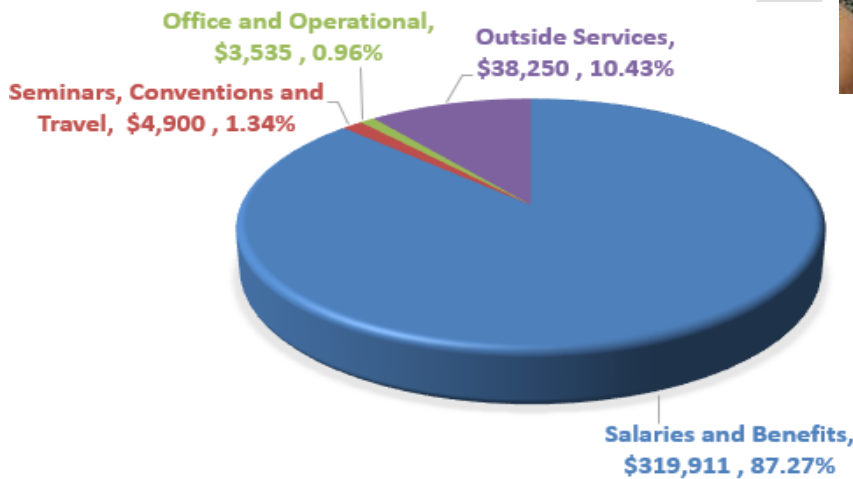
- Successfully navigated the operations of the District throughout the COVID-19 pandemic.
- Completed a new Urban Water Shortage Contingency Plan for the District.
- Completed a new Water System Risk and Resiliency Assessment for the District.
- Completed an update of the District's Emergency Response Plan.
- Acquired a new Administration Building for the District.
- Completed a new Municipal Services Review which was adopted by the Sacramento Local Agency Formation Commission.
- Developed and implemented a comprehensive Public Outreach Plan for the District that incorporates electronic communications and social media.
- Implemented a seamless transition for the General Manager position.
- Advanced Senate Bill 427 (Water Theft Legislation) working with Senator Susan Talamantes Eggman.

## HUMAN RESOURCES DEPARTMENT

The Human Resource Department is responsible for handling confidential personnel matters, including recruitment, hiring, training and development, policy development and compliance and employee benefits. The Human Resources Department makes certain that employee matters are handled fairly, equitably and without discrimination according to District policies and State and Federal regulations.



### FY 2021-22 HUMAN RESOURCE EXPENDITURES



### FY 2021-22 GOALS AND OBJECTIVES

- Develop standard operating procedures (SOP) for Board Secretary and Human Resources duties.
- Complete the review of staffing requirements and implement the recruitment of qualified candidates for vacant positions.

- Complete the review and update of all District job descriptions.
- Develop and maintain a comprehensive Wellness Program by obtaining grant funding and utilizing results of the pilot program.
- Customer relations training for all District employees.

### FY 2020-21 ACCOMPLISHMENTS

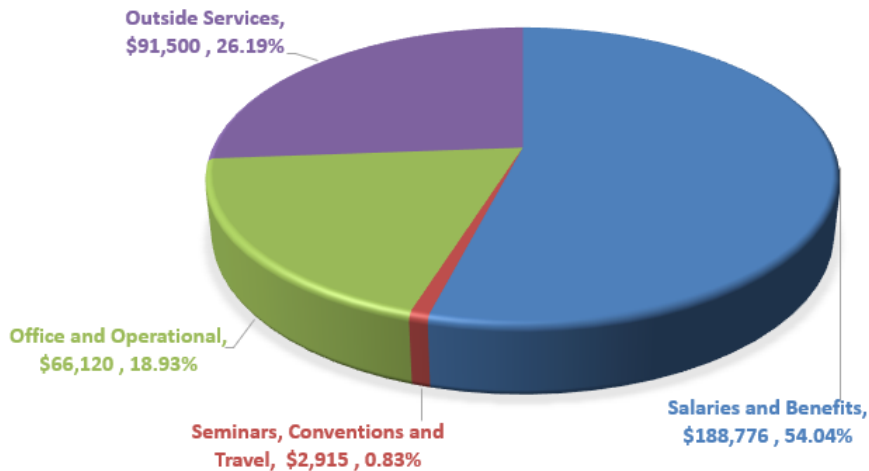
- Completed a Document management and electronic filing and storage needs assessment.
- Completed an update of the Board Member Guidebook.
- Updated various provisions within the District’s Employee Policy Manual.
- Completed the review of staffing requirements, reviewed, and updated related job descriptions and the recruitments to backfill three positions.
- Obtained Grant Funding for comprehensive wellness program.
- Implemented Zoom to hold virtual Board meetings, Leadership meetings, and staff meetings during the COVID-19 pandemic.
- Secured a COVID-19 testing site for the employees and their families.



## PROGRAM MANAGER DEPARTMENT

The Program Manager manages special programs and projects as assigned by the General Manager, including water conservation, safety, legislative tracking and lobbying, grant acquisition, and public information and outreach.

### FY 2021-22 PROGRAM MANAGER EXPENDITURES



### FY 2021-22 GOALS AND OBJECTIVES

- Work with legislative representative to advance the District’s proposed water theft legislation, as well as legislation to allow Conservation Districts to compensate board members.
- Track and monitor legislation that may impact District operations in coordination with CSDA, RWA and ACWA.
- Work with the Regional Water Efficiency Program Advisory Committee to develop and implement water efficiency programs that will benefit the District.

- Complete the 2020 Emergency Response Plan.
- Obtain Cal OSHA 30 Certification.

### FY 2020-21 ACCOMPLISHMENTS

- Completed the 2020 Urban Water Management Plan.
- Completed the 2020 Risk and Resilience Assessment.
- Worked with legislative representative to draft and introduced Senate Bill 427 “Eggman” Water Theft Legislation to broaden the authority of Water Districts to impose fines and penalties for water theft.
- Developed the Coronavirus (COVID-19) Home to Office Playbook to safely guide staff in return to working in person.
- Enhanced public outreach by creating and maintain a District Facebook page.



**2020 Urban Water Management Plan**

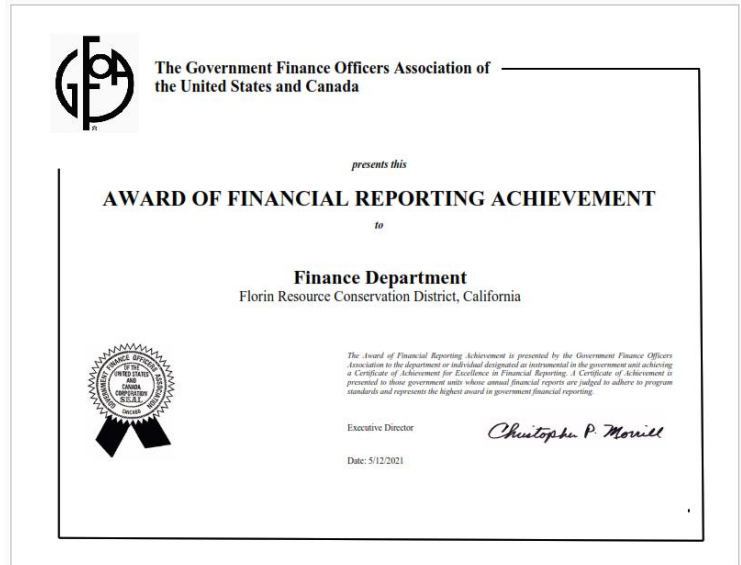


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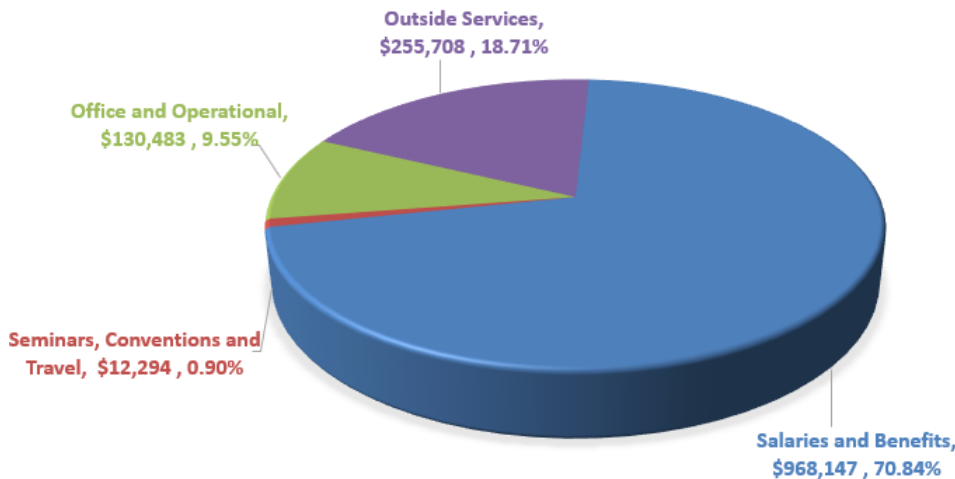


## FINANCE AND ADMINISTRATIVE DEPARTMENTS

The Finance Department is responsible for maintaining the fiscal stability in a manner consistent with generally accepted accounting principles and statutory requirements. Included in the Financial Department’s duties are: customer service, accounts payable, billing and accounts receivable, general ledger maintenance, capital assets records, investment activity, accounting, budget development and monitoring, development of cash flow models, debt service, revenue and expenditure forecasting, payroll, financial reporting and coordination with external financial audits. Finance also oversees the general and administrative functions of the District and its administrative building, including purchasing/procurement management, risk management, equipment rent, supplies and building maintenance.



**FY 2021-22 FINANCE EXPENDITURES**



**FY 2021-22 GOALS AND OBJECTIVES**

- Review and update the District’s Reserve Policy to ensure the adequacy of District’s operating reserve requirements to meet operating needs resulting from unforeseen disruptions.
- Implement electronic payroll timesheets that integrate with payroll system.
- Establish a program to encourage and increase the number of ratepayers subscribed for paperless billing.
- Develop and implement a process to validate customer authenticity during voice calls to increase security over customer information.
- Complete the outsource of lock box payment services to achieve cost savings in payment processing.

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

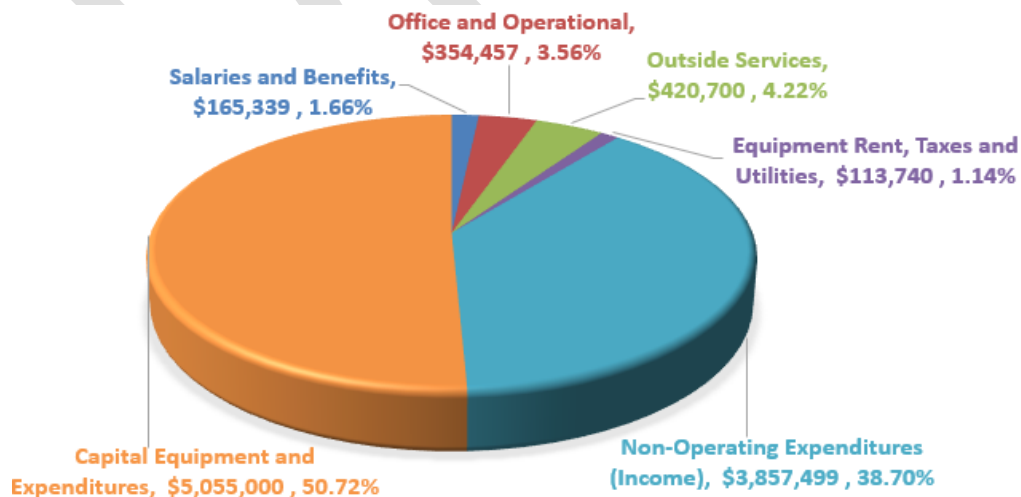
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- Implement electronic timecards and time off requests that integrates with the District's payroll system.

**FY 2020-21 ACCOMPLISHMENTS**

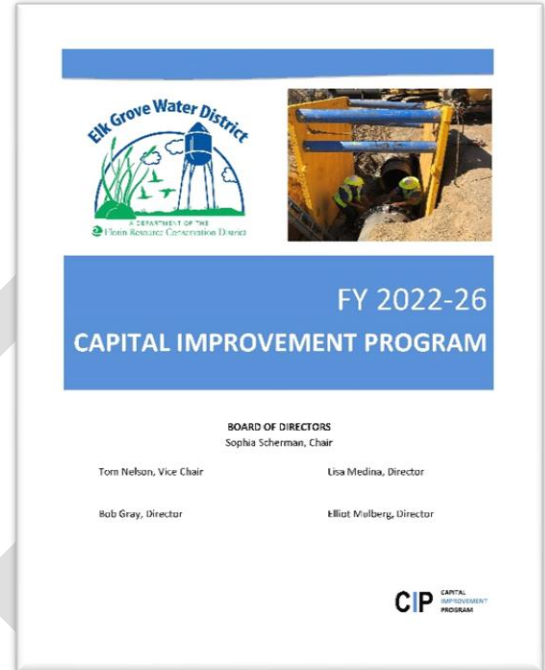
- Completed an analysis of the District's unfunded pension liability and the District's future reserves and funded an additional discretionary payment to CalPERS to pay down the District's unfunded liability and increase the District's funded ratio.
- Developed and implemented a policy to address unclaimed property in the District's possession.
- Implemented electronic check signatures for accounts payable vendor checks and payroll checks and update internal controls accordingly.
- Developed and implemented a system of paperless forms and a customer service portal to increase customer service efficiency and reduce carbon footprint.
- Converted all Customer Service transactional documents from paper to digital.
- Developed and implemented remote working protocols that sustained all customer service and finance operations in response to the COVID-19 pandemic.
- Engaged with the County of Sacramento to develop a partnership to provide District utility customers access to rent and utility assistance payments through the Emergency Rental Assistance program.
- Continued to manage the District's debt service, maintaining strict compliance with bond covenant.
- Achieved the GFOA Certificate of Excellence in Financial Reporting for the 12<sup>th</sup> consecutive year.
- Achieved the GFOA Distinguished Budget Presentation Award for the second consecutive year.

**FY 2021-22 ADMINISTRATIVE EXPENDITURES**

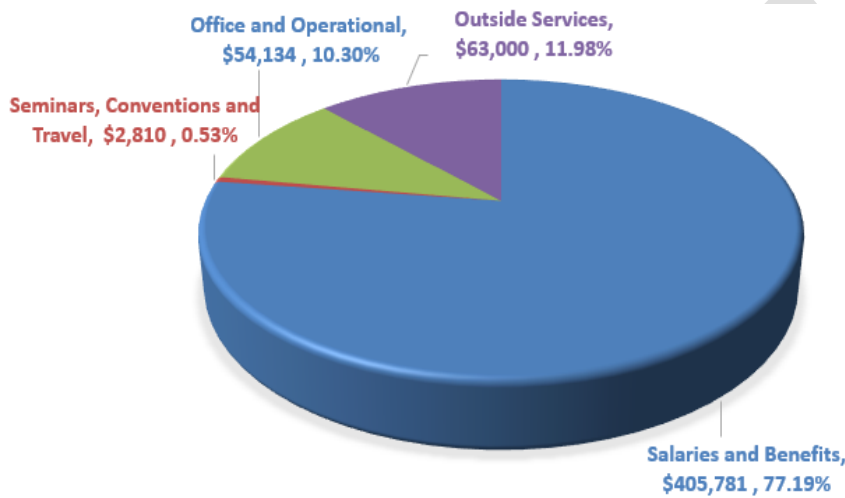


## TECHNICAL SERVICES DEPARTMENT

The Technical Services Department provides planning, engineering, construction management, Operations technical support, and district-wide geographic information system (GIS) services. Technical Services Department is also responsible for developing and administering the District’s capital improvement program.



### FY 2021-22 TECHNICAL SERVICES EXPENDITURES



### FY 2021-22 GOALS AND OBJECTIVES

- Coordinate and complete all required CIP projects identified in the FY 2021-22 CIP budget.
- Complete the design of water main replacement improvement plans for next year’s planned water main replacement capital improvement projects.
- Complete the unidirectional flushing of the Service Area 1 water distribution system.
- Review and update the District’s Standard Construction Specifications and Detail Drawings.
- Review and update the District’s Asset Management Plan.
- Provide assistance as required related to the Administration Building Tenant Improvements Project.

### FY 2020-21 ACCOMPLISHMENTS

- Completed 6 of the 9 CIP projects identified in the FY 2020-21 CIP budget.
- Developed the FY 2022-2026 CIP for the next fiscal year.
- Provided technical support as needed to the Treatment and Distribution Divisions.
- Reviewed and updated the District’s Asset Management Program.
- Filled the Engineering/GIS Technician position that had been vacant.

## INFORMATION TECHNOLOGY

The District does not have a formal Information Technology (IT) department or staff but considers the operations of IT to be an essential function. The District contracts its Information Technology (IT) services to an IT Professional that reports to the General Manager, who is responsible for information services, including development and support of computers and software, information network, program development, office telecommunications, office security, and office systems. All hardware and software IT costs are budgeted for and directly charged to each department based on actual costs for equipment and software. Contract costs are budgeted for and paid out of the Administrative Budget, as such, there are no expenditures to report for Information Technology.



### FY 2021-22 GOALS AND OBJECTIVES

- Continue to improve the District's cyber-security posture by doing monthly vulnerability scanning and handling all vulnerabilities found.
- Assist in a new cyber security audit for the District.
- Set up automated disaster recovery response and test response systems to test the effectiveness of the server and system backups.
  - Successfully passing the annual Payment Card Industry (PCI) audit.
- Complete all users on a new cyber security awareness training program and keep the click rate to below 1%.
- Migrate Backflow Tester software to new XC2 Software.
- Assist with the implementation of a new document Management Solution.
- Get Two Factor authentication deployed across all devices both cloud and on-premises to secure accounts.
- Implement any findings and recommendations from the Emergency Response Plan Cyber Security Review.
- Upgrade the following systems:
  - SCADA – to be brought to the most current version of Wonderware.
  - ARCGIS To be brought to the most current version of the software.
- Assist in the implementation of a new CMS if that is what is decided upon.
- Get the networking and IT Infrastructure created for the new Admin building. Includes setting up and implementing a new phone system.
- Assist with the new Fiber Optic line between the new Admin building and the IT Center.

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

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**FY 2020-21 ACCOMPLISHMENTS**

- Implemented a Work from Home strategy, including setting up all users with Virtual Private Networking (VPN) Software, reconfiguring network devices to allow remote connections, implementing redirected network printing, redirecting phone calls, and configuring desktop workstation with cameras to allow for virtual meetings.
- Reconfigured networking so that the meter reading devices could be used at the Training Center while still being accessed at the Customer Service Desktops who were working remotely.
- Installed 18,531 security patches to servers and systems – an increase of around 87.67% over the previous year.
- Maintained and patched all user software as needed to keep systems operating at peak efficiency. Server system uptime (24x7x365) improved by 0.01% compared to the same time period last year.
- Managed software licenses for all desktop, laptop, and server systems.
- Managed SSL Certificates, for web servers and remote desktop connections. A total of 66 certificates were issued.
- Completed and closed out 7278 help desk tickets - an increase of 10%.
- Completed a security scan of all the District's network assets for twelve consecutive months and fixed any major flaws found. Vulnerabilities found, patched, or fixed reduced by 61.89%
- Ran a phishing test campaign (weekly) through the KnowBe4 system. User Awareness increased as shown in the number of users reporting phishing scams which increased by 530.3%.
- Continued to hold the District's phish-proneness to 0.0% compared to the same Industry value (Energy & Utilities less than 250 staff) of 15.5% while the industry benchmark worsened for this same sector by 24%.
- Rolled out a Two Factor Authentication campaign and immediately secured all District Managed Microsoft Cloud accounts for administrators as well as all local server logins for administrators with 2FA.
- Reworked the offsite disaster recovery assets networking to bring these in line with the infrastructure changes done.
- Set up automated disaster recovery response and test response systems to test the effectiveness of the server and system backups.
- Upgraded all server systems, where their operating systems had reached "end of life", to their newest versions.
- All servers and services were fully integrated into the monitoring solution.
- Upgraded the hardware firewall with new hardware and the latest version of the software.
- Added a second hardware firewall for redundancy.

## OPERATIONS DEPARTMENT

The Operations Department, overseen by the General Manager, consists of the Treatment, Distribution, and Utility Divisions. The purpose of the Operations Department is to operate and maintain all facilities in a manner that safeguards public and employee health, complies with all regulatory requirements, and ensures outstanding customer service. The Operations Department is also responsible for the delivery of water to District customers as well as operating and maintaining the District's pipelines and facilities. This department includes the functions of water quality, system maintenance, planning, operations, inspection, and safety.

### TREATMENT DIVISION

The Treatment Division oversees the operation and maintenance of District's water supply and treatment facilities to ensure safe and reliable water supplies to ratepayers. Responsibilities of the Treatment Division include: maintaining strict compliance with all State and Federal regulatory agencies with the intent of safeguarding public health and the environment; maintenance and management of all water quality sampling and reporting to Local, State and Federal agencies; maintaining water production and equipment maintenance records and reports; and management of the Backflow/Cross-Connection Control Program.



### DISTRIBUTION DIVISION

The Distribution Division oversees the operation and maintenance of the District's water distribution facilities to ensure the reliable and safe distribution of water to ratepayers. Responsibilities of the Distribution Division include: maintenance of 1,610 fire hydrants to ensure reliable fire flows during emergencies and maintenance and exercise of 1,843 valves to ensure that every valve is checked and exercised every three years. The Distribution Division also conducts the necessary monthly meter readings



**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

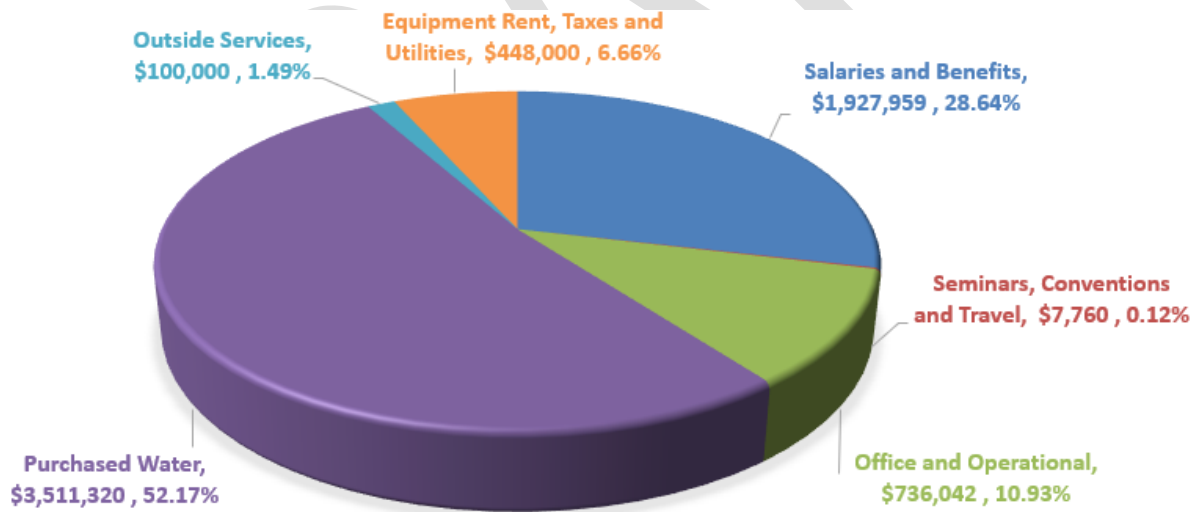
and responds to and handles all customer service requests and corrective maintenance in accordance with State and Federal regulations regarding repairs that impact potable water.

**UTILITY DIVISION**

The Utility Division oversees the operation and maintenance of capital improvement projects for the District’s water system. Responsibilities of the Utility Division include: the necessary repairs and upgrades to the water systems aging infrastructure; staffing and coordination to complete capital improvement projects; the installation of new pipeline due to expanding development; and any and all construction related activities required by the District that is not contracted to outside contractors.



**FY 2021-22 OPERATIONS DEPARTMENT EXPENDITURES**



**FY 2021-22 GOALS AND OBJECTIVES**

- Improve the radio communication between Well 4D and the Railroad Water Treatment Plant.
- Complete the Unidirectional Flushing program.
- Install 3,000 feet of water mains.
- Upgrade the Programmable Logic Controller cabinets at Wells 4D and 11D.



**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

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- Obtain Backhoe/Excavator Operator Training for field employees whose job duties require the operation of such equipment.
- Obtain comprehensive OSHA 10 training for all field employees to increase staff safety awareness related to the construction industry.
- Develop and implement an updated Lockout-Tagout program.
- Provide technical and operational resources to assist field employees in obtaining the necessary certifications and licenses (i.e. Class A commercial driver's licenses, Water Distribution Operator and Water Treatment Operator).
- Review training records and conduct the necessary training to ensure field employees are up to date on the necessary trainings (i.e. Back Flow Prevention Device Tester and Cross Connection Control Specialist).

**FY 2020-21 ACCOMPLISHMENTS**

- Operated and maintained critical functions of the District's water supply, treatment, and distribution system in a safe and reliable manner with a significantly limited workforce due to the COVID-19 pandemic.
- Completed routine maintenance on all production and treatment equipment.
- Repaired a ruptured 36-inch diameter transmission main without disruption of service to customers.
- Installed 1,240 feet of new water mains on Barth and Emily Streets.
- Completed over 800 water quality samples, on raw and treated water throughout the system, as required by State and Federal regulation.
- Maintained all Cross-Connection Control Program requirements, including the review and approval of 796 backflow assembly test reports.
- Completed the rehabilitation of Well 11D.
- Installed a new variable frequency drive on the Railroad Water Treatment Plant Booster Pump #6.
- Installed a new chlorine storage shed and flow meter at Well 9.
- Relocated all inventory in the Administration Building Warehouse to prepare for the property sale.
- Serviced and maintained 1,374 fire hydrants and 1,202 valves.
- Replaced 183 water meters.
- Handled 2,908 Underground Service Alert requests.
- Read approximately 12,600 meters a month.

Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget

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**LONG-TERM INDEBTEDNESS  
REVENUE BONDS  
BOND COVENANT RATIO**

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Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget

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**Elk Grove Water District  
Long-Term Indebtedness to Maturity**

Payment Date	Total Principal	Total Interest	Fiscal Year Total
9/1/2021	2,440,000.00	750,349.38	
3/1/2022	-	692,149.38	3,882,498.76
9/1/2022	2,560,000.00	692,149.38	
3/1/2023	-	631,054.38	3,883,203.76
9/1/2023	2,675,000.00	631,054.38	
3/1/2024	-	580,939.38	3,886,993.76
9/1/2024	2,780,000.00	580,939.38	
3/1/2025	-	527,089.38	3,888,028.76
9/1/2025	2,935,000.00	527,089.38	
3/1/2026	-	479,413.13	3,941,502.51
9/1/2026	3,075,000.00	479,413.13	
3/1/2027	-	426,633.75	3,981,046.88
9/1/2027	3,180,000.00	426,633.75	
3/1/2028	-	370,576.25	3,977,210.00
9/1/2028	3,295,000.00	370,576.25	
3/1/2029	-	310,960.00	3,976,536.25
9/1/2029	3,430,000.00	310,960.00	
3/1/2030	-	234,170.00	3,975,130.00
9/1/2030	3,595,000.00	234,170.00	
3/1/2031	-	158,190.00	3,987,360.00
9/1/2031	3,745,000.00	158,190.00	
3/1/2032	-	80,735.00	3,983,925.00
9/1/2032	3,900,000.00	80,735.00	
3/1/2033	-	-	3,980,735.00
<b>Totals</b>	<b>37,610,000.00</b>	<b>9,734,170.68</b>	<b>47,344,170.68</b>

**Elk Grove Water District  
Fiscal Year 2021-22  
Long-Term Indebtedness  
Schedule of Required Payments**

Series	Description	Principal	Interest	Total Payment
2014 A	Water Revenue Refunding Bonds	2,040,000	986,019	3,026,019
2016 A	Water Revenue Refunding Bonds	400,000	456,480	856,480
<b>TOTAL DEBT SERVICE PAYMENTS</b>		<b>\$ 2,440,000</b>	<b>\$ 1,442,499</b>	<b>\$ 3,882,499</b>

	Required	Proposed
Debt Covenant Ratio	1.15	1.26
Net Income	\$ 4,879,123	
Total Debt Service	\$ 3,882,499	

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**FISCAL YEAR 2021-22  
RATES AND FEES SCHEDULE**

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**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

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**Use Charges:**

Fixed charge based on the number of accounts and the size of the water meter/connections:

Connection Size	Jan. 1, 2021	Jan. 1, 2022
1"	\$ 61.15	\$ 61.15
1.5"	\$ 86.07	\$ 86.07
2"	\$ 115.97	\$ 115.97
3"	\$ 185.76	\$ 185.76
4"	\$ 285.43	\$ 285.43
6"	\$ 534.64	\$ 534.64
8"	\$ 833.69	\$ 833.69
10"	\$ 1,182.57	\$ 1,182.57

Commodity charge for units of water used in a month:

Service Type	Jan. 1, 2021	Jan. 1, 2022
Residential Metered		
Tier 1 (0-30 CCF)	\$ 1.92	\$ 1.92
Tier 2 (30.01+ CCF)	\$ 4.04	\$ 4.04
CCF = Hundred Cubic Feet		
Non-residential	\$ 1.79	\$ 1.79
Irrigation	\$ 2.27	\$ 2.27

**Other Fees:**

Private Fire Protection Service Rates:

Connection Size	Jan. 1, 2021	Jan. 1, 2022
2"	\$ 3.02	\$ 3.02
3"	\$ 8.78	\$ 8.78
4"	\$ 18.71	\$ 18.71
6"	\$ 54.34	\$ 54.34
8"	\$ 115.80	\$ 115.80
10"	\$ 208.25	\$ 208.25
12"	\$ 336.37	\$ 336.37



**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

New Connections: Effective August 15, 2018

Fees for new connection to EGWD contain two components. The base charge for a 1-inch meter is \$926.00 and larger meter installations will be charged any additional time and material (T&M) cost. The second is a capacity charge, which covers the cost of “buying-in” to an existing system. New connections in EGWD’s Service Area 2 do not pay the capacity charge, as those costs are part of Sacramento County’s infrastructure.

Meter Size	Meter Charge	Capacity Fee	Total
1”	\$ 926	\$ 4,479	\$ 5,405
1.5”	T&M	\$ 8,958	\$ 8,958 + T&M
2”	T&M	\$ 14,333	\$ 14,333 + T&M
3”	T&M	\$ 26,874	\$ 26,874 + T&M
4”	T&M	\$ 44,790	\$ 44,790 + T&M
6”	T&M	\$ 89,580	\$ 89,580 + T&M

Other: Effective November 18, 2019

Account set up	\$30.00
Return check charge	\$35.00, plus amount of check
Over the phone payments	\$5.00
Meter re-read	
First request	Free
Subsequent requests	\$25.00
Photocopies	
Black and white	\$0.10/page
Color	\$0.15/page
Delinquency shutoff	
Delinquent amount	Amount of past due bill
Door Tag Fee	\$25.00
Late Payment Penalty	\$100.00
24-hour turn-on fee	\$100.00
Meter testing	\$47/hour
Back flow Tag Fee	\$25/tag
Fire flow testing	\$156.00
Violation of ordinance (within 1 year)	
First occurrence	\$100.00
Second occurrence	\$200.00
Each additional occurrence	\$500.00
Plan check fees	
Irrigation only	\$500.00
1 lot (EDU)	\$500.00
2-9 lots (EDUs)	\$2,000.00
10 lots (EDUs) or more	\$5,000.00
Construction/temporary service	
Installation & removal	\$194.00
Weekly rental	\$50.00
Deposit	\$2,000.00

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**FISCAL YEAR 2021-22**  
**SALARY SCHEDULE**

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**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
1	\$ 19,177.60	\$ 20,134.40	\$ 21,112.00	\$ 22,193.60	\$ 23,296.00
	\$ 1,598.13	\$ 1,677.87	\$ 1,759.33	\$ 1,849.47	\$ 1,941.33
	\$ 737.60	\$ 774.40	\$ 812.00	\$ 853.60	\$ 896.00
	\$ 9.22	\$ 9.68	\$ 10.15	\$ 10.67	\$ 11.20
2	\$ 19,635.20	\$ 20,633.60	\$ 21,673.60	\$ 22,734.40	\$ 23,899.20
	\$ 1,636.27	\$ 1,719.47	\$ 1,806.13	\$ 1,894.53	\$ 1,991.60
	\$ 755.20	\$ 793.60	\$ 833.60	\$ 874.40	\$ 919.20
	\$ 9.44	\$ 9.92	\$ 10.42	\$ 10.93	\$ 11.49
3	\$ 20,134.40	\$ 21,112.00	\$ 22,193.60	\$ 23,296.00	\$ 24,481.60
	\$ 1,677.87	\$ 1,759.33	\$ 1,849.47	\$ 1,941.33	\$ 2,040.13
	\$ 774.40	\$ 812.00	\$ 853.60	\$ 896.00	\$ 941.60
	\$ 9.68	\$ 10.15	\$ 10.67	\$ 11.20	\$ 11.77
4	\$ 20,633.60	\$ 21,673.60	\$ 22,734.40	\$ 23,899.20	\$ 25,064.00
	\$ 1,719.47	\$ 1,806.13	\$ 1,894.53	\$ 1,991.60	\$ 2,088.67
	\$ 793.60	\$ 833.60	\$ 874.40	\$ 919.20	\$ 964.00
	\$ 9.92	\$ 10.42	\$ 10.93	\$ 11.49	\$ 12.05
5	\$ 21,112.00	\$ 22,193.60	\$ 23,296.00	\$ 24,481.60	\$ 25,667.20
	\$ 1,759.33	\$ 1,849.47	\$ 1,941.33	\$ 2,040.13	\$ 2,138.93
	\$ 812.00	\$ 853.60	\$ 896.00	\$ 941.60	\$ 987.20
	\$ 10.15	\$ 10.67	\$ 11.20	\$ 11.77	\$ 12.34
6	\$ 21,673.60	\$ 22,734.40	\$ 23,899.20	\$ 25,064.00	\$ 26,332.80
	\$ 1,806.13	\$ 1,894.53	\$ 1,991.60	\$ 2,088.67	\$ 2,194.40
	\$ 833.60	\$ 874.40	\$ 919.20	\$ 964.00	\$ 1,012.80
	\$ 10.42	\$ 10.93	\$ 11.49	\$ 12.05	\$ 12.66
7	\$ 22,193.60	\$ 23,296.00	\$ 24,481.60	\$ 25,667.20	\$ 26,977.60
	\$ 1,849.47	\$ 1,941.33	\$ 2,040.13	\$ 2,138.93	\$ 2,248.13
	\$ 853.60	\$ 896.00	\$ 941.60	\$ 987.20	\$ 1,037.60
	\$ 10.67	\$ 11.20	\$ 11.77	\$ 12.34	\$ 12.97
8	\$ 22,734.40	\$ 23,899.20	\$ 25,064.00	\$ 26,332.80	\$ 27,643.20
	\$ 1,894.53	\$ 1,991.60	\$ 2,088.67	\$ 2,194.40	\$ 2,303.60
	\$ 874.40	\$ 919.20	\$ 964.00	\$ 1,012.80	\$ 1,063.20
	\$ 10.93	\$ 11.49	\$ 12.05	\$ 12.66	\$ 13.29
9	\$ 23,296.00	\$ 24,481.60	\$ 25,667.20	\$ 26,977.60	\$ 28,329.60
	\$ 1,941.33	\$ 2,040.13	\$ 2,138.93	\$ 2,248.13	\$ 2,360.80
	\$ 896.00	\$ 941.60	\$ 987.20	\$ 1,037.60	\$ 1,089.60
	\$ 11.20	\$ 11.77	\$ 12.34	\$ 12.97	\$ 13.62
10	\$ 23,899.20	\$ 25,064.00	\$ 26,332.80	\$ 27,643.20	\$ 29,016.00
	\$ 1,991.60	\$ 2,088.67	\$ 2,194.40	\$ 2,303.60	\$ 2,418.00
	\$ 919.20	\$ 964.00	\$ 1,012.80	\$ 1,063.20	\$ 1,116.00
	\$ 11.49	\$ 12.05	\$ 12.66	\$ 13.29	\$ 13.95

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
11	\$ 24,481.60	\$ 25,667.20	\$ 26,977.60	\$ 28,329.60	\$ 29,723.20
	\$ 2,040.13	\$ 2,138.93	\$ 2,248.13	\$ 2,360.80	\$ 2,476.93
	\$ 941.60	\$ 987.20	\$ 1,037.60	\$ 1,089.60	\$ 1,143.20
	\$ 11.77	\$ 12.34	\$ 12.97	\$ 13.62	\$ 14.29
12	\$ 25,064.00	\$ 26,332.80	\$ 27,643.20	\$ 29,016.00	\$ 30,472.00
	\$ 2,088.67	\$ 2,194.40	\$ 2,303.60	\$ 2,418.00	\$ 2,539.33
	\$ 964.00	\$ 1,012.80	\$ 1,063.20	\$ 1,116.00	\$ 1,172.00
	\$ 12.05	\$ 12.66	\$ 13.29	\$ 13.95	\$ 14.65
13	\$ 25,667.20	\$ 26,977.60	\$ 28,329.60	\$ 29,723.20	\$ 31,200.00
	\$ 2,138.93	\$ 2,248.13	\$ 2,360.80	\$ 2,476.93	\$ 2,600.00
	\$ 987.20	\$ 1,037.60	\$ 1,089.60	\$ 1,143.20	\$ 1,200.00
	\$ 12.34	\$ 12.97	\$ 13.62	\$ 14.29	\$ 15.00
14	\$ 26,332.80	\$ 27,643.20	\$ 29,016.00	\$ 30,472.00	\$ 31,990.40
	\$ 2,194.40	\$ 2,303.60	\$ 2,418.00	\$ 2,539.33	\$ 2,665.87
	\$ 1,012.80	\$ 1,063.20	\$ 1,116.00	\$ 1,172.00	\$ 1,230.40
	\$ 12.66	\$ 13.29	\$ 13.95	\$ 14.65	\$ 15.38
15	\$ 26,977.60	\$ 28,329.60	\$ 29,723.20	\$ 31,200.00	\$ 32,780.80
	\$ 2,248.13	\$ 2,360.80	\$ 2,476.93	\$ 2,600.00	\$ 2,731.73
	\$ 1,037.60	\$ 1,089.60	\$ 1,143.20	\$ 1,200.00	\$ 1,260.80
	\$ 12.97	\$ 13.62	\$ 14.29	\$ 15.00	\$ 15.76
16	\$ 27,643.20	\$ 29,016.00	\$ 30,472.00	\$ 31,990.40	\$ 33,592.00
	\$ 2,303.60	\$ 2,418.00	\$ 2,539.33	\$ 2,665.87	\$ 2,799.33
	\$ 1,063.20	\$ 1,116.00	\$ 1,172.00	\$ 1,230.40	\$ 1,292.00
	\$ 13.29	\$ 13.95	\$ 14.65	\$ 15.38	\$ 16.15
17	\$ 28,329.60	\$ 29,723.20	\$ 31,200.00	\$ 32,780.80	\$ 34,403.20
	\$ 2,360.80	\$ 2,476.93	\$ 2,600.00	\$ 2,731.73	\$ 2,866.93
	\$ 1,089.60	\$ 1,143.20	\$ 1,200.00	\$ 1,260.80	\$ 1,323.20
	\$ 13.62	\$ 14.29	\$ 15.00	\$ 15.76	\$ 16.54
18	\$ 29,016.00	\$ 30,472.00	\$ 31,990.40	\$ 33,592.00	\$ 35,297.60
	\$ 2,418.00	\$ 2,539.33	\$ 2,665.87	\$ 2,799.33	\$ 2,941.47
	\$ 1,116.00	\$ 1,172.00	\$ 1,230.40	\$ 1,292.00	\$ 1,357.60
	\$ 13.95	\$ 14.65	\$ 15.38	\$ 16.15	\$ 16.97
19	\$ 29,723.20	\$ 31,200.00	\$ 32,780.80	\$ 34,403.20	\$ 36,129.60
	\$ 2,476.93	\$ 2,600.00	\$ 2,731.73	\$ 2,866.93	\$ 3,010.80
	\$ 1,143.20	\$ 1,200.00	\$ 1,260.80	\$ 1,323.20	\$ 1,389.60
	\$ 14.29	\$ 15.00	\$ 15.76	\$ 16.54	\$ 17.37
20	\$ 30,472.00	\$ 31,990.40	\$ 33,592.00	\$ 35,297.60	\$ 37,044.80
	\$ 2,539.33	\$ 2,665.87	\$ 2,799.33	\$ 2,941.47	\$ 3,087.07
	\$ 1,172.00	\$ 1,230.40	\$ 1,292.00	\$ 1,357.60	\$ 1,424.80
	\$ 14.65	\$ 15.38	\$ 16.15	\$ 16.97	\$ 17.81

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
21	\$ 31,200.00	\$ 32,780.80	\$ 34,403.20	\$ 36,129.60	\$ 37,960.00
	\$ 2,600.00	\$ 2,731.73	\$ 2,866.93	\$ 3,010.80	\$ 3,163.33
	\$ 1,200.00	\$ 1,260.80	\$ 1,323.20	\$ 1,389.60	\$ 1,460.00
	\$ 15.00	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.25
22	\$ 31,990.40	\$ 33,592.00	\$ 35,297.60	\$ 37,044.80	\$ 38,875.20
	\$ 2,665.87	\$ 2,799.33	\$ 2,941.47	\$ 3,087.07	\$ 3,239.60
	\$ 1,230.40	\$ 1,292.00	\$ 1,357.60	\$ 1,424.80	\$ 1,495.20
	\$ 15.38	\$ 16.15	\$ 16.97	\$ 17.81	\$ 18.69
23	\$ 32,780.80	\$ 34,403.20	\$ 36,129.60	\$ 37,960.00	\$ 39,832.00
	\$ 2,731.73	\$ 2,866.93	\$ 3,010.80	\$ 3,163.33	\$ 3,319.33
	\$ 1,260.80	\$ 1,323.20	\$ 1,389.60	\$ 1,460.00	\$ 1,532.00
	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.25	\$ 19.15
24	\$ 33,592.00	\$ 35,297.60	\$ 37,044.80	\$ 38,875.20	\$ 40,851.20
	\$ 2,799.33	\$ 2,941.47	\$ 3,087.07	\$ 3,239.60	\$ 3,404.27
	\$ 1,292.00	\$ 1,357.60	\$ 1,424.80	\$ 1,495.20	\$ 1,571.20
	\$ 16.15	\$ 16.97	\$ 17.81	\$ 18.69	\$ 19.64
25	\$ 34,403.20	\$ 36,129.60	\$ 37,960.00	\$ 39,832.00	\$ 41,849.60
	\$ 2,866.93	\$ 3,010.80	\$ 3,163.33	\$ 3,319.33	\$ 3,487.47
	\$ 1,323.20	\$ 1,389.60	\$ 1,460.00	\$ 1,532.00	\$ 1,609.60
	\$ 16.54	\$ 17.37	\$ 18.25	\$ 19.15	\$ 20.12
26	\$ 35,297.60	\$ 37,044.80	\$ 38,875.20	\$ 40,851.20	\$ 42,889.60
	\$ 2,941.47	\$ 3,087.07	\$ 3,239.60	\$ 3,404.27	\$ 3,574.13
	\$ 1,357.60	\$ 1,424.80	\$ 1,495.20	\$ 1,571.20	\$ 1,649.60
	\$ 16.97	\$ 17.81	\$ 18.69	\$ 19.64	\$ 20.62
27	\$ 36,129.60	\$ 37,960.00	\$ 39,832.00	\$ 41,849.60	\$ 43,950.40
	\$ 3,010.80	\$ 3,163.33	\$ 3,319.33	\$ 3,487.47	\$ 3,662.53
	\$ 1,389.60	\$ 1,460.00	\$ 1,532.00	\$ 1,609.60	\$ 1,690.40
	\$ 17.37	\$ 18.25	\$ 19.15	\$ 20.12	\$ 21.13
28	\$ 37,044.80	\$ 38,875.20	\$ 40,851.20	\$ 42,889.60	\$ 45,032.00
	\$ 3,087.07	\$ 3,239.60	\$ 3,404.27	\$ 3,574.13	\$ 3,752.67
	\$ 1,424.80	\$ 1,495.20	\$ 1,571.20	\$ 1,649.60	\$ 1,732.00
	\$ 17.81	\$ 18.69	\$ 19.64	\$ 20.62	\$ 21.65
29	\$ 37,960.00	\$ 39,832.00	\$ 41,849.60	\$ 43,950.40	\$ 46,134.40
	\$ 3,163.33	\$ 3,319.33	\$ 3,487.47	\$ 3,662.53	\$ 3,844.53
	\$ 1,460.00	\$ 1,532.00	\$ 1,609.60	\$ 1,690.40	\$ 1,774.40
	\$ 18.25	\$ 19.15	\$ 20.12	\$ 21.13	\$ 22.18
30	\$ 38,875.20	\$ 40,851.20	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40
	\$ 3,239.60	\$ 3,404.27	\$ 3,574.13	\$ 3,752.67	\$ 3,939.87
	\$ 1,495.20	\$ 1,571.20	\$ 1,649.60	\$ 1,732.00	\$ 1,818.40
	\$ 18.69	\$ 19.64	\$ 20.62	\$ 21.65	\$ 22.73

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
31	\$ 39,832.00	\$ 41,849.60	\$ 43,950.40	\$ 46,134.40	\$ 48,422.40
	\$ 3,319.33	\$ 3,487.47	\$ 3,662.53	\$ 3,844.53	\$ 4,035.20
	\$ 1,532.00	\$ 1,609.60	\$ 1,690.40	\$ 1,774.40	\$ 1,862.40
	\$ 19.15	\$ 20.12	\$ 21.13	\$ 22.18	\$ 23.28
32	\$ 40,851.20	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,628.80
	\$ 3,404.27	\$ 3,574.13	\$ 3,752.67	\$ 3,939.87	\$ 4,135.73
	\$ 1,571.20	\$ 1,649.60	\$ 1,732.00	\$ 1,818.40	\$ 1,908.80
	\$ 19.64	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.86
33	\$ 41,849.60	\$ 43,950.40	\$ 46,134.40	\$ 48,422.40	\$ 50,856.00
	\$ 3,487.47	\$ 3,662.53	\$ 3,844.53	\$ 4,035.20	\$ 4,238.00
	\$ 1,609.60	\$ 1,690.40	\$ 1,774.40	\$ 1,862.40	\$ 1,956.00
	\$ 20.12	\$ 21.13	\$ 22.18	\$ 23.28	\$ 24.45
34	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,628.80	\$ 52,124.80
	\$ 3,574.13	\$ 3,752.67	\$ 3,939.87	\$ 4,135.73	\$ 4,343.73
	\$ 1,649.60	\$ 1,732.00	\$ 1,818.40	\$ 1,908.80	\$ 2,004.80
	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.86	\$ 25.06
35	\$ 43,950.40	\$ 46,134.40	\$ 48,422.40	\$ 50,856.00	\$ 53,393.60
	\$ 3,662.53	\$ 3,844.53	\$ 4,035.20	\$ 4,238.00	\$ 4,449.47
	\$ 1,690.40	\$ 1,774.40	\$ 1,862.40	\$ 1,956.00	\$ 2,053.60
	\$ 21.13	\$ 22.18	\$ 23.28	\$ 24.45	\$ 25.67
36	\$ 45,032.00	\$ 47,278.40	\$ 49,628.80	\$ 52,124.80	\$ 54,724.80
	\$ 3,752.67	\$ 3,939.87	\$ 4,135.73	\$ 4,343.73	\$ 4,560.40
	\$ 1,732.00	\$ 1,818.40	\$ 1,908.80	\$ 2,004.80	\$ 2,104.80
	\$ 21.65	\$ 22.73	\$ 23.86	\$ 25.06	\$ 26.31
37	\$ 46,134.40	\$ 48,422.40	\$ 50,856.00	\$ 53,393.60	\$ 56,056.00
	\$ 3,844.53	\$ 4,035.20	\$ 4,238.00	\$ 4,449.47	\$ 4,671.33
	\$ 1,774.40	\$ 1,862.40	\$ 1,956.00	\$ 2,053.60	\$ 2,156.00
	\$ 22.18	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.95
38	\$ 47,278.40	\$ 49,628.80	\$ 52,124.80	\$ 54,724.80	\$ 57,491.20
	\$ 3,939.87	\$ 4,135.73	\$ 4,343.73	\$ 4,560.40	\$ 4,790.93
	\$ 1,818.40	\$ 1,908.80	\$ 2,004.80	\$ 2,104.80	\$ 2,211.20
	\$ 22.73	\$ 23.86	\$ 25.06	\$ 26.31	\$ 27.64
39	\$ 48,422.40	\$ 50,856.00	\$ 53,393.60	\$ 56,056.00	\$ 58,864.00
	\$ 4,035.20	\$ 4,238.00	\$ 4,449.47	\$ 4,671.33	\$ 4,905.33
	\$ 1,862.40	\$ 1,956.00	\$ 2,053.60	\$ 2,156.00	\$ 2,264.00
	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.95	\$ 28.30
40	\$ 49,628.80	\$ 52,124.80	\$ 54,724.80	\$ 57,491.20	\$ 60,340.80
	\$ 4,135.73	\$ 4,343.73	\$ 4,560.40	\$ 4,790.93	\$ 5,028.40
	\$ 1,908.80	\$ 2,004.80	\$ 2,104.80	\$ 2,211.20	\$ 2,320.80
	\$ 23.86	\$ 25.06	\$ 26.31	\$ 27.64	\$ 29.01

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
41	\$ 50,856.00	\$ 53,393.60	\$ 56,056.00	\$ 58,864.00	\$ 61,796.80
	\$ 4,238.00	\$ 4,449.47	\$ 4,671.33	\$ 4,905.33	\$ 5,149.73
	\$ 1,956.00	\$ 2,053.60	\$ 2,156.00	\$ 2,264.00	\$ 2,376.80
	\$ 24.45	\$ 25.67	\$ 26.95	\$ 28.30	\$ 29.71
42	\$ 52,124.80	\$ 54,724.80	\$ 57,491.20	\$ 60,340.80	\$ 63,356.80
	\$ 4,343.73	\$ 4,560.40	\$ 4,790.93	\$ 5,028.40	\$ 5,279.73
	\$ 2,004.80	\$ 2,104.80	\$ 2,211.20	\$ 2,320.80	\$ 2,436.80
	\$ 25.06	\$ 26.31	\$ 27.64	\$ 29.01	\$ 30.46
43	\$ 53,393.60	\$ 56,056.00	\$ 58,864.00	\$ 61,796.80	\$ 64,916.80
	\$ 4,449.47	\$ 4,671.33	\$ 4,905.33	\$ 5,149.73	\$ 5,409.73
	\$ 2,053.60	\$ 2,156.00	\$ 2,264.00	\$ 2,376.80	\$ 2,496.80
	\$ 25.67	\$ 26.95	\$ 28.30	\$ 29.71	\$ 31.21
44	\$ 54,724.80	\$ 57,491.20	\$ 60,340.80	\$ 63,356.80	\$ 66,539.20
	\$ 4,560.40	\$ 4,790.93	\$ 5,028.40	\$ 5,279.73	\$ 5,544.93
	\$ 2,104.80	\$ 2,211.20	\$ 2,320.80	\$ 2,436.80	\$ 2,559.20
	\$ 26.31	\$ 27.64	\$ 29.01	\$ 30.46	\$ 31.99
45	\$ 56,056.00	\$ 58,864.00	\$ 61,796.80	\$ 64,916.80	\$ 68,140.80
	\$ 4,671.33	\$ 4,905.33	\$ 5,149.73	\$ 5,409.73	\$ 5,678.40
	\$ 2,156.00	\$ 2,264.00	\$ 2,376.80	\$ 2,496.80	\$ 2,620.80
	\$ 26.95	\$ 28.30	\$ 29.71	\$ 31.21	\$ 32.76
46	\$ 57,491.20	\$ 60,340.80	\$ 63,356.80	\$ 66,539.20	\$ 69,846.40
	\$ 4,790.93	\$ 5,028.40	\$ 5,279.73	\$ 5,544.93	\$ 5,820.53
	\$ 2,211.20	\$ 2,320.80	\$ 2,436.80	\$ 2,559.20	\$ 2,686.40
	\$ 27.64	\$ 29.01	\$ 30.46	\$ 31.99	\$ 33.58
47	\$ 58,864.00	\$ 61,796.80	\$ 64,916.80	\$ 68,140.80	\$ 71,552.00
	\$ 4,905.33	\$ 5,149.73	\$ 5,409.73	\$ 5,678.40	\$ 5,962.67
	\$ 2,264.00	\$ 2,376.80	\$ 2,496.80	\$ 2,620.80	\$ 2,752.00
	\$ 28.30	\$ 29.71	\$ 31.21	\$ 32.76	\$ 34.40
48	\$ 60,340.80	\$ 63,356.80	\$ 66,539.20	\$ 69,846.40	\$ 73,361.60
	\$ 5,028.40	\$ 5,279.73	\$ 5,544.93	\$ 5,820.53	\$ 6,113.47
	\$ 2,320.80	\$ 2,436.80	\$ 2,559.20	\$ 2,686.40	\$ 2,821.60
	\$ 29.01	\$ 30.46	\$ 31.99	\$ 33.58	\$ 35.27
49	\$ 61,796.80	\$ 64,916.80	\$ 68,140.80	\$ 71,552.00	\$ 75,129.60
	\$ 5,149.73	\$ 5,409.73	\$ 5,678.40	\$ 5,962.67	\$ 6,260.80
	\$ 2,376.80	\$ 2,496.80	\$ 2,620.80	\$ 2,752.00	\$ 2,889.60
	\$ 29.71	\$ 31.21	\$ 32.76	\$ 34.40	\$ 36.12
50	\$ 63,356.80	\$ 66,539.20	\$ 69,846.40	\$ 73,361.60	\$ 76,980.80
	\$ 5,279.73	\$ 5,544.93	\$ 5,820.53	\$ 6,113.47	\$ 6,415.07
	\$ 2,436.80	\$ 2,559.20	\$ 2,686.40	\$ 2,821.60	\$ 2,960.80
	\$ 30.46	\$ 31.99	\$ 33.58	\$ 35.27	\$ 37.01



**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
51	\$ 64,916.80	\$ 68,140.80	\$ 71,552.00	\$ 75,129.60	\$ 78,894.40
	\$ 5,409.73	\$ 5,678.40	\$ 5,962.67	\$ 6,260.80	\$ 6,574.53
	\$ 2,496.80	\$ 2,620.80	\$ 2,752.00	\$ 2,889.60	\$ 3,034.40
	\$ 31.21	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.93
52	\$ 66,539.20	\$ 69,846.40	\$ 73,361.60	\$ 76,980.80	\$ 80,849.60
	\$ 5,544.93	\$ 5,820.53	\$ 6,113.47	\$ 6,415.07	\$ 6,737.47
	\$ 2,559.20	\$ 2,686.40	\$ 2,821.60	\$ 2,960.80	\$ 3,109.60
	\$ 31.99	\$ 33.58	\$ 35.27	\$ 37.01	\$ 38.87
53	\$ 68,140.80	\$ 71,552.00	\$ 75,129.60	\$ 78,894.40	\$ 82,846.40
	\$ 5,678.40	\$ 5,962.67	\$ 6,260.80	\$ 6,574.53	\$ 6,903.87
	\$ 2,620.80	\$ 2,752.00	\$ 2,889.60	\$ 3,034.40	\$ 3,186.40
	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.93	\$ 39.83
54	\$ 69,846.40	\$ 73,361.60	\$ 76,980.80	\$ 80,849.60	\$ 84,926.40
	\$ 5,820.53	\$ 6,113.47	\$ 6,415.07	\$ 6,737.47	\$ 7,077.20
	\$ 2,686.40	\$ 2,821.60	\$ 2,960.80	\$ 3,109.60	\$ 3,266.40
	\$ 33.58	\$ 35.27	\$ 37.01	\$ 38.87	\$ 40.83
55	\$ 71,552.00	\$ 75,129.60	\$ 78,894.40	\$ 82,846.40	\$ 86,985.60
	\$ 5,962.67	\$ 6,260.80	\$ 6,574.53	\$ 6,903.87	\$ 7,248.80
	\$ 2,752.00	\$ 2,889.60	\$ 3,034.40	\$ 3,186.40	\$ 3,345.60
	\$ 34.40	\$ 36.12	\$ 37.93	\$ 39.83	\$ 41.82
56	\$ 73,361.60	\$ 76,980.80	\$ 80,849.60	\$ 84,926.40	\$ 89,169.60
	\$ 6,113.47	\$ 6,415.07	\$ 6,737.47	\$ 7,077.20	\$ 7,430.80
	\$ 2,821.60	\$ 2,960.80	\$ 3,109.60	\$ 3,266.40	\$ 3,429.60
	\$ 35.27	\$ 37.01	\$ 38.87	\$ 40.83	\$ 42.87
57	\$ 75,129.60	\$ 78,894.40	\$ 82,846.40	\$ 86,985.60	\$ 91,332.80
	\$ 6,260.80	\$ 6,574.53	\$ 6,903.87	\$ 7,248.80	\$ 7,611.07
	\$ 2,889.60	\$ 3,034.40	\$ 3,186.40	\$ 3,345.60	\$ 3,512.80
	\$ 36.12	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91
58	\$ 76,980.80	\$ 80,849.60	\$ 84,926.40	\$ 89,169.60	\$ 93,620.80
	\$ 6,415.07	\$ 6,737.47	\$ 7,077.20	\$ 7,430.80	\$ 7,801.73
	\$ 2,960.80	\$ 3,109.60	\$ 3,266.40	\$ 3,429.60	\$ 3,600.80
	\$ 37.01	\$ 38.87	\$ 40.83	\$ 42.87	\$ 45.01
59	\$ 78,894.40	\$ 82,846.40	\$ 86,985.60	\$ 91,332.80	\$ 95,908.80
	\$ 6,574.53	\$ 6,903.87	\$ 7,248.80	\$ 7,611.07	\$ 7,992.40
	\$ 3,034.40	\$ 3,186.40	\$ 3,345.60	\$ 3,512.80	\$ 3,688.80
	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.11
60	\$ 80,849.60	\$ 84,926.40	\$ 89,169.60	\$ 93,620.80	\$ 98,280.00
	\$ 6,737.47	\$ 7,077.20	\$ 7,430.80	\$ 7,801.73	\$ 8,190.00
	\$ 3,109.60	\$ 3,266.40	\$ 3,429.60	\$ 3,600.80	\$ 3,780.00
	\$ 38.87	\$ 40.83	\$ 42.87	\$ 45.01	\$ 47.25

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
61	\$ 82,846.40	\$ 86,985.60	\$ 91,332.80	\$ 95,908.80	\$ 100,692.80
	\$ 6,903.87	\$ 7,248.80	\$ 7,611.07	\$ 7,992.40	\$ 8,391.07
	\$ 3,186.40	\$ 3,345.60	\$ 3,512.80	\$ 3,688.80	\$ 3,872.80
	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.11	\$ 48.41
62	\$ 84,926.40	\$ 89,169.60	\$ 93,620.80	\$ 98,280.00	\$ 103,188.80
	\$ 7,077.20	\$ 7,430.80	\$ 7,801.73	\$ 8,190.00	\$ 8,599.07
	\$ 3,266.40	\$ 3,429.60	\$ 3,600.80	\$ 3,780.00	\$ 3,968.80
	\$ 40.83	\$ 42.87	\$ 45.01	\$ 47.25	\$ 49.61
63	\$ 86,985.60	\$ 91,332.80	\$ 95,908.80	\$ 100,692.80	\$ 105,705.60
	\$ 7,248.80	\$ 7,611.07	\$ 7,992.40	\$ 8,391.07	\$ 8,808.80
	\$ 3,345.60	\$ 3,512.80	\$ 3,688.80	\$ 3,872.80	\$ 4,065.60
	\$ 41.82	\$ 43.91	\$ 46.11	\$ 48.41	\$ 50.82
64	\$ 89,169.60	\$ 93,620.80	\$ 98,280.00	\$ 103,188.80	\$ 108,368.00
	\$ 7,430.80	\$ 7,801.73	\$ 8,190.00	\$ 8,599.07	\$ 9,030.67
	\$ 3,429.60	\$ 3,600.80	\$ 3,780.00	\$ 3,968.80	\$ 4,168.00
	\$ 42.87	\$ 45.01	\$ 47.25	\$ 49.61	\$ 52.10
65	\$ 91,332.80	\$ 95,908.80	\$ 100,692.80	\$ 105,705.60	\$ 110,988.80
	\$ 7,611.07	\$ 7,992.40	\$ 8,391.07	\$ 8,808.80	\$ 9,249.07
	\$ 3,512.80	\$ 3,688.80	\$ 3,872.80	\$ 4,065.60	\$ 4,268.80
	\$ 43.91	\$ 46.11	\$ 48.41	\$ 50.82	\$ 53.36
66	\$ 93,620.80	\$ 98,280.00	\$ 103,188.80	\$ 108,368.00	\$ 113,796.80
	\$ 7,801.73	\$ 8,190.00	\$ 8,599.07	\$ 9,030.67	\$ 9,483.07
	\$ 3,600.80	\$ 3,780.00	\$ 3,968.80	\$ 4,168.00	\$ 4,376.80
	\$ 45.01	\$ 47.25	\$ 49.61	\$ 52.10	\$ 54.71
67	\$ 95,908.80	\$ 100,692.80	\$ 105,705.60	\$ 110,988.80	\$ 116,542.40
	\$ 7,992.40	\$ 8,391.07	\$ 8,808.80	\$ 9,249.07	\$ 9,711.87
	\$ 3,688.80	\$ 3,872.80	\$ 4,065.60	\$ 4,268.80	\$ 4,482.40
	\$ 46.11	\$ 48.41	\$ 50.82	\$ 53.36	\$ 56.03
68	\$ 98,280.00	\$ 103,188.80	\$ 108,368.00	\$ 113,796.80	\$ 119,454.40
	\$ 8,190.00	\$ 8,599.07	\$ 9,030.67	\$ 9,483.07	\$ 9,954.53
	\$ 3,780.00	\$ 3,968.80	\$ 4,168.00	\$ 4,376.80	\$ 4,594.40
	\$ 47.25	\$ 49.61	\$ 52.10	\$ 54.71	\$ 57.43
69	\$ 100,692.80	\$ 105,705.60	\$ 110,988.80	\$ 116,542.40	\$ 122,387.20
	\$ 8,391.07	\$ 8,808.80	\$ 9,249.07	\$ 9,711.87	\$ 10,198.93
	\$ 3,872.80	\$ 4,065.60	\$ 4,268.80	\$ 4,482.40	\$ 4,707.20
	\$ 48.41	\$ 50.82	\$ 53.36	\$ 56.03	\$ 58.84
70	\$ 103,188.80	\$ 108,368.00	\$ 113,796.80	\$ 119,454.40	\$ 125,444.80
	\$ 8,599.07	\$ 9,030.67	\$ 9,483.07	\$ 9,954.53	\$ 10,453.73
	\$ 3,968.80	\$ 4,168.00	\$ 4,376.80	\$ 4,594.40	\$ 4,824.80
	\$ 49.61	\$ 52.10	\$ 54.71	\$ 57.43	\$ 60.31

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
71	\$ 105,705.60	\$ 110,988.80	\$ 116,542.40	\$ 122,387.20	\$ 128,502.40
	\$ 8,808.80	\$ 9,249.07	\$ 9,711.87	\$ 10,198.93	\$ 10,708.53
	\$ 4,065.60	\$ 4,268.80	\$ 4,482.40	\$ 4,707.20	\$ 4,942.40
	\$ 50.82	\$ 53.36	\$ 56.03	\$ 58.84	\$ 61.78
72	\$ 108,368.00	\$ 113,796.80	\$ 119,454.40	\$ 125,444.80	\$ 131,726.40
	\$ 9,030.67	\$ 9,483.07	\$ 9,954.53	\$ 10,453.73	\$ 10,977.20
	\$ 4,168.00	\$ 4,376.80	\$ 4,594.40	\$ 4,824.80	\$ 5,066.40
	\$ 52.10	\$ 54.71	\$ 57.43	\$ 60.31	\$ 63.33
73	\$ 110,988.80	\$ 116,542.40	\$ 122,387.20	\$ 128,502.40	\$ 134,929.60
	\$ 9,249.07	\$ 9,711.87	\$ 10,198.93	\$ 10,708.53	\$ 11,244.13
	\$ 4,268.80	\$ 4,482.40	\$ 4,707.20	\$ 4,942.40	\$ 5,189.60
	\$ 53.36	\$ 56.03	\$ 58.84	\$ 61.78	\$ 64.87
74	\$ 113,796.80	\$ 119,454.40	\$ 125,444.80	\$ 131,726.40	\$ 138,278.40
	\$ 9,483.07	\$ 9,954.53	\$ 10,453.73	\$ 10,977.20	\$ 11,523.20
	\$ 4,376.80	\$ 4,594.40	\$ 4,824.80	\$ 5,066.40	\$ 5,318.40
	\$ 54.71	\$ 57.43	\$ 60.31	\$ 63.33	\$ 66.48
75	\$ 116,542.40	\$ 122,387.20	\$ 128,502.40	\$ 134,929.60	\$ 141,668.80
	\$ 9,711.87	\$ 10,198.93	\$ 10,708.53	\$ 11,244.13	\$ 11,805.73
	\$ 4,482.40	\$ 4,707.20	\$ 4,942.40	\$ 5,189.60	\$ 5,448.80
	\$ 56.03	\$ 58.84	\$ 61.78	\$ 64.87	\$ 68.11
76	\$ 119,454.40	\$ 125,444.80	\$ 131,726.40	\$ 138,278.40	\$ 145,225.60
	\$ 9,954.53	\$ 10,453.73	\$ 10,977.20	\$ 11,523.20	\$ 12,102.13
	\$ 4,594.40	\$ 4,824.80	\$ 5,066.40	\$ 5,318.40	\$ 5,585.60
	\$ 57.43	\$ 60.31	\$ 63.33	\$ 66.48	\$ 69.82
77	\$ 122,387.20	\$ 128,502.40	\$ 134,929.60	\$ 141,668.80	\$ 148,761.60
	\$ 10,198.93	\$ 10,708.53	\$ 11,244.13	\$ 11,805.73	\$ 12,396.80
	\$ 4,707.20	\$ 4,942.40	\$ 5,189.60	\$ 5,448.80	\$ 5,721.60
	\$ 58.84	\$ 61.78	\$ 64.87	\$ 68.11	\$ 71.52
78	\$ 125,444.80	\$ 131,726.40	\$ 138,278.40	\$ 145,225.60	\$ 152,484.80
	\$ 10,453.73	\$ 10,977.20	\$ 11,523.20	\$ 12,102.13	\$ 12,707.07
	\$ 4,824.80	\$ 5,066.40	\$ 5,318.40	\$ 5,585.60	\$ 5,864.80
	\$ 60.31	\$ 63.33	\$ 66.48	\$ 69.82	\$ 73.31
79	\$ 128,502.40	\$ 134,929.60	\$ 141,668.80	\$ 148,761.60	\$ 156,208.00
	\$ 10,708.53	\$ 11,244.13	\$ 11,805.73	\$ 12,396.80	\$ 13,017.33
	\$ 4,942.40	\$ 5,189.60	\$ 5,448.80	\$ 5,721.60	\$ 6,008.00
	\$ 61.78	\$ 64.87	\$ 68.11	\$ 71.52	\$ 75.10
80	\$ 131,726.40	\$ 138,278.40	\$ 145,225.60	\$ 152,484.80	\$ 160,097.60
	\$ 10,977.20	\$ 11,523.20	\$ 12,102.13	\$ 12,707.07	\$ 13,341.47
	\$ 5,066.40	\$ 5,318.40	\$ 5,585.60	\$ 5,864.80	\$ 6,157.60
	\$ 63.33	\$ 66.48	\$ 69.82	\$ 73.31	\$ 76.97

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
81	\$ 134,929.60	\$ 141,668.80	\$ 148,761.60	\$ 156,208.00	\$ 164,008.00
	\$ 11,244.13	\$ 11,805.73	\$ 12,396.80	\$ 13,017.33	\$ 13,667.33
	\$ 5,189.60	\$ 5,448.80	\$ 5,721.60	\$ 6,008.00	\$ 6,308.00
	\$ 64.87	\$ 68.11	\$ 71.52	\$ 75.10	\$ 78.85
82	\$ 138,278.40	\$ 145,225.60	\$ 152,484.80	\$ 160,097.60	\$ 168,126.40
	\$ 11,523.20	\$ 12,102.13	\$ 12,707.07	\$ 13,341.47	\$ 14,010.53
	\$ 5,318.40	\$ 5,585.60	\$ 5,864.80	\$ 6,157.60	\$ 6,466.40
	\$ 66.48	\$ 69.82	\$ 73.31	\$ 76.97	\$ 80.83
83	\$ 141,668.80	\$ 148,761.60	\$ 156,208.00	\$ 164,008.00	\$ 172,182.40
	\$ 11,805.73	\$ 12,396.80	\$ 13,017.33	\$ 13,667.33	\$ 14,348.53
	\$ 5,448.80	\$ 5,721.60	\$ 6,008.00	\$ 6,308.00	\$ 6,622.40
	\$ 68.11	\$ 71.52	\$ 75.10	\$ 78.85	\$ 82.78
84	\$ 145,225.60	\$ 152,484.80	\$ 160,097.60	\$ 168,126.40	\$ 176,508.80
	\$ 12,102.13	\$ 12,707.07	\$ 13,341.47	\$ 14,010.53	\$ 14,709.07
	\$ 5,585.60	\$ 5,864.80	\$ 6,157.60	\$ 6,466.40	\$ 6,788.80
	\$ 69.82	\$ 73.31	\$ 76.97	\$ 80.83	\$ 84.86
85	\$ 148,761.60	\$ 156,208.00	\$ 164,008.00	\$ 172,182.40	\$ 180,793.60
	\$ 12,396.80	\$ 13,017.33	\$ 13,667.33	\$ 14,348.53	\$ 15,066.13
	\$ 5,721.60	\$ 6,008.00	\$ 6,308.00	\$ 6,622.40	\$ 6,953.60
	\$ 71.52	\$ 75.10	\$ 78.85	\$ 82.78	\$ 86.92
86	\$ 152,484.80	\$ 160,097.60	\$ 168,126.40	\$ 176,508.80	\$ 185,328.00
	\$ 12,707.07	\$ 13,341.47	\$ 14,010.53	\$ 14,709.07	\$ 15,444.00
	\$ 5,864.80	\$ 6,157.60	\$ 6,466.40	\$ 6,788.80	\$ 7,128.00
	\$ 73.31	\$ 76.97	\$ 80.83	\$ 84.86	\$ 89.10
87	\$ 156,208.00	\$ 164,008.00	\$ 172,182.40	\$ 180,793.60	\$ 189,862.40
	\$ 13,017.33	\$ 13,667.33	\$ 14,348.53	\$ 15,066.13	\$ 15,821.87
	\$ 6,008.00	\$ 6,308.00	\$ 6,622.40	\$ 6,953.60	\$ 7,302.40
	\$ 75.10	\$ 78.85	\$ 82.78	\$ 86.92	\$ 91.28
88	\$ 160,097.60	\$ 168,126.40	\$ 176,508.80	\$ 185,328.00	\$ 194,584.00
	\$ 13,341.47	\$ 14,010.53	\$ 14,709.07	\$ 15,444.00	\$ 16,215.33
	\$ 6,157.60	\$ 6,466.40	\$ 6,788.80	\$ 7,128.00	\$ 7,484.00
	\$ 76.97	\$ 80.83	\$ 84.86	\$ 89.10	\$ 93.55
89	\$ 164,008.00	\$ 172,182.40	\$ 180,793.60	\$ 189,862.40	\$ 199,347.20
	\$ 13,667.33	\$ 14,348.53	\$ 15,066.13	\$ 15,821.87	\$ 16,612.27
	\$ 6,308.00	\$ 6,622.40	\$ 6,953.60	\$ 7,302.40	\$ 7,667.20
	\$ 78.85	\$ 82.78	\$ 86.92	\$ 91.28	\$ 95.84
90	\$ 168,126.40	\$ 176,508.80	\$ 185,328.00	\$ 194,584.00	\$ 204,339.20
	\$ 14,010.53	\$ 14,709.07	\$ 15,444.00	\$ 16,215.33	\$ 17,028.27
	\$ 6,466.40	\$ 6,788.80	\$ 7,128.00	\$ 7,484.00	\$ 7,859.20
	\$ 80.83	\$ 84.86	\$ 89.10	\$ 93.55	\$ 98.24

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

**ELK GROVE WATER DISTRICT**  
**Salary Schedule**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

Grade	Step I	Step II	Step III	Step IV	Step V
91	\$ 172,182.40	\$ 180,793.60	\$ 189,862.40	\$ 199,347.20	\$ 209,310.40
	\$ 14,348.53	\$ 15,066.13	\$ 15,821.87	\$ 16,612.27	\$ 17,442.53
	\$ 6,622.40	\$ 6,953.60	\$ 7,302.40	\$ 7,667.20	\$ 8,050.40
	\$ 82.78	\$ 86.92	\$ 91.28	\$ 95.84	\$ 100.63
92	\$ 176,508.80	\$ 185,328.00	\$ 194,584.00	\$ 204,339.20	\$ 214,552.00
	\$ 14,709.07	\$ 15,444.00	\$ 16,215.33	\$ 17,028.27	\$ 17,879.33
	\$ 6,788.80	\$ 7,128.00	\$ 7,484.00	\$ 7,859.20	\$ 8,252.00
	\$ 84.86	\$ 89.10	\$ 93.55	\$ 98.24	\$ 103.15
93	\$ 180,793.60	\$ 189,862.40	\$ 199,347.20	\$ 209,310.40	\$ 219,814.40
	\$ 15,066.13	\$ 15,821.87	\$ 16,612.27	\$ 17,442.53	\$ 18,317.87
	\$ 6,953.60	\$ 7,302.40	\$ 7,667.20	\$ 8,050.40	\$ 8,454.40
	\$ 86.92	\$ 91.28	\$ 95.84	\$ 100.63	\$ 105.68
94	\$ 185,328.00	\$ 194,584.00	\$ 204,339.20	\$ 214,552.00	\$ 225,284.80
	\$ 15,444.00	\$ 16,215.33	\$ 17,028.27	\$ 17,879.33	\$ 18,773.73
	\$ 7,128.00	\$ 7,484.00	\$ 7,859.20	\$ 8,252.00	\$ 8,664.80
	\$ 89.10	\$ 93.55	\$ 98.24	\$ 103.15	\$ 108.31
95	\$ 189,862.40	\$ 199,347.20	\$ 209,310.40	\$ 219,814.40	\$ 230,796.80
	\$ 15,821.87	\$ 16,612.27	\$ 17,442.53	\$ 18,317.87	\$ 19,233.07
	\$ 7,302.40	\$ 7,667.20	\$ 8,050.40	\$ 8,454.40	\$ 8,876.80
	\$ 91.28	\$ 95.84	\$ 100.63	\$ 105.68	\$ 110.96
96	\$ 194,584.00	\$ 204,339.20	\$ 214,552.00	\$ 225,284.80	\$ 236,516.80
	\$ 16,215.33	\$ 17,028.27	\$ 17,879.33	\$ 18,773.73	\$ 19,709.73
	\$ 7,484.00	\$ 7,859.20	\$ 8,252.00	\$ 8,664.80	\$ 9,096.80
	\$ 93.55	\$ 98.24	\$ 103.15	\$ 108.31	\$ 113.71
97	\$ 199,347.20	\$ 209,310.40	\$ 219,814.40	\$ 230,796.80	\$ 242,320.00
	\$ 16,612.27	\$ 17,442.53	\$ 18,317.87	\$ 19,233.07	\$ 20,193.33
	\$ 7,667.20	\$ 8,050.40	\$ 8,454.40	\$ 8,876.80	\$ 9,320.00
	\$ 95.84	\$ 100.63	\$ 105.68	\$ 110.96	\$ 116.50
98	\$ 204,339.20	\$ 214,552.00	\$ 225,284.80	\$ 236,516.80	\$ 248,372.80
	\$ 17,028.27	\$ 17,879.33	\$ 18,773.73	\$ 19,709.73	\$ 20,697.73
	\$ 7,859.20	\$ 8,252.00	\$ 8,664.80	\$ 9,096.80	\$ 9,552.80
	\$ 98.24	\$ 103.15	\$ 108.31	\$ 113.71	\$ 119.41
99	\$ 209,310.40	\$ 219,814.40	\$ 230,796.80	\$ 242,320.00	\$ 254,404.80
	\$ 17,442.53	\$ 18,317.87	\$ 19,233.07	\$ 20,193.33	\$ 21,200.40
	\$ 8,050.40	\$ 8,454.40	\$ 8,876.80	\$ 9,320.00	\$ 9,784.80
	\$ 100.63	\$ 105.68	\$ 110.96	\$ 116.50	\$ 122.31
100	\$ 214,552.00	\$ 225,284.80	\$ 236,516.80	\$ 248,372.80	\$ 260,790.40
	\$ 17,879.33	\$ 18,773.73	\$ 19,709.73	\$ 20,697.73	\$ 21,732.53
	\$ 8,252.00	\$ 8,664.80	\$ 9,096.80	\$ 9,552.80	\$ 10,030.40
	\$ 103.15	\$ 108.31	\$ 113.71	\$ 119.41	\$ 125.38

**ELK GROVE WATER DISTRICT**  
**General Manager Salary**  
**Annual, Monthly, Bi-Weekly & Hourly Wage**  
**As of July 1, 2021**

General Manager	
GM	\$ 192,345
	\$ 16,029
	\$ 7,398
	\$ 92.47

DRAFT

## ACRONYMS & GLOSSARY OF TERMS

### A

**Account** – A category that identifies the justification of the transaction of funds received or paid.

**Account Balance** – The difference in dollars between the total debits and the total credits in an account.

**Accrual Basis of Accounting** – A basis of accounting under which increases and decreases in economic resources are recognized as soon as the underlying event or transaction occurs. Revenues are recognized when earned and expenses are recognized when incurred, regardless of the timing of related cash flows.

**Accrual** – The recognition of a revenue or expense in a current period even though the actual cash may not be received or paid until a following period.

**Acre-foot of Water** – The volume of water that covers one acre to a depth of one foot; 43,560 cubic feet; 1,233.5 cubic meters; 325,872 gallons.

**Actual** – The final audited revenue / expenditure results of operations for the fiscal year indicated.

**ACWA** – Association of California Water Agencies.

**AICPA** – American Institute of Certified Public Accountants.

**Amortization** – Gradual reduction, redemption, or liquidation of the balance of an account according to a specified times and amounts.

**Assets** – Resources owned or held by EGWD/FRCD which have monetary value.

**Audit** – An examination of the books and records of EGWD/FRCD to determine financial status and results of operations (excess or loss).

**AWWA** – American Water Works Association.

### B

**Backflow** – The backing up of water through a conduit or channel in the direction opposite to normal flow.

**BMPs** – Best Management Practices.

**Board of Directors** – The EGWD/FRCD is governed by a Board, the members of which are elected by the voters within the FRCD boundaries. The Board sets policy and provides overall leadership for EGWD/FRCD including the mission, goals, priorities and resource allocation.

**Bond Issuance Costs** – The costs incurred by the bond issuer during the planning, marketing and sale of a bond issue.

**Bonds** – Fixed income instruments that represent loans made by investors to borrowers.

**Budget Calendar** – The schedule of key dates or milestones which the District follows in the preparation, adoption, and administration of the budget.

**Budgetary Control** - The control of management in accordance with the approved budget to keep expenditures within the limitations of available appropriations and available revenues.

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

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**C**

**CAC** – Community Advisory Committee.

**CalPERS** – California Public Employees Retirement System.

**Capital Equipment (Assets)** – Fixed assets such as vehicles, computers, equipment, technical instruments, etc., which have a life expectancy of more than one year and a value over \$5,000.

**Cash Flows** – The movement of cash in and out of the District from day-to-day activities.

**Cash Management** – The management of cash flows in such a way that interest and penalties paid are minimized and interest earned is maximized. Funds received are deposited on the day of receipt and invested as soon as the funds are available. The District maximizes the return on all funds available for investment without sacrifice of safety or necessary liquidity.

**CCF** – Centum cubic feet.

**CCR** – Consumer Confidence Report.

**CIP** – Capital Improvement Program.

**COLA** – Cost of Living Adjustment.

**CMTA** – California Municipal Treasurer’s Association.

**Consumer Price Index (CPI)** – A statistical description of price levels provided by the U.S. Department of Labor. The index is used as a measure of the increase in the cost of living or doing business (i.e. economic inflation).

**CSDA** – California Special Districts Association.

**CSR** – Customer Service Representative.

**CSMFO** – California Society of Municipal Finance Officers.

**Current Assets** – Cash plus assets that are expected to be converted to cash, sold or consumed during the next 12 months or as a part of the normal operating cycle.

**Current Liabilities** – Obligations that will become due within the next year or within the normal operating cycle, if longer than a year.

**D**

**Debt** – An obligation resulting from the borrowing of money or from the purchase of goods and services. These include bonds and accounts payable.

**Debt Service** – The payment of principal and interest on any short-term and long-term debt.

**Debt Service Requirements** – The amount of money required to pay interest and principal on outstanding debt.

**Depreciation** – The allocation of the acquisition cost of plant, property and equipment to the particular periods or products that benefit from the utilization of the asset in service.

**E**

**Easement** – An acquired legal right to the use of land owned by others.



**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

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**ECCP** – Employee Cost Control Program.

**EGWD** – Elk Grove Water District.

**Enterprise Fund** – A fund established to account for the operation of self-supporting enterprises.

**Expenditures** – A decrease in net financial resources, actual payment for goods and services received.

## **F**

**Financial Statement** – A set of summary documents which pertain to financial information that consist of the following: Balance Sheet or Combining Schedule of Net Assets, Income Statement or Combining Schedule of Revenues and Expenses, Statement of Cash Flows, Notes of Financial Statements and, in the District’s case, various Supplements, Schedules, etc.

**Fiscal Policy** – The District’s policies with respect to revenues, spending, and debt management as these relate to services, programs and capital investment.

**Fixed Assets** – Long-term tangible assets that have a normal use expectancy of more than one year and do not lose their individual identity through use. Fixed assets include primarily buildings, equipment, and land.

**FRCD** – Florin Resource Conservation District.

**FTE** – Full Time Equivalent.

**Fund** – A fiscal and accounting entity with a self-balancing set of accounts in which cash and other financial resources, all related liabilities and residual equities, or balances and changes therein, are recorded and segregated to carry on specific activities or attain certain objectives in accordance with special regulations, restrictions or limitations.

**Fund Balance** – The cumulative difference of all revenues and all expenditures of the fund from the time the District was established. Fund balance is also considered to be the difference between fund assets and fund liabilities and is sometimes referred to as “fund equity” at any given point in time.

## **G**

**Generally Accepted Accounting Principles (GAAP)** – Uniform minimum standards of, and guidelines for, external financial accounting and reporting. They govern the form and content of the basic financial statements of an entity. GAAP encompasses the conventions, rules, and procedures necessary to define accepted accounting practices at a particular time. They include not only broad guidelines of general application, but also detailed practices and procedures. GAAP provides a standard by which to measure financial presentations. The primary authoritative statement on the application of GAAP to state and local governments is Government Accounting Standards Board (GASB) pronouncements.

**Geographic Information System (GIS)** – An organized collection of computer hardware, software and geographic data designed to efficiently capture, store, update, manipulate, analyze, and display all forms of geographically referenced information.

**Goals** – General statements of desired state, condition, or situation to be achieved, which may be viewed from a short or long-term perspective.

**Florin Resource Conservation District/Elk Grove Water District**  
**Fiscal Year 2021-22 Operating Budget**

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**Governmental Accounting Standards Board (GASB)** – Their mission is to establish and improve standards of state and local governmental accounting and financial reporting that will result in useful information for users of financial reports.

**Governmental Finance Officers of America (GFOA)** – Their purpose is to enhance and promote the professional management of governments for the public benefit. The GFOA accomplishes this mission by identifying and developing financial policies and practices and promoting them through education, training and leadership.

**Groundwater** – Water produced by pumping from underground.

**H**

**I**

**Independent Auditor** – External public accounting firm hired to audit the annual financial statements and express an opinion on those statements as to conformity with generally accepted accounting principles.

**Infrastructure** – District owned capital assets that provide services to the ratepayers.

**Internal Control** – Methods and procedures that are primarily concerned with the authorization of transactions, safeguarding of assets, and accuracy of the financial records.

**Inventories** – Items held for future use.

**Investment Income** – Income derived by investing certain fund balance in interest-yielding securities in compliance with the provisions of the District's Investment policy.

**J**

**K**

**L**

**Liabilities** – Obligations incurred in past or current transactions requiring present or future settlement.

**Long-Term Debt** – Debt with a maturity of more than one year after the date of issuance.

**M**

**Meter** – An instrument of measuring the flow of water.

**MGD** – Million gallons per day.

**Mid-Year Review** – Midway through the fiscal year the current year budget is evaluated based on spending to date and current projections. The primary areas reviewed and analyzed are year-to-date expenditure and revenue status plus expenditure and revenue projections for the remainder of the year.

**Modified Accrual Basis** – The accrual basis of accounting adapted to the governmental fund type. Revenues are recognized when they become both "measurable" and "available to finance expenditures of the current period." Expenditures are recognized when the liability is incurred except on long-term debt which is recognized when due.

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

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**N**

**Notes Payable** – Long or short-term obligations that are payable according to a contract or agreement in which the timeframe is executed.

**NSF** – Non-sufficient funds.

**O**

**Objective** – A statement of purpose defined more specifically than goals, defining the result-oriented activities necessary to achieve a stated goal.

**Obligation** – Amounts which the District may be legally required to meet out of its resources and includes not only actual liabilities, but also encumbrances not yet paid.

**OPEB** – Other Post Employment Benefit.

**Operating Expense** – All costs required for the daily operation of the District necessary to provide services and maintain the systems in good operating condition that are not considered capital improvements or debt repayments.

**Overtime** – Hours worked in excess of 40 hours per work week or hours worked in excess of those scheduled in a shift.

**P**

**Projected** – An estimate of revenues or expenditures based on past trends, the present economic situation and future financial forecasts.

**PTO** – Personal time off.

**Q**

**R**

**Ratepayers**– Those being provided with water service by Elk Grove Water District.

**Refunding Bonds** – Bonds issued to retire bonds already outstanding.

**Reimbursements** – Payment made to someone for out-of-pocket expenses incurred.

**Reserves** – An account used to indicate that a portion of a fund's assets are restricted for a specific purpose.

**Revenue** – An inflow of assets in exchange for services.

**Revenue Bonds** – Municipal bonds that finance income-producing projects and are secured by a specific revenue source.

**Risk Management** – A coordinated effort to minimize costs – typically where insurance policies are purchased to manage the District's exposure to various risks of loss; Workers' Compensation; theft of, damage to, and destruction of assets, errors and omissions; injuries to employees; and natural disasters.

**RRWTF** – Railroad Water Treatment Facility.

**RWA** – Regional Water Authority.

**Florin Resource Conservation District/Elk Grove Water District  
Fiscal Year 2021-22 Operating Budget**

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**S**

**SCADA System** – “*Supervisory Control and Data Acquisition*” System. The computer system that collects data, processes the data and allows operating personnel to take corrective actions.

**SCGA** – Sacramento Central Groundwater Authority.

**SCWA** – Sacramento County Water Agency.

**SOP** – Standard operating procedures.

**T**

**Treated Water** – Water which has been processed through the District’s water treatment plant(s) or imported from other utilities to supplement the EGWD’s water supplies.

**U**

**V**

**Variance** – The dollar and/or percentage difference between two sets of figures.

**VFD** – Variable frequency drive.

**VTO** – Vacation time off.

**W**

**Water Conservation** – Reducing the demand for water through activities that alter water use practices, e.g., improving efficiency in water use, and reducing losses of water from leaks.

**Water Quality** – The chemical, physical and biological characteristics of water with respect to its suitability for a particular purpose. The same water may be of good quality for one purpose or use, and bad for another, depending on its characteristics and the requirements for the particular use.

**Well** – A vertical drilled hole into an underground formation, usually to obtain a source of water, to monitor ground water quality or to determine the position of the water table.

**WDO** – Water Distribution Operator.

**X**

**Y**

**Z**