

**RUBIDOUX COMMUNITY SERVICES DISTRICT
BUDGET FOR 2023-2024**

**Operations/Maintenance
and
Capital Improvement Budgets**

**Approved
June 15, 2023**

**Rubidoux Community Services District
Executive Summary - Operating Budget
June 15, 2023**

<u>Income and Revenue:</u>	Adopted Budget 2022/2023 ^[1]	Adopted Budget 2023/2024
GENERAL FUND	\$ 4,058,904	\$ 2,411,000
FIRE/WEED ABATEMENT FUND	4,317,100	4,774,000
TRASH FUND	4,922,274	5,364,000
WATER FUND	9,989,712	8,903,000
WATER CAPITAL IMPRVMT PROJECT	1,550,400	2,142,000
WATER REPLACEMENT PROJECT	177,366	-
COP WATER FUND	1,173,200	10,000
SEWER FUND	3,145,500	3,592,000
SEWER CAPITAL IMPRVMT PROJECT	1,185,600	884,000
SEWER REPLACEMENT PROJECT	113,100	-
FIELD/ADMIN BUILDING FUND	107,500	-
Total Income and Revenue	\$ 30,740,656	\$ 28,080,000
<u>Expenditures and Transfers:</u>	Adopted Budget 2022/2023 ^[1]	Adopted Budget 2023/2024
GENERAL FUND	\$ 4,058,904	\$ 2,411,000
FIRE/WEED ABATEMENT FUND	4,317,100	4,774,000
TRASH FUND	4,922,274	5,364,000
WATER FUND	9,989,712	8,903,000
WATER CAPITAL IMPRVMT PROJECT	1,550,400	2,142,000
WATER REPLACEMENT PROJECT	177,366	-
COP WATER FUND	1,173,200	10,000
SEWER FUND	3,145,500	3,592,000
SEWER CAPITAL IMPRVMT PROJECT	1,185,600	884,000
SEWER REPLACEMENT PROJECT	113,100	-
FIELD/ADMIN BUILDING FUND	107,500	-
Total Expenditures and Transfers	\$ 30,740,656	\$ 28,080,000

[1] - Includes budget amendments adopted by Board of Directors up through June 1, 2023.

Rubidoux Community Services District General Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Operating Income						
1 Plan Check & Inspection	9,500	15,000	12,667	(2,333)	18,290	15,000
2 Permits & Licenses	3,247	3,000	4,329	1,329	3,230	5,000
3 Administrative Allocation Fire Fund	-	104,220	104,220	-	-	89,000
4 Administrative Allocation Trash Fund	-	597,127	597,127	-	50,000	508,000
5 Administrative Allocation Water Fund	-	1,138,621	1,138,621	-	300,000	967,000
6 Administrative Allocation Sewer Fund	-	677,432	677,432	-	250,000	576,000
Total Operating Income	\$12,747	\$2,535,400	\$2,534,396	(\$1,004)	\$621,520	\$2,160,000
Other Income						
7 Rental Income	17,215	-	17,215	17,215	22,785	-
8 Interest Income	52,163	16,300	171,614	155,314	14,066	185,000
9 Miscellaneous Income: General	3,095	6,300	4,127	(2,173)	6,399	4,000
10 Developer EDU Fees: Income	-	-	-	-	310,491	-
11 Interest Income: Non-Operational	15,749	8,000	58,495	50,495	5,746	62,000
12 Loan Proceeds - Bldg.	1,505,559	1,492,904	1,505,559	12,655	-	-
13 Settlement Proceeds	4,708,154	-	4,708,154	4,708,154	-	-
Total Other Income	\$6,301,935	\$1,523,504	\$6,465,164	\$4,941,660	\$359,487	\$251,000
TOTAL GENERAL REVENUE	\$6,314,682	\$4,058,904	\$8,999,560	\$4,940,656	\$981,007	\$2,411,000
Operating Expense						
14 R & M Vehicles	2,211	2,000	2,948	(948)	882	3,000
15 Main/Lease Equipment	7,868	9,000	10,491	(1,491)	8,325	11,000
16 R & M Office Building	19,820	29,000	26,427	2,573	32,822	27,000
17 General Supplies & Expenses	43,543	50,000	58,057	(8,057)	65,357	70,000
18 Utilities	15,996	20,000	21,328	(1,328)	21,294	22,000
19 Postage Expense: General	18,654	40,000	24,872	15,128	34,091	26,000
20 Telephone: General	9,573	14,000	12,764	1,236	15,999	13,000
21 Office Supplies: General	10,611	9,000	14,148	(5,148)	10,157	15,000
22 Dues & Subscriptions	3,151	12,000	4,201	7,799	11,877	8,000
23 Licenses & Permits	253	1,000	337	663	-	1,000
24 Clothing Expense	900	5,000	1,200	3,800	-	2,500
25 Mileage & Conference Expense	-	2,000	-	2,000	-	5,000
26 Gasoline Expense	3,955	5,000	5,273	(273)	5,571	5,000
27 General Insurance	7,231	15,200	9,641	5,559	15,261	20,000
28 Attorney Fees	17,597	18,500	23,463	(4,963)	15,588	25,000
29 Publication of Public Notices	995	1,000	1,327	(327)	796	2,000
30 Miscellaneous Expense	342	2,000	456	1,544	320	2,000
31 Consulting Fee: Labor	13,347	10,000	17,796	(7,796)	10,318	25,000
32 Consulting Fee: Administrative Oversight	6,198	20,000	8,264	11,736	-	25,000
33 Consulting Fee: Communication / Outreach	9,492	25,000	12,656	12,344	-	25,000
34 Consulting Fee: Leppa LLC	-	1,000	1,000	-	-	1,000
35 Consulting Fee: Financial	-	-	-	-	-	10,000
36 Auditors Fees	33,665	35,330	35,330	-	33,590	34,000
37 Website Administration	3,600	4,800	4,800	-	4,800	5,000
38 Computer System Support	40,643	69,000	54,191	14,809	68,467	116,000
39 Computer Misc. and Hardware	14,790	5,000	14,720	(9,720)	6,712	15,000
40 Employee Education and Training	7,215	10,000	9,620	380	4,648	20,000
41 Annexation Work	13,900	39,150	18,533	20,617	16,411	-
Total Operating Expense	\$305,550	\$453,980	\$393,843	\$60,137	\$383,286	\$533,500

Rubidoux Community Services District General Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Administrative Expense						
42 Salaries Expense	637,845	1,127,200	850,460	276,740	901,766	960,000
43 Employee Vacation/Sick Accrual Expense	240,122	218,200	240,122	(21,922)	15,986	10,000
44 Payroll Tax Expense	56,943	85,800	75,924	9,876	60,132	64,000
45 Health & Retirement Expense	406,117	567,200	541,489	25,711	465,756	477,000
46 Retirement Expense - Excess UAL	-	-	-	-	-	49,000
47 Workers Compensation Ins.	3,465	5,500	4,620	880	3,956	4,000
48 Human Resources Development	-	1,000	-	1,000	-	1,000
49 Directors Fees	17,874	22,000	23,832	(1,832)	26,860	33,000
50 Employee Recognition	-	3,500	-	3,500	-	3,500
51 Recruitment	3,398	45,000	3,398	41,602	-	-
52 Election Costs	-	30,000	-	30,000	-	-
Total Administrative Expense	\$1,365,764	\$2,105,400	\$1,739,845	\$365,555	\$1,474,456	\$1,601,500
Other Expense						
53 Equipment (OFC) Replacement	-	5,000	5,000	-	-	5,000
54 Street Light Expense	109,617	161,000	146,156	14,844	169,771	136,000
55 Building Interest Exp	53,753	44,805	77,262	(32,457)	-	43,000
Total Other Expense	\$163,370	\$210,805	\$228,418	(\$17,613)	\$169,771	\$184,000
Total Expense	\$1,834,684	\$2,770,185	\$2,362,106	\$408,079	\$2,027,513	\$2,319,000
Asset Acquisitions						
56 NorthStar and Denali Cloud Server	-	-	-	-	-	100,000
57 NorthStar Server Migration and Setup	-	100,000	-	100,000	-	-
58 Admin. Bldg. Proj.	410,026	1,492,904	410,026	1,082,878	-	1,395,533
Total Asset Acquisitions	\$410,026	\$1,592,904	\$410,026	\$1,182,878	\$0	\$1,495,533
Long-Term Debt						
59 Debt Service - Building Principal	-	133,019	139,252	(6,233)	-	138,000
Total Long-Term Debt	\$0	\$133,019	\$139,252	(\$6,233)	\$0	\$138,000
Transfers						
60 Property Tax Transfer In	-	(390,224)	(390,224)	-	-	(146,000)
61 Transfer from Field/Admin Fund Reserves	-	-	-	-	-	(300,000)
62 Transfer to/(from) Unrestricted Reserves	2,974,439	(21,280)	5,408,567	(5,429,847)	(1,046,506)	(1,232,000)
63 Transfer to/(from) Restricted Reserves	1,095,533	-	1,095,533	(1,095,533)	-	(1,095,533)
64 Transfer from Water Fund	-	(20,560)	(20,560)	-	-	1,232,000
65 Transfer from Sewer Fund	-	(5,140)	(5,140)	-	-	-
Total Transfers	\$4,069,972	(\$437,204)	\$6,088,176	(\$6,525,380)	(\$1,046,506)	(\$1,541,533)
TOTAL GENERAL EXPENSES	\$6,314,682	\$4,058,904	\$8,999,560	(\$4,940,656)	\$981,007	\$2,411,000

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.

**Rubidoux Community Services District
Fire / Weed Abatement Fund Budget**

	Actual YTD March 2023	Annual Budget 2022/2023	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Operating Income						
1 Weed Abatement Assessment	(887)	3,100	2,613	(487)	593	3,000
2 Property Taxes-Secured:Gnrl	2,165,498	3,876,400	3,815,498	(60,902)	3,802,432	3,892,000
3 Property Taxes-Unsecured	103,483	102,600	109,483	6,883	113,054	112,000
4 Property Taxes-SBE & HOX	53,451	98,000	101,951	3,951	94,205	104,000
5 Property Taxes-SPY & 2345	67,396	51,200	96,396	45,196	63,618	98,000
Total Operating Income	\$2,388,941	\$4,131,300	\$4,125,941	(\$5,359)	\$4,073,902	\$4,209,000
Other Income						
6 Developer EDU Fees: Income	1,714,034	185,800	1,714,034	1,528,234	310,491	565,000
Total Other Income	\$1,714,034	\$185,800	\$1,714,034	\$1,528,234	\$310,491	\$565,000
TOTAL FIRE/WEED ABATEMENT REVENUE	\$4,102,975	\$4,317,100	\$5,839,975	\$1,522,875	\$4,384,393	\$4,774,000
Operating Expense						
7 Utilities Fire Dept	21,379	25,800	28,505	(2,705)	27,715	29,400
8 Postage Expense: Weed	-	500	500	-	-	500
9 Weed Abatement Contract	-	2,000	-	2,000	675	2,000
10 CDF Contract	608,188	2,724,100	2,558,188	165,912	2,272,315	2,955,000
11 Publication of Public Notices	1,102	1,000	1,102	(102)	-	1,000
12 Miscellaneous: Fire	306	1,000	1,000	-	847	5,000
13 Repairs and Maintenance	5,285	15,000	7,047	7,953	11,059	10,000
14 Landscaping	-	7,000	-	7,000	-	7,000
15 Riverside County Admin Charge	8,083	9,000	10,777	(1,777)	9,243	11,100
16 Consulting Fees	-	2,000	-	2,000	1,696	2,000
Total Operating Expense	\$644,343	\$2,787,400	\$2,607,119	\$180,281	\$2,323,550	\$3,023,000
Administrative Expense						
17 General Fund Admin. Expense	-	104,220	104,220	-	50,000	89,000
Total Administrative Expense	\$0	\$104,220	\$104,220	\$0	\$50,000	\$89,000
Asset Acquisitions						
18 Misc. Asset Acq./Replacements	127,516	250,000	155,083	94,917	-	250,000
Total Asset Acquisitions	\$127,516	\$250,000	\$155,083	\$94,917	\$0	\$250,000
Transfers						
19 Transfer to/(from) Fire Mitigation Fund	1,586,518	(64,200)	1,558,951	(1,623,151)	310,491	315,000
20 Property Tax Transfer Out(In) - GF	1,744,598	390,224	565,146	(174,922)	1,700,352	146,000
21 Property Tax Transfer Out(In) - Trash	-	263,453	263,453	-	-	119,000
22 Property Tax Transfer Out(In) - WF	-	571,003	571,003	-	-	782,000
23 Property Tax Transfer Out(In) - SF	-	15,000	15,000	-	-	50,000
Total Transfers	\$3,331,116	\$1,175,480	\$2,973,553	(\$1,798,073)	\$2,010,843	\$1,412,000
TOTAL FIRE/WEED ABATEMENT EXPENSE	\$4,102,975	\$4,317,100	\$5,839,975	(\$1,522,875)	\$4,384,393	\$4,774,000

Rubidoux Community Services District Trash Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Operating Income						
1 Sales: Trash	3,355,391	4,791,700	4,755,391	(36,309)	4,335,192	5,213,000
2 Tri-Co Rolloff Revenue	83,439	76,900	145,369	68,469	81,085	150,000
3 Trash Bag Sales	154	500	205	(295)	236	1,000
Total Operating Income	\$3,438,984	\$4,869,100	\$4,900,965	\$31,865	\$4,416,513	\$5,364,000
Other Income						
4 Grant Income: Cal Recycle	53,174	53,174	53,174	-	-	-
Total Other Income	\$53,174	\$53,174	\$53,174	\$0	\$0	\$0
TOTAL TRASH REVENUE	\$3,492,158	\$4,922,274	\$4,954,139	\$31,865	\$4,416,513	\$5,364,000
Operating Expense						
5 Bad Debt Expense: Trash	-	20,000	20,000	-	47,839	20,000
6 Trash Contract Expense	3,120,127	4,503,600	4,520,127	(16,527)	4,127,075	4,890,000
Total Operating Expense	3,120,127	\$4,523,600	\$4,540,127	\$16,527	\$4,174,914	\$4,910,000
Administrative Expense						
7 General Fund Administrative Expense	-	597,127	597,127	-	50,000	508,000
8 SB 1383 Administrative Expense	-	65,000	-	65,000	-	65,000
Total Administrative Expense	\$0	\$662,127	\$597,127	\$65,000	\$50,000	\$573,000
Total Expense	\$3,120,127	\$5,185,727	\$5,137,254	\$48,473	\$4,224,914	\$5,483,000
Transfers						
9 Property Tax Transfer In	-	(263,453)	(263,453)	-	-	(119,000)
10 Transfer to/(from) Unrestricted Reserves	372,031	-	80,338	(80,338)	191,599	-
Total Transfers	\$372,031	(\$263,453)	(\$183,115)	(\$80,338)	\$191,599	(\$119,000)
TOTAL TRASH EXPENSES	\$3,492,158	\$4,922,274	\$4,954,139	(\$31,865)	\$4,416,513	\$5,364,000

Rubidoux Community Services District Water Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ⁽¹⁾	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Operating Income						
1 Sales - Residential	3,085,010	4,641,100	4,509,421	(131,679)	4,337,224	6,109,000
2 Sales - Commercial	1,241,398	1,918,800	1,868,904	(49,896)	1,740,615	2,037,000
3 Sales - Late Charges	56,811	55,716	75,748	20,032	23,463	76,000
4 Sales - Service Charges	4,274	7,000	5,699	(1,301)	6,601	6,000
5 Sales - Reconnect Charge	21,550	5,000	28,733	23,733	8,950	29,000
6 Sales - Meters	69,260	73,000	74,260	1,260	130,250	95,000
7 Sales - Jumper Income	27,200	50,000	27,200	(22,800)	-	34,000
8 Sales - JCSD	538,118	1,200,000	538,118	(661,882)	350,950	-
Total Operating Income	\$5,043,621	\$7,950,616	7,128,083	(\$822,533)	\$6,598,053	\$8,386,000
Other Income						
9 Interest Income	85,181	18,000	255,461	237,461	32,978	293,000
10 Miscellaneous Revenue	2,872	10,000	3,829	(6,171)	18,857	10,000
11 Interest Income: Non-Operational	18,970	4,000	68,970	64,970	4,123	54,000
12 Grant Income: Cal OES	-	-	-	-	-	160,000
13 Loan Proceeds - Bldg.	1,995,741	2,007,096	1,995,741	(11,355)	-	-
14 Non-Operating Commercial Revenue	428,993	-	428,993	428,993	-	-
Total Other Income	\$2,531,757	\$2,039,096	2,752,994	\$713,898	\$55,958	\$517,000
TOTAL WATER REVENUE	\$7,575,378	\$9,989,712	\$9,881,077	(\$108,635)	\$6,654,011	\$8,903,000
Operating Expense						
15 Pump Energy Costs	395,980	559,600	527,973	31,627	512,616	536,000
16 Water Analyses	159,435	243,000	212,580	30,420	222,035	243,000
17 Bad Debt Expense: Wtr	(2,614)	22,000	22,000	-	73,924	22,000
18 R & M Vehicle	16,467	19,400	21,956	(2,556)	31,817	23,000
19 R & M Equipment, Heavy	33,828	23,600	45,104	(21,504)	18,399	46,000
20 R & M Water System	235,758	279,800	295,048	(15,248)	324,695	304,000
21 R & M Office	7,926	6,000	10,568	(4,568)	6,025	11,000
22 Operating Expense	104,368	281,300	239,157	42,143	318,141	516,000
23 Op/Maint Wellhd Treat Facility (N03 Plt)	199,237	279,600	265,649	13,951	296,046	324,000
24 Operating Expense: Treatment Media	108,968	1,250,000	148,968	1,101,032	1,060,753	1,250,000
25 General Supplies & Expenses	6,508	3,300	8,677	(5,377)	8,563	24,000
26 Bank Service Charges	88,622	100,100	118,163	(18,063)	99,717	122,000
27 Chemical/Mineral Supplies	26,320	48,300	35,093	13,207	38,997	36,000
28 Regulatory Fees/State	24,598	38,000	39,123	(1,123)	38,733	40,000
29 Clothing/Shoe Expense	8,315	9,500	11,087	(1,587)	11,131	12,000
30 Employee Education and Training	6,536	28,100	8,715	19,385	16,111	25,000
31 Utilities	2,010	1,600	2,680	(1,080)	2,003	3,000
32 Telephone	2,320	3,300	3,093	207	3,417	4,000
33 Dues & Subscriptions	1,141	1,700	1,521	179	1,366	2,000
34 Licenses & Permits	6,456	37,700	8,608	29,092	20,093	38,000
35 Mileage & Conference Expense	1,345	2,500	1,793	707	-	5,000
36 Gasoline Expense	51,378	73,900	68,504	5,396	78,715	71,000
37 Liability Insurance	43,785	96,400	99,485	(3,085)	96,293	127,000
38 Attorney Fees	-	5,000	-	5,000	-	5,000
39 Consulting Fees: Grant Support Services	7,547	15,000	10,063	4,937	18,687	15,000
40 Consulting Fees: Cost of Svc Study(60%WF/40%SF)	30,815	46,000	45,815	185	79,960	-
41 Consulting Fees: Utility/Rate	-	-	-	-	-	15,000
42 Consulting Fees: Safety (50%WF/50%SF)	-	15,000	-	15,000	-	15,000
43 Consulting Fees: LHMP (50%WF/50%SF)	-	12,500	-	12,500	-	178,000
44 Consulting Fees: Valve Turning Program	5,814	15,000	5,814	9,186	22,681	15,000
45 Consulting Fees: SCADA Eval. & Impl.	-	50,000	-	50,000	-	-
46 Consulting Fees: Operator Training/SOPs	84,615	250,000	151,250	98,750	-	150,000
47 Consulting Fees: LTWTP Pressure Surge Inv.	-	-	-	-	21,862	-
48 Consulting Fees: Leppa	-	7,000	7,000	-	-	7,000
49 Consulting Fees: Drought, Cons., Water Loss/Eff.	-	15,000	15,000	-	-	45,000
50 Engineering Fees: WTR	100,395	115,000	133,860	(18,860)	281,949	150,000
51 Engineering Fees: Master Plans	12,400	-	12,400	(12,400)	136,585	-

Rubidoux Community Services District Water Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ⁽¹⁾	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
52 Engineering Fees:Design Manual(50%WF/50%SF)	-	-	-	-	-	81,250
53 Fleet Tracking(67%WF/33%SF)	2,340	4,000	3,120	880	779	4,000
54 Loss Claims	1,414	10,000	1,885	8,115	1,800	10,000
55 Publication of Public Notices	-	1,000	1,000	-	484	1,000
56 Miscellaneous Expense	-	1,000	1,000	-	-	1,000
57 Imported Water Purchases	-	-	-	-	-	-
58 Computer System Support	-	-	-	-	-	-
59 Computer Misc. and Hardware	3,585	10,000	4,780	5,220	23,223	10,000
60 Water Policy Advocacy	15,000	15,000	15,000	-	-	15,000
Total Operating Expense	\$1,792,612	\$3,995,200	\$2,603,532	\$1,391,668	\$3,867,600	\$4,501,250
Administrative Expense						
61 Salaries Expense	1,390,379	1,964,800	1,933,168	31,632	1,773,529	2,028,000
62 Employee Vacation/Sick Accrual Expense	47,329	78,900	47,329	31,571	39,247	103,000
63 Payroll Tax Expense	111,693	141,300	157,400	(16,100)	149,045	153,000
64 Health & Retirement Expense	723,489	869,900	885,156	(15,256)	553,030	885,000
65 Retirement Expense - Excess UAL	-	-	-	-	-	97,000
66 Workers Comp Insurance	44,293	70,200	70,895	(695)	69,498	72,000
67 General Admin. Expense	-	1,138,621	1,138,621	-	300,000	967,000
68 Recruitment	779	-	779	(779)	-	-
Total Administrative Expense	\$2,317,962	\$4,263,721	\$4,233,348	\$30,373	\$2,884,349	\$4,305,000
Other Expense						
69 SERIES 1998-Misc. Expense	1,500	1,500	1,500	-	1,798	2,000
70 MN Plant 17-18 Interest Exp	46,350	90,950	90,955	(5)	97,847	84,000
71 Building Interest Exp	23,545	59,393	102,928	(43,535)	-	57,000
Total Other Expense	\$71,395	\$151,843	\$195,383	(\$43,540)	\$99,645	\$143,000
Total Expense	\$4,181,969	\$8,410,764	\$7,032,263	\$1,378,501	\$6,851,594	\$8,949,250
Asset Acquisitions						
72 Fleet Replacement	-	45,000	45,000	-	-	75,000
73 Thompson Disinfection System	41,193	-	41,193	(41,193)	16,346	-
74 Pumps, Valves and Mag Meters	52,045	-	52,045	(52,045)	236,753	150,000
75 IT Upgrades and Implementation	-	-	-	-	22,000	100,000
76 Systems Operator Office Upgrade	-	-	-	-	7,351	-
77 Cal OES: Grant Expense	429,607	460,000	460,000	-	-	-
78 Non-Eligible Grant Expense	16,882	-	16,882	(16,882)	56,034	-
79 Backup Pumps	-	20,000	20,000	-	-	-
80 Field Building Project	48,220	2,007,096	-	2,007,096	1,581	-
81 Manganese Analyzer	-	50,000	50,000	-	-	-
Total Asset Acquisitions	\$587,947	\$2,582,096	\$685,120	\$1,896,976	\$340,065	\$325,000
Long-Term Debt						
82 Debt Service - MN Plant 17-18 Principal	135,748	273,200	273,241	(41)	266,349	281,000
83 Debt Service - Building Principal	-	176,328	184,590	(8,262)	-	183,000
Total Long-Term Debt	\$135,748	\$449,528	\$457,831	(\$8,303)	\$266,349	\$464,000

Rubidoux Community Services District Water Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Transfers						
84 Property Tax Transfer In	-	(571,003)	(571,003)	-	-	(782,000)
85 Transfer from Field/Admin Fund Reserves	-	-	-	-	-	-
86 Transfer to/(from) COP Reserves	-	(235,721)	(235,721)	-	(1,000,000)	(240,000)
87 Transfer to/(from) CIP	-	-	-	-	-	1,027,000
88 Transfer to/(from) Unrestricted Reserves	973,973	(366,512)	796,286	(1,162,798)	196,003	391,750
89 Transfer to/(from) Restricted Reserves	1,995,741	-	1,995,741	(1,995,741)	-	-
90 Transfer to/(from) General Fund	-	20,560	20,560	-	-	(1,232,000)
91 Transfer to/(from) Restricted-Grant	(300,000)	(300,000)	(300,000)	-	-	-
Total Transfers	2,669,714	(1,452,676)	1,705,863	(3,158,539)	(803,997)	(835,250)
TOTAL WATER EXPENSES	\$7,575,378	\$9,989,712	\$9,881,077	\$108,635	\$6,654,011	\$8,903,000

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.

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

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Income						
1 Developers EDU Fees: Income	1,196,763	1,550,400	1,196,763	(353,637)	2,038,724	1,292,000
2 Grant Income - USBR	-	-	-	-	-	850,000
TOTAL WATER CIP REVENUE	\$1,196,763	\$1,550,400	\$1,196,763	(\$353,637)	\$2,038,724	\$2,142,000
Expense						
3 PFAS Compounds Treatment	-	-	-	-	2,407,508	-
4 1066' Pressure Zone Storage (PD)	-	65,000	-	65,000	-	-
5 Goldenwest Booster Station	457	100,000	20,000	80,000	-	100,000
6 Generator - Golden West	-	-	-	-	-	370,000
7 Condition Assessment (75% WF/25% SF)	-	195,000	-	195,000	39,465	223,000
8 West Valley Intertie	-	162,500	-	162,500	37,254	750,000
9 District at JV Well Sites/LT Expansion	-	18,000	-	18,000	-	18,000
10 Annexation Work - Water Pipeline Move	-	30,000	-	30,000	-	50,000
11 Hunter Tank Site (PD)	-	-	-	-	-	100,000
12 Well 25 Project	-	19,841	19,841	-	-	1,700,000
13 Generator - Well 2 Site	-	-	-	-	-	266,000
14 Generator - Well 1A Site	-	-	-	-	-	221,000
15 24" Water Pipeline (Offiste)-Lennar	-	-	1,438,817	(1,438,817)	-	-
16 Anita B. Smith Plant Upgrades	-	-	-	-	-	100,000
17 AMI Project	-	-	-	-	-	20,000
Total Expense	457	590,341	1,478,658	(888,317)	2,484,227	3,918,000
Transfers						
18 Transfer to/(from) CIP Reserves	1,196,306	960,059	(281,895)	1,241,954	(445,503)	(749,000)
19 Transfer to/(from) Water Fund	-	-	-	-	-	(1,027,000)
Total Transfers	1,196,306	960,059	(281,895)	1,241,954	(445,503)	(1,776,000)
TOTAL WATER CIP EXPENSES	\$1,196,763	\$1,550,400	\$1,196,763	\$353,637	\$2,038,724	\$2,142,000

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.

Rubidoux Community Services District Water Replacement Project Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Income						
1 Sales Water Replacement	119,922	177,366	158,101	(19,265)	172,293	-
TOTAL WATER REPLCMT PROJ. REVENUE	\$119,922	\$177,366	\$158,101	(\$19,265)	\$172,293	\$0
Expense						
2 Well 18 Rehab	-	-	-	-	51,036	-
3 Tract 37211 Offsite Participation	-	100,000	-	100,000	-	-
4 Market St. Bridge Pipeline Relocation	-	230,000	200,000	30,000	24,603	200,000
5 District Tank Refurbishments (Design)	-	150,000	-	150,000	-	150,000
6 LT WTF Fe/Mn System Backwash Pipe	-	70,000	35,000	35,000	-	335,000
7 1238' Pressure Zone Improvements (D)	-	200,000	100,000	100,000	-	100,000
8 Opal/Cinnabar Pipeline Replacement	-	-	-	-	-	160,000
9 Construction/Install PRV - Loring Ranch	-	60,000	-	60,000	-	75,000
Total Expense	-	810,000	335,000	475,000	75,639	1,020,000
Transfers						
10 Transfer to/(from) Reserves	119,922	(632,634)	(176,899)	(455,735)	96,654	(1,020,000)
11 Transfer to/(from) Water Fund	-	-	-	-	-	-
Total Transfers	119,922	(632,634)	(176,899)	(455,735)	96,654	(1,020,000)
TOTAL WATER RPLCMT PROJ. EXPENSES	\$119,922	\$177,366	\$158,101	\$19,265	\$172,293	\$0

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.

**Rubidoux Community Services District
COP Water Fund Budget**

	Actual YTD March 2023	Annual Budget 2022/2023	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Operating Income						
1 Sales Bond	805,527	1,171,700	1,150,660	(21,040)	1,145,640	-
2 SERIES 1998-Interest Income	7,393	1,500	9,857	8,357	2,818	10,000
TOTAL COP WATER REVENUE	\$812,920	\$1,173,200	\$1,160,517	(\$12,683)	\$1,148,458	\$10,000
Other Expense						
3 SERIES 1998-Interest Expense	50,235	84,533	84,533	-	117,337	51,893
Total Other Expenses	\$50,235	\$84,533	\$84,533	\$0	\$117,337	\$51,893
Long-Term Debt						
4 Debt Service - SERIES 1998 Principal	625,000	625,000	625,000	-	590,000	655,000
Total Long-Term Debt	\$625,000	\$625,000	\$625,000	\$0	\$590,000	\$655,000
Transfers						
5 Transfer to/(from) Reserves	137,685	227,946	215,263	12,683	2,941,121	(936,893)
6 Transfer to Water Fund	-	235,721	235,721	-	(1,000,000)	240,000
7 Transfer to CIP	-	-	-	-	(1,500,000)	-
Total Transfers	\$137,685	\$463,667	\$450,984	\$12,683	\$441,121	(\$696,893)
TOTAL COP WATER EXPENSES	\$812,920	\$1,173,200	\$1,160,517	\$12,683	\$1,148,458	\$10,000

Rubidoux Community Services District Sewer Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ⁽¹⁾	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Operating Income						
1 Sales - RST	1,794,952	2,537,300	2,587,421	50,121	2,409,274	-
2 Sales - Sewer	378,081	599,200	555,699	(43,501)	549,853	3,480,000
Total Operating Income	\$2,173,033	\$3,136,500	\$3,143,120	\$6,620	\$2,959,127	\$3,480,000
Other Income						
3 Interest Income	16,234	4,000	21,645	17,645	5,844	55,000
4 Miscellaneous Income	-	2,000	-	(2,000)	112,753	2,000
5 Licenses and Permits	500	2,000	1,000	(1,000)	462	2,000
6 Interest Income: Non-Operational	11,402	1,000	15,203	14,203	1,721	53,000
Total Other Income	\$28,136	\$9,000	\$37,848	\$28,848	\$120,780	\$112,000
TOTAL SEWER REVENUE	\$2,201,169	\$3,145,500	\$3,180,968	\$35,468	\$3,079,907	\$3,592,000
Operating Expense						
7 Energy Costs	39,785	41,900	53,047	(11,147)	49,411	55,000
8 Riverside City Treatment Costs	941,836	1,561,400	1,579,610	(18,210)	1,570,085	1,770,000
9 Industrial Pretreatment Costs	56,459	80,000	75,279	4,721	136,185	82,000
10 Lab Fees	1,433	10,000	1,911	8,089	6,950	2,000
11 Bad Debt Expense	-	10,000	10,000	-	13,886	10,000
12 R & M Equipment	7,540	10,300	10,053	247	31,121	10,000
13 R & M Sewer System	16,253	25,700	21,671	4,029	42,597	22,000
14 Hydrowash	53,507	230,300	71,343	158,957	63,158	250,000
15 Operating Expense	14,968	9,000	19,957	(10,957)	14,277	21,000
16 Operating Expense: Line Inspection	-	-	-	-	-	100,000
17 Telephone	394	500	525	(25)	556	1,000
18 Licenses & Permits	5,719	10,900	7,625	3,275	9,818	10,000
19 Gasoline Expense	6,781	8,000	9,041	(1,041)	9,907	10,000
20 Liability Insurance	11,428	25,200	15,237	9,963	24,850	33,000
21 City Riverside Litigation	-	-	-	-	6,684	-
22 City Riverside Litigation: Appeal	188,908	150,000	203,908	(53,908)	98,701	175,000
23 Consulting Fees:Safety (50%WF/50%SF)	-	15,000	-	15,000	-	15,000
24 Consulting Fees:LHMP (50%WF/50%SF)	-	12,500	-	12,500	-	-
25 Consulting Fees: Permit Fee Design	5,756	20,000	7,675	12,325	3,028	12,000
26 Consulting Fee: Leppa LLC	-	2,000	2,000	-	-	2,000
27 Engineering Fees	1,542	20,800	2,056	18,744	3,545	4,000
28 Loss Claims	-	10,000	-	10,000	-	10,000
29 Engineering Fees:Master Plans	1,470	-	1,470	(1,470)	76,655	-
30 Engineering Fees:Design Manual(50%WF/50%SF)	-	-	-	-	-	81,250
31 Consulting Fees:Cost of Svc Stdy(60%WF/40%SF)	20,581	36,500	35,581	919	53,307	-
32 Consulting Fees: Utility/Rate	-	-	-	-	-	15,000
33 Fleet Tracking(67%WF/33%SF)	948	2,000	1,264	736	384	2,000
34 Publication of Public Notices	-	1,000	1,000	-	342	1,000
35 Feasibility Study (Wastewater Trtmt Plnt)	-	-	-	-	9,952	-
36 Employee Education and Training	372	1,500	496	1,004	587	2,000
Total Operating Expense	\$1,375,680	\$2,294,500	\$2,130,749	\$163,751	\$2,225,986	\$2,695,250
Administrative Expense						
37 Salaries Expense	53,301	77,000	71,068	5,932	71,791	75,000
38 Payroll Tax Expense	4,129	6,700	5,505	1,195	5,041	7,000
39 Health & Retirement Expense	5,106	30,200	6,808	23,392	(29,028)	33,000
40 Retirement Expense - Excess UAL	-	-	-	-	-	4,000
41 Workman's Compensation Ins.	1,206	2,600	1,608	992	1,822	3,000
42 Admin General Expense	-	677,432	677,432	-	250,000	576,000
Total Administrative Expense	\$63,742	\$793,932	\$762,421	\$31,511	\$299,626	\$698,000
Total Expense	\$1,439,422	\$3,088,432	\$2,893,170	\$195,262	\$2,525,612	\$3,393,250

Rubidoux Community Services District Sewer Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Asset Acquisitions						
43 Pumps: Various	47,962	25,000	47,962	(22,962)	21,190	50,000
44 Drying Beds: Regional	-	-	-	-	-	100,000
45 SCADA Samsara Upgrades	-	-	-	-	23,850	-
46 Vactor Truck	-	-	-	-	-	-
47 Other Equipment	-	-	-	-	5,587	10,000
Total Asset Acquisitions	\$47,962	\$25,000	\$47,962	(\$22,962)	\$50,627	\$160,000
Transfers						
48 Property Tax Transfer In	-	(15,000)	(15,000)	-	-	(50,000)
49 Transfer to/(from) Unrestricted Reserves	708,645	41,928	249,696	(207,768)	503,668	88,750
50 Transfer to General Fund	5,140	5,140	5,140	-	-	-
51 Transfer to Sewer Replacement	-	-	-	-	-	-
52 Transfer to Sewer CIP	-	-	-	-	-	-
Total Transfers	\$713,785	\$32,068	\$239,836	(\$207,768)	\$503,668	\$38,750
TOTAL SEWER EXPENSES	\$2,201,169	\$3,145,500	\$3,180,968	(\$35,468)	\$3,079,907	\$3,592,000

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.

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

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Income						
1 Developers EDU Fees: Income	804,263	1,185,600	804,263	(381,337)	1,253,200	884,000
TOTAL SEWER CIP REVENUE	\$804,263	\$1,185,600	\$804,263	(\$381,337)	\$1,253,200	\$884,000
Expense						
2 Condition Assessment (75% WF/25% SF)	-	50,000	25,000	25,000	13,155	67,000
3 Regional LS Drying Beds (Design)	-	50,000	-	50,000	-	-
4 Avalon Street Sewer Raye to Mission	29,270	59,003	49,000	10,003	-	10,000
Total Expense	29,270	159,003	74,000	85,003	13,155	77,000
Transfers						
5 Transfer to/(from) CIP Reserves	774,993	1,026,597	730,263	296,334	1,240,045	807,000
6 Transfer to/(from) Water Fund	-	-	-	-	-	-
Total Transfers	774,993	1,026,597	730,263	296,334	1,240,045	807,000
TOTAL SEWER CIP EXPENSES	\$804,263	\$1,185,600	\$804,263	\$381,337	\$1,253,200	\$884,000

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.

Rubidoux Community Services District Sewer Replacement Project Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Income						
1 Sales Sewer Replacement	84,228	113,100	112,512	(588)	101,346	-
TOTAL SEWER RPLCMT PROJ. REVENUE	\$84,228	\$113,100	\$112,512	(\$588)	\$101,346	\$0
Expense						
2 Jurupa Hills Force Main	-	200,000	-	200,000	-	200,000
3 Avalon Sewer Improvements	-	-	-	-	2,338	-
4 Belltown Lift Station Rehab	-	100,000	-	100,000	-	100,000
5 Pipeline Replacement	-	-	-	-	-	100,000
Total Expense	-	300,000	-	300,000	2,338	400,000
Transfers						
6 Transfer to/(from) Replacement Reserves	84,228	(186,900)	112,512	(299,412)	99,008	(400,000)
7 Transfer to/(from) Water Fund	-	-	-	-	-	-
Total Transfers	84,228	(186,900)	112,512	(299,412)	99,008	(400,000)
TOTAL SEWER RPLCMT PROJ. EXPENSES	\$84,228	\$113,100	\$112,512	\$588	\$101,346	\$0

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.

Rubidoux Community Services District Field/Admin Building Fund Budget

	Actual YTD March 2023	Annual Budget 2022/2023 ^[1]	Projected Year End 2022/2023	Favorable (Unfavorable) Variance	Audited 2021/2022	Adopted Budget 2023/2024
Operating Income						
1 Sales - Field/Admin Bldg.	80,221	107,500	107,252	(248)	94,450	-
TOTAL FIELD/ADMIN BLDG REVENUE	\$80,221	\$107,500	\$107,252	(\$248)	\$94,450	\$0
Operating Expense						
2 Admin/Field Bldg. Proj. (Arch/Eng.)	82,172	414,000	109,563	304,437	39,125	304,000
Total Operating Expense	82,172	414,000	109,563	304,437	39,125	304,000
Transfers						
3 Transfer to/(from) Reserves	(1,951)	(306,500)	(2,311)	(304,189)	55,325	(604,000)
4 Reserve Transfer to General Fund	-	-	-	-	-	300,000
Total Transfers	(1,951)	(306,500)	(2,311)	(304,189)	55,325	(304,000)
TOTAL FIELD/ADMIN BLDG EXPENSES	\$80,221	\$107,500	\$107,252	\$248	\$94,450	\$0

[1] Includes budget amendments adopted by Board of Directors up through June 1, 2023.



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2023-2024 Salary Plan - 3.0% COLA

Approved and Adopted by the Board of Directors 6/15/2023

Payrates Effective 7/1/2023

<u>Job Classification</u>		<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
<u>Administrative Assistant (Part-Time)</u>	Non-Exempt	Hourly	\$ 23.22	\$ 24.38	\$ 25.60	\$ 26.87	\$ 28.22	\$ 29.63
		Monthly	\$ 2,012.40	\$ 2,112.93	\$ 2,218.67	\$ 2,328.73	\$ 2,445.73	\$ 2,567.93
		Annual	\$ 24,148.80	\$ 25,355.20	\$ 26,624.00	\$ 27,944.80	\$ 29,348.80	\$ 30,815.20
<u>Accounting / Customer Service Clerk I</u>	Non-Exempt	Hourly	\$ 28.88	\$ 30.32	\$ 31.84	\$ 33.43	\$ 35.10	\$ 36.86
		Monthly	\$ 5,005.87	\$ 5,255.47	\$ 5,518.93	\$ 5,794.53	\$ 6,084.00	\$ 6,389.07
		Annual	\$ 60,070.40	\$ 63,065.60	\$ 66,227.20	\$ 69,534.40	\$ 73,008.00	\$ 76,668.80
<u>Accounting / Customer Service Clerk II</u>	Non-Exempt	Hourly	\$ 33.62	\$ 35.30	\$ 37.07	\$ 38.92	\$ 40.87	\$ 42.91
		Monthly	\$ 5,827.47	\$ 6,118.67	\$ 6,425.47	\$ 6,746.13	\$ 7,084.13	\$ 7,437.73
		Annual	\$ 69,929.60	\$ 73,424.00	\$ 77,105.60	\$ 80,953.60	\$ 85,009.60	\$ 89,252.80
<u>Meter Reader</u>	Non-Exempt	Hourly	\$ 28.88	\$ 30.32	\$ 31.84	\$ 33.43	\$ 35.10	\$ 36.86
		Monthly	\$ 5,005.87	\$ 5,255.47	\$ 5,518.93	\$ 5,794.53	\$ 6,084.00	\$ 6,389.07
		Annual	\$ 60,070.40	\$ 63,065.60	\$ 66,227.20	\$ 69,534.40	\$ 73,008.00	\$ 76,668.80
<u>Utility Maintenance Worker I</u>	Non-Exempt	Hourly	\$ 29.76	\$ 31.25	\$ 32.81	\$ 34.44	\$ 36.17	\$ 37.98
		Monthly	\$ 5,158.40	\$ 5,416.67	\$ 5,687.07	\$ 5,969.60	\$ 6,269.47	\$ 6,583.20
		Annual	\$ 61,900.80	\$ 65,000.00	\$ 68,244.80	\$ 71,635.20	\$ 75,233.60	\$ 78,998.40
<u>Utility Maintenance Worker II</u>	Non-Exempt	Hourly	\$ 31.69	\$ 33.27	\$ 34.95	\$ 36.68	\$ 38.52	\$ 40.45
		Monthly	\$ 5,492.93	\$ 5,766.80	\$ 6,058.00	\$ 6,357.87	\$ 6,676.80	\$ 7,011.33
		Annual	\$ 65,915.20	\$ 69,201.60	\$ 72,696.00	\$ 76,294.40	\$ 80,121.60	\$ 84,136.00
<u>Senior Utility Maintenance Worker I</u>	Non-Exempt	Hourly	\$ 36.26	\$ 38.07	\$ 39.97	\$ 41.97	\$ 44.07	\$ 46.28
		Monthly	\$ 6,285.07	\$ 6,598.80	\$ 6,928.13	\$ 7,274.80	\$ 7,638.80	\$ 8,021.87
		Annual	\$ 75,420.80	\$ 79,185.60	\$ 83,137.60	\$ 87,297.60	\$ 91,665.60	\$ 96,262.40
<u>Senior Utility Maintenance Worker II</u>	Non-Exempt	Hourly	\$ 39.98	\$ 41.97	\$ 44.07	\$ 46.28	\$ 48.57	\$ 51.01
		Monthly	\$ 6,929.87	\$ 7,274.80	\$ 7,638.80	\$ 8,021.87	\$ 8,418.80	\$ 8,841.73
		Annual	\$ 83,158.40	\$ 87,297.60	\$ 91,665.60	\$ 96,262.40	\$ 101,025.60	\$ 106,100.80
<u>Systems Operator I</u>	Non-Exempt	Hourly	\$ 32.56	\$ 34.20	\$ 35.91	\$ 37.70	\$ 39.58	\$ 41.56
		Monthly	\$ 5,643.73	\$ 5,928.00	\$ 6,224.40	\$ 6,534.67	\$ 6,860.53	\$ 7,203.73
		Annual	\$ 67,724.80	\$ 71,136.00	\$ 74,692.80	\$ 78,416.00	\$ 82,326.40	\$ 86,444.80
<u>Systems Operator II</u>	Non-Exempt	Hourly	\$ 36.26	\$ 38.07	\$ 39.97	\$ 41.97	\$ 44.07	\$ 46.28
		Monthly	\$ 6,285.07	\$ 6,598.80	\$ 6,928.13	\$ 7,274.80	\$ 7,638.80	\$ 8,021.87
		Annual	\$ 75,420.80	\$ 79,185.60	\$ 83,137.60	\$ 87,297.60	\$ 91,665.60	\$ 96,262.40
<u>Senior Systems Operator I</u>	Non-Exempt	Hourly	\$ 43.86	\$ 46.05	\$ 48.35	\$ 50.77	\$ 53.30	\$ 55.97
		Monthly	\$ 7,602.40	\$ 7,982.00	\$ 8,380.67	\$ 8,800.13	\$ 9,238.67	\$ 9,701.47
		Annual	\$ 91,228.80	\$ 95,784.00	\$ 100,568.00	\$ 105,601.60	\$ 110,864.00	\$ 116,417.60
<u>Senior Systems Operator II</u>	Non-Exempt	Hourly	\$ 48.20	\$ 50.61	\$ 53.15	\$ 55.81	\$ 58.60	\$ 61.52
		Monthly	\$ 8,354.67	\$ 8,772.40	\$ 9,212.67	\$ 9,673.73	\$ 10,157.33	\$ 10,663.47
		Annual	\$ 100,256.00	\$ 105,268.80	\$ 110,552.00	\$ 116,084.80	\$ 121,888.00	\$ 127,961.60
<u>Backflow / Cross Connect Inspector</u>	Non-Exempt	Hourly	\$ 37.37	\$ 39.23	\$ 41.19	\$ 43.25	\$ 45.41	\$ 47.69
		Monthly	\$ 6,477.47	\$ 6,799.87	\$ 7,139.60	\$ 7,496.67	\$ 7,871.07	\$ 8,266.27
		Annual	\$ 77,729.60	\$ 81,598.40	\$ 85,675.20	\$ 89,960.00	\$ 94,452.80	\$ 99,195.20

<u>Assistant Engineer</u>	Exempt	Hourly	\$ 57.94	\$ 60.83	\$ 63.87	\$ 67.06	\$ 70.42	\$ 73.94
		Monthly	\$ 10,042.93	\$ 10,543.87	\$ 11,070.80	\$ 11,623.73	\$ 12,206.13	\$ 12,816.27
		Annual	\$ 120,515.20	\$ 126,526.40	\$ 132,849.60	\$ 139,484.80	\$ 146,473.60	\$ 153,795.20
<u>HR Generalist / Safety and Facilities Coordinator</u>	Exempt	Hourly	\$ 46.19	\$ 48.49	\$ 50.91	\$ 53.46	\$ 56.14	\$ 58.95
		Monthly	\$ 8,006.27	\$ 8,404.93	\$ 8,824.40	\$ 9,266.40	\$ 9,730.93	\$ 10,218.00
		Annual	\$ 96,075.20	\$ 100,859.20	\$ 105,892.80	\$ 111,196.80	\$ 116,771.20	\$ 122,616.00
<u>Customer Service / Accounts Payable Manager</u>	Exempt	Hourly	\$ 52.56	\$ 55.19	\$ 57.95	\$ 60.84	\$ 63.88	\$ 67.07
		Monthly	\$ 9,110.40	\$ 9,566.27	\$ 10,044.67	\$ 10,545.60	\$ 11,072.53	\$ 11,625.47
		Annual	\$ 109,324.80	\$ 114,795.20	\$ 120,536.00	\$ 126,547.20	\$ 132,870.40	\$ 139,505.60
<u>Director of Operations</u>	Exempt	Hourly	\$ 71.27	\$ 74.83	\$ 78.58	\$ 82.50	\$ 86.63	\$ 90.96
		Monthly	\$ 12,353.47	\$ 12,970.53	\$ 13,620.53	\$ 14,300.00	\$ 15,015.87	\$ 15,766.40
		Annual	\$ 148,241.60	\$ 155,646.40	\$ 163,446.40	\$ 171,600.00	\$ 180,190.40	\$ 189,196.80
<u>Director of Finance and Administration</u>	Exempt	Hourly	\$ 83.74	\$ 87.93	\$ 92.33	\$ 96.94	\$ 101.78	\$ 106.88
		Monthly	\$ 14,514.93	\$ 15,241.20	\$ 16,003.87	\$ 16,802.93	\$ 17,641.87	\$ 18,525.87
		Annual	\$ 174,179.20	\$ 182,894.40	\$ 192,046.40	\$ 201,635.20	\$ 211,702.40	\$ 222,310.40
<u>Director of Engineering</u>	Exempt	Hourly	\$ 83.74	\$ 87.93	\$ 92.33	\$ 96.94	\$ 101.78	\$ 106.88
		Monthly	\$ 14,514.93	\$ 15,241.20	\$ 16,003.87	\$ 16,802.93	\$ 17,641.87	\$ 18,525.87
		Annual	\$ 174,179.20	\$ 182,894.40	\$ 192,046.40	\$ 201,635.20	\$ 211,702.40	\$ 222,310.40
<u>Assistant General Manager</u>	Exempt	Hourly	\$ 100.49	\$ 105.51	\$ 110.79	\$ 116.33	\$ 122.15	\$ 128.26
		Monthly	\$ 17,418.27	\$ 18,288.40	\$ 19,203.60	\$ 20,163.87	\$ 21,172.67	\$ 22,231.73
		Annual	\$ 209,019.20	\$ 219,460.80	\$ 230,443.20	\$ 241,966.40	\$ 254,072.00	\$ 266,780.80
<u>General Manager</u>	Exempt	Hourly	\$ 112.23					
		Monthly	\$ 19,453.20					
		Annual	\$ 233,438.40	Flat Rate				