

Rubidoux Community Services District

Board of Directors

Diana Leja, President
Leslie Altamirano, Vice-President
Bernard Murphy
John Skerbelis
Hank Trueba Jr.

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, May 7, 2026, at 2:30 PM

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

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 **994 957 9980**
- 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 Committee.

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** – Diana Leja, 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 five 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. ACTION / DISCUSSION ITEMS

- A. **Rubidoux Community Services District – FY 2026|2027 Budget Workshop #3:**
FY 2026|2027 Draft Budgets and Salary Schedule

6. COMMITTEE MEMBER COMMENTS / REQUESTS

7. ADJOURNMENT

Any person with a disability who requires a modification or accommodation in order to participate in this meeting, or any person with limited English proficiency (LEP) who requires language assistance to communicate with the Rubidoux Community Services District Board of Directors during the meeting, should contact the Rubidoux Community Services District Administrative Department, at (951) 684-7580 or admin@rcsd.org, no fewer than two (2) business days prior to this meeting to enable the Rubidoux Community Services District to make reasonable arrangements to assure accessibility or language assistance for this meeting.

DECLARATION OF POSTING

I, Brian Laddusaw, General Manager and Board Secretary to the Rubidoux Community Services District, certify that a copy of this has been posted in the District's main office, 3590 Rubidoux Blvd., Jurupa Valley, and on its website no less than seventy-two (72) hours before the start of the meeting.



Brian Laddusaw
General Manager-Secretary

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Water Resource Management Refuse Collection Street Lights Fire / Emergency Services Weed Abatement

FINANCE AND BUDGET COMMITTEE – ITEM 5

May 7, 2026

To: Rubidoux Community Services District – Finance and Budget Committee

Subject: FY 2026|2027 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 prior to District staff presenting the budget for adoption at a regularly scheduled board meeting. District practice has been to adopt next year’s fiscal year budget no later than the 2nd meeting in June.

On April 2, 2026, the Finance and Budget Committee considered the following draft budgets:

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

On April 16, 2026, the Finance and Budget Committee considered budgets specifically related to Water and Sewer Enterprises, which are:

- 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 2026/2027 for final consideration and discussion by staff and the Board. After Budget Workshop 3, staff will agendize the adoption of the FY 2026/2027 District budget at the regularly scheduled Board meeting on May 21, 2026.

PRESENTATION BY STAFF

Respectfully,



BRIAN R. LADDUSAW, CPA
General Manager

Attachment(s):

FY 2026|2027 Draft Budgets

FY 2026|2027 Draft Salary Schedule

Attachment 1

Rubidoux Community Services District General Fund Budget

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Operating Income						
1 Plan Check & Inspection	\$ 18,610	\$ 27,000	\$ 24,813	\$ (2,187)	\$ 39,380	\$ 25,000
2 Permits & Licenses	4,446	4,000	5,928	1,928	3,762	6,000
3 Administrative Allocation Fire Fund	53,500	107,000	107,000	-	111,000	123,000
4 Administrative Allocation Trash Fund	308,000	616,000	616,000	-	636,000	703,000
5 Administrative Allocation Water Fund	587,000	1,174,000	1,174,000	-	1,212,000	1,341,000
6 Administrative Allocation Sewer Fund	349,000	698,000	698,000	-	721,000	798,000
Total Operating Income	1,320,556	2,626,000	2,625,741	(259)	2,723,142	2,996,000
Other Income						
7 Interest Income	343,368	417,000	457,824	40,824	467,789	412,000
8 Miscellaneous Income: General	34,860	6,000	46,480	40,480	17,934	6,000
9 Street Light Charges	-	-	-	-	-	5,000
10 Interest Income: Non-Operational	117,278	131,000	156,371	25,371	141,663	141,000
Total Other Income	659,020	554,000	905,946	351,946	627,386	564,000
TOTAL GENERAL REVENUE	\$1,979,576	\$3,180,000	\$3,531,687	\$351,687	\$3,350,528	\$3,560,000
Operating Expense						
11 R & M Vehicles	\$ 634	\$ 1,000	845	\$ 155	\$ 506	\$ 1,000
12 Main/Lease Equipment	6,682	8,000	8,909	(909)	8,949	9,000
13 R & M Office Building	55,493	48,000	73,991	(25,991)	65,190	48,000
14 General Supplies & Expenses	67,472	79,000	89,963	(10,963)	92,980	93,000
15 Utilities	23,281	29,000	31,041	(2,041)	32,439	35,000
16 Postage/Billing Expense: General	30,758	36,000	41,010	(5,010)	38,948	42,000
17 Telephone: General	17,360	12,000	23,147	(11,147)	14,471	24,000
18 Office Supplies: General	10,718	18,000	14,290	3,710	17,151	15,000
19 Dues & Subscriptions	35,100	33,000	46,800	(13,800)	27,733	48,000
20 Licenses & Permits	-	1,000	-	1,000	1,733	3,000
21 Clothing Expense	295	2,000	393	1,607	2,152	2,000
22 Mileage & Conference Expense	2,571	10,000	3,428	6,572	1,452	15,000
23 Human Resources Development	1,799	1,000	2,399	(1,399)	-	2,000
24 Gasoline Expense	5,056	8,000	6,742	1,258	7,836	7,000
25 General Insurance	24,547	24,000	32,729	(8,729)	26,705	38,000
26 Attorney Fees	21,860	20,000	29,146	(9,146)	22,733	30,000
27 Publication of Public Notices	1,559	7,000	2,079	4,921	6,985	7,000
28 Miscellaneous Expense	4,102	10,000	5,470	4,530	9,652	10,000
29 Consulting Fee: Labor	22,104	25,000	29,472	(4,472)	29,179	30,000
30 Consulting Fee: Administrative Oversight	-	5,000	-	5,000	7,446	-
31 Consulting Fee: Communication / Outreach	720	5,000	960	4,040	7,590	-
32 Consulting Fee: Financial	-	50,000	-	50,000	-	50,000
33 Consulting Fee: District Strategic Plan	1,426	-	1,901	(1,901)	26,887	-
34 Auditors Fees	34,000	36,000	34,000	2,000	35,100	36,000
35 Website Administration	3,131	7,000	4,175	2,825	5,666	12,000
36 Computer System Support	79,555	150,000	106,073	43,927	91,911	109,000
37 Computer Misc. and Hardware	34,006	30,000	34,006	(4,006)	18,781	10,000
38 Employee Education and Training	26,734	20,000	35,646	(15,646)	27,150	20,000
39 Outreach Events / Community Action	-	-	-	-	-	15,000
Total Operating Expense	510,963	675,000	658,615	16,385	627,325	711,000

**Rubidoux Community Services District
General Fund Budget**

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Administrative Expense						
40 Salaries Expense	1,009,995	1,264,000	1,425,875	(161,875)	1,226,936	1,511,000
41 Employee Vacation/Sick Accrual Expense	36,168	19,000	36,168	(17,168)	15,051	39,000
42 Payroll Tax Expense	70,936	96,000	100,144	(4,144)	87,564	107,000
43 Health & Retirement Expense	549,397	698,000	666,820	31,180	572,295	740,000
44 Retirement Expense - Excess UAL	-	69,000	-	69,000	-	69,000
45 Workers Compensation Ins.	7,588	12,000	10,118	1,882	7,876	14,000
46 Directors Fees	16,827	22,000	23,756	(1,756)	25,614	24,000
47 Employee Recognition	11,861	15,000	15,000	-	1,081	15,000
48 Election Costs	-	-	-	-	1,444	30,000
Total Administrative Expense	1,702,772	2,195,000	2,277,882	(82,882)	1,937,859	2,549,000
Other Expense						
49 Equipment (OFC) Replacement	5,000	5,000	6,667	(1,667)	-	5,000
50 Street Light Expense	126,146	122,000	168,194	(46,194)	145,016	188,000
51 Building Interest Exp	17,120	35,000	34,239	761	38,569	30,000
Total Other Expense	148,265	162,000	209,100	(47,100)	183,584	223,000
Total Expense	2,362,000	3,032,000	3,145,597	(113,597)	2,748,768	3,483,000
Asset Acquisitions						
52 ERP Program and Implementation	-	-	-	-	-	150,000
53 IT Infrastructure Upgrades	-	-	-	-	-	175,000
54 Admin. Bldg. Proj.	71,824	1,500,000	71,824	1,428,176	8,250	550,000
Total Asset Acquisitions	71,824	1,500,000	71,824	1,428,176	8,250	875,000
Long-Term Debt						
55 Debt Service - Building Principal	-	146,500	146,284	216	141,954	151,000
Total Long-Term Debt	-	146,500	146,284	216	141,954	151,000
Transfers						
56 Transfer from Proj Admin Bldg Reserves	-	(675,000)	-	(675,000)	-	(550,000)
Total Transfers	-	(675,000)	-	(675,000)	-	(550,000)
TOTAL GENERAL EXPENSES AND TRANSFERS	\$2,433,824	\$4,003,500	\$3,363,704	\$639,796	\$2,898,973	\$3,959,000
Fund Excess (Deficit)						\$ (399,000)

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

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

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Operating Income						
1 Weed Abatement Assessment	\$ -	\$ 4,000	\$ -	\$ (4,000)	\$ 15,315	\$ 4,000
2 Property Taxes-Secured	2,260,709	6,126,700	2,512,128	(3,614,572)	5,953,895	2,549,800
3 Property Taxes-Unsecured	129,822	135,900	136,313	413	125,192	138,400
4 Property Taxes-RPTTF	1,569,062	-	3,689,850	3,689,850	-	3,745,200
5 Property Taxes-SBE & HOX	833,786	121,400	102,144	(19,256)	72,840	103,700
6 Property Taxes-Other	42,291	90,300	93,881	3,581	95,782	95,300
Total Operating Income	4,835,670	6,478,300	6,534,316	56,016	6,263,023	6,636,400
Other Income						
7 Developer EDU Fees: Income	51,153	-	56,153	56,153	58,892	146,700
Total Other Income	51,153	-	56,153	56,153	58,892	146,700
TOTAL FIRE/WEED ABATEMENT REVENUE	\$4,886,823	\$6,478,300	\$6,590,468	\$112,168	\$6,321,915	\$6,783,100
Operating Expense						
8 Utilities Fire Dept	\$ 23,850	\$ 31,200	\$ 31,799	\$ (599)	\$ 31,527	\$ 35,900
9 Postage Expense: Weed	-	500	-	500	-	500
10 Weed Abatement Contract	-	2,200	-	2,200	1,400	2,300
11 CDF Contract	1,531,545	3,584,000	3,966,054	(382,054)	2,571,931	3,707,849
12 Publication of Public Notices	-	1,000	-	1,000	-	1,000
13 Miscellaneous: Fire	95	5,400	127	5,273	-	5,600
14 R & M Fire Station	16,516	10,600	22,021	(11,421)	536	10,900
15 Landscaping	14,173	18,900	18,897	3	18,231	19,500
16 Riverside County Admin Charge	9,869	16,500	13,159	3,341	19,028	13,600
17 Consulting Fees - Fire Mitigation Fee Study	-	28,200	-	28,200	-	28,200
18 Consulting Fees - Master Plan	-	60,000	-	60,000	-	-
Total Operating Expense	1,596,048	3,758,500	4,052,057	(293,557)	2,642,653	3,825,349
Administrative Expense						
19 General Fund Admin. Expense	53,500	107,000	107,000	-	111,000	123,000
Total Administrative Expense	53,500	107,000	107,000	-	111,000	123,000
Asset Acquisitions						
20 Misc. Asset Acq./Replacements	7,285	250,000	9,713	240,287	14,936	250,000
21 Heli-Hydrant Contribution	-	-	-	-	-	50,000
Total Asset Acquisitions	7,285	250,000	9,713	240,287	14,936	300,000
Transfers						
22 Transfer to/(from) Fire Mitigation Fund	-	(250,000)	-	(250,000)	-	(153,300)
23 Property Tax Transfer Out - Trash	31,500	63,000	63,000	-	159,700	-
24 Property Tax Transfer Out - Water	935,000	1,870,000	1,870,000	-	784,100	2,000,000
25 Property Tax Transfer Out - Sewer	375,000	750,000	750,000	-	425,000	500,000
Total Transfers	1,341,500	2,433,000	2,683,000	(250,000)	1,368,800	2,346,700
TOTAL FIRE/WEED ABATEMENT EXPENSE AND TRANSFERS	\$2,998,333	\$6,548,500	\$6,851,770	(\$303,270)	\$4,137,389	\$6,595,049
Fund Excess (Deficit)						\$ 188,051

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

**Rubidoux Community Services District
Trash Fund Budget**

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Operating Income						
1 Sales: Trash	\$ 4,154,089	\$ 5,619,000	\$ 5,615,712	\$ (3,288)	\$ 5,602,972	\$ 6,016,627
2 Rolloff Revenue	162,635	139,000	216,847	77,847	136,498	165,000
3 Trash Bag Sales	127	300	169	(131)	203	100
Total Operating Income	4,316,851	5,758,300	5,832,728	74,428	5,739,672	6,181,727
TOTAL TRASH REVENUE	\$4,316,851	\$5,758,300	\$5,832,728	\$74,428	\$5,739,672	\$6,181,727
Operating Expense						
4 Bad Debt Expense: Trash	\$ 10,539	\$ 20,000	14,052	\$ 5,948	\$ 14,620	\$ 18,000
5 Trash Contract Expense	4,137,548	5,183,000	5,516,730	(333,730)	5,185,423	5,451,336
Total Operating Expense	4,148,087	5,203,000	5,530,782	(327,782)	5,200,042	5,469,336
Administrative Expense						
6 General Fund Administrative Expense	308,000	616,000	616,000	-	636,000	703,000
Total Administrative Expense	308,000	616,000	616,000	-	636,000	703,000
Total Expense	4,456,087	5,819,000	6,146,782	(327,782)	5,836,042	6,172,336
Transfers						
7 Property Tax Transfer In	(31,500)	(63,000)	(63,000)	-	159,700	-
Total Transfers	(31,500)	(63,000)	(63,000)	-	159,700	-
TOTAL TRASH EXPENSES AND TRANSFERS	\$4,424,587	\$5,756,000	\$6,083,782	(\$327,782)	\$5,995,742	\$6,172,336
Fund Excess (Deficit)						\$ 9,391

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

**Rubidoux Community Services District
Water Fund Budget**

	Actual YTD March 2026	Annual Budget 2025/2026 ⁽¹⁾	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Operating Income						
1 Sales - Residential	\$ 5,148,714	\$ 7,183,379	\$ 6,883,812	\$ (299,567)	\$ 7,207,371	\$ 7,262,422
2 Sales - Commercial	1,246,908	1,809,021	1,667,112	(141,909)	1,837,742	1,758,803
3 Sales - Late Charges	81,283	97,000	108,378	11,378	93,793	109,000
4 Sales - Service Charges	3,762	5,000	5,016	16	5,070	6,000
5 Sales - Reconnect Charge	31,400	35,000	41,867	6,867	35,300	42,000
6 Sales - Meters	31,871	95,000	42,495	(52,505)	44,845	95,000
7 Sales - Jumper Income	14,600	34,000	14,600	(19,400)	4,600	34,000
Total Operating Income	6,558,539	9,258,400	8,763,280	(495,120)	9,228,720	9,307,225
Other Income						
8 Interest Income	232,077	421,000	309,436	(111,564)	475,502	278,000
9 Miscellaneous Revenue	99,312	10,000	132,416	122,416	19,422	10,000
10 Interest Income: Non-Operational	72,554	107,000	96,738	(10,262)	149,571	87,000
11 Grant Income: Cal OES (LHMP)	-	43,875	43,875	-	-	-
Total Other Income	403,943	581,875	582,465	590	644,495	375,000
TOTAL WATER REVENUE	\$ 6,962,481	\$ 9,840,275	\$ 9,345,745	\$ (494,530)	\$ 9,873,215	\$ 9,682,225
Operating Expense						
12 Pump Energy Costs	\$ 354,642	\$ 575,000	\$ 472,856	\$ 102,144	\$ 701,830	\$ 530,000
13 Water Analyses	155,803	212,000	207,737	4,263	230,544	218,000
14 Bad Debt Expense: Wtr	14,809	15,000	19,745	-	14,606	20,000
15 R & M Vehicle	48,422	66,000	64,562	1,438	49,377	68,000
16 R & M Equipment, Heavy	41,407	40,000	55,209	(15,209)	42,442	57,000
17 R & M Water System (includes asphalt)	605,701	1,080,000	807,602	272,398	706,258	610,000
18 R & M Office	7,709	8,000	8,000	-	14,370	8,000
19 Operating Expense	265,868	515,000	354,490	160,510	363,789	485,000
20 Op/Maint Wellhd Treat Facility (N03 PII)	592,456	879,000	789,941	89,059	521,597	864,000
21 Operating Expense: Treatment Media	-	1,000,000	-	1,000,000	275,048	1,000,000
22 General Supplies & Expenses	278	-	371	(371)	7,170	1,000
23 Bank Service Charges	98,550	153,000	131,400	21,600	134,671	135,000
24 Chemical/Mineral Supplies	21,611	18,000	28,815	(10,815)	45,383	30,000
25 Regulatory Fee/State	2,381	4,000	3,174	826	5,874	3,000
26 Clothing/Shoe Expense	16,453	24,000	21,937	2,063	18,209	23,000
27 Employee Education and Training	23,235	25,000	30,980	(5,980)	45,094	50,000
28 Utilities	2,758	5,000	3,677	1,323	3,476	4,000
29 Telephone	2,936	4,000	3,915	85	4,359	5,000
30 Dues & Subscriptions	4,304	10,000	5,739	4,261	9,234	8,000
31 Licenses & Permits	72,565	38,000	96,753	(58,753)	68,817	38,000
32 Mileage & Conference Expense	-	7,000	-	7,000	3,574	7,000
33 Gasoline Expense	42,604	59,000	56,805	2,195	75,161	59,000
34 Liability Insurance	155,907	152,000	207,876	(55,876)	167,897	152,000
35 Attorney Fees	3,375	5,000	4,500	500	-	5,000
36 Consulting Fees: Grant Support Services	61,245	50,000	81,660	(31,660)	33,581	50,000
37 Consulting Fees: Cost of Svc Study(60%WF/40%SF)	-	-	-	-	2,004	105,000
38 Consulting Fees: Utility/Rate	-	15,000	-	15,000	-	-
40 Consulting Fees: LHMP (75%WF/25%SF)	31,875	48,750	31,875	16,875	30,000	-
43 Consulting Fees: Operator Training/SOPs	-	40,000	-	40,000	5,791	-
44 Consulting Fees: Lead and Copper Service Line Inventory	-	-	-	-	14,175	30,000
45 Consulting Fees: Urban Water Management Plan update	-	84,000	-	84,000	-	20,000
46 Consulting Fees: Drought, Cons., Water Loss/Eff.	-	10,000	-	10,000	-	10,000
47 Consulting Fees: Water Quality / Hydraulics / Pilot Studies	-	-	-	-	-	150,000
48 Consulting Fees: Emergency and Risk Assessment	-	-	-	-	-	40,000
49 Engineering Fees: WTR	110,454	180,000	147,272	32,728	208,611	200,000
50 Engineering Fees: Master Plans	-	-	-	-	5,635	125,000

**Rubidoux Community Services District
Water Fund Budget**

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
51 Engineering Fees:Design Manual(50%WF/50%SF)	21,169	-	28,225	(28,225)	-	-
52 Engineering Fees: Cross Connection Ordinance	-	7,500	-	7,500	-	7,500
53 Fleet Tracking(67%WF/33%SF)	2,622	4,000	3,495	505	3,787	4,000
54 Loss Claims	6,860	10,000	9,147	853	1,946	10,000
55 Publication of Public Notices	781	1,000	1,041	(41)	-	1,000
56 Miscellaneous Expense	-	1,000	-	1,000	180	1,000
57 Computer System Support	-	115,000	-	115,000	-	-
58 Computer Misc. and Hardware	-	10,000	-	10,000	35,828	10,000
59 Condition Assessment (75% WF/25% SF)	8,884	25,000	11,845	13,155	13,284	25,000
60 Water Policy Advocacy	-	15,000	-	15,000	-	15,000
Total Operating Expense	2,777,662	5,510,250	3,690,644	1,824,351	3,866,197	5,183,500
Administrative Expense						
61 Salaries Expense	1,711,688	2,271,000	2,416,501	(145,501)	2,517,690	2,501,000
62 Employee Vacation/Sick Accrual Expense	54,527	45,000	64,527	(19,527)	45,234	69,000
63 Payroll Tax Expense	140,742	163,000	198,694	(35,694)	174,006	213,000
64 Health & Retirement Expense	1,056,335	1,064,000	1,342,450	(278,450)	1,397,296	1,436,000
65 Retirement Expense - Excess UAL	-	78,000	-	78,000	-	78,000
66 Workers Comp Insurance	59,839	78,000	79,785	(1,785)	71,443	81,800
67 General Admin. Expense	587,000	1,220,000	1,220,000	-	1,212,000	1,341,000
Total Administrative Expense	3,610,131	4,919,000	5,321,958	(402,958)	5,417,670	5,719,800
Other Expense						
68 SERIES 1998-Misc. Expense	-	2,000	1,500	500	1,500	-
69 MN Plant 17-18 Interest Exp	35,539	77,000	69,194	7,806	76,634	62,000
70 Building Interest Exp	22,693	51,126	45,387	5,739	51,126	39,473
Total Other Expense	58,232	130,126	116,081	14,045	129,260	101,473
Total Expense	6,446,025	10,559,376	9,128,683	1,435,438	9,413,127	11,004,773
Asset Acquisitions						
71 Fleet Replacement	157,306	70,000	70,000	-	-	-
72 Pumps, Valves and Mag Meters	214,812	200,000	214,812	(14,812)	-	200,000
73 IT Upgrades and Implementation	-	60,000	-	60,000	-	15,000
74 SCADA Replacement - Water Portion	339,350	300,000	300,000	-	31,203	300,000
75 Water Vactor	-	-	-	-	-	250,000
76 Backhoe Trailer	-	40,000	40,000	-	-	-
77 Booster Pumps - Ridgeline x 2	17,142	50,000	50,000	-	-	-
78 Other Equipment	-	-	-	-	-	90,000
79 Saas Programs (50%WF/50%SF)	-	-	-	-	-	37,500
Total Asset Acquisitions	728,609	720,000	674,812	45,188	31,203	892,500
Long-Term Debt						
80 Debt Service - MN Plant 17-18 Principal	-	288,000	288,000	-	-	295,002
81 Debt Service - Building Principal	-	188,200	193,910	(5,710)	-	199,825
Total Long-Term Debt	-	476,200	481,910	(5,710)	-	494,827
Transfers						
82 Property Tax Transfer In	(935,000)	(784,100)	(784,100)	-	-	(2,000,000)
83 Transfer to(from) CIP	-	2,139,639	-	(2,139,639)	-	2,945,000
84 Transfer to(from) CIP Master Plan	-	-	-	-	-	419,517
Total Transfers	(935,000)	1,355,539	12,186	(2,935,925)	-	1,364,517
TOTAL WATER EXPENSES AND TRANSFERS	\$ 6,239,634	\$ 13,111,115	\$ 10,297,591	\$ (1,461,009)	\$ 9,444,329	\$ 13,756,617

ESTIMATED JULY 1, 2026 RESERVE **\$ 8,262,713**

ESTIMATED FISCAL YEAR 26/27 EXCESS (DEFICIT) **\$ (4,074,392)**

ESTIMATED JUNE 30, 2027 RESERVE **\$ 4,188,321**

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

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

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Income						
1 Developers EDU Fees: Income	\$ 459,699	\$ 355,400	\$ 459,699	\$ 104,299	\$ 647,936	\$ 763,400
2 Lennar Tract - Construction in aid of EDU	-	1,387,200	-	-	-	1,387,200
3 Emerald Ridge S. Transmission Main Relocation	-	175,000	-	-	-	175,000
4 Grant Income - USBR - Drought (DSP) - Wstrm	-	750,000	-	-	-	750,000
5 Grant Income - West Valley	-	-	-	-	-	325,000
TOTAL WATER MASTER PLAN REVENUE	\$ 459,699	\$ 2,667,600	\$ 459,699	\$ 104,299	\$ 647,936	\$ 3,400,600
Expense						
6 Hunter Tank Site (Preliminary Design)	-	\$ 200,000	\$ -	\$ 200,000	\$ -	\$ -
7 Well 25 Project (USBR - Drought (DSP) - Wstrm)	104,552	1,500,000	104,552	1,395,448	-	1,500,000
8 Booster Station (Design)	-	250,000	-	250,000	-	250,000
9 Booster Station (Real Property and Construction)	-	2,000,000	-	2,000,000	-	2,000,000
10 Lennar Tract - Water Transmission Pipeline	-	1,926,858	-	1,926,858	-	1,926,858
11 RO Feasibility Study	-	50,000	-	50,000	-	-
12 Goldenwest Reservoir (Design)	-	150,000	-	150,000	-	40,000
13 Limonite Crossing	-	110,000	-	110,000	-	110,000
14 Emerald Ridge South Transmission Main Relocation	-	175,000	-	175,000	-	175,000
15 West Valley Intertie	-	-	-	-	-	650,000
16 District at JV - Raw Water Pipeline	-	60,000	-	60,000	-	-
Total Expense	104,552	6,421,858	104,552	6,317,306	-	6,651,858
Transfers						
17 Transfer to/(from) Water Fund Unrestricted	-	(862,517)	-	(862,517)	-	(419,517)
Total Transfers	-	(862,517)	-	(862,517)	-	(419,517)
TOTAL WATER CIP EXPENSES AND TRANSFERS	\$ 104,552	\$ 5,559,341	\$ 104,552	\$ 5,454,789	\$ -	\$ 6,232,341
Fund Excess (Deficit)						\$ (2,831,741)

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

ESTIMATED JULY 1, 2026 MAINLINE (CAPACITY / MP) RESERVE	\$2,831,741
ESTIMATED FISCAL YEAR 26/27 EXCESS (DEFICIT)	(\$2,831,741)
ESTIMATED JUNE 30, 2027 MAINLINE (CAPACITY / MP) RESERVE	<u>\$ -</u>

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

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Income						
1 Grant Income - USBR - AMI	\$ -	\$ 1,500,000	\$ -	\$ (1,500,000)	\$ -	\$ 1,500,000
TOTAL WATER CAPITAL PROJECT REVENUE	\$ -	\$ 1,500,000	\$ -	\$ (1,500,000)	\$ -	\$ 1,500,000
Expense						
2 Well 4 Rehab	20,646	200,000	20,646	179,354	-	-
3 Well 6 Rehab	-	200,000	-	200,000	-	-
4 Well 8 Rehab	187,706	187,000	130,000	57,000	-	-
5 Well 11 Rehab (Irrigation)	-	100,000	-	100,000	-	-
6 Well 14 Rehab (Irrigation)	-	75,000	-	75,000	-	-
7 Well Rehabs	-	-	-	-	-	300,000
8 District at JV Well Sites/LT Expansion (LT Exansion Lot)	57,706	-	57,706	(57,706)	-	-
9 Annexation Work - Water Pipeline Move (Design)	-	55,000	-	55,000	-	-
10 AMI Project (Grant Funding Approx. 50%)	8,653	3,200,000	30,000	3,170,000	28,184	3,200,000
11 Thompson Plant Fe/Mn Vessel Rehab'	186,066	305,000	250,000	55,000	-	-
12 Reservoir Design - All Four Tanks	-	430,000	-	430,000	-	430,000
13 2026 Regional Geotechnical Report	-	200,000	-	200,000	-	200,000
14 Pipeline Replacement	-	-	-	-	-	200,000
15 JCSD Line Separation	-	-	-	-	-	115,000
Total Expense	460,777	4,952,000	488,352	4,463,648	28,184	4,445,000
Transfers						
16 Transfer to/(from) Water Fund Unrestricted	-	(2,555,000)	-	-	-	(2,945,000)
Total Transfers	-	(2,555,000)	-	-	-	(2,945,000)
TOTAL WATER CAPITAL PROJECT EXPENSES AND TRANSFER	\$460,777	\$2,397,000	\$488,352	\$4,463,648	\$28,184	\$1,500,000
Fund Excess (Deficit)						\$ -

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

ESTIMATED JULY 1, 2026 CAPITAL RESERVE	\$ -
ESTIMATED FISCAL YEAR 26/27 EXCESS (DEFICIT)	\$ -
ESTIMATED JUNE 30, 2027 CAPITAL RESERVE	<u>\$ -</u>

**Rubidoux Community Services District
Sewer Fund Budget**

	Actual YTD March 2026	Annual Budget 2025/2026 ⁽¹⁾	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Operating Income						
1 Sales - Sewer	\$ 2,807,576	\$ 3,948,871	\$ 3,795,427	\$ (153,444)	\$ 3,927,637	\$ 4,061,107
Total Operating Income	2,807,576	3,948,871	3,795,427	(153,444)	3,927,637	4,061,107
Other Income						
2 Interest Income	75,562	146,000	100,749	(45,251)	174,879	131,000
3 Miscellaneous Income	-	2,000	-	(2,000)	-	2,000
4 Permits & Licenses	-	2,000	-	(2,000)	-	2,000
5 Interest Income: Non-Operational	71,221	115,000	94,961	(20,039)	144,719	104,000
6 Pretreatment Revenue	2,700	4,000	3,600	(400)	4,900	4,000
7 Grant Revenue	-	21,375	-	(21,375)	-	-
Total Other Income	149,482	290,375	199,310	(91,065)	324,498	243,000
TOTAL SEWER REVENUE	\$2,957,059	\$4,239,246	\$3,994,737	(\$244,509)	\$4,252,135	\$4,304,107
Operating Expense						
8 Energy Costs	43,898	25,000	58,531	(33,531)	20,594	66,000
9 Riverside City Treatment Costs	1,061,346	1,876,000	1,819,450	56,550	1,846,955	2,000,000
10 Industrial Pretreatment Costs	45,047	50,000	60,063	(10,063)	77,286	62,000
11 Lab Fees	-	16,000	-	16,000	5,578	20,000
12 Bad Debt Expense	5,961	8,000	7,948	52	7,439	8,000
13 R & M Equipment	40,766	45,000	54,354	(9,354)	38,656	56,000
14 R & M Sewer System	96,577	49,000	128,769	(79,769)	52,487	133,000
15 R & M Wet Well Wizard	-	-	-	-	-	2,000
16 Hydrowash	305	10,000	407	9,593	70,299	-
17 Operating Expense	54,099	49,000	72,132	(23,132)	18,131	74,000
18 Operating Expense: Video Line Inspection	9,895	100,000	13,193	86,807	-	700,000
19 Telephone	764	1,000	1,018	(18)	1,109	1,000
20 Licenses & Permits	8,249	17,000	10,998	6,002	15,369	11,000
21 Gasoline Expense	17,179	30,000	22,905	7,095	17,819	24,000
22 Liability Insurance	40,691	40,000	54,254	(14,254)	43,820	65,000
23 City Riverside Litigation: Retrial	134,334	150,000	179,112	(29,112)	70,714	150,000
24 Consulting Fees:LHMP (75%WF/25%SF)	10,625	23,750	10,625	13,125	10,000	-
25 Consulting Fees: SSMP	30,848	10,000	41,130	(31,130)	18,300	-
26 Engineering Fees	17,236	9,000	22,981	(13,981)	28,010	24,000
27 Loss Claims	23,662	10,000	31,549	(21,549)	-	10,000
28 Engineering Fees:Master Plans	-	-	-	-	-	125,000
29 Engineering Fees:Design Manual(50%WF/50%SF)	-	81,000	-	81,000	-	10,000
30 Consulting Fees:Cost of Svc Stdy(60%WF/40%SF)	-	-	-	-	-	70,000
31 Jurupa Hills Force Main (Feasibility)	-	20,000	15,000	5,000	27,885	5,000
32 Fleet Tracking(67%WF/33%SF)	1,291	2,000	1,722	278	1,865	2,000
33 Publication of Public Notices	-	1,000	-	1,000	-	1,000
34 Condition Assessment (75% WF/25% SF)	-	5,000	-	5,000	4,428	-
35 Employee Education and Training	630	6,000	840	5,160	6,639	25,000
Total Operating Expense	1,643,400	2,633,750	2,606,981	26,769	2,383,384	3,644,000
Administrative Expense						
36 Salaries Expense	150,256	256,667	212,126	44,541	106,776	275,000
37 Payroll Tax Expense	11,715	19,744	16,539	3,205	7,930	21,154
38 Health & Retirement Expense	11,019	32,083	11,203	20,880	44,905	34,375
39 Retirement Expense - Excess UAL	-	3,000	-	3,000	-	3,000
40 Workman's Compensation Ins.	3,294	6,910	4,391	2,519	2,361	9,902
41 General Admin Expense	349,000	698,000	698,000	-	721,000	798,000
Total Administrative Expense	525,284	1,016,404	942,259	74,145	882,972	1,141,431
Total Expense	\$2,168,684	\$3,650,154	\$3,549,240	\$100,914	\$3,266,356	\$4,785,431

**Rubidoux Community Services District
Sewer Fund Budget**

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Asset Acquisitions						
42 Pumps: Various	27,110	50,000	27,110	22,890	-	50,000
43 Regional Muffin Monster	89,732	77,000	89,732	(12,732)	-	-
44 SCADA Replacement	5,820	200,000	5,820	194,180	-	200,000
45 Wet Well Wizard	135,872	150,000	135,872	14,128	-	-
46 Air Scrubber	-	50,000	-	50,000	-	50,000
47 Electrical Universal Connections	-	25,000	-	25,000	-	25,000
48 Other Sewer Equipment	47,001	30,000	47,001	(17,001)	-	185,000
49 Saas Programs (50%WF/50%SF)	-	-	-	-	-	22,500
Total Asset Acquisitions	305,535	582,000	305,535	276,465	-	532,500
Transfers						
50 Allocation - Net Property Tax Revenues - Sewer	(375,000)	(750,000)	(750,000)	-	(425,000)	(500,000)
51 Transfer to Sewer CIP	-	1,641,250	-	1,641,250	-	567,806
Total Transfers	(375,000)	891,250	(750,000)	1,641,250	(425,000)	67,806
TOTAL SEWER EXPENSES AND TRANSFERS	\$2,099,219	\$5,123,404	\$3,104,775	\$2,018,629	\$2,841,356	\$5,385,737
				ESTIMATED JULY 1, 2026 RESERVE	\$	3,772,446
				ESTIMATED FISCAL YEAR 26/27 EXCESS (DEFICIT)	\$	(1,081,630)
				ESTIMATED JUNE 30, 2027 RESERVE	\$	2,690,816

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

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

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Income						
1 Sales Sewer Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL SEWER CAPITAL PROJECT REVENUE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expense						
2 Jurupa Hills Force Main	\$ -	\$ 50,000	\$ -	\$ 50,000	\$ 410	\$ -
3 Belltown Lift Station Rehab (Design)	-	-	-	-	44,250	-
4 Belltown Lift Station Rehab (Construction)	-	2,200,000	-	2,200,000	-	800,000
5 VFD Motors	-	-	-	-	-	200,000
6 Sewer System Rehab	-	-	-	-	-	100,000
Total Expense	-	2,250,000	-	2,250,000	44,661	1,100,000
Transfers						
5 Transfer to/(from) Sewer Fund Unrestricted	-	(1,641,250)	-	(1,641,250)	-	(567,806)
Total Transfers	-	(1,641,250)	-	(1,641,250)	-	(567,806)
TOTAL SEWER CAPITAL PROJECT EXPENSES AND TRANSFERS	\$ -	\$ 608,750	\$ -	\$ 608,750	\$ 44,661	\$ 532,194
Fund Excess (Deficit)						\$ (532,194)

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

ESTIMATED JULY 1, 2026 Capital Reserve	\$	532,194
ESTIMATED FISCAL YEAR 26/27 EXCESS (DEFICIT)	\$	(532,194)
ESTIMATED JUNE 30, 2027 RESERVE	\$	-

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

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Income						
1 Developers EDU Fees: Income	\$ 321,137	\$ 1,081,600	\$ 321,137	\$ (760,463)	\$ 462,956	\$ 743,600
2 Avalon Swap	-	-	-	-	-	650,000
TOTAL SEWER MASTER PLAN REVENUE	\$ 321,137	\$ 1,081,600	\$ 321,137	\$ (760,463)	\$ 462,956	\$ 1,393,600
Expense						
3 Avalon Street and Alta Street (Seg 1)	\$ -	\$ 230,000	\$ -	\$ 230,000	\$ 280	\$ 230,000
4 Avalon Street and 60 Freeway (Seg 2)	-	420,000	-	420,000	-	420,000
5 RO Feasibility Study	-	-	-	-	-	50,000
Total Expense	-	650,000	-	650,000	280	700,000
Transfers						
6 Transfer to/(from) Sewer Fund Unrestricted	-	-	-	-	-	-
Total Transfers	-	-	-	-	-	-
TOTAL SEWER CIP EXPENSES AND TRANSFERS	\$ -	\$ 650,000	\$ -	\$ 650,000	\$ 280	\$ 700,000
Fund Excess (Deficit)						\$ 693,600

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

Estimated July 1, 2026 MAINLINE (CAPACITY / MP) RESERVE	\$ 3,753,318
ESTIMATED FISCAL YEAR 26/27 EXCESS (DEFICIT)	\$ 693,600
Estimated June 30, 2027 MAINLINE (CAPACITY / MP) RESERVE	<u>\$ 4,446,918</u>

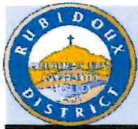
**Rubidoux Community Services District
Field/Admin Building Fund Budget**

	Actual YTD March 2026	Annual Budget 2025/2026 ^[1]	Projected Year End 2025/2026	Favorable (Unfavorable) Variance	Audited 2024/2025	Proposed Budget 2026/2027
Operating Expense						
1 Admin/Field Bldg. Proj.	\$ -	\$ 823,580	\$ -	\$ 823,580	\$ -	\$ 858,372
Total Operating Expense	-	823,580	-	823,580	-	858,372
Transfers						
2 Reserve Transfer to General Fund	-	-	-	-	-	-
Total Transfers	-	-	-	-	-	-
TOTAL FIELD/ADMIN BLDG EXPENSES AND TRANSFERS	\$ -	\$ 823,580	\$ -	\$ 823,580	\$ -	\$ 858,372
Fund Excess (Deficit)						\$ (858,372)

[1] Includes budget amendments adopted by Board of Directors up through May 7, 2026.

ESTIMATED JULY 1, 2026 FIELD/ADMIN RESERVE	\$ 858,372
ESTIMATED FISCAL YEAR 26/27 EXCESS (DEFICIT)	\$ (858,372)
ESTIMATED JUNE 30, 2027 FIELD/ADMIN RESERVE	<u>\$ -</u>

Attachment 2



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2026-2027 Salary Plan - 3.28% COLA

DRAFT

Payrates Effective 6/22/2026

Job Classification		Step	1	2	3	4	5	6
<u>Administrative Assistant (Part-Time)</u>	Non-Exempt	Hourly	\$ 25.34	\$ 26.62	\$ 27.95	\$ 29.33	\$ 30.81	\$ 32.35
		Monthly	\$ 4,392.27	\$ 4,614.13	\$ 4,844.67	\$ 5,083.87	\$ 5,340.40	\$ 5,607.33
		Annual	\$ 52,707.20	\$ 55,369.60	\$ 58,136.00	\$ 61,006.40	\$ 64,084.80	\$ 67,288.00
<u>Accounting / Customer Service Clerk I</u>	Non-Exempt	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.31	\$ 40.24
		Monthly	\$ 5,465.20	\$ 5,737.33	\$ 6,025.07	\$ 6,324.93	\$ 6,640.40	\$ 6,974.93
		Annual	\$ 65,582.40	\$ 68,848.00	\$ 72,300.80	\$ 75,899.20	\$ 79,684.80	\$ 83,699.20
<u>Accounting / Customer Service Clerk II</u>	Non-Exempt	Hourly	\$ 36.70	\$ 38.53	\$ 40.47	\$ 42.49	\$ 44.62	\$ 46.84
		Monthly	\$ 6,361.33	\$ 6,678.53	\$ 7,014.80	\$ 7,364.93	\$ 7,734.13	\$ 8,118.93
		Annual	\$ 76,336.00	\$ 80,142.40	\$ 84,177.60	\$ 88,379.20	\$ 92,809.60	\$ 97,427.20
<u>Meter Reader</u>	Non-Exempt	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.31	\$ 40.24
		Monthly	\$ 5,465.20	\$ 5,737.33	\$ 6,025.07	\$ 6,324.93	\$ 6,640.40	\$ 6,974.93
		Annual	\$ 65,582.40	\$ 68,848.00	\$ 72,300.80	\$ 75,899.20	\$ 79,684.80	\$ 83,699.20
<u>Utility Maintenance Worker I - Water</u>	Non-Exempt	Hourly	\$ 32.48	\$ 34.11	\$ 35.81	\$ 37.59	\$ 39.48	\$ 41.46
		Monthly	\$ 5,629.87	\$ 5,912.40	\$ 6,207.07	\$ 6,515.60	\$ 6,843.20	\$ 7,186.40
		Annual	\$ 67,558.40	\$ 70,948.80	\$ 74,484.80	\$ 78,187.20	\$ 82,118.40	\$ 86,236.80
<u>Utility Maintenance Worker II - Water</u>	Non-Exempt	Hourly	\$ 36.70	\$ 38.53	\$ 40.47	\$ 42.49	\$ 44.62	\$ 46.84
		Monthly	\$ 6,361.33	\$ 6,678.53	\$ 7,014.80	\$ 7,364.93	\$ 7,734.13	\$ 8,118.93
		Annual	\$ 76,336.00	\$ 80,142.40	\$ 84,177.60	\$ 88,379.20	\$ 92,809.60	\$ 97,427.20
<u>Utility Maintenance Worker I - Collections</u>	Non-Exempt	Hourly	\$ 32.48	\$ 34.11	\$ 35.81	\$ 37.59	\$ 39.48	\$ 41.46
		Monthly	\$ 5,629.87	\$ 5,912.40	\$ 6,207.07	\$ 6,515.60	\$ 6,843.20	\$ 7,186.40
		Annual	\$ 67,558.40	\$ 70,948.80	\$ 74,484.80	\$ 78,187.20	\$ 82,118.40	\$ 86,236.80
<u>Utility Maintenance Worker II - Collections</u>	Non-Exempt	Hourly	\$ 36.70	\$ 38.53	\$ 40.47	\$ 42.49	\$ 44.62	\$ 46.84
		Monthly	\$ 6,361.33	\$ 6,678.53	\$ 7,014.80	\$ 7,364.93	\$ 7,734.13	\$ 8,118.93
		Annual	\$ 76,336.00	\$ 80,142.40	\$ 84,177.60	\$ 88,379.20	\$ 92,809.60	\$ 97,427.20
<u>Utility Crew Leader - Water</u>	Non-Exempt	Hourly	\$ 43.64	\$ 45.82	\$ 48.10	\$ 50.51	\$ 53.02	\$ 55.68
		Monthly	\$ 7,564.27	\$ 7,942.13	\$ 8,337.33	\$ 8,755.07	\$ 9,190.13	\$ 9,651.20
		Annual	\$ 90,771.20	\$ 95,305.60	\$ 100,048.00	\$ 105,060.80	\$ 110,281.60	\$ 115,814.40
<u>Utility Crew Leader - Collections</u>	Non-Exempt	Hourly	\$ 43.64	\$ 45.82	\$ 48.10	\$ 50.51	\$ 53.02	\$ 55.68
		Monthly	\$ 7,564.27	\$ 7,942.13	\$ 8,337.33	\$ 8,755.07	\$ 9,190.13	\$ 9,651.20
		Annual	\$ 90,771.20	\$ 95,305.60	\$ 100,048.00	\$ 105,060.80	\$ 110,281.60	\$ 115,814.40
<u>Utility Field Supervisor</u>	Non-Exempt	Hourly	\$ 52.36	\$ 54.98	\$ 57.72	\$ 60.60	\$ 63.63	\$ 66.81
		Monthly	\$ 9,075.73	\$ 9,529.87	\$ 10,004.80	\$ 10,504.00	\$ 11,029.20	\$ 11,580.40
		Annual	\$ 108,908.80	\$ 114,358.40	\$ 120,057.60	\$ 126,048.00	\$ 132,350.40	\$ 138,964.80
<u>Systems Operator I</u>	Non-Exempt	Hourly	\$ 37.70	\$ 39.58	\$ 41.55	\$ 43.63	\$ 45.82	\$ 48.10
		Monthly	\$ 6,534.67	\$ 6,860.53	\$ 7,202.00	\$ 7,562.53	\$ 7,942.13	\$ 8,337.33
		Annual	\$ 78,416.00	\$ 82,326.40	\$ 86,424.00	\$ 90,750.40	\$ 95,305.60	\$ 100,048.00

<u>Systems Operator II</u>	Non-Exempt	Hourly	\$ 39.58	\$ 41.55	\$ 43.63	\$ 45.82	\$ 48.10	\$ 50.51
		Monthly	\$ 6,860.53	\$ 7,202.00	\$ 7,562.53	\$ 7,942.13	\$ 8,337.33	\$ 8,755.07
		Annual	\$ 82,326.40	\$ 86,424.00	\$ 90,750.40	\$ 95,305.60	\$ 100,048.00	\$ 105,060.80
<u>Senior Systems Operator I</u>	Non-Exempt	Hourly	\$ 47.88	\$ 50.27	\$ 52.78	\$ 55.41	\$ 58.18	\$ 61.09
		Monthly	\$ 8,299.20	\$ 8,713.47	\$ 9,148.53	\$ 9,604.40	\$ 10,084.53	\$ 10,588.93
		Annual	\$ 99,590.40	\$ 104,561.60	\$ 109,782.40	\$ 115,252.80	\$ 121,014.40	\$ 127,067.20
<u>Senior Systems Operator II</u>	Non-Exempt	Hourly	\$ 52.62	\$ 55.24	\$ 58.01	\$ 60.91	\$ 63.97	\$ 67.15
		Monthly	\$ 9,120.80	\$ 9,574.93	\$ 10,055.07	\$ 10,557.73	\$ 11,088.13	\$ 11,639.33
		Annual	\$ 109,449.60	\$ 114,899.20	\$ 120,660.80	\$ 126,692.80	\$ 133,057.60	\$ 139,672.00
<u>Cross Connection & Source Control Field Program Coordinator</u>	Non-Exempt	Hourly	\$ 44.97	\$ 47.21	\$ 49.56	\$ 52.05	\$ 54.67	\$ 57.39
		Monthly	\$ 7,794.80	\$ 8,183.07	\$ 8,590.40	\$ 9,022.00	\$ 9,476.13	\$ 9,947.60
		Annual	\$ 93,537.60	\$ 98,196.80	\$ 103,084.80	\$ 108,264.00	\$ 113,713.60	\$ 119,371.20
<u>Engineering Technician/IT Business Systems / GIS Analyst</u>	Exempt	Hourly	\$ 43.95	\$ 46.15	\$ 48.45	\$ 50.88	\$ 53.43	\$ 56.09
		Monthly	\$ 7,618.00	\$ 7,999.33	\$ 8,398.00	\$ 8,819.20	\$ 9,261.20	\$ 9,722.27
		Annual	\$ 91,416.00	\$ 95,992.00	\$ 100,776.00	\$ 105,830.40	\$ 111,134.40	\$ 116,667.20
<u>Assistant Engineer</u>	Exempt	Hourly	\$ 48.35	\$ 50.76	\$ 53.29	\$ 55.97	\$ 58.77	\$ 61.70
		Monthly	\$ 8,380.67	\$ 8,798.40	\$ 9,236.93	\$ 9,701.47	\$ 10,186.80	\$ 10,694.67
		Annual	\$ 100,568.00	\$ 105,580.80	\$ 110,843.20	\$ 116,417.60	\$ 122,241.60	\$ 128,336.00
<u>Associate Engineer</u>	Exempt	Hourly	\$ 63.25	\$ 66.40	\$ 69.72	\$ 73.19	\$ 76.86	\$ 80.71
		Monthly	\$ 10,963.33	\$ 11,509.33	\$ 12,084.80	\$ 12,686.27	\$ 13,322.40	\$ 13,989.73
		Annual	\$ 131,560.00	\$ 138,112.00	\$ 145,017.60	\$ 152,235.20	\$ 159,868.80	\$ 167,876.80
<u>HR Generalist / Safety and Facilities Coordinator</u>	Exempt	Hourly	\$ 50.42	\$ 52.92	\$ 55.57	\$ 58.35	\$ 61.28	\$ 64.34
		Monthly	\$ 8,739.47	\$ 9,172.80	\$ 9,632.13	\$ 10,114.00	\$ 10,621.87	\$ 11,152.27
		Annual	\$ 104,873.60	\$ 110,073.60	\$ 115,585.60	\$ 121,368.00	\$ 127,462.40	\$ 133,827.20
<u>Customer Service / Accounts Payable Manager</u>	Exempt	Hourly	\$ 57.37	\$ 60.24	\$ 63.26	\$ 66.42	\$ 69.73	\$ 73.20
		Monthly	\$ 9,944.13	\$ 10,441.60	\$ 10,965.07	\$ 11,512.80	\$ 12,086.53	\$ 12,688.00
		Annual	\$ 119,329.60	\$ 125,299.20	\$ 131,580.80	\$ 138,153.60	\$ 145,038.40	\$ 152,256.00
<u>Director of Operations</u>	Exempt	Hourly	\$ 77.80	\$ 81.67	\$ 85.77	\$ 90.06	\$ 94.56	\$ 99.29
		Monthly	\$ 13,485.33	\$ 14,156.13	\$ 14,866.80	\$ 15,610.40	\$ 16,390.40	\$ 17,210.27
		Annual	\$ 161,824.00	\$ 169,873.60	\$ 178,401.60	\$ 187,324.80	\$ 196,684.80	\$ 206,523.20
<u>Director of Finance and Administration</u>	Exempt	Hourly	\$ 91.40	\$ 95.98	\$ 100.78	\$ 105.82	\$ 111.10	\$ 116.67
		Monthly	\$ 15,842.67	\$ 16,636.53	\$ 17,468.53	\$ 18,342.13	\$ 19,257.33	\$ 20,222.80
		Annual	\$ 190,112.00	\$ 199,638.40	\$ 209,622.40	\$ 220,105.60	\$ 231,088.00	\$ 242,673.60
<u>Director of Engineering</u>	Exempt	Hourly	\$ 91.40	\$ 95.98	\$ 100.78	\$ 105.82	\$ 111.10	\$ 116.67
		Monthly	\$ 15,842.67	\$ 16,636.53	\$ 17,468.53	\$ 18,342.13	\$ 19,257.33	\$ 20,222.80
		Annual	\$ 190,112.00	\$ 199,638.40	\$ 209,622.40	\$ 220,105.60	\$ 231,088.00	\$ 242,673.60
<u>Assistant General Manager</u>	Exempt	Hourly	\$ 109.68	\$ 115.18	\$ 120.93	\$ 126.98	\$ 133.32	\$ 140.01
		Monthly	\$ 19,011.20	\$ 19,964.53	\$ 20,961.20	\$ 22,009.87	\$ 23,108.80	\$ 24,268.40
		Annual	\$ 228,134.40	\$ 239,574.40	\$ 251,534.40	\$ 264,118.40	\$ 277,305.60	\$ 291,220.80
<u>General Manager</u>	Exempt	Hourly	\$ 136.46					
		Monthly	\$ 23,653.07					
		Annual	\$ 283,836.80	Flat Rate				