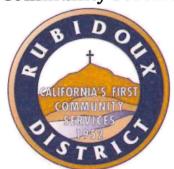
Rubidoux Community Services District

Board of Directors

John Skerbelis, President Hank Trueba Jr., Vice-President Bernard Murphy Armando Muniz F. Forest Trowbridge

General Manager

Brian R. Laddusaw



Water Resource Management

Refuse Collection

Street Lights

Fire / Emergency Services

Weed Abatement

NOTICE AND AGENDA FOR THE RUBIDOUX COMMUNITY SERVICES DISTRICT FINANCE AND BUDGET COMMITTEE MEETING

Thursday, June 6, 2024, at 2:30 PM

<u>During this meeting of the Rubidoux Community Services District Finance and Budget Committee, members of the public will have the choice to attend and address the Finance and Budget Committee in person or attend and address the Committee via Zoom.</u>

Members of the public wanting to attend and/or address the Committee virtually may do so by using the Zoom App or website for free at: https://zoom.us/

- Meeting ID is <u>994 957 9980</u>
- Passcode is: rcsd
- Call into the meeting number 1-669-444-9171

Only one person at a time may speak by telephone or Zoom and only after being recognized by the President of the Board.

Closed Session: At any time during the regular session, the Committee may adjourn to a closed executive session to consider matter of litigation, personnel, negotiations, or to deliberate on decisions as allowed and pursuant with the open meetings laws. Discussion of litigation is within the Attorney/Client privilege and may be held in closed session. Authority: Government code 11126-(a) (d) (q).

- 1. CALL TO ORDER John Skerbelis, President
- 2. PLEDGE OF ALLEGIANCE General Manager
- 3. ROLL CALL General Manager
- 4. PUBLIC COMMENTS

Members of the public are encouraged to address the Board of Directors. Anyone who wishes to speak on an item not on the published agenda must submit a comment request card to the General Manager or designee. Each speaker should begin by identifying themselves for the record and is allowed up to three-minutes.

No one may give their time to a speaker during the public comment period of the meeting. It is requested that all present refrain from any action that might disrupt the orderly course of the meeting. Coarse, crude, profane, or vulgar language, or unsolicited comments from the audience, which disrupts or disturbs the Board meeting, may result in exclusion from the meeting.

The Ralph M. Brown Act, Government Code 54950, et. seq. prohibits members of the Board of Directors from taking formal action or discuss items not on the published agenda. As a result, immediate response to public comment may be limited.

- 5. Presentation: FY 2024|2025 Draft Budgets and Salary Schedule
- 6. COMMITTEE COMMENTS AND REQUESTS Non-action
- 7. ADJOURNMENT

Rubidoux Community Services District

Board of Directors

John Skerbelis, President Hank Trueba Jr., Vice-President Bernard Murphy Armando Muniz F. Forest Trowbridge

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FINANCE AND BUDGET COMMITTEE - ITEM 5

June 6, 2024

To: Rubidoux Community Services District – Finance and Budget Committee

Subject: FY 2024 2025 Updated Draft Budgets

BACKGROUND:

Historically, the Rubidoux Community Services District ("District") Board of Directors ("Directors") conduct budget workshops to align with both regular Board meetings in May and hold a 3rd workshop during the 1st meeting in June. District practice has been to adopt the next year's fiscal year budget at the 2nd meeting in June.

On May 2, 2024, the Finance and Budget Committee considered the following draft budgets:

- General Fund
- Fire/Weed Abatement Fund
- Trash Fund

On May 16, 2024, the Finance and Budget Committee considered the following draft budgets:

- Water Fund Water Fund Operating and Capital Budget and Field/Admin Building Fund
- Sewer Fund Sewer Fund Operating and Capital Budget

Budget Workshop 3 brings together all draft budgets for FY 2024/2025 for final consideration and discussion by staff and the Board. After Budget Workshop 3, staff will agendize the adoption of the FY 2024/2025 District budget at the regularly scheduled Board meeting on June 20, 2024.

PRESENTATION BY STAFF

Respectfully,

BRIAN R. LADDUSAW, CPA

General Manager

Attachment(s):

FY 2024|2025 Draft Budgets FY 2024|2025 Draft Salary Schedule

Rubidoux Community Services District General Fund Budget

	Actu YTD M 202	arch		Annual Budget 23/2024 ^[1]		Projected Year End 2023/2024	(Unfa	orable vorable) riance		Audited 2022/2023		Adopted Budget 2024/2025
Operating Income	•	40 500	œ	45.000	e	18,000	œ	3,000	œ	14,320	\$	18,000
1 Plan Check & Inspection	\$	13,500	\$	15,000 5,000	Ф	2,736	Ф	(2,264)	Φ	6,550	Φ	3,000
2 Permits & Licenses		2,052				89,000		(2,204)		104,220		111,000
3 Administrative Allocation Fire Fund		44,500		89,000				-		597,127		636,000
4 Administrative Allocation Trash Fund		54,000		508,000		508,000 967,000				1,138,621		1,212,000
5 Administrative Allocation Water Fund		83,500		967,000		7		-		677,432		721,000
6 Administrative Allocation Sewer Fund		88,000 85,552		576,000 2,160,000		576,000 2,160,736		736		2,538,270	_	2,701,000
Total Operating Income	1,0	65,552		2,160,000		2,160,736		730		2,000,210		2,701,000
Other Income						4.040		4.042		17 215		
7 Rental Income		1,913		405.000		1,913		1,913		17,215		407.000
8 Interest Income		96,707		185,000		406,707		221,707		204,644		407,000
9 Miscellaneous Income: General		24,094		4,000		32,125		28,125		4,325		33,000
10 Developer EDU Fees: Income		-		-		-		-		1,781,702		1 000
11 Street Light Charges		1,423		-		1,423		1,423		-		1,000
12 Interest Income: Non-Operational		66,253		62,000		88,338		26,338		63,813		88,000
13 Loan Proceeds - Bldg.		-		-		-		-		1,541,550		-
14 Settlement Proceeds		-		-		-			_	4,708,154 8,321,403	_	529,000
Total Other Income	2	90,390		251,000		530,506		279,506		0,321,403	_	529,000
TOTAL GENERAL REVENUE	\$1,3	75,942		\$2,411,000		\$2,691,242		280,242	-	\$10,859,673	_	\$3,230,000
Operating Expense												
15 R & M Vehicles	\$	533	\$	3,000	\$	711	\$	2,289	\$	2,293	\$	1,000
16 Main/Lease Equipment		4,033		11,000		5,378		5,622		10,446		6,000
17 R & M Office Building		66,827		27,000		89,102		(62,102)		33,088		38,000
18 General Supplies & Expenses		46,038		70,000		61,385		8,615		66,408		63,000
19 Utilities		20,290		22,000		27,054		(5,054)		21,350		28,000
20 Postage Expense: General		25,647		26,000		34,196		(8,196)		31,068		35,000
21 Telephone: General		10,882		13,000		14,509		(1,509)		15,664		15,000
22 Office Supplies: General		9,745		15,000		12,993		2,007		17,283		13,000
23 Dues & Subscriptions		565		8,000		754		7,246		14,988		8,000
24 Licenses & Permits		471		1,000		628		372		918		1,000
25 Clothing Expense		-		2,500		-		2,500		926		1,000
26 Mileage & Conference Expense		1,247		5,000		1,662		3,338		-		7,500
27 Human Resources Development		-		1,000		- 0		1,000		-		1,000
28 Gasoline Expense		4,092		5,000		5,456		(456)		5,583		6,000
29 General Insurance		9,039		20,000		18,078		1,922		19,349		24,000
30 Attorney Fees		12,300		25,000		16,400		8,600		25,047		17,000
31 Publication of Public Notices		3,279		2,000		4,373		(2,373)		4,034		5,000
32 Miscellaneous Expense		3,207		2,000		4,276		(2,276)		342		4,000
33 Consulting Fee: Labor		15,363		25,000		20,484		4,516		17,669		25,000
34 Consulting Fee: Administrative Oversight		8,844		25,000		11,792		13,208		18,280		12,500
35 Consulting Fee: Communication / Outreach		-		25,000		₩.		25,000		20,292		10,000
36 Consulting Fee: Leppa LLC		-		1,000		1,000		-		-		-
37 Consulting Fee: Financial		-		10,000				10,000				10,000
38 Auditors Fees		33,165		34,000		34,830		(830)		35,330		35,000
39 Website Administration		3,976		5,000		4,800		200		4,800		5,000
40 Computer System Support		54,057		116,000		122,076		(6,076)		67,825		147,900
41 Computer Misc. and Hardware		5,217		15,000		6,955		8,045		22,265		47,000
42 Employee Education and Training		17,368		20,000		23,157		(3,157)		13,653		15,000
43 Annexation Work		7,666		-		10,221		(10,221)		48,802		*
Total Operating Expense	3	63,852		534,500		532,270		2,230		517,705	_	580,900

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Rubidoux Community Services District General Fund Budget

Administrative Expense	Actual YTD March 2024	Annual Budget 2023/2024 ^[1]	Projected Year End 2023/2024	Favorable (Unfavorable) Variance	Audited 2022/2023	Adopted Budget 2024/2025
44 Salaries Expense	678,529	960,000	904,706	55,294	753,698	1,245,000
45 Employee Vacation/Sick Accrual Expense	9,366	10,000	9,366	634	240,122	10,000
46 Payroll Tax Expense	50,232	64,000	66,976	(2,976)	77,965	81,000
47 Health & Retirement Expense	400,753	477,000	534,337	(57,337)	482,270	630,000
48 Retirement Expense - Excess UAL	-	49,000	49,000	-	-	69,000
49 Workers Compensation Ins.	2,822	4,000	3,763	237	8,429	4,000
50 Directors Fees	18,544	33,000	24,725	8,275	28,987	25,000
51 Employee Recognition	135	3,500	135	3,365		-
52 Recruitment	-	-	-	-	3,903	-
53 Election Costs	-	-		-	1,363	30,000
Total Administrative Expense	1,160,381	1,600,500	1,593,008	7,492	1,596,736	2,094,000
Other Expense						
54 Equipment (OFC) Replacement	-	5,000	-	5,000		5,000
55 Street Light Expense	121,253	136,000	161,670	(25,670)	169,312	151,800
56 Building Interest Exp	21,385	43,000	42,770	230	41,271	39,000
57 SB 1383 Cal Recycle Grant Expense	117	-	56,781	(56,781)	-	
Total Other Expense	142,755	184,000	261,221	(77,221)	210,583	195,800
Total Expense	1,666,988	2,319,000	2,386,499	(67,499)	2,325,024	2,870,700
Asset Acquisitions 58 NorthStar and Denali Cloud Server 59 General Manager Vehicle 60 Admin. Bldg. Proj.	68,484 - 45,942	100,000 - 1,395,533	68,484 - 45,942	31,517 - 1,349,591	-	- 60,000 1,350,000
Total Asset Acquisitions	114,426	1,495,533	114,426	1,381,107		1,410,000
Long-Term Debt 61 Debt Service - Building Principal	114,420	138,000	137,753	247	139,252.00	142,000
Total Long-Term Debt		138,000	137,753	247	139,252	142,000
Transfers 62 Property Tax Transfer In		(146,000)	(146,000)	-	390,224	_
63 Transfer from Field/Admin Fund Reserves		(300,000)	(300,000)	-	-	(1,153,920)
64 Transfer to/(from) Unrestricted Reserves	_	(1,232,000)	(1,232,000)	-	(1,046,506)	-
65 Transfer to/(from) Restricted Reserves	-	(1,095,533)	(1,095,533)	-		-
66 Transfer to Water Fund	(132,500)	1,232,000	1,232,000	_	-:	-
Total Transfers	(132,500)	(1,541,533)	(1,541,533)	Œ	(656,282)	(1,153,920)
TOTAL GENERAL EXPENSES AND TRANSFERS	\$1,648,914	\$2 <u>,</u> 411,000	\$1,097,145	\$1,313,855	\$1,807,994	\$3,268,780
Fund Excess (Deficit)						\$ (38,780)

^[1] Includes budget amendments adopted by Board of Directors up through June 6, 2024.

Rubidoux Community Services District Fire / Weed Abatement Fund Budget

	Actual YTD March 2024		Annual Budget 2023/2024 ^[1]			Projected Year End 2023/2024	(Ui	Favorable nfavorable) Variance		Audited 2022/2023		Adopted Budget 2024/2025
Operating Income				100 - 2000					_		_	
1 Weed Abatement Assessment	\$	3,994	\$	3,000	\$	3,994	\$	994	\$	94	\$	4,000
2 Property Taxes-Secured:Gnrl		2,657,279		3,892,000		4,357,279		465,279		4,207,181		4,444,000
3 Property Taxes-Unsecured		117,019		112,000		124,019		12,019		111,267		126,000
4 Property Taxes-SBE & HOX		82,436		104,000		135,436		31,436		109,432		138,000
5 Property Taxes-SPY & 2345		50,959		98,000		118,959		20,959		129,854		121,000
Total Operating Income		2,911,687		4,209,000		4,739,687		530,687		4,557,827		4,833,000
Other Income												
6 Developer EDU Fees: Income		20,644		565,000		25,644		(539,356)		2,804		26,000
Total Other Income		20,644		565,000		25,644		(539,356)		2,804		26,000
TOTAL FIRE/WEED ABATEMENT REVENUE		2,932,331		\$4,774,000		\$4,765,331		(\$8,669)		\$4,560,631	_	\$4,859,000
Operating Expense												
7 Utilities Fire Dept	\$	26,088	\$	29,400	\$	34,784	\$	(5,384)	\$	27,400	\$	30,300
8 Postage Expense: Weed		=		500		-		500		,		500
9 Weed Abatement Contract		_		2,000		-		2,000		₩.		2,100
10 CDF Contract		720,315		2,955,000		2,915,067		39,933		2,520,193		3,247,000
11 Publication of Public Notices		-		1,000		-		1,000		1,102		1,000
12 Miscellaneous: Fire		-		5,000		-		5,000		7,554		5,200
13 R & M Fire Station		12,279		10,000		16,372		(6,372)		16,564		10,300
14 Landscaping		4,595		7,000		6,127		873		_		7,200
15 Riverside County Admin Charge		8,399		11,100		11,198		(98)		13,877		11,400
16 Consulting Fees		-		2,000		-		2,000		-		28,200
17 Condition Assessment		-		-		-		-		-		10,000
Total Operating Expense		771,676		3,023,000		2,983,548		39,452		2,586,690	_	3,353,200
Administrative Expense												
18 General Fund Admin. Expense		44,500		89,000		89,000		-		104,200		111,000
Total Administrative Expense		44,500		89,000		89,000				104,200		111,000
Asset Acquisitions												
19 Misc. Asset Acq./Replacements		-		250,000		-		250,000				250,000
Total Asset Acquisitions		-		250,000				250,000			_	250,000
Transfers												
20 Transfer to/(from) Fire Mitigation Fund		-		315,000		25,644		289,356		2,804		(224,000)
21 Property Tax Transfer Out - General		73,000		146,000		146,000		-		390,224		-
22 Property Tax Transfer Out - Trash		59,500		119,000		119,000		-		263,453		50,700
23 Property Tax Transfer Out - Water		391,000		782,000		782,000		-		571,003		893,100
24 Property Tax Transfer Out - Sewer		25,000		50,000		50,000		-		15,000		425,000
Total Transfers		548,500		1,412,000		1,122,644		289,356		1,242,484	_	1,144,800
TOTAL FIRE/WEED ABATEMENT EXPENSE AND TRANSFERS		\$1,364,676		\$4,774,000		\$4,195,192		\$578,808		\$3,933,374	_	\$4,859,000

[1] Includes budget amendments adopted by Board of Directors up through June 6, 2024.

Fund Excess (Deficit)

Rubidoux Community Services District Trash Fund Budget

	Actual YTD March 2024	Annual Budget 2023/2024 ^[1]	Projected Year End 2023/2024	Favorable (Unfavorable) Variance	Audited 2022/2023	Adopted Budget 2024/2025
Operating Income						
1 Sales: Trash	\$ 3,797,721	\$ 5,213,000	\$ 5,192,721			\$ 5,524,000
2 Rolloff Revenue	125,967	150,000	167,956	17,956	140,688	173,000
3 Trash Bag Sales	199	1,000	265	(735)	195	300
Total Operating Income	3,923,888	5,364,000	5,360,942	(3,058)	5,026,245	5,697,300
TOTAL TRASH REVENUE	\$3,923,888	\$5,364,000	\$5,360,942	(\$3,058)	\$5,026,245	\$5,697,300
Operating Expense						
4 Bad Debt Expense: Trash	\$ 10,641	\$ 20,000	\$ 14,188	\$ 5,812	\$ 18,880	\$ 20,000
5 Trash Bags	-	-	4,063	(4,063)	-	-
6 Trash Contract Expense	3,519,035	4,890,000	4,797,618	92,382	4,551,836	5,092,000
Total Operating Expense	3,529,676	4,910,000	4,815,869	94,131	4,570,716	5,112,000
Administrative Expense						
7 General Fund Administrative Expense	254,000	508,000	508,000	-	597,127	636,000
8 SB 1383 Administrative Expense	=	65,000	-	65,000	=:	.
Total Administrative Expense	254,000	573,000	508,000	65,000	597,127	636,000
Total Expense	3,783,676	5,483,000	5,323,869	159,131	5,167,843	5,748,000
Transfers						
9 Property Tax Transfer In	=	(119,000)	(119,000)	-	(263,453)	(50,700)
Total Transfers	-	(119,000)	(119,000)	-	(263,453)	(50,700)
TOTAL TRASH EXPENSES AND TRANSFERS	\$3,783,676	\$5,364,000	\$5,204,869	\$159,131	\$4,904,390	\$5,697,300
Fund Excess (Deficit)						\$ -

^[1] Includes budget amendments adopted by Board of Directors up through June 6, 2024.

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Rubidoux Community Services District Water Fund Budget

	Y	Actual TD March 2024	26	Annual Budget 023/2024 ^[1]	,	Projected Year End 2023/2024	(L	Favorable Infavorable) Variance		Audited 2022/2023		Adopted Budget 024/2025
Operating Income		2021			_							
1 Sales - Residential	\$	3,953,864	\$	6,109,000	\$	5,453,864	\$	(655, 136)	\$	4,357,505	\$	6,559,000
2 Sales - Commercial		1,169,205		2,037,000		1,409,205		(627,795)		1,698,901		2,186,000
3 Sales - Late Charges		68,255		76,000		91,006		15,006		75,034		92,000
4 Sales - Service Charges		3,777		6,000		5,036		(964)		6,017		6,000
5 Sales - Reconnect Charge		24,550		29,000		32,733		3,733		28,750		33,000
6 Sales - Meters		11,570		95,000		15,427		(79,573)		83,195		95,000
7 Sales - Jumper Income		-		34,000		-		(34,000)		32,000		34,000
8 Sales - JCSD		-						÷		538,118		-
Total Operating Income		5,231,220		8,386,000		7,007,270		(1,378,730)		6,819,520	_	9,005,000
Other Income												
9 Interest Income		208,717		293,000		421,449		128,449		257,922		421,000
10 Miscellaneous Revenue		6,889		10,000		9,186		(814)		305,599		10,000
11 Interest Income: Non-Operational		51,209		54,000		107,327		53,327		64,983		107,000
12 Grant Income: Cal OES (LHMP)		-		160,000		-		(160,000)		-		43,875
13 Non-Operating Commercial Revenue				-		-		-		428,993		
Total Other Income	_	266,815		517,000	_	537,961		20,961	_	1,057,497		581,875
TOTAL WATER REVENUE	\$	5,498,035	\$	8,903,000	\$	7,545,231	\$	(1,357,769)	\$	7,877,018		9,586,875
Operating Expense				pagginantana stronomenton	1000			12-2	_		_	007.07
14 Pump Energy Costs	\$	440,200	\$	536,000	\$	586,933	\$	(50,933)	\$	570,609	\$	605,000
15 Water Analyses		145,720		243,000		194,293		48,707		228,175		243,000
16 Bad Debt Expense: Wtr				22,000		9,000		(7.450)		12,135		15,000
17 R & M Vehicle		22,839		23,000		30,452		(7,452)		29,286		31,000
18 R & M Equipment, Heavy		21,018		46,000		28,024		17,976		48,337 409,762		29,000 523,000
19 R & M Water System (includes asphalt)		395,314		304,000		507,789 6,505		(203,789) 4,495		9,575		7,000
20 R & M Office		4,879		11,000 100,000		6,505		100,000		9,373		7,000
21 R & M Anita B. Smith Plant		163,602		516,000		318,137		197,863		267,120		428,000
22 Operating Expense 23 Op/Maint Wellhd Treat Facility (N03 Plt)		281,078		324,000		374,770		(50,770)		299,373		436,000
24 Operating Expense: Treatment Media		865,923		1,250,000		905,923		344,077		189,376		1,000,000
25 General Supplies & Expenses		5,121		24,000		6,828		17,172		10,082		7,000
26 Bank Service Charges		95,476		122,000		127,301		(5,301)		120,488		131,000
27 Chemical/Mineral Supplies		30,990		36,000		41,320		(5,320)		32,089		43,000
28 Regulatory Fee/State		8,694		40,000		23,219		16,781		43,182		24,000
29 Clothing/Shoe Expense		11,779		12,000		15,706		(3,706)		10,843		17,000
30 Employee Education and Training		12,965		25,000		17,286		7,714		15,972		25,000
31 Utilities		2,043		3,000		2,724		276		2,781		3,000
32 Telephone		2,769		4,000		3,692		308		3,528		4,000
33 Dues & Subscriptions		811		2,000		1,081		919		1,141		2,000
34 Licenses & Permits		25,356		38,000		33,808		4,192		11,121		38,000
35 Mileage & Conference Expense		-		5,000		-		5,000		1,345		5,000
36 Gasoline Expense		50,682		71,000		67,576		3,424		73,144		70,000
37 Liability Insurance		57,411		127,000		113,111		13,889		120,751		152,000
38 Attorney Fees		-		5,000		- 50.042		5,000		9,432		5,000 15,000
39 Consulting Fees:Grant Support Services		44,957		55,000		59,943		(4,943)		30,999		15,000
40 Consulting Fees:Cost of Svc Study(60%WF/40%SF)		3,540		- 15,000		4,720		(4,720) 15,000		30,333		15,000
41 Consulting Fees: Utility/Rate		-		15,000		-		15,000		_		10,000
42 Consulting Fees:Safety (50%WF/50%SF)				178,000		-		178,000		-		48,750
43 Consulting Fees:LHMP (75%WF/25%SF) 44 Consulting Fees:Valve Turning Program				15,000				15,000		5,814		15,000
		_		-		-		-		-		-
45 Consulting Fees: SCADA Eval. & Impl. 46 Consulting Fees: Operator Training/SOPs		52,605		119,000		52,605		66,395		153,063		40,000
47 Consulting Fees: Lead and Copper Service Line Inventory		02,000		31,000		-		31,000		0.0.0 . 0.0.0		31,000
48 Consulting Fees: Urban Water Management Plan update		-		-		_		-		-		20,000
49 Consulting Fees: Leppa				7,000		7,000		-		-		-
50 Consulting Fees: Drought, Cons., Water Loss/Eff.		-		45,000		15,000		30,000		15,000		45,000
51 Mission Blvd. Mainline Flushing and Facilities		_		80,000		-		80,000				80,000
52 Engineering Fees:WTR		110,404		150,000		147,206		2,794		186,581		180,000
53 Engineering Fees:Master Plans		16,794		-		16,794		(16,794)		12,400		-

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Rubidoux Community Services District Water Fund Budget

	Actual YTD March 2024	Annual Budget 2023/2024 ^[1]	Projected Year End 2023/2024	Favorable (Unfavorable) Variance	Audited 2022/2023	Adopted Budget 2024/2025
54 Engineering Fees:Design Manual(50%WF/50%SF)	-	81,250	47,500	33,750		33,750
55 Engineering Fees: Well 8 Down Well Logging and Analysis	24,858	50,000	50,000	-	-	-
56 Engineering Fees: Thompson Plan Manganese Analysis	24,631	30,000	30,000	-	-	-
57 Engineering Fees: Cross Connection Ordinance	-	-	-	-	-	15,000
58 Fleet Tracking(67%WF/33%SF)	2,224	4,000	2,966	1,034	3,452	4,000
59 Loss Claims	4,988	10,000	6,651	3,349	2,014	10,000
60 Publication of Public Notices	-	1,000	1,000	-	-	1,000
61 Miscellaneous Expense	-	1,000	1,000	-	15,000	1,000
62 Imported Water Purchases	-	-	-	-	-	-
63 Computer System Support	, -	-		-	2,282	-
64 Computer Misc. and Hardware	4,644	10,000	6,193	3,807	11,430	10,000
65 Condition Assessment (75% WF/25% SF)	18,854	223,000	99,300	123,700	.=	142,500
66 Water Policy Advocacy	-	15,000	-	15,000	-	15,000
Total Operating Expense	2,953,171	5,024,250	3,963,356	1,047,894	2,957,684	4,565,000
Administrative Expense						
67 Salaries Expense	1,548,269	2,028,000	2,114,358	(86,358)	1,961,556	2,271,000
68 Employee Vacation/Sick Accrual Expense	86,193	103,000	86,193	16,807	47,329	45,000
69 Payroll Tax Expense	123,522	153,000	184,696	(31,696)	158,153	163,000
70 Health & Retirement Expense	763,025	885,000	1,017,366	(132,366)	914,113	1,064,000
71 Retirement Expense - Excess UAL	705,025	97,000	97,000	(102,000)	-	78,000
72 Workers Comp Insurance	51,689	72,000	68,919	3,081	67,158	78,000
73 General Admin. Expense	483,500	967,000	967,000	-	1,138,621	1,212,000
74 Recruitment	-100,000	-	-	-	1,284	
	3,056,198	4,305,000	4,535,532	(230,532)	4,288,214	4,911,000
Total Administrative Expense	3,056,156	4,303,000	4,000,002	(230,332)	4,200,214	4,511,000
Other Expense			4 500	500	5.075	2.000
74 SERIES 1998-Misc. Expense	1,500	2,000	1,500	500	5,075	2,000 77,000
75 MN Plant 17-18 Interest Exp	42,838	84,000	83,886	114 305	90,956 54,708	51,126
76 Building Interest Exp	28,348	57,000	56,695 142,082	918	150,738	130,126
Total Other Expense	72,686	143,000				
Total Expense	6,082,055	9,472,250	8,640,970	818,280	7,396,636	9,606,126
Asset Acquisitions						
77 Fleet Replacement	43,608	75,000	75,000	-	-	70,000
78 Thompson Disinfection System	15,232	-	15,232	(15,232)	16,346	-
79 Pumps, Valves and Mag Meters	-	150,000	-	150,000	236,753	150,000
80 IT Upgrades and Implementation	21,500	100,000	-	100,000	22,000	60,000
81 Systems Operator Office Upgrade	40.000	-	16,882	(16,882)	7,351 56,034	-
82 Non-Eligible Grant Expense 83 Backup Pumps	16,882	-	20,000	(20,000)	30,034	_
84 Field Building Project	48,220	-	-	(20,000)	1,581	-
85 SCADA Replacement - Water Portion (Planning)		-	_	-		100,000
86 Forklift	-	-	-	-	-	40,000
87 Booster Pumps - Ridgeline x 2		-	-	-	-	50,000
Total Asset Acquisitions	145,442	325,000	127,114	197,886	340,065	470,000
Long-Term Debt						
88 Debt Service - MN Plant 17-18 Principal	139,260	281,000	280,310	690	266,349	288,000
89 Debt Service - Building Principal	-	183,000	182,602	398	-	188,200
Total Long-Term Debt	139,260	464,000	462,912	1,088	266,349	476,200

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Rubidoux Community Services District Water Fund Budget

	Actual YTD March 2024	Annual Budget 2023/2024 ^[1]	Projected Year End 2023/2024	Favorable (Unfavorable) Variance	Audited 2022/2023	Adopted Budget 2024/2025
Transfers						
90 Property Tax Transfer In	-	(782,000)	(782,000)	-	571,003	(893,100)
91 Transfer from Field/Admin Fund Reserves	-	-	.	-	-	-
92 Transfer to/(from) COP Reserves		(240,000)	(240,000)		(1,000,000)	-1
93 Transfer to(from) CIP	2	1,027,000	*	(1,027,000)	-	2,139,639
94 Transfer to/(from) Unrestricted Reserves	973,973	391,750	796,286	(404,536)	196,003	-
95 Transfer to/(from) Restricted Reserves	1,995,741	-	-	-	-	-
96 Transfer to/(from) General Fund	(391,000)	(1,232,000)	20,560	(1,252,560)	-	-
97 Transfer to/(from) Restricted-Grant	(300,000)	-	(300,000)	300,000	19	-
Total Transfers	2,278,714	(835,250)	(505,154)	(2,384,096)	(232,994)	1,246,539
TOTAL WATER EXPENSES AND TRANSFERS	\$ 8,645,471	\$ 9,426,000	\$ 8,725,841	\$ (1,366,841)	\$ 7,770,056	\$ 11,798,865
			EST	TIMATED JULY 1, 2	024 RESERVE	\$ 6,702,982
		ES	STIMATED FISCA	L YEAR 24/25 EXC	ESS (DEFICIT)	\$ (2,211,990)
			ESTI	MATED JUNE 30, 2	025 RESERVE	\$ 4,490,992

^[1] Includes budget amendments adopted by Board of Directors up through June 6, 2024.

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Rubidoux Community Services District Water Capital Improvement Project (CIP) Budget Master Plan Projects

	Actual YTD March 2024		2	Annual Budget 2023/2024 ^[1]		rojected ear End 023/2024	Favorable (Unfavorable) Variance			Audited 2022/2023		Adopted Budget 2024/2025
Income 1 Developers EDU Fees: Income 2 Lennar Tract - Construction in aid of EDU 3 Contributions in Aid of Construction 4 Grant Income - USBR - Drought (DSP) - Wstrn	\$	193,686 - -	\$	1,292,000 - - 850,000	\$	193,686 - - -	\$	(1,098,314) - - -	\$	1,388,516 - 2,428,737	\$	680,000 1,387,200 - 850,000
TOTAL WATER MASTER PLAN REVENUE	\$	193,686	\$	2,142,000	\$	193,686	\$	(1,098,314)	\$	3,817,253	\$	2,917,200
Expense 5 Hunter Tank Site (Preliminary Design) 6 Well 25 Project (USBR - Drought (DSP) - Wstrn) 7 Goldenwest Booster Station (Design) 8 Goldenwest Booster Station (Construction) Phase 1 9 Leland Thompson Water Treatment Facility Basis of Design 10 Lennar Tract - Water Transmission Pipeline 11 West Valley Intertie Total Expense	\$	106,716 2,410 - - 10,578	\$	100,000 1,700,000 100,000 - 100,000 - 750,000 2,750,000	\$	25,000 - - - - 25,000	\$	100,000 1,700,000 75,000 - 100,000 - 750,000 2,725,000	\$	- - - - - -	\$	100,000 1,700,000 - 924,000 100,000 1,926,858 - 4,750,858
Transfers 12 Transfer to/(from) CIP Reserves 13 Transfer to/(from) Water Fund Total Transfers	_	1,196,306 - 1,196,306		(749,000) (1,027,000) (1,776,000)		-		(749,000) (1,027,000) (1,776,000)		- - -		<u>.</u>
TOTAL WATER CIP EXPENSES AND TRANSFERS	\$	1,316,011	\$	974,000	\$	25,000	\$	949,000	\$	-	\$	4,750,858
Fund Excess (Deficit)					-						\$	(1,833,658)
[1] Includes budget amendments adopted by Board of Directors u	ip tnro	ougn June 6	, 202	I				1, 2024 Mainlin				\$2,627,708 (\$1,833,658)
				E	STIN	IATED JUN	1E 3	0, 2025 Mainlin	e (C	Capacity / MP)	3	\$794,050

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Rubidoux Community Services District Water Capital Improvement Project (CIP) Budget

	Actual YTD March 2024	Annual Budget 2023/2024 ^[1]	Projected Year End 2023/2024	Favorable (Unfavorable) Variance	Audited 2022/2023	***	Adopted Budget 2024/2025
Income	00 00 00 00 00					_	
1 Sales - Water Replacement	\$ 51,072	\$ -	\$ 51,072	\$ 51,072	\$ 170,927	\$	-
2 Grant Income - USBR - AMI	-			-			750,000
TOTAL WATER CAPITAL PROJECT REVENUE	\$51,072	\$0	\$51,072	\$51,072	\$170,927		\$750,000
Expense							
2 Well 8 Rehab	1.=	-	-	-	-		150,000
3 Tract 37211 Opal Street Water Improvements	33,793	177,659	33,793	143,866	-		144,000
4 Market St. Bridge Pipeline Relocation	379,195	395,000	379,195	15,805	-		±
5 District Tank Refurbishments (Design)	v. -	150,000	-	150,000	· ·		
6 District Tank Refurbishments (Phase 2)	-	-			-		650,000
7 LT WTF Fe/Mn System Backwash Pipe	13,324	805,000	35,000	770,000			770,000
8 1238' Pressure Zone Improvements (D)	45,087	100,000	45,087	54,913			-
9 Construction/Install PRV - Loring Ranch (Design)	34,255	75,000	34,255	40,745	-		-
11 Goldenwest Booster Station (Construction Phase 1)	-	370,000	-	370,000			370,000
12 District at JV Well Sites/LT Expansion (LT Exansion Lot)	-	18,000		18,000	-		100,000
13 Annexation Work - Water Pipeline Move (Design)	_	50,000		50,000			50,000
15 Generator - Well 2 Site		266,000	-	266,000	-		198,000
16 Generator - Well 1A Site	-	221,000		221,000	9		198,000
17 AMI Project (Grant Funding Approx. 50%)		20,000		20,000	.		1,500,000
18 Thompson Plant Expansion Surveying Work	-	35,000	-	35,000			-
19 Jewel Street Pipeline Extension (400 FT)	-			=			800,000
20 Opal/Cinnabar Pipeline Replacement	-	160,000	-	160,000	į		-
Total Expense	505,654	2,682,659	527,330	2,155,329			4,930,000
00 to 000 to 000 to 000 to							
Transfers							
21 Transfer to/(from) Reserves	119,922	(1,020,000)	(176,899)	(843,101)	96,654		-
22 Transfer to/(from) Water Fund Unrestricted	-	•	-	-	-		(2,139,639)
23 Transfer to/(from) Water COP Fund	-	-		-			(1,577,319)
Total Transfers	119,922	(1,020,000)	(176,899)	(843,101)	96,654		(3,716,958)
TOTAL WATER CAPITAL PROJECT EXPENSES AND TRANSFERS	\$625,576	\$1,662,659	\$350,431	\$1,312,228	\$96,654		\$1,213,042
Fund Excess (Deficit)						\$	(463,042)
[1] Includes budget amendments adopted by Board of Directors up the	nrough June 6, 2024	1.					
			ESTIMA	TED JULY 1, 2024	4 Capital Reserve	\$	463,042
		ES	TIMATED FISCA	AL YEAR 24/25 EX	XCESS (DEFICIT)	\$	(463,042)
			EST	IMATED JUNE 30), 2025 RESERVE	\$	

Rubidoux Community Services District COP Water Fund Budget

	Actual YTD March 2024		Annual Budget 2023/2024 ^[1]		Projected Year End 2023/2024		Favorable (Unfavorable) Variance			Audited 2022/2023		Adopted Budget 2024/2025
Operating Income 1 Sales - Bond 2 SERIES 1998-Interest Income	\$	330,962 8,032	\$	10,000	\$	330,962 27,977	\$	330,962 17,977	\$	1,159,713 18,195	\$ \$	- 11,667
TOTAL COP WATER REVENUE		\$338,994		\$10,000		\$358,939		\$348,939		\$1,177,908		\$11,667
Other Expense 3 SERIES 1998-Interest Expense Total Other Expenses	\$	28,862 28,862	\$	51,893 51,893	\$	51,893 51,893	\$	<u>-</u>	\$	87,858 87,858	\$	32,402 32,402
Long-Term Debt 4 Debt Service - SERIES 1998 Principal Total Long-Term Debt		655,000 655,000		655,000 655,000		655,000 655,000				625,000 625,000	_	690,000 690,000
Transfers 5 Transfer to/(from) Reserves 6 Transfer to Water CIP Fund (Balance Closeout) Total Transfers		(675,830) - (675,830)		(936,893) 240,000 (696,893)		(936,893) 240,000 (696,893)				(694,663) - (694,663)		1,577,319 1,577,319
TOTAL COP WATER EXPENSES AND TRANSFERS		\$8,032		\$10,000		\$10,000		\$0		\$18,195		2,299,721
Fund Excess (Deficit)		brough lun		2024								(2,288,054)
[1] Includes budget amendments adopted by Board of Directo	ors up t	nrough Juni	е о,	2024.		ESTIMAT	ΓED	JULY 1, 2024	cc	OP RESERVE	\$	2,288,054
				EST	IMA	TED FISCA	LY	EAR 24/25 EX	CE	SS (DEFICIT)	\$	(2,288,054)
						ESTIMATE	D.	JUNE 30, 2025	cc	OP RESERVE	\$	

Rubidoux Community Services District Sewer Fund Budget

	Actual YTD March 2024	Annual Budget 2023/2024 ^[1]	Projected Year End 2023/2024	Favorable (Unfavorable) Variance	Audited 2022/2023	Adopted Budget 2024/2025
Operating Income						N. C.
1 Sales - Sewer	\$ 2,193,544	\$ 3,480,000	\$ 3,063,544	\$ (416,456) \$	2,602,534	\$ 3,671,000
2 Sales - RST	138,699	-	138,699	138,699	558,047	-
Total Operating Income	2,332,243	3,480,000	3,202,243	(277,757)	3,160,581	3,671,000
Other Income						
3 Interest Income	45,252	55,000	101,286	46,286	48,713	101,000
4 Miscellaneous Income	70,063	2,000	70,063	68,063	-	2,000
5 Permits & Licenses	*	2,000	-	(2,000)	500	2,000
6 Interest Income: Non-Operational	48,228	53,000	102,992	49,992	46,893	103,000 4,000
7 Pretreatment Revenue	2,900	-	3,000	3,000	-	14,625
8 Grant Revenue	- 100 110	- 440 000	277 244		96 406	226,625
Total Other Income	166,443	112,000	277,341	165,341	96,106	
TOTAL SEWER REVENUE	\$2,498,685	\$3,592,000	\$3,479,584	(\$112,416)	\$3,256,687	\$3,897,625
Operating Expense	11000		## AC-	(000)	50.040	E0 000
9 Energy Costs	41,901	55,000	55,868	(868) 294,978	58,648 1,706,414	58,000 1,821,000
10 Riverside City Treatment Costs	995,022	1,770,000	1,475,022	294,978 45,876	73,132	84,000
11 Industrial Pretreatment Costs	27,093 11,699	82,000 2,000	36,124 15,599	(13,599)	5,130	16,000
12 Lab Fees	11,099	10,000	6,500	3,500	10,792	7,000
13 Bad Debt Expense 14 R & M Equipment	2,896	10,000	3,861	6,139	7,540	25,000
15 R & M Sewer System	44,791	22,000	59,722	(37,722)	30,036	186,000
16 Hydrowash	29,122	250,000	38,829	211,171	72,188	250,000
17 Operating Expense	17,377	21,000	23,170	(2,170)	23,625	24,000
18 Operating Expense: Video Line Inspection	-	100,000		100,000	-	100,000
19 Telephone	449	1,000	599	401	601	1,000
20 Licenses & Permits	7,174	10,000	9,566	434	10,089	10,000
21 Gasoline Expense	7,075	10,000	9,433	567	9,890	10,000
22 Liability Insurance	14,984	33,000	19,978	13,022	31,515	40,000
22 City Riverside Litigation: Appeal	61,579	175,000	110,000	65,000	219,857	-
23 City Riverside Litigation: Retrial	-	-	-	=	-	150,000
24 Consulting Fees: Safety (50%WF/50%SF)		15,000	-	15,000	-	=
25 Consulting Fees:LHMP (75%WF/25%SF)	₩1	-	-		-	16,250
26 Consulting Fees: Permit Fee Design	-	12,000		12,000	10,841	-
27 Consulting Fees: LEPPA	-	2,000	-	2,000		-
28 Consulting Fees: SSMP	-	-	-		-	10,000
29 Engineering Fees	6,449	4,000	8,599	(4,599)	18,284	9,000
30 Loss Claims	-	10,000	=8	10,000	1,470	10,000
31 Engineering Fees:Master Plans	•	- 04 250	-	81,250	1,470	81,000
32 Engineering Fees:Design Manual(50%WF/50%SF)	2 442	81,250	17,442	(17,442)	20,581	-
33 Consulting Fees:Cost of Svc Stdy(60%WF/40%SF)	2,442	15,000	17,442	15,000	20,001	15,000
34 Consulting Fees: Utility/Rate 35 Jurupa Hills Force Main (Feasibility)		15,000	_	-	_	20,000
36 Fleet Tracking(67%WF/33%SF)	1,096	2,000	1,461	539	1,496	2,000
37 Publication of Public Notices	-	1,000	1,000	-	-	1,000
38 Miscellaneous Expense	20	-	-	-	#	
39 Condition Assessment (75% WF/25% SF)	6,285	67,000	33,100	33,900	₩)	47,500
40 Employee Education and Training	· ·	2,000	•:	2,000	372	2,000
Total Operating Expense	1,277,454	2,762,250	1,925,873	836,377	2,312,500	2,995,750
Administrative Expense		***************************************		-		
41 Salaries Expense	55,498	75,000	73,998	1,002	76,254	73,000
42 Payroll Tax Expense	4,332	7,000	5,775	1,225	5,865	7,000
43 Health & Retirement Expense	8,070	33,000	10,760	22,240	7,062	39,000
44 Retirement Expense - Excess UAL	-	4,000		4,000	-	3,000
45 Workman's Compensation Ins.	1,534	3,000	2,046	954	2,206	2,000
46 General Admin Expense	288,000	576,000	576,000	*	677,432	721,000
Total Administrative Expense	357,434	698,000	668,579	29,421	768,818	845,000
Total Expense	\$1,634,888	\$3,460,250	\$2,594,452	\$865,798	\$3,081,318	\$3,840,750

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Rubidoux Community Services District Sewer Capital Improvement Project (CIP) Budget Master Plan Projects

	20	Actual YTD 2024 March		Annual Budget 2023/2024 ^[1]		Projected Year End 2023/2024		avorable nfavorable) Variance	2	Audited 2022/2023		Adopted Budget 2024/2025
Income 1 Developers EDU Fees: Income 2 Contributions in Aid of Construction	\$	140,261 -	\$	884,000	\$	157,681	\$	(726,319)	\$	897,181 3,187,999	\$	520,000
TOTAL SEWER MASTER PLAN REVENUE	\$	140,261	\$	884,000	\$	157,681	\$	(726,319)	\$	4,085,180	\$	520,000
Expense 3 Avalon Street and Alta Street (Seg 1) Total Expense	\$	-	\$	10,000 10,000	\$	-	\$	10,000 10,000	\$	-	\$	230,000 230,000
Transfers 4 Transfer to/(from) CIP Reserves Total Transfers				807,000 807,000		730,263 730,263		76,737 76,737		<u>.</u>	_	
TOTAL SEWER CIP EXPENSES AND TRANSFERS	\$		\$	817,000	\$	730,263	\$	86,737	\$			230,000
Fund Excess (Deficit)											\$	290,000
[1] Includes budget amendments adopted by Board of Director	s up t	hrough June	6, 202	4.								
				Estima	atec	d July 1, 2024 N	lainl	ine (Capacity	/ / N	IP) Reserve	\$	2,698,391
						Estimated F	iscal	Year 24/25 E	Exc	ess (Deficit)	\$	290,000
				Estimate	ed .	June 30, 2025 N	lainl	ine (Capacity	// 1	IP) Reserve	\$	2,988,391

Rubidoux Community Services District Sewer Capital Improvement Project (CIP) Budget Captial Projects

	Actual YTD March 2024		-	Annual Budget 23/2024 ^[1]	Υ	Projected Year End 1023/2024	(L	Favorable Unfavorable) Variance		Audited 2022/2023		Adopted Budget 2024/2025
Income 1 Sales Sewer Replacement	\$	47,578	\$	-	\$	47,578	\$	47,578	\$	112,532	\$	
	<u> </u>										<u>*</u>	
TOTAL SEWER CAPITAL PROJECT REVENUE	<u>\$</u>	47,578	\$		\$	47,578	>	47,578	Þ	112,532	\$	
Expense 2 Jurupa Hills Force Main (Design) 3 Jurupa Hills Force Main (Construction)	\$		\$	200,000	\$		\$	200,000	\$		\$	50,000 450,000
4 Belltown Lift Station Rehab (Design)		_		100,000		50,000		50,000		-		50,000
5 Belltown Lift Station Rehab (Construction)		-				-		-				1,170,000
6 Pipeline Replacement		-		100,000				100,000				100,000
Total Expense				400,000		50,000		350,000				1,820,000
Transfers 7 Transfer to/(from) Replacement Reserves 8 Transfer to/(from) Sewer Fund Unrestricted Total Transfers		-		(400,000) - (400,000)		112,512 - 112,512		(512,512) - (512,512)		-		(1,199,063) (1,199,063)
			_	(400,000)	_		_		_		_	
TOTAL SEWER CAPITAL PROJECT EXPENSES AND TRANSFERS	\$		\$		\$	162,512	•	(162,512)			<u> </u>	620,937
Fund Excess (Deficit)											\$	(620,937)
[1] Includes budget amendments adopted by Board of Directors up thro	ough J	une 6, 2024	١.									
						ESTIMA	TE	D JULY 1, 2024	1 Ca	apital Reserve	\$	620,937
				E	STIN	NATED FISC	AL	YEAR 24/25 EX	XCE	SS (DEFICIT)	\$	(620,937)
	ESTIMATED JUNE 30, 2025 RESERVE									\$	<u> </u>	

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Rubidoux Community Services District Field/Admin Building Fund Budget

		Actual D March 2024	- 1	Annual Budget 23/2024 ^[1]	Y	rojected ear End 023/2024	(Un	avorable favorable) ⁄ariance		Audited 022/2023		Adopted Budget 024/2025
Operating Income 1 Sales - Field/Admin Bldg.	\$	45,977 45,977	\$		\$	45,977 45,977	\$_	45,977 45,977	\$	107,436 107,436	\$	
Total Operating Income TOTAL FIELD/ADMIN BLDG REVENUE	\$	45,977	\$		\$	45,977	\$	45,977	\$	107,436	\$	
Operating Expense 2 Admin/Field Bldg. Proj. (Arch/Eng.)	\$	82,172	\$	304,000	\$	109,563	\$	194,437 194,437	\$		\$	785,312 785,312
Total Operating Expense Transfers		82,172		304,000		109,563		194,437				700,312
3 Transfer to/(from) Field/Admin Reserves4 Reserve Transfer to General Fund		(1,951)		(604,000) 300,000		(63,586) -		(540,414) 300,000		<u>.</u>		-
Total Transfers		(1,951)		(304,000)		(63,586)		(240,414)		-	_	
TOTAL FIELD/ADMIN BLDG EXPENSES AND TRANSFERS	<u>\$</u>	80,221	\$		\$	45,977	\$	(45,977)	\$	-		785,312
Fund Excess (Deficit)											\$	(785,312)
[1] Includes budget amendments adopted by Board of Directors	s up th	rough June	6, 2	024.								
					E	stimated J	uly 1	l, 2024 Field	/Adn	nin Reserve	\$	785,312
	Estimated Fiscal Year 24/25 Excess (Deficit)										\$	(785,312)
		Estimated June 30, 2025 Field/Admin Reserve									\$	-



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2024-2025 Salary Plan - 3.0% COLA Approved and Adopted by the Board of Directors 6/20/2024 Payrates Effective 6/24/2024

Job Classification		<u>Step</u>		1		<u>2</u>		<u>3</u>		<u>4</u>		<u>5</u>		<u>6</u>
Administrative Assistant (Part-Time)	Non-Exempt	Hourly	\$	23.92	\$	25.11	\$	26.37	\$	27.68	\$	29.07	\$	30.52
	And the second s	Monthly	\$	2,073.07	\$	2,176.20	\$	2,285.40	\$	2,398.93	\$	2,519.40	\$	2,645.07
		Annual	\$	24,876.80	\$	26,114.40	\$	27,424.80	\$	28,787.20	\$	30,232.80	\$	31,740.80
Accounting / Customer Service Clerk I	Non-Exempt	Hourly	\$	29.75	\$	31.23	\$	32.80	\$	34.43	\$	36.15	\$	37.97
		Monthly	\$	5,156.67	\$	5,413.20	\$	5,685.33	\$	5,967.87	\$	6,266.00	\$	6,581.47
		Annual	\$	61,880.00	\$	64,958.40	\$	68,224.00	\$	71,614.40	\$	75,192.00	\$	78,977.60
Accounting / Customer Service Clerk II	Non-Exempt	Hourly	\$	34.63	\$	36.36	\$	38.18	\$	40.09	\$	42.10	\$	44.20
		Monthly	\$	6,002.53	\$	6,302.40	\$	6,617.87	\$	6,948.93	\$	7,297.33	\$	7,661.33
		Annual	\$	72,030.40	\$	75,628.80	\$	79,414.40	\$	83,387.20	\$	87,568.00	\$	91,936.00
Meter Reader	Non-Exempt	Hourly	\$	29.75	\$	31.23	\$	32.80	\$	34.43	\$	36.15	\$	37.97
		Monthly	\$	5,156.67	\$	5,413.20	\$	5,685.33	\$	5,967.87	\$	6,266.00	\$	6,581.47
		Annual	\$	61,880.00	\$	64,958.40	\$	68,224.00	\$	71,614.40	\$	75,192.00	\$	78,977.60
Utility Maintenance Worker I	Non-Exempt	Hourly	\$	30.65	\$	32.19	\$	33.79	\$	35.47	\$	37.26	\$	39.12
		Monthly	\$	5,312.67	\$	5,579.60	\$	5,856.93	\$	6,148.13	\$	6,458.40	\$	6,780.80
		Annual	\$	63,752.00	\$	66,955.20	\$	70,283.20	\$	73,777.60	\$	77,500.80	\$	81,369.60
Utility Maintenance Worker II	Non-Exempt	Hourly	\$	34.63	\$	36.36	\$	38.18	\$	40.09	\$	42.10	\$	44.20
		Monthly	\$	6,002.53	\$	6,302.40	Ş	6,617.87	Ş	6,948.93	\$	7,297.33	Ş	7,661.33
		Annual	\$	72,030.40	\$	75,628.80	\$	79,414.40	\$	83,387.20	\$	87,568.00	\$	91,936.00
Senior Utility Maintenance Worker I	Non-Exempt	Hourly	\$	37.35	\$	39.21	\$	41.17	\$	43.23	\$	45.39	\$	47.67
		Monthly	\$	6,474.00	Ş	6,796.40	\$	7,136.13	\$	7,493.20	\$	7,867.60	\$	8,262.80
		Annual	\$	77,688.00	\$	81,556.80	\$	85,633.60	\$	89,918.40	\$	94,411.20	\$	99,153.60
Senior Utility Maintenance Worker II	Non-Exempt	Hourly	\$	41.18		43.23	\$	45.39	\$	47.67	\$	50.03	\$	52.54
		Monthly	\$	7,137.87	\$	7,493.20	\$	7,867.60	\$	8,262.80	\$	8,671.87	\$	9,106.93
		Annual	\$	85,654.40	\$	89,918.40	\$	94,411.20	\$	99,153.60		104,062.40		109,283.20
Systems Operator I	Non-Exempt	Hourly	\$	35.57	\$	37.35	\$	39.21	\$	41.17	\$	43.23	\$	45.39
		Monthly	\$	6,165.47	Ş	6,474.00	Ş	6,796.40	Ş	7,136.13	Ş	7,493.20	Ş	7,867.60
		Annual	\$	73,985.60	\$	77,688.00	\$	81,556.80	\$	85,633.60	\$	89,918.40	\$	94,411.20
Systems Operator II	Non-Exempt	Hourly	\$	37.35	\$		\$	41.17	\$	43.23	\$	45.39	\$	47.67
		Monthly	\$	6,474.00	\$	6,796.40	\$	7,136.13	\$	7,493.20	\$	7,867.60	\$	8,262.80 99,153.60
		Annual	\$	77,688.00	\$		\$	85,633.60	\$	89,918.40	\$	94,411.20	\$	-
Senior Systems Operator I	Non-Exempt	Hourly	\$	45.18	\$	47.43	\$	49.80	\$	52.29	\$	54.90	\$	57.65
		Monthly	\$	7,831.20	\$	8,221.20	\$	8,632.00	\$	9,063.60	\$	9,516.00 114,192.00	\$	9,992.67 119,912.00
		Annual	\$	93,974.40	\$		<u> </u>	103,584.00	_	108,763.20	_			
Senior Systems Operator II	Non-Exempt	Hourly	\$	49.65	\$		\$		\$		\$	60.36	\$	63.37
		Monthly	\$	8,606.00 103,272.00	\$	9,035.87 108,430.40	•	9,488.27 113,859.20	\$	9,963.20 119,558.40	\$	10,462.40 125,548.80		10,984.13 131,809.60
2 10 /2 2	N F	Annual			_		ş Ś	42.43	ş S	44.55	\$	46.77	\$	49.12
Backflow / Cross Connect Inspector	Non-Exempt	Hourly	\$	38.49	\$		\$	2000000	¢		\$	8,106.80	\$	8,514.13
		Monthly	\$	6,671.60 80,059.20	\$	7,004.40 84,052.80	\$	7,354.53 88,254.40	\$	7,722.00 92,664.00	\$	97,281.60	-	102,169.60
		Annual		60,059.20	Ş	04,032.80	Ş	00,234.40	Ş	32,004.00	Ą	37,201.00	Ą	102,103.00

Assistant Engineer	Exempt	Hourly	\$	59.68	\$	62.65	\$ 65.79	\$ 69.07	\$ 72.53	\$ 76.16
		Monthly	\$	10,344.53	\$	10,859.33	\$ 11,403.60	\$ 11,972.13	\$ 12,571.87	\$ 13,201.07
		Annual	\$	124,134.40	\$	130,312.00	\$ 136,843.20	\$ 143,665.60	\$ 150,862.40	\$ 158,412.80
HR Generalist / Safety and Facilities	Exempt	Hourly	\$	47.58	\$	49.94	\$ 52.44	\$ 55.06	\$ 57.82	\$ 60.72
<u>Coordinator</u>		Monthly	\$	8,247.20	\$	8,656.27	\$ 9,089.60	\$ 9,543.73	\$ 10,022.13	\$ 10,524.80
		Annual	\$	98,966.40	\$	103,875.20	\$ 109,075.20	\$ 114,524.80	\$ 120,265.60	\$ 126,297.60
Customer Service / Accounts Payable	Exempt	Hourly	\$	54.14	\$	56.85	\$ 59.69	\$ 62.67	\$ 65.80	\$ 69.08
Manager		Monthly	\$	9,384.27	\$	9,854.00	\$ 10,346.27	\$ 10,862.80	\$ 11,405.33	\$ 11,973.87
		Annual	\$	112,611.20	\$	118,248.00	\$ 124,155.20	\$ 130,353.60	\$ 136,864.00	\$ 143,686.40
Director of Operations	Exempt	Hourly	\$	73.41	\$	77.07	\$ 80.94	\$ 84.98	\$ 89.23	\$ 93.69
		Monthly	\$	12,724.40	\$	13,358.80	\$ 14,029.60	\$ 14,729.87	\$ 15,466.53	\$ 16,239.60
	4	Annual	\$	152,692.80	\$	160,305.60	\$ 168,355.20	\$ 176,758.40	\$ 185,598.40	\$ 194,875.20
Director of Finance and Administration	Exempt	Hourly	\$	86.25	\$	90.57	\$ 95.10	\$ 99.85	\$ 104.83	\$ 110.09
		Monthly	\$	14,950.00	\$	15,698.80	\$ 16,484.00	\$ 17,307.33	\$ 18,170.53	\$ 19,082.27
		Annual	\$	179,400.00	\$	188,385.60	\$ 197,808.00	\$ 207,688.00	\$ 218,046.40	\$ 228,987.20
Director of Engineering	Exempt	Hourly	\$	86.25	\$	90.57	\$ 95.10	\$ 99.85	\$ 104.83	\$ 110.09
		Monthly	\$	14,950.00	\$	15,698.80	\$ 16,484.00	\$ 17,307.33	\$ 18,170.53	\$ 19,082.27
		Annual	\$	179,400.00	\$	188,385.60	\$ 197,808.00	\$ 207,688.00	\$ 218,046.40	\$ 228,987.20
Assistant General Manager	Exempt	Hourly	\$	103.50	\$	108.68	\$ 114.11	\$ 119.82	\$ 125.81	\$ 132.11
		Monthly	\$	17,940.00	\$	18,837.87	\$ 19,779.07	\$ 20,768.80	\$ 21,807.07	\$ 22,899.07
		Annual	\$	215,280.00	\$	226,054.40	\$ 237,348.80	\$ 249,225.60	\$ 261,684.80	\$ 274,788.80
General Manager	Exempt	Hourly	\$	121.38	6					
-		Monthly	\$	21,039.20		7				
		Annual	\$	252,470.40	F	lat Rate		-		
			9	TO 100	1				377-77 T	