

RUBIDOUX COMMUNITY SERVICES DISTRICT

BUDGET FOR 2021 – 2022

**Operations/Maintenance
and
Capital Improvement Budgets**

Approved

June 17, 2021

**Rubidoux Community Services District
Executive Summary - Operating Budget
June 17, 2021**

| | Adopted Budget 2020/2021 | Adopted Budget 2021/2022 |
|-------------------------------------|---|---|
| <u>Income & Revenue:</u> | | |
| GENERAL FUND | \$ 2,047,200 | \$ 1,825,700 |
| FIRE/WEED ABATEMENT FUND | 3,149,000 | 3,538,600 |
| TRASH FUND | 3,883,700 | 4,279,800 |
| WATER FUND | 5,386,600 | 7,310,800 |
| WATER CAPITAL IMPRVMT PROJECT | - | 760,000 |
| WATER REPLACEMENT PROJECT | 165,000 | 172,200 |
| COP WATER FUND | 1,143,000 | 1,161,000 |
| SEWER FUND | 3,146,100 | 2,869,300 |
| SEWER CAPITAL IMPRVMT PROJECT | 30,000 | 75,000 |
| SEWER REPLACEMENT PROJECT | 105,000 | 114,000 |
| FIELD/ADMIN BUILDING FUND | 96,000 | 104,000 |
| Total Income & Revenue | \$ 19,151,600 | \$ 22,210,400 |
| <u>Expenditures:</u> | | |
| GENERAL FUND | \$ 2,047,200 | \$ 1,825,700 |
| FIRE/WEED ABATEMENT FUND | 3,149,000 | 3,538,600 |
| TRASH FUND | 3,883,700 | 4,279,800 |
| WATER FUND | 5,386,600 | 7,310,800 |
| WATER CAPITAL IMPRVMT PROJECT | - | 760,000 |
| WATER REPLACEMENT PROJECT | 165,000 | 172,200 |
| COP WATER FUND | 1,143,000 | 1,161,000 |
| SEWER FUND | 3,146,100 | 2,869,300 |
| SEWER CAPITAL IMPRVMT PROJECT | 30,000 | 75,000 |
| SEWER REPLACEMENT PROJECT | 105,000 | 114,000 |
| FIELD/ADMIN BUILDING FUND | 96,000 | 104,000 |
| Total Expenditures | \$ 19,151,600 | \$ 22,210,400 |

Rubidoux Community Services District General Fund Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Plan Check & Inspection | 1,610 | 2,200 | 2,415 | 215 | 2,850 | 2,500 |
| 2 Permits & Licenses | 1,810 | 6,000 | 2,715 | (3,285) | 2,223 | 3,000 |
| 3 Admin Trash | 75,000 | 100,000 | 100,000 | - | 100,000 | 50,000 |
| 4 Admin Water Fund | 450,000 | 600,000 | 600,000 | - | 600,000 | 300,000 |
| 5 Admin Sewer Fund | 375,000 | 500,000 | 500,000 | - | 500,000 | 250,000 |
| 6 <i>Property Tax Transfer In</i> | <i>1,456,513</i> | <i>529,950</i> | <i>1,343,856</i> | <i>813,906</i> | <i>1,081,402</i> | <i>1,117,000</i> |
| Total Operating Income | \$2,359,933 | \$1,738,150 | \$2,548,986 | \$810,836 | \$2,286,475 | \$1,722,500 |
| Other Income | | | | | | |
| 7 Rental Income | 14,551 | 20,400 | 20,068 | (332) | 19,297 | 22,000 |
| 8 Interest Income | 10,328 | 39,000 | 16,328 | (22,672) | 16,409 | 9,000 |
| 9 Miscellaneous Income:Gnrl | 2,109 | 13,000 | 3,164 | (9,836) | 20,261 | 5,000 |
| 10 Developer EDU Fees: Income | 69,636 | 10,000 | 69,636 | 59,636 | 18,493 | 70,000 |
| 11 Interest Income: Non-Operatnl | 5,792 | 22,000 | 10,192 | (11,808) | 27,777 | 4,000 |
| 12 <i>Transfer from/(to) Unrestricted Reserves</i> | <i>(1,294,797)</i> | <i>210,250</i> | <i>(1,038,862)</i> | <i>(1,249,112)</i> | <i>(326,933)</i> | <i>(6,800)</i> |
| Total Other Income | (\$1,192,381) | \$314,650 | (\$919,474) | (\$1,234,124) | (\$224,696) | \$103,200 |
| TOTAL GENERAL REVENUE | \$1,167,552 | \$2,052,800 | \$1,629,512 | (\$423,288) | \$2,061,779 | \$1,825,700 |
| Operating Expense | | | | | | |
| 13 R & M Vehicles | 1,241 | 4,000 | 1,862 | 2,138 | 656 | 2,000 |
| 14 Main/Lease Equipment | 3,142 | 8,000 | 4,713 | 3,287 | 6,373 | 5,000 |
| 15 R & M Office Building | 11,340 | 25,000 | 17,010 | 7,990 | 16,671 | 25,000 |
| 16 General Supplies & Expenses | 31,107 | 59,000 | 46,661 | 12,339 | 76,262 | 60,000 |
| 17 Utilities | 10,265 | 15,000 | 15,398 | (398) | 12,991 | 16,000 |
| 18 Postage Expense:Gnrl | 16,831 | 50,000 | 32,247 | 17,753 | 36,452 | 38,000 |
| 19 Telephone:Gnrl | 6,762 | 9,000 | 10,143 | (1,143) | 9,390 | 13,000 |
| 20 Office Supplies:Gnrl | 5,209 | 9,000 | 7,814 | 1,186 | 9,837 | 9,000 |
| 21 Dues & Subscriptions | 5,732 | 14,000 | 8,598 | 5,402 | 11,872 | 11,800 |
| 22 Licenses & Permits | 115 | 2,000 | 173 | 1,827 | 1,732 | 1,000 |
| 23 Mileage & Conference Expense | - | 1,400 | - | 1,400 | - | 1,400 |
| 24 Gasoline Expense | 3,596 | 8,000 | 5,394 | 2,606 | 7,007 | 5,500 |
| 25 General Insurance | 3,882 | 8,200 | 7,764 | 436 | 8,963 | 9,800 |
| 26 Attorney Fees | 12,485 | 10,000 | 18,728 | (8,728) | 9,135 | 15,000 |
| 27 Publication of Public Notices | - | 1,000 | 800 | 200 | 243 | 1,000 |
| 28 Miscellaneous Expense | 1,721 | 2,100 | 2,582 | (482) | 2,080 | 2,000 |
| 29 Labor Consulting Fee | 4,033 | 4,000 | 6,050 | (2,050) | - | 20,000 |
| 30 Auditors Fees | 32,940 | 34,000 | 32,940 | 1,060 | 33,505 | 34,000 |
| 31 Website Administration | 2,800 | 6,000 | 4,800 | 1,200 | 4,800 | 4,800 |
| 32 Computer System Support | 38,273 | 60,000 | 57,410 | 2,590 | 51,400 | 64,000 |
| 33 Employee Education and Training | 1,850 | 8,500 | 4,250 | 4,250 | 65 | 15,000 |
| 34 Annexation Work | 11,498 | - | 11,498 | (11,498) | 106 | 20,000 |
| Total Operating Expense | \$204,822 | \$338,200 | \$296,835 | \$41,365 | \$299,540 | \$373,300 |

**Rubidoux Community Services District
General Fund Budget**

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--------------------------------------|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Administrative Expense | | | | | | |
| 35 Salaries Expense | 523,569 | 1,090,500 | 785,354 | 305,146 | 1,135,110 | 906,400 |
| 36 Payroll Tax Expense | 32,584 | 74,800 | 48,876 | 25,924 | 78,353 | 62,300 |
| 37 Health & Retirement Expense | 382,408 | 516,900 | 466,408 | 50,492 | 524,229 | 424,600 |
| 38 Perm Part-Time Ofc Worker | - | 1,300 | - | 1,300 | - | - |
| 39 Workers Compensation Ins. | 2,480 | 8,000 | 3,720 | 4,280 | 8,308 | 3,700 |
| 40 Human Resources Development | - | 600 | - | 600 | - | 1,000 |
| 41 Directors Fees | 13,259 | 16,000 | 19,889 | (3,889) | 16,239 | 20,900 |
| 42 Employee Recognition | - | 3,500 | - | 3,500 | - | 3,500 |
| Total Administrative Expense | \$954,300 | \$1,711,600 | \$1,324,247 | \$387,353 | \$1,762,239 | \$1,422,400 |
| Other Expense | | | | | | |
| 43 Equipment (OFC) Replacement | - | 3,000 | - | 3,000 | - | 5,000 |
| Total Other Expense | \$0 | \$3,000 | \$0 | \$3,000 | \$0 | \$5,000 |
| Total Expense | \$1,159,122 | \$2,052,800 | \$1,621,082 | \$431,718 | \$2,061,779 | \$1,800,700 |
| Asset Acquisitions | | | | | | |
| 44 Phone System | 8,430 | - | 8,430 | (8,430) | - | - |
| 45 Office Improvements (50%GF/50%WF) | - | - | - | - | - | 25,000 |
| Total Asset Acquisitions | \$8,430 | \$0 | \$8,430 | (\$8,430) | \$0 | \$25,000 |
| TOTAL GENERAL EXPENSES | \$1,167,552 | \$2,052,800 | \$1,629,512 | \$423,288 | \$2,061,779 | \$1,825,700 |

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

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Weed Abatement Assessment | 3,806 | 25,000 | 7,306 | (17,694) | 16,105 | 10,000 |
| 2 Property Taxes-Secured:Gnrl | 1,832,420 | 2,913,000 | 3,232,420 | 319,420 | 2,955,994 | 3,297,100 |
| 3 Property Taxes-Unsecured | 89,821 | 97,000 | 97,821 | 821 | 97,595 | 99,800 |
| 4 Property Taxes-SBE & HOX | 48,513 | 83,000 | 83,513 | 513 | 90,637 | 85,200 |
| 5 Property Taxes-SPY & 2345 | 33,632 | 31,000 | 45,632 | 14,632 | 37,886 | 46,500 |
| TOTAL FIRE/WEED ABATEMENT REVENUE | \$2,008,192 | \$3,149,000 | \$3,466,692 | \$317,692 | \$3,198,217 | \$3,538,600 |
| Operating Expense | | | | | | |
| 6 Utilities Fire Dept | 10,670 | 25,000 | 16,005 | 8,995 | 19,038 | 20,000 |
| 7 Postage Expense:Weed | - | 450 | 450 | - | - | 500 |
| 8 Weed Abatement Contract | - | 16,000 | - | 16,000 | 16,481 | 5,000 |
| 9 CDF Contract | 534,490 | 2,525,000 | 2,084,490 | 440,510 | 2,072,248 | 2,338,100 |
| 10 Publication of Public Notices | - | 2,000 | 540 | 1,460 | 540 | 1,000 |
| 11 Miscellaneous: Fire | 189 | 1,000 | 284 | 716 | 557 | 1,000 |
| 12 Repairs and Maintenance | 875 | 43,300 | 12,884 | 30,416 | - | 15,000 |
| 13 Landscaping | - | - | - | - | - | 7,000 |
| 14 Riverside Cnty Admin Charge | 5,455 | 6,300 | 8,183 | (1,883) | 7,951 | 9,000 |
| Total Operating Expense | \$551,679 | \$2,619,050 | \$2,122,836 | \$496,214 | \$2,116,815 | \$2,396,600 |
| Asset Acquisitions | | | | | | |
| 15 Misc. Asset Acq./Replacements | - | - | - | - | - | 25,000 |
| Total Asset Acquisitions | - | - | - | - | - | 25,000 |
| 16 Property Tax Transfer Out(In) | 1,456,513 | 529,950 | 1,343,856 | (813,906) | 1,081,402 | 1,117,000 |
| TOTAL FIRE/WEED ABATEMENT EXPENSE | \$2,008,192 | \$3,149,000 | \$3,466,692 | (\$317,692) | \$3,198,217 | \$3,538,600 |

Rubidoux Community Services District Trash Fund Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|---|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Sales:Trash | 2,427,911 | 3,815,300 | 4,052,911 | 237,611 | 3,766,611 | 4,214,300 |
| 2 Tri-Co Rolloff Revenue | 34,986 | 67,900 | 59,986 | (7,914) | 64,428 | 65,000 |
| 3 Trash Bag Sales | 22 | 500 | 122 | (378) | 239 | 500 |
| TOTAL TRASH REVENUE | \$2,462,919 | \$3,883,700 | \$4,113,019 | \$229,319 | \$3,831,278 | \$4,279,800 |
| Operating Expense | | | | | | |
| 4 Street Light Expense | 65,781 | 108,000 | 125,781 | (17,781) | 124,217 | 141,900 |
| 5 Bad Debt Expense:Trash | - | 10,000 | - | 10,000 | 15,067 | 20,000 |
| 6 Trash Contract Expense | 2,220,362 | 3,680,500 | 3,760,362 | (79,862) | 3,517,672 | 4,093,500 |
| Total Operating Expense | 2,286,143 | \$3,798,500 | \$3,886,143 | \$87,643 | \$3,656,956 | \$4,255,400 |
| Administrative Expense | | | | | | |
| 7 General Admin Expense | 75,000 | 100,000 | 100,000 | - | 100,000 | 50,000 |
| Total Administrative Expense | \$75,000 | \$100,000 | \$100,000 | \$0 | \$100,000 | \$50,000 |
| Total Expense | \$2,361,143 | \$3,898,500 | \$3,986,143 | (\$87,643) | \$3,756,956 | \$4,305,400 |
| 8 <i>Transfer to/(from) Unrestricted Reserves</i> | 101,776 | (14,800) | 126,876 | (141,676) | 74,322 | (25,600) |
| TOTAL TRASH EXPENSES | \$2,462,919 | \$3,883,700 | \$4,113,019 | \$229,319 | \$3,831,278 | \$4,279,800 |

Rubidoux Community Services District Water Fund Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Sales - Residential | 2,515,029 | 3,763,000 | 4,057,029 | 294,029 | 3,771,434 | 4,300,500 |
| 2 Sales - Commercial | 913,949 | 1,270,000 | 1,375,949 | 105,949 | 1,264,798 | 1,458,500 |
| 3 Sales - Late Charges | (63) | 164,000 | - | (164,000) | 112,038 | 164,000 |
| 4 Sales - Service Charges | 2,965 | 7,000 | 4,448 | (2,552) | 5,301 | 7,000 |
| 5 Sales - Reconnect Charge | - | 22,000 | - | (22,000) | 11,960 | 22,000 |
| 6 Sales - Meters | 3,965 | 2,300 | 5,948 | 3,648 | 970 | 2,300 |
| 7 Sales - Jumper Income | 24,316 | - | 24,316 | 24,316 | - | 25,000 |
| 8 Sales - JCSD | - | - | - | - | - | - |
| Total Operating Income | \$3,460,161 | \$5,228,300 | \$5,467,690 | \$239,390 | \$5,166,501 | \$5,979,300 |
| Other Income | | | | | | |
| 9 Interest Income | 43,173 | 137,000 | 73,173 | (63,827) | 230,133 | 26,500 |
| 10 Miscellaneous Revenue | 1,015 | 4,000 | 1,523 | (2,477) | 8,271 | 4,000 |
| 11 Interest Income:Non-Operatnl | 4,162 | 17,300 | 6,162 | (11,138) | 18,846 | 1,000 |
| 12 Cal OES: Grant Income | - | - | - | - | - | 300,000 |
| 13 <i>Transfer from COP Reserves</i> | - | - | - | - | - | 1,000,000 |
| Total Other Income | \$48,350 | \$158,300 | \$80,858 | (\$77,442) | \$257,250 | \$1,331,500 |
| TOTAL WATER REVENUE | \$3,508,511 | \$5,386,600 | \$5,548,548 | \$161,948 | \$5,423,751 | \$7,310,800 |
| Operating Expense | | | | | | |
| 14 Pump Energy Costs | 237,001 | 410,000 | 355,502 | 54,498 | 312,815 | 375,000 |
| 15 Water Analyses | 93,443 | 78,000 | 140,165 | (62,165) | 105,595 | 280,300 |
| 16 Bad Debt Expense:Wtr | (1,461) | 22,000 | (1,461) | 23,461 | 10,684 | 44,000 |
| 17 R & M Vehicle | 8,044 | 27,000 | 12,066 | 14,934 | 20,526 | 12,400 |
| 18 R & M Equipment, Heavy | 10,021 | 22,500 | 15,032 | 7,468 | 9,042 | 15,500 |
| 19 R & M Water System | 151,882 | 270,000 | 227,823 | 42,177 | 280,999 | 234,700 |
| 20 R & M Office | 35,405 | 10,000 | 37,608 | (27,608) | 10,137 | 38,700 |
| 21 Operating Expense | 161,477 | 323,000 | 242,216 | 80,784 | 213,794 | 249,500 |
| 22 Op/Maint Wellhd Treat Facility (N03 Plt) | 62,452 | 235,000 | 93,678 | 141,322 | 154,408 | 235,000 |
| 23 Operating Expense: Treatment Media | 776,648 | 905,687 | 905,687 | - | - | 800,000 |
| 24 General Supplies & Expenses | 2,922 | - | 4,383 | (4,383) | - | 4,500 |
| 25 Bank Service Charges | 58,301 | 70,000 | 87,452 | (17,452) | 77,186 | 90,100 |
| 26 Chemical/Mineral Supplies | 24,732 | 55,000 | 37,098 | 17,902 | 30,274 | 38,200 |
| 27 Regulatory Fee/State | 421 | 33,000 | 25,421 | 7,579 | 29,642 | 26,200 |
| 28 Clothing/Shoe Expense | 7,125 | 7,700 | 10,688 | (2,988) | 7,209 | 11,000 |
| 29 Employee Education and Training | 1,481 | 14,000 | 7,000 | 7,000 | 3,067 | 15,000 |
| 30 Utilities | 938 | 6,500 | 1,407 | 5,093 | 2,141 | 1,400 |
| 31 Telephone | 2,147 | 5,400 | 3,221 | 2,179 | 3,531 | 3,300 |
| 32 Dues & Subscriptions | 2,034 | 3,000 | 3,051 | (51) | 1,245 | 3,100 |
| 33 Licenses & Permits | 36,403 | 33,000 | 32,105 | 895 | 24,877 | 33,100 |
| 34 Mileage & Conference Expense | 50 | 1,200 | 75 | 1,125 | 1,981 | 2,500 |
| 35 Gasoline Expense | 29,494 | 59,000 | 44,241 | 14,759 | 47,618 | 45,600 |
| 36 Liability Insurance | 24,658 | 51,800 | 49,316 | 2,484 | 52,298 | 62,600 |
| 37 Attorney Fees | 24,238 | 5,000 | 27,238 | (22,238) | - | 28,100 |
| 38 Consulting Fees:Water Supply Projects | 9,476 | 3,990 | 14,214 | (10,224) | 8,884 | 15,000 |
| 39 Consulting Fees:Cost of Svc Stdy(60%WF/40%SF) | - | - | - | - | - | 120,000 |
| 40 Consulting Fees:Safety (50%WF/50%SF) | - | - | - | - | - | 5,000 |
| 41 Consulting Fees:LHMP (50%WF/50%SF) | - | - | - | - | - | 5,000 |
| 42 Consulting Fees:Valve Turning Program | - | - | - | - | - | 29,300 |
| 43 Engineering Fees:WTR | 43,516 | 45,000 | 65,274 | (20,274) | 63,269 | 67,200 |
| 44 Engineering Fees:Master Plans | - | - | - | - | - | 219,400 |
| 45 Engineering Fees:Design Manual(67%WF/33%WF) | - | - | - | - | - | 100,000 |
| 46 Fleet Tracking(67%WF/33%SF) | - | - | - | - | - | 4,000 |
| 47 Loss Claims | 4,767 | 20,000 | 7,151 | 12,849 | 6,325 | 20,000 |
| 48 Publication of Public Notices | - | 2,500 | 350 | 2,150 | (7) | 400 |
| 49 Miscellaneous Expense | 35 | 2,200 | 70 | 2,130 | - | 2,000 |
| Total Operating Expense | \$1,807,650 | \$2,721,477 | \$2,448,071 | \$273,406 | \$1,477,540 | \$3,237,100 |

Rubidoux Community Services District Water Fund Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Administrative Expense | | | | | | |
| 50 Salaries Expense | 950,351 | 1,369,100 | 1,425,527 | (56,427) | 1,398,761 | 1,679,300 |
| 51 Payroll Tax Expense | 79,659 | 97,600 | 119,489 | (21,889) | 109,199 | 147,800 |
| 52 Health & Retirement Expense | 488,631 | 574,600 | 668,631 | (94,031) | 577,929 | 768,300 |
| 53 Workers Comp Insurance | 30,470 | 51,000 | 47,270 | 3,730 | 55,760 | 55,200 |
| 54 General Admin Expense | 450,000 | 600,000 | 600,000 | - | 600,000 | 300,000 |
| Total Administrative Expense | \$1,999,111 | \$2,692,300 | \$2,860,917 | (\$168,617) | \$2,741,649 | \$2,950,600 |
| Other Expense | | | | | | |
| 55 SERIES 1998-Misc. Expense | 4,800 | 1,500 | 4,800 | (3,300) | 1,500 | 1,500 |
| 56 MN Plnt 17-18 Interest Exp | 53,111 | 107,900 | 104,564 | 3,336 | 111,112 | 97,800 |
| 57 PFAS Interest Exp | - | - | - | - | - | - |
| 58 <i>Transfer to/(from) Unrestricted Reserves</i> | <i>(518,373)</i> | <i>(457,877)</i> | <i>(184,712)</i> | <i>(273,165)</i> | <i>735,551</i> | <i>6,500</i> |
| Total Other Expense | (\$460,462) | (\$348,477) | (\$75,348) | (\$273,129) | \$848,163 | \$105,800 |
| Total Expense | \$3,346,299 | \$5,065,300 | \$5,233,640 | (\$168,340) | \$5,067,352 | \$6,293,500 |
| Asset Acquisitions | | | | | | |
| 59 Fleet Replacement | 19,608 | 65,000 | 41,659 | 23,341 | 103,315 | 35,000 |
| 60 Phone System (New) | 8,430 | - | 8,430 | (8,430) | - | - |
| 61 Pump (MD-3244VXV) | 5,187 | - | 5,187 | (5,187) | - | - |
| 62 IT Upgrades and Implementation | - | - | - | - | - | 80,000 |
| 63 Systems Operator Office Upgrade | - | - | - | - | - | 15,000 |
| 64 Office Improvements (50%GF/50%WF) | - | - | - | - | - | 25,000 |
| 65 Specialty Truck/Equipment | - | - | - | - | - | 120,000 |
| 66 Cal OES: Eligible Grant Expense | - | - | - | - | - | 450,000 |
| 67 AMR Mobile Station | - | - | - | - | - | 26,000 |
| Total Asset Acquisitions | \$33,225 | \$65,000 | \$55,276 | \$9,724 | \$103,315 | \$751,000 |
| Long-Term Debt | | | | | | |
| 68 Debt Service - MN Plant 17-18 Principal | 128,987 | 256,300 | 259,632 | (3,332) | 253,084 | 266,300 |
| 69 Debt Service - PFAS Principal | - | - | - | - | - | - |
| Total Long-Term Debt | \$128,987 | \$256,300 | \$259,632 | (\$3,332) | \$253,084 | \$266,300 |
| TOTAL WATER EXPENSES | \$3,508,511 | \$5,386,600 | \$5,548,548 | (\$161,948) | \$5,423,751 | \$7,310,800 |

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

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|---|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Developers EDU Fees:Income | 206,584 | 500,000 | 206,584 | (293,416) | 38,144 | 850,000 |
| 2 <i>Transfer (to)/from Reserves</i> | <i>67,132</i> | <i>3,661,862</i> | <i>(206,584)</i> | <i>(3,868,446)</i> | <i>(1,047,446)</i> | <i>(90,000)</i> |
| TOTAL WATER CIP REVENUE | \$273,716 | \$4,161,862 | \$0 | (\$4,161,862) | (\$1,009,302) | \$760,000 |
| Operating Expense | | | | | | |
| 3 District Tank Assessment | 7,350 | - | - | - | 30,490 | - |
| 4 1360' Pressure Zone Pump Station | 7,388 | - | - | - | 15,075 | 35,000 |
| 5 PFAS Compounds Treatment | 258,978 | 4,161,862 | - | 4,161,862 | 963,737 | - |
| 6 Hunter 1 Tank (Design) | - | - | - | - | - | 200,000 |
| 7 Goldenwest Tank (Preliminary Design) | - | - | - | - | - | 75,000 |
| 8 Goldenwest PS (Preliminary Design) | - | - | - | - | - | 50,000 |
| 9 Limonite Transmission (Design) | - | - | - | - | - | 175,000 |
| 10 Condition Assessment (75% WF/25% SF) | - | - | - | - | - | 225,000 |
| TOTAL WATER CIP EXPENSES | \$273,716 | \$4,161,862 | \$0 | \$4,161,862 | \$1,009,302 | \$760,000 |

Rubidoux Community Services District Water Replacement Project Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Sales Water Replacement | 105,797 | 165,000 | 171,179 | 6,179 | 168,443 | 172,200 |
| TOTAL WATER REPLCMT PROJ. REVENUE | \$105,797 | \$165,000 | \$171,179 | \$6,179 | \$168,443 | \$172,200 |
| Operating Expense | | | | | | |
| 2 Well 18 Rehab | 39,029 | 202,880 | 222,254 | (19,374) | 27,226 | - |
| 3 Hunter Pressure Zone Improvements | 18,927 | 20,000 | 18,927.00 | 1,073 | 1,082 | - |
| 4 Tract 37211 Offsite Participation | - | 19,700 | - | 19,700 | - | 100,000 |
| 5 <i>Transfer to/(from) Reserves</i> | 47,841 | (77,580) | (70,002) | (7,578) | 140,135 | 72,200 |
| TOTAL WATER RPLCMT PROJ. EXPENSES | \$105,797 | \$165,000 | \$171,179 | (\$6,179) | \$168,443 | \$172,200 |

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

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Sales Bond | 693,125 | 1,125,000 | 1,143,125 | 18,125 | 1,137,619 | 1,152,200 |
| 2 SERIES 1998-Interest Income | 2,904 | 18,000 | 5,808 | (12,192) | 15,348 | 8,800 |
| TOTAL COP WATER REVENUE | \$696,029 | \$1,143,000 | \$1,148,933 | \$5,933 | \$1,152,967 | \$1,161,000 |
| Other Expense | | | | | | |
| 3 SERIES 1998-Interest Expense | 79,688 | 145,000 | 144,968 | 32 | 173,018 | 115,500 |
| 4 Reserve Transfer to Water Fund | - | - | - | - | - | 1,000,000 |
| 5 Transfer to/(from) Reserves | 51,341 | 433,000 | 438,965 | (5,965) | 444,949 | (544,500) |
| Total Other Expenses | \$131,029 | \$578,000 | \$583,933 | (\$5,933) | \$617,967 | \$571,000 |
| Long-Term Debt | | | | | | |
| 6 Debt Service - SERIES 1998 Principal | 565,000 | 565,000 | 565,000 | - | 535,000 | 590,000 |
| Total Long-Term Debt | \$565,000 | \$565,000 | \$565,000 | \$0 | \$535,000 | \$590,000 |
| TOTAL COP WATER EXPENSES | \$696,029 | \$1,143,000 | \$1,148,933 | (\$5,933) | \$1,152,967 | \$1,161,000 |

Rubidoux Community Services District Sewer Fund Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|---|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Sales - RST | 1,357,461 | 2,250,000 | 2,275,461 | 25,461 | 2,181,137 | 2,389,200 |
| 2 Sales - Sewer | 314,994 | 775,000 | 575,994 | (199,006) | 622,257 | 576,000 |
| Total Operating Income | \$1,672,455 | \$3,025,000 | \$2,851,455 | (\$173,545) | \$2,803,394 | \$2,965,200 |
| Other Income | | | | | | |
| 3 Interest Income | 5,796 | 10,000 | 11,592 | 1,592 | 29,399 | 4,000 |
| 4 Miscellaneous Income | - | 2,000 | - | (2,000) | 302,528 | 2,000 |
| 5 Licenses and Permits | 500 | - | 500 | 500 | 1,000 | 500 |
| 6 Interest Income:Non Operational | 1,267 | 33,000 | 2,534 | (30,466) | 34,579 | 900 |
| 7 <i>Transfer from/(to) Unrestricted Reserves</i> | <i>(118,610)</i> | <i>76,100</i> | <i>30,802</i> | <i>(45,298)</i> | <i>(518,669)</i> | <i>(103,300)</i> |
| Total Other Income | (\$111,047) | \$121,100 | \$45,428 | (\$75,672) | (\$151,163) | (\$95,900) |
| TOTAL SEWER REVENUE | \$1,561,408 | \$3,146,100 | \$2,896,883 | (\$249,217) | \$2,652,231 | \$2,869,300 |
| Operating Expense | | | | | | |
| 8 Energy Costs | 23,887 | 53,000 | 35,831 | 17,169 | 41,581 | 36,900 |
| 9 Riverside City Treatment Costs | 502,980 | 2,000,000 | 1,508,940 | 491,060 | 1,410,212 | 1,647,200 |
| 10 Industrial Pretreatment Costs | 28,579 | 77,000 | 42,869 | 34,131 | 51,472 | 44,200 |
| 11 Lab Fees | 1,190 | 46,500 | 1,785 | 44,715 | 33,465 | 1,800 |
| 12 Bad Debt Expense | - | 10,000 | - | 10,000 | 4,640 | 20,000 |
| 13 R & M Equipment | 4,359 | 15,500 | 6,539 | 8,961 | 3,635 | 6,700 |
| 14 R&M Sewer System | 36,748 | 60,000 | 55,122 | 4,878 | 75,743 | 56,800 |
| 15 Hydrowash | 42,927 | 64,000 | 64,391 | (391) | 36,642 | 90,000 |
| 16 Operating Expense | 4,675 | 7,200 | 7,013 | 187 | 7,181 | 7,200 |
| 17 Protocol for Testing 14" Force Main | - | - | - | - | - | 20,000 |
| 18 Telephone | 321 | 1,000 | 482 | 518 | 460 | 500 |
| 19 Licenses & Permits | 5,218 | 8,700 | 7,827 | 873 | 9,320 | 8,100 |
| 20 Gasoline Expense | 1,921 | 5,100 | 2,882 | 2,218 | 5,265 | 3,000 |
| 21 Liability Insurance | 6,436 | 13,500 | 12,872 | 628 | 12,921 | 16,300 |
| 22 City Riverside Litigation | 477,729 | 100,000 | 577,729 | (477,729) | 330,312 | 250,000 |
| 23 Consulting Fees:Safety (50%WF/50%SF) | - | - | - | - | - | 5,000 |
| 24 Consulting Fees:LHMP (50%WF/50%SF) | - | - | - | - | - | 5,000 |
| 25 Engineering Fees | 2,373 | 11,000 | 3,560 | 7,440 | 18,694 | 3,700 |
| 26 Loss Claims | - | 20,000 | - | 20,000 | 7,014 | 20,000 |
| 27 Engineering Fees:Master Plans | - | - | - | - | - | 92,100 |
| 28 Engineering Fees:Design Manual(67%WF/33%WF) | - | - | - | - | - | 50,000 |
| 29 Consulting Fees:Cost of Svc Stdy(60%WF/40%SF) | - | - | - | - | - | 80,000 |
| 30 Fleet Tracking(67%WF/33%SF) | - | - | - | - | - | 2,000 |
| 31 Publication of Public Notices | - | 500 | 500 | - | 511 | 500 |
| 32 Miscellaneous Expense | - | 2,000 | - | 2,000 | 35 | - |
| 33 Feasibility Study (Wastewater Trtmt Plnt) | - | 50,000 | - | 50,000 | - | - |
| 34 Employee Education and Training | - | 3,000 | 1,500 | 1,500 | - | 1,500 |
| Total Operating Expense | \$1,139,343 | \$2,548,000 | \$2,329,842 | \$218,158 | \$2,049,103 | \$2,468,500 |
| Administrative Expense | | | | | | |
| 35 Salaries Expense | 34,593 | 77,000 | 51,890 | 25,110 | 83,356 | 90,900 |
| 36 Payroll Tax Expense | 2,767 | 6,100 | 4,151 | 1,949 | 7,286 | 8,200 |
| 37 Health & Retirement Expense | 8,810 | 11,900 | 9,210 | 2,690 | 9,033 | 49,000 |
| 38 Workman's Compensation Ins. | 895 | 3,100 | 1,790 | 1,310 | 3,453 | 2,700 |
| 39 Admn General Expense | 375,000 | 500,000 | 500,000 | - | 500,000 | 250,000 |
| Total Administrative Expense | \$422,065 | \$598,100 | \$567,041 | \$31,059 | \$603,128 | \$400,800 |
| Total Expense | \$1,561,408 | \$3,146,100 | \$2,896,883 | \$249,217 | \$2,652,231 | \$2,869,300 |

Rubidoux Community Services District Sewer Fund Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|---------------------------------|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Asset Acquisitions | | | | | | |
| Total Asset Acquisitions | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL SEWER EXPENSES | <u>\$1,561,408</u> | <u>\$3,146,100</u> | <u>\$2,896,883</u> | <u>\$249,217</u> | <u>\$2,652,231</u> | <u>\$2,869,300</u> |

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

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|---|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Developer Fees | 121,576 | 300,000 | 121,576 | (178,424) | 22,516 | 520,000 |
| 2 <i>Transfer (to)/from Restricted Reserves</i> | (121,576) | (270,000) | (121,576) | 148,424 | (22,516) | (445,000) |
| TOTAL SEWER CIP REVENUE | \$0 | \$30,000 | \$0 | (\$30,000) | \$0 | \$75,000 |
| Operating Expense | | | | | | |
| 3 Tilton Swr Phase II - 60% | | | | | | |
| Design Cost Only | - | 30,000 | - | 30,000 | - | - |
| 4 Condition Assessment (75% WF/25% SF) | - | - | - | - | - | 75,000 |
| TOTAL SEWER CIP EXPENSES | \$0 | \$30,000 | \$0 | \$30,000 | \$0 | \$75,000 |

**Rubidoux Community Services District
Sewer Replacement Project Budget**

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Sewer Replacement Fees | 72,610 | 105,000 | 108,982 | 3,982 | 99,677 | 114,000 |
| TOTAL SEWER RPLCMT PROJ. REVENUE | \$72,610 | \$105,000 | \$108,982 | \$3,982 | \$99,677 | \$114,000 |
| Operating Expense | | | | | | |
| 2 Tilton Swr Ph II - 40% - (New) | - | 20,000 | - | 20,000 | - | - |
| 3 Jurupa Hills Force Main | | | | | | 200,000 |
| 4 <i>Transfer to/(from) Reserves</i> | 72,610 | 85,000 | 108,982 | (23,982) | 99,677 | (86,000) |
| TOTAL SEWER RPLCMT PROJ. EXPENSES | \$72,610 | \$105,000 | \$108,982 | (\$3,982) | \$99,677 | \$114,000 |

Rubidoux Community Services District
Field/Admin Building Fund Budget

| | Actual YTD February 2021 | Annual Budget 2020/2021 | Projected Year End 2020/2021 | Favorable (Unfavorable) Variance | Audited 2019/2020 | Adopted Budget 2021/2022 |
|--|--------------------------------|-------------------------------|------------------------------------|--|----------------------|--------------------------------|
| Operating Income | | | | | | |
| 1 Sales - Field/Admin Bldg. | 66,089 | 96,000 | 98,729 | 2,729 | 89,467 | 104,000 |
| TOTAL FIELD/ADMIN BLDG REVENUE | \$66,089 | \$96,000 | \$98,729 | \$2,729 | \$89,467 | \$104,000 |
| Operating Expense | | | | | | |
| 2 Architectural Design/Feasibility | 22,526 | 26,600 | 25,800 | 800 | - | - |
| 3 <i>Transfer to/(from) Reserves</i> | 43,563 | 69,400 | 72,929 | (3,529) | 89,467 | 104,000 |
| TOTAL FIELD/ADMIN BLDG EXPENSES | \$66,089 | \$96,000 | \$98,729 | (\$2,729) | \$89,467 | \$104,000 |

**RUBIDOUX COMMUNITY SERVICES DISTRICT
EMPLOYEE SALARY RANGES**

FY 2021/2022

3.0% COLA

| | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General Manager | \$21,973.29 | | | | | |
| | \$126.769 | | | | | |
| Assistant General Mgr. | \$16,105.61 | \$16,911.09 | \$17,756.61 | \$18,644.25 | \$19,576.61 | \$20,555.43 |
| | \$92.917 | \$97.564 | \$102.442 | \$107.563 | \$112.942 | \$118.589 |
| Director of Engineering | \$13,421.37 | \$14,092.52 | \$14,797.12 | \$15,537.08 | \$16,313.79 | \$17,129.49 |
| | \$77.431 | \$81.303 | \$85.368 | \$89.637 | \$94.118 | \$98.824 |
| Director of Fin. and Adm. | \$13,421.37 | \$14,092.52 | \$14,797.12 | \$15,537.08 | \$16,313.79 | \$17,129.49 |
| | \$77.431 | \$81.303 | \$85.368 | \$89.637 | \$94.118 | \$98.824 |
| Director of Operations | \$11,422.49 | \$11,993.45 | \$12,593.36 | \$13,223.08 | \$13,884.17 | \$14,578.37 |
| | \$65.899 | \$69.193 | \$72.654 | \$76.287 | \$80.101 | \$84.106 |
| Mgr of Customer Service | \$9,721.57 | \$10,207.43 | \$10,717.89 | \$11,253.67 | \$11,816.48 | \$12,407.20 |
| | \$56.086 | \$58.889 | \$61.834 | \$64.925 | \$68.172 | \$71.580 |
| Engineering Assistant | \$9,284.95 | \$9,749.31 | \$10,236.72 | \$10,748.57 | \$11,285.91 | \$11,850.28 |
| | \$53.567 | \$56.246 | \$59.058 | \$62.011 | \$65.111 | \$68.367 |
| Utility Maintenance I | \$4,768.57 | \$5,007.95 | \$5,257.89 | \$5,520.32 | \$5,796.96 | \$6,086.25 |
| | \$27.511 | \$28.892 | \$30.334 | \$31.848 | \$33.444 | \$35.113 |
| Utility Maintenance II | \$5,079.36 | \$5,332.77 | \$5,600.57 | \$5,879.12 | \$6,173.61 | \$6,482.49 |
| | \$29.304 | \$30.766 | \$32.311 | \$33.918 | \$35.617 | \$37.399 |
| Sr. Utility Maintenance I | \$5,811.35 | \$6,101.85 | \$6,406.92 | \$6,727.24 | \$7,063.68 | \$7,416.76 |
| | \$33.527 | \$35.203 | \$36.963 | \$38.811 | \$40.752 | \$42.789 |
| Sr. Utility Maintenance II | \$6,407.61 | \$6,727.07 | \$7,064.55 | \$7,416.24 | \$7,785.79 | \$8,175.09 |
| | \$36.967 | \$38.810 | \$40.757 | \$42.786 | \$44.918 | \$47.164 |
| Backflow/Cross Connect Ir | \$5,988.32 | \$6,287.84 | \$6,602.09 | \$6,932.29 | \$7,278.79 | \$7,642.79 |
| | \$34.548 | \$36.276 | \$38.089 | \$39.994 | \$41.993 | \$44.093 |
| Meter Reader | \$4,628.69 | \$4,860.27 | \$5,103.28 | \$5,358.25 | \$5,626.23 | \$5,907.72 |
| | \$26.704 | \$28.040 | \$29.442 | \$30.913 | \$32.459 | \$34.083 |
| Sr. Systems Operator II | \$7,725.12 | \$8,112.52 | \$8,517.77 | \$8,944.52 | \$9,390.85 | \$9,860.41 |
| | \$44.568 | \$46.803 | \$49.141 | \$51.603 | \$54.178 | \$56.887 |
| Sr. Systems Operator I | \$7,028.84 | \$7,380.19 | \$7,749.21 | \$8,136.79 | \$8,543.60 | \$8,970.69 |
| | \$40.551 | \$42.578 | \$44.707 | \$46.943 | \$49.290 | \$51.754 |
| Systems Operator II | \$5,811.35 | \$6,101.85 | \$6,406.92 | \$6,727.24 | \$7,063.68 | \$7,416.76 |
| | \$33.527 | \$35.203 | \$36.963 | \$38.811 | \$40.752 | \$42.789 |
| Systems Operator I | \$5,218.55 | \$5,480.97 | \$5,754.15 | \$6,041.53 | \$6,343.31 | \$6,661.03 |
| | \$30.107 | \$31.621 | \$33.197 | \$34.855 | \$36.596 | \$38.429 |
| Account Clerk I | \$4,628.69 | \$4,860.27 | \$5,103.28 | \$5,358.25 | \$5,626.23 | \$5,907.72 |
| | \$26.704 | \$28.040 | \$29.442 | \$30.913 | \$32.459 | \$34.083 |
| Account Clerk II | \$5,388.07 | \$5,657.60 | \$5,940.48 | \$6,237.57 | \$6,549.57 | \$6,877.00 |
| | \$31.085 | \$32.640 | \$34.272 | \$35.986 | \$37.786 | \$39.675 |
| Part-time Office Asst. | \$21.47 | \$22.54 | \$23.67 | \$24.85 | \$26.09 | \$27.40 |

RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2021-2022 Salary Plan - 3.0% COLA

Approved and Adopted by the Board 6/17/2021



Payrates effective 7/1/2021

| Job Classification | | | 1 | 2 | 3 | 4 | 5 | 6 |
|----------------------------------|------------|--------|------------|------------|------------|------------|------------|------------|
| Part-time Office Asst | Non-Exempt | Hourly | \$21.47 | \$22.54 | \$23.67 | \$24.85 | \$26.09 | \$27.40 |
| | | Annual | 22,326.72 | 23,440.56 | 24,612.64 | 25,844.00 | 27,134.64 | 28,491.84 |
| Account Clerk I | Non-Exempt | Hourly | \$26.70 | \$28.04 | \$29.44 | \$30.91 | \$32.46 | \$34.08 |
| | | Annual | 55,544.32 | 58,323.20 | 61,239.36 | 64,299.04 | 67,514.72 | 70,892.64 |
| Account Clerk II | Non-Exempt | Hourly | \$31.09 | \$32.64 | \$34.27 | \$35.99 | \$37.79 | \$39.68 |
| | | Annual | 64,656.80 | 67,891.20 | 71,285.76 | 74,850.88 | 78,594.88 | 82,524.00 |
| Meter Reader | Non-Exempt | Hourly | \$26.70 | \$28.04 | \$29.44 | \$30.91 | \$32.46 | \$34.08 |
| | | Annual | 55,544.32 | 58,323.20 | 61,239.36 | 64,299.04 | 67,514.72 | 70,892.64 |
| Utility Maintenance I | Non-Exempt | Hourly | \$27.51 | \$28.89 | \$30.33 | \$31.85 | \$33.44 | \$35.11 |
| | | Annual | 57,222.88 | 60,095.36 | 63,094.72 | 66,243.84 | 69,563.52 | 73,035.04 |
| Utility Maintenance II | Non-Exempt | Hourly | \$29.30 | \$30.77 | \$32.31 | \$33.92 | \$35.62 | \$37.40 |
| | | Annual | 60,952.32 | 63,993.28 | 67,206.88 | 70,549.44 | 74,083.36 | 77,789.92 |
| Senior Utility Maintenance I | Non-Exempt | Hourly | \$33.53 | \$35.20 | \$36.96 | \$38.81 | \$40.75 | \$42.79 |
| | | Annual | 69,736.16 | 73,222.24 | 76,883.04 | 80,726.88 | 84,764.16 | 89,001.12 |
| Senior Utility Maintenance II | Non-Exempt | Hourly | \$36.97 | \$38.81 | \$40.76 | \$42.79 | \$44.92 | \$47.16 |
| | | Annual | 76,891.36 | 80,724.80 | 84,774.56 | 88,994.88 | 93,429.44 | 98,101.12 |
| Systems Operator I | Non-Exempt | Hourly | \$30.11 | \$31.62 | \$33.20 | \$34.86 | \$36.60 | \$38.43 |
| | | Annual | 62,622.56 | 65,771.68 | 69,049.76 | 72,498.40 | 76,119.68 | 79,932.32 |
| Systems Operator II | Non-Exempt | Hourly | \$33.53 | \$35.20 | \$36.96 | \$38.81 | \$40.75 | \$42.79 |
| | | Annual | 69,736.16 | 73,222.24 | 76,883.04 | 80,726.88 | 84,764.16 | 89,001.12 |
| Senior Systems Operator I | Non-Exempt | Hourly | \$40.55 | \$42.58 | \$44.71 | \$46.94 | \$49.29 | \$51.75 |
| | | Annual | 84,346.08 | 88,562.24 | 92,990.56 | 97,641.44 | 102,523.20 | 107,648.32 |
| Senior Systems Operator II | Non-Exempt | Hourly | \$44.57 | \$46.80 | \$49.14 | \$51.60 | \$54.18 | \$56.89 |
| | | Annual | 92,701.44 | 97,350.24 | 102,213.28 | 107,334.24 | 112,690.24 | 118,324.96 |
| Backflow/Cross Connect Inspector | Non-Exempt | Hourly | \$34.55 | \$36.28 | \$38.09 | \$39.99 | \$41.99 | \$44.09 |
| | | Annual | 71,859.84 | 75,454.08 | 79,225.12 | 83,187.52 | 87,345.44 | 91,713.44 |
| Director of Operations | Exempt | Hourly | \$65.90 | \$69.19 | \$72.65 | \$76.29 | \$80.10 | \$84.11 |
| | | Annual | 137,069.92 | 143,921.44 | 151,120.32 | 158,676.96 | 166,610.08 | 174,940.48 |
| Engineering Assistant | Exempt | Hourly | \$53.57 | \$56.25 | \$59.06 | \$62.01 | \$65.11 | \$68.37 |
| | | Annual | 111,419.36 | 116,991.68 | 122,840.64 | 128,982.88 | 135,430.88 | 142,203.36 |
| Manager of Customer Service | Exempt | Hourly | \$56.09 | \$58.89 | \$61.83 | \$64.93 | \$68.17 | \$71.58 |
| | | Annual | 116,658.88 | 122,489.12 | 128,614.72 | 135,044.00 | 141,797.76 | 148,886.40 |
| Director of Finance and Admin | Exempt | Hourly | \$77.43 | \$81.30 | \$85.37 | \$89.64 | \$94.12 | \$98.82 |
| | | Annual | 161,056.48 | 169,110.24 | 177,565.44 | 186,444.96 | 195,765.44 | 205,553.92 |
| Director of Engineering | Exempt | Hourly | \$77.43 | \$81.30 | \$85.37 | \$89.64 | \$94.12 | \$98.82 |
| | | Annual | 161,056.48 | 169,110.24 | 177,565.44 | 186,444.96 | 195,765.44 | 205,553.92 |
| Assistant General Manager | Exempt | Hourly | \$92.92 | \$97.56 | \$102.44 | \$107.56 | \$112.94 | \$118.59 |
| | | Annual | 193,267.36 | 202,933.12 | 213,079.36 | 223,731.04 | 234,919.36 | 246,665.12 |
| General Manager | Exempt | Hourly | \$126.77 | | | | | |
| | | Annual | 263,679.52 | Flat Rate | | | | |