

LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT

2022 - 2023 BUDGET

Adopted June 14, 2022



Board of Directors: **Angela D. Mastelotto, President**
Dee G. Fairbanks, Vice President

Robert T. Marciniak

Richard G. Salvucci

William P. Sharman,

General Manager: **David Goyer**

LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT

2022 - 2023 BUDGET EXHIBITS

- EXHIBIT A:** 2022-2023 FISCAL YEAR REPORT AND BUDGET
- EXHIBIT B:** 2022-2023 DISTRICT REVENUE, NON-OPERATING
REVENUE, RATE SHEET
- EXHIBIT C:** 2022-2023 OPERATING EXPENDITURES (ITEMS 1-7)
- EXHIBIT D:** 2022-2023 NON-OPERATING EXPENDITURES
- EXHIBIT E:** 2022-2023 CAPITAL EXPENDITURES (SEE DETAIL)
- EXHIBIT F:** 2022-2023 EMPLOYEE COMPENSATION SCHEDULE
- EXHIBIT G:** MANAGER COMPENSATION SCHEDULE
(EFFECTIVE 7/1/2019)



2022 - 2023 BUDGET REPORT

Lake Oroville Area Public Utility District's 2022-2023 Fiscal Year Budget includes the following service charges and fees. District fees have changed this fiscal year. All stated changes have been incorporated into the budget computations.

Primary Sewer Service Charge

- Primary Sewer Service Charge changes to a monthly fee of \$22.31.

Step System Sewer Service Charge

- Step System Sewer Service Charge changes to a monthly fee of \$27.16.

RD Debt Service

- RD Debt Service remains unchanged for a monthly fee of \$4.90.

Pumping Charge

- Pumping Charge remains unchanged for a monthly fee of \$5.85.

Kelly Ridge Pumping Charge

- Kelly Ridge Pumping Charge remains unchanged for a monthly fee of \$3.37.

SC-OR Service Charge

- SC-OR Service Charge changes to a monthly fee of \$19.85.

Connection Fee

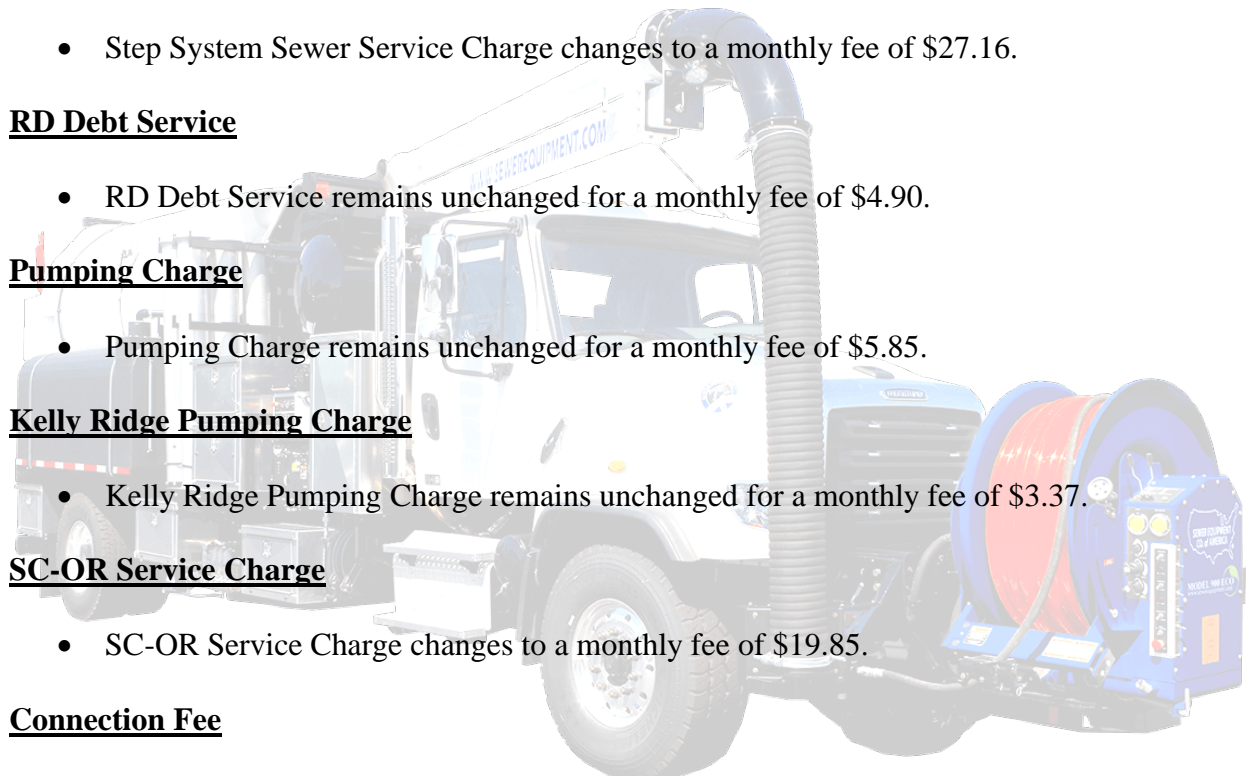
- Connection Fee remains unchanged at \$200.00 for owner installed connections. District installed connections will be charged at the actual costs incurred by the District.

Capacity Charge

- Capacity Charge remains unchanged at a one-time total charge of \$4,777.00.

SC-OR Regional Facility Charge

- Regional Facility Charge remains unchanged at a one-time total charge of \$6,638.00.



2022 - 2023 BUDGET REPORT

Operating Revenue

- Operating Revenue includes sewer service charges, pumping charges, permit and inspection fees, connection fees, and sales. Sewer service charges and pumping charges will be the only accounts that show forecasted revenue in the budget.

Operating Expenditures

- **Salaries and Wages**

Budget account includes salaries and wages for staff and the District Board of Directors. This account also includes health/welfare insurance, retirement contributions, worker's compensation insurance, payroll taxes, standby wages, regularly scheduled as well as on call overtime, and unscheduled call out overtime, and boot & uniform allowances for District field staff.

- **Professional Services**

Budget account includes costs for engineering, legal, accounting, liability insurance, and software maintenance and support.

- **Utilities**

Budget account includes costs for wet and dry utility services for the office, shop, maintenance yard, pump stations, and Villa Verona step systems.

- **Services and Supplies**

Budget account includes costs for office supplies, office equipment, building maintenance and repairs, small tools and consumables, safety supplies, and other services and supplies.

- **Training/Memberships/Fees**

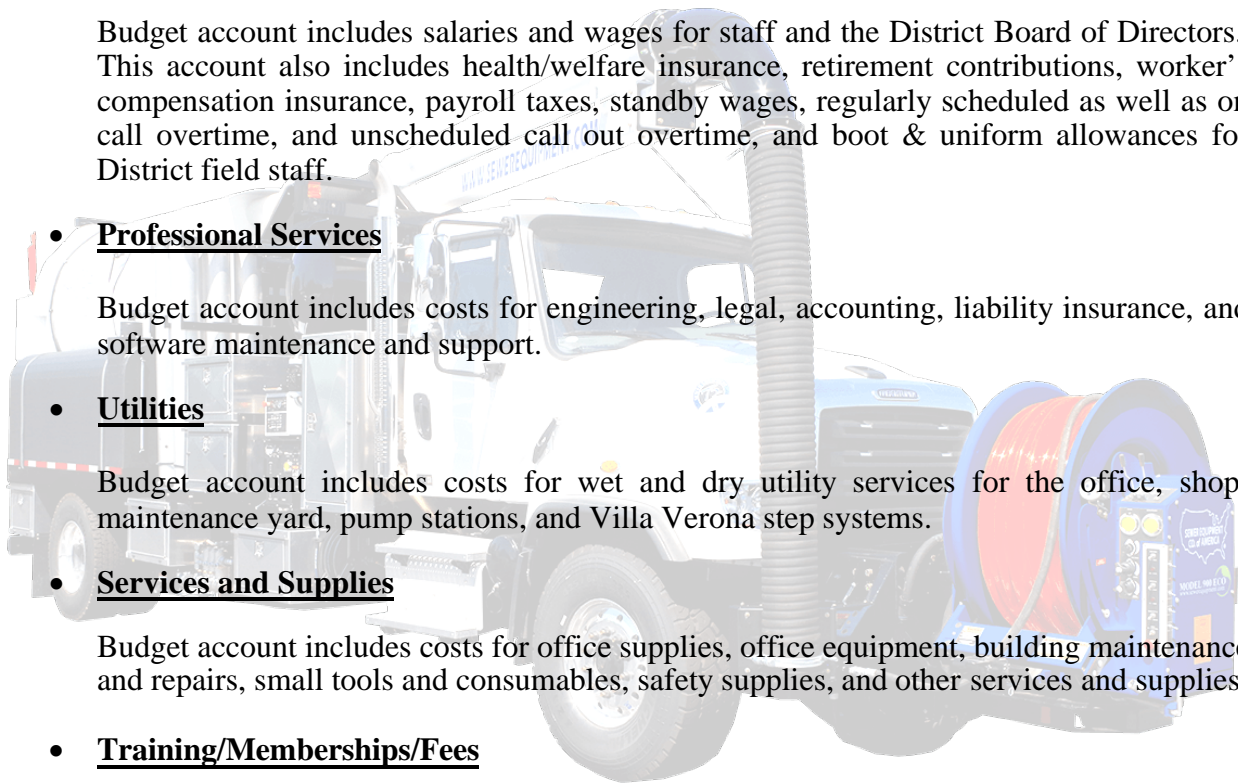
Budget account includes costs for education/training, memberships/subscriptions, rent/leases/license, travel and entertainment, elections, bank/payment collection fees, safety training, environmental, permits, and LAFCo operating fees.

- **Repairs and Maintenance**

Budget account includes costs for materials and equipment for routine repairs and maintenance on piping, manholes, pump stations, and Villa Verona step system.

- **Fuel, Oil, Grease, & Auto**

Budget account includes costs for diesel fuel, gasoline, oil & grease, mobile equipment repairs, and auto repairs.



2022 - 2023 BUDGET REPORT

Net Operating Revenue/Expense

- This is the summation of Operating Revenues less Operating Expenses.

Non-Operating Revenue

- Non-Operating Revenue includes capacity charges, sewer service late fees, interest from investment accounts, USDA RD debt service fee, other income, current secured taxes, current unsecured taxes, prior secured taxes, prior unsecured taxes, and other taxes. Revenue for interest, USDA RD debt service, current secured taxes, current unsecured taxes, and other taxes will be the only accounts that show forecasted revenue in the budget.

Non-Operating Expenditures

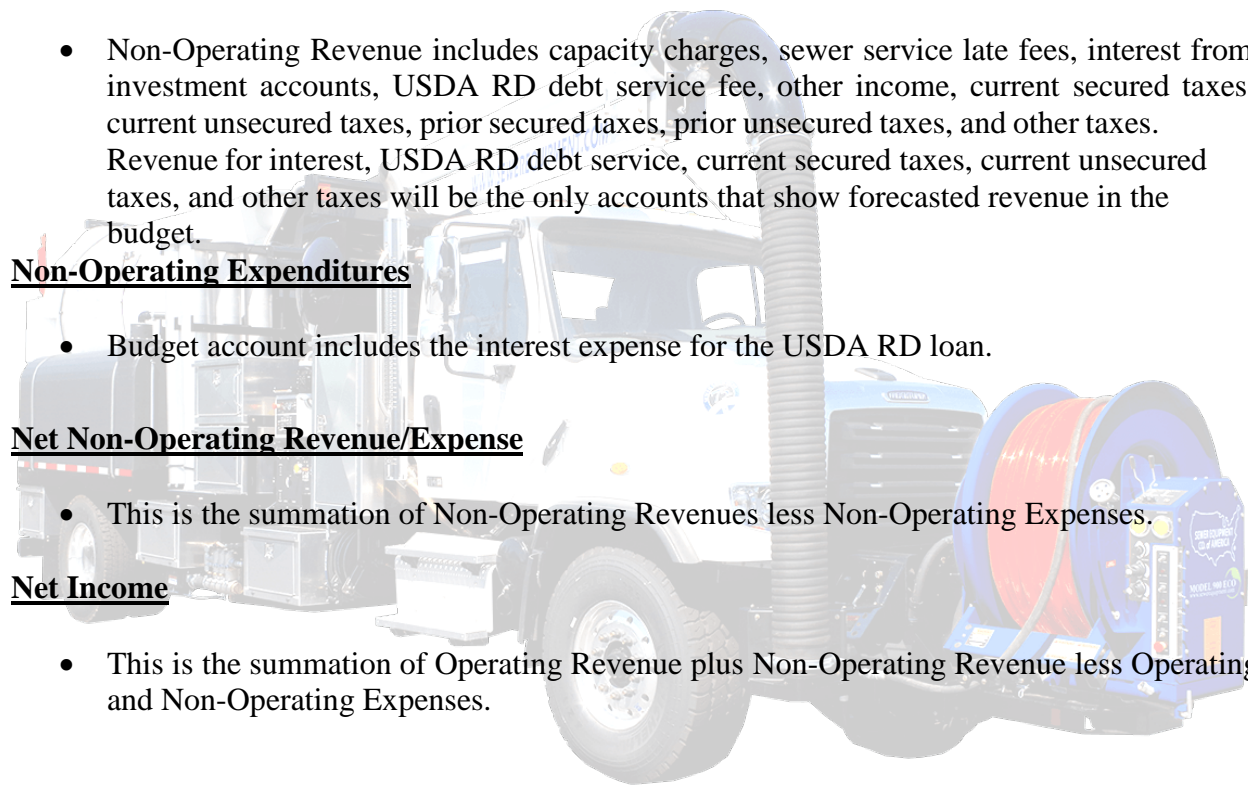
- Budget account includes the interest expense for the USDA RD loan.

Net Non-Operating Revenue/Expense

- This is the summation of Non-Operating Revenues less Non-Operating Expenses.

Net Income

- This is the summation of Operating Revenue plus Non-Operating Revenue less Operating and Non-Operating Expenses.



2022 - 2023 BUDGET REPORT

Capitalized Expenditure

- Budget account capitalized expenditures include design and construction costs for select capital projects and equipment. Please see itemized schedule.

Debt Service Principal Payments

- Budget account includes the principal payments for the USDA RD loan.

Budgeted Net Cash Flow

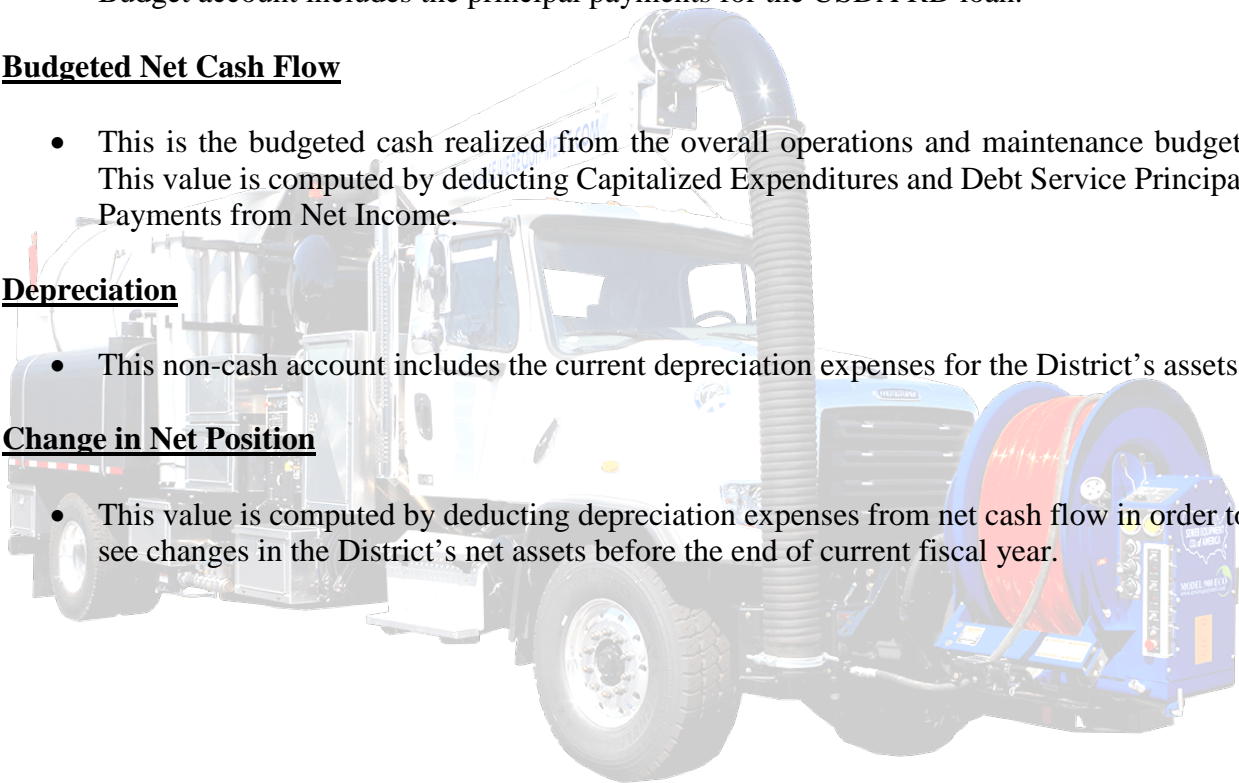
- This is the budgeted cash realized from the overall operations and maintenance budget. This value is computed by deducting Capitalized Expenditures and Debt Service Principal Payments from Net Income.

Depreciation

- This non-cash account includes the current depreciation expenses for the District's assets.

Change in Net Position

- This value is computed by deducting depreciation expenses from net cash flow in order to see changes in the District's net assets before the end of current fiscal year.



06/10/22
07:55:59

LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Revenue/Expenditure Summary Budget
For the Year: 2022 - 2023

Page: 1 of 2
Report ID: B250A

53 Sewer

	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Rec.	Budget	Change	Budget	Budget

Revenue

41100 Sewer Service Charge	1,443,998	1,519,479	1,195,295	1,592,439	75%	1,668,489	0	1,668,489	104%
41150 Pumping Charge	128,083	127,310	95,582	127,322	75%	127,462	0	127,462	100%
41200 Kelly Ridge Pumping Chg	44,966	44,951	42,011	45,000	93%	45,000	0	45,000	100%
41250 Permit/Inspection Fees	2,384			0	0%	0	0	0	0%
41300 Connection Fee	10,939	-883	912	0	***%	0	0	0	0%
41350 Other Services		1,303	26,878	0	***%	0	0	0	0%
41400 Sales		11		0	0%	0	0	0	0%
47000 Miscellaneous Revenue		2,322		0	0%	0	0	0	0%
47100 Capacity Charge	42,993	4,777	26,560	0	***%	0	0	0	0%
47150 Sewer Service Late Fees	35,956	43,102	54,589	0	***%	0	0	0	0%
47195 FUEL SALES		268	1,391	0	***%	0	0	0	0%
47200 Interest	70,000	10,357	18,689	6,377	293%	10,000	0	10,000	156%
47250 RD Surcharge	362,017	361,821	271,685	362,148	75%	362,620	0	362,620	100%
47350 Current Sec Taxes	308,829	322,060	332,430	280,000	119%	342,403	0	342,403	122%
47400 Current Unsec Tax	15,282	16,334	16,041	12,000	134%	17,000	0	17,000	141%
47420 PRIOR SECURED TAXES		108		0	0%	0	0	0	0%
47450 Prior Unsec Tax	1,105	907	429	0	***%	1,000	0	1,000	*****%
47475 SUPPLEMENTAL		646	2,837	0	***%	3,000	0	3,000	*****%
47500 Other Taxes	5,751	7,057	1,948	3,600	54%	3,000	0	3,000	83%
47800 Cash Over/Short	-23			0	0%	0	0	0	0%
49000 Other Income	17,786	7,520	4,490	0	***%	0	0	0	0%
Total Revenues	2,490,066	2,469,450	2,091,767	2,428,886	86%	2,579,974	0	2,579,974	106%

Expenditures

LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Revenue/Expenditure Summary Budget
For the Year: 2022 - 2023

53 Sewer

	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Rec.	Budget	Change	Budget	Budget
					21-22	21-22	22-23	22-23	22-23	22-23
51000 Administration		576,937	552,997	434,121	456,600	95%	477,475	0	477,475	104%
51100 Director		23,659	24,674	24,267	30,836	79%	30,836	0	30,836	100%
57000 General Operating		146,544	186,695	233,174	361,045	65%	324,880	0	324,880	89%
58000 Field		704,949	633,813	537,060	1,033,429	52%	901,209	0	901,209	87%
81000 Capital Outlay		12,051	-14,652	371,010	802,835	46%	1,249,500	0	1,249,500	155%
85000 Debt Service		105,400	102,850	163,533	163,533	100%	163,834	0	163,834	100%
87000 Other Expense		528,666	527,519		564,000	0%	556,000	0	556,000	98%
Total Expenditures		2,098,206	2,013,896	1,763,165	3,412,278	52%	3,703,734	0	3,703,734	108%

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Revenue Budget Report -- Multi Year Actuals
For the Year: 2022 - 2023

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Account	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Rec.	Budget	Change	Budget	Budget

53 Sewer										
41000 Charges for Services - Operating Revenue										
41100 Sewer Service Charge	1,443,998	1,519,479	1,195,295	1,592,439	75%	1,668,489		1,668,489	104%	
41150 Pumping Charge	128,083	127,310	95,582	127,322	75%	127,462		127,462	100%	
41200 Kelly Ridge Pumping Chg	44,966	44,951	42,011	45,000	93%	45,000		45,000	100%	
41250 Permit/Inspection Fees	2,384			0	0%			0	0%	
41300 Connection Fee	10,939	-883	912	0	***%			0	0%	
41350 Other Services		1,303	26,878	0	***%			0	0%	
41400 Sales		11		0	0%			0	0%	
Group:	1,630,370	1,692,171	1,360,678	1,764,761	77%	1,840,951	0	1,840,951	104%	
47000 Miscellaneous Revenue - Non Operating										
47000 Miscellaneous Revenue		2,322		0	0%			0	0%	
47100 Capacity Charge	42,993	4,777	26,560	0	***%			0	0%	
47150 Sewer Service Late Fees	35,956	43,102	54,589	0	***%			0	0%	
47195 FUEL SALES		268	1,391	0	***%			0	0%	
47200 Interest	70,000	10,357	18,689	6,377	293%	10,000		10,000	156%	
47250 RD Surcharge	362,017	361,821	271,685	362,148	75%	362,620		362,620	100%	
47350 Current Sec Taxes	308,829	322,060	332,430	280,000	119%	342,403		342,403	122%	
47400 Current Unsec Tax	15,282	16,334	16,041	12,000	134%	17,000		17,000	141%	
47420 PRIOR SECURED TAXES		108		0	0%			0	0%	
47450 Prior Unsec Tax	1,105	907	429	0	***%	1,000		1,000	****%	
47475 SUPPLEMENTAL		646	2,837	0	***%	3,000		3,000	****%	
47500 Other Taxes	5,751	7,057	1,948	3,600	54%	3,000		3,000	83%	
47800 Cash Over/Short	-23			0	0%			0	0%	
Group:	841,910	769,759	726,599	664,125	109%	739,023	0	739,023	111%	
49000 Other Income										
49000 Other Income	17,786	7,520	4,490	0	***%			0	0%	
Group:	17,786	7,520	4,490	0	***%	0	0	0	0%	
Fund:	2,490,066	2,469,450	2,091,767	2,428,886	86%	2,579,974	0	2,579,974	106%	
Grand Total :	2,490,066	2,469,450	2,091,767	2,428,886		2,579,974	0	2,579,974		

**LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
2022/2023 RATE STRUCTURE**

<i>Type of Service</i>	<i>Standard Sewer Service</i>	<i>SC-OR</i>	<i>RDA</i>	<i>Pumping</i>	<i>Total monthly charges per EDU</i>	<i>Total Quarterly charges per EDU</i>
<i>Regular Gravity Flow Sewer</i>	\$ 22.31	\$ 19.85	\$ 4.90	\$ -	\$ 47.06	\$ 141.18
<i>KRE Gravity Flow Sewer w/ pumping</i>	22.31	19.85	4.90	3.37	50.43	151.29
<i>Regular Gravity Flow Sewer w/ pumping</i>	22.31	19.85	4.90	5.85	52.91	158.73
<i>Villa Verona</i>	27.16	19.85	4.90	-	51.91	155.73

Connection Fee	\$200.00
Capacity Charge	\$4,777.00
SC-OR RFC	\$ 6,638.00
	\$11,615.00

Capacity Charge	\$4,777.00
SC-OR RFC	\$ 6,638.00
	\$11,415.00

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

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Report ID: B2400

Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
60100 Salaries & Wages		509,548	466,738	469,659	626,745	75%	597,300	0	597,300	95
60110 I & I Wages		34,533	12,113		0	***%	0	0	0	0
60200 Sick Time Buy Back		1,998	11,531		6,000	0%	4,500	0	4,500	75
60901 COVID19 Salaries & Wages		30,059	4,900		0	***%	0	0	0	0
61150 Standby Wages		6,300	6,175	5,664	6,525	87%	6,500	0	6,500	100
61200 Reoccurring Overtime Wages		17,172	12,047	4,165	17,887	23%	16,640	0	16,640	93
61250 Call-Out OT - Not VV		3,636	1,817	544	7,680	7%	3,000	0	3,000	39
61350 Villa Verona Reg Time		7,004	6,386	28	0	***%	0	0	0	0
61351 Villa Verona Overtime				361	0	***%	2,500	0	2,500	*****
61900 PSPS Salaries & Wages		7,000	3,137		0	***%	0	0	0	0
61901 PSPS OT Salaries & Wages		141			0	***%	0	0	0	0
62500 Workers Comp Ins.			33,409	25,789	41,782	62%	26,635	0	26,635	64
62550 Payroll Taxes/Ins.		45,625	44,481	37,511	58,207	64%	53,611	0	53,611	92
Grand Total :		663,016	602,734	543,721	764,826		710,686	0	710,686	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

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Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
62100 Health Insurance		121,263	128,888	78,035	148,380	53%	119,000	0	119,000	80
62150 HSA PAYABLE			9,166	8,958	12,500	72%	7,500	0	7,500	60
62200 Dental Insurance		8,400	7,545	4,944	12,134	41%	7,616	0	7,616	63
62250 Life Insurance		951	946	747	1,363	55%	1,135	0	1,135	83
62300 Vision Insurance		1,851	3,599	3,265	14,009	23%	13,000	0	13,000	93
62400 Deferred Comp 457		11,217	10,841	8,998	12,554	72%	11,910	0	11,910	95
62450 CALPERS Contribution		294,313	247,824	189,733	210,244	90%	221,218	0	221,218	105
63500 Boots and Uniforms		1,825	1,442	1,898	4,600	41%	4,500	0	4,500	98
63502 Boots& Uniforms-Broderson		548	540	247	550	45%	550	0	550	100
63506 Boots & Uniforms - VICTOR				493	550	90%	550	0	550	100
63507 Boots & Uniforms - PETERS				290	0	***%	550	0	550	*****
63508 Boots & Uniforms - DAVIS				314	0	***%	0	0	0	0
Grand Total :		440,368	410,791	297,922	416,884		387,529	0	387,529	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

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Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
64100 Engineering Services		31,758	26,233	41,169	60,000	69%	40,000	0	40,000	67
64150 Legal Services		13,312	26,148	47	36,000	0%	24,000	0	24,000	67
64151 Legal Services-COVID		1,720			0	***%	0	0	0	0
64200 Accounting/Audit Services		13,425	19,035	20,525	20,400	101%	26,600	0	26,600	130
64250 Insurance		39,345	42,970	45,280	44,600	102%	49,955	0	49,955	112
64300 Software Licenses, Annual		18,745	33,771	34,534	44,400	78%	40,000	0	40,000	90
Grand Total:		118,305	148,157	141,555	205,400		180,555	0	180,555	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

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Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
65100 Office Utilities		12,511	14,100	11,528	19,465	59%	15,600	0	15,600	80
65150 Shop/Yard Utilities		7,128	6,818	5,971	10,380	58%	9,920	0	9,920	96
65175 PUMP STATION UTILITIES				56,196	69,340	81%	63,805	0	63,805	92
Grand Total:		19,639	20,918	73,695	99,185		89,325	0	89,325	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

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Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
66100 Office Supplies & Expense		19,686	15,242	12,938	18,000	72%	7,500	0	7,500	42
66102 BILLING AND PAYMENT PROCE				7,488	0	***%	29,000	0	29,000	*****
66150 Office Equipment		19,963	7,339	6,397	33,000	19%	20,000	0	20,000	61
66250 Small Tools & Consumables		5,371	3,111	4,542	22,700	20%	25,000	0	25,000	110
66350 Outside services		4,988	14,249	13,618	12,000	113%	19,155	0	19,155	160
67250 Travel, Meals & Entertain		2,032	1,228	1,218	3,000	41%	3,000	0	3,000	100
69100 Diesel Fuel		18,162	9,567	8,047	22,680	35%	17,500	0	17,500	77
69150 Gasoline		4,349	8,404	11,200	15,120	74%	16,500	0	16,500	109
69155 Propane		379		177	0	***%	200	0	200	*****
Grand Total:		74,930	59,140	65,625	126,500		137,855	0	137,855	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

Page: 1 of 1
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Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
67100 Education & Training		4,074	2,302	925	12,000	8%	12,000	0	12,000	100
67150 Membership/Subscriptions		5,547	7,641	11,486	41,400	28%	14,000	0	14,000	34
67200 Permits & Licenses		1,000	1,175	9,656	14,150	68%	14,150	0	14,150	100
67300 Elections			606		5,000	0%	5,000	0	5,000	100
67350 Bank and collection fees		8,800	9,421	18,827	10,800	174%	10,800	0	10,800	100
67400 Safety Training			791	3,629	12,000	30%	500	0	500	4
67450 Environmental		2,625	2,848		3,050	0%	3,000	0	3,000	98
67500 Permits		4,992	4,968		0	***%	0	0	0	0
67550 LAFCo Operating Fees		2,521	2,300	1,488	2,400	62%	2,500	0	2,500	104
Grand Total :		29,559	32,052	46,011	100,800		61,950	0	61,950	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

Page: 1 of 1
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Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
66200 Building & Yard Repairs /		4,314	3,035	2,903	13,000	22%	13,000	0	13,000	100
66300 Safety Supplies		5,202	3,415	3,887	6,000	65%	10,000	0	10,000	167
68100 Routine Operations & Main		5,751	2,623	10,692	9,000	119%	9,000	0	9,000	100
68125 REPAIRS AND MAINTENANCE O				26,994	69,415	39%	75,000	0	75,000	108
68150 I & I Operations & Mainte		16,267	2,078	427	43,200	1%	30,000	0	30,000	69
68900 PSPS Operations & Mainten		15,055	1,022		0	***%	5,000	0	5,000	*****
69250 Heavy Equipment Repairs &		3,517	2,994	8,511	13,000	65%	12,000	0	12,000	92
69300 Auto Repairs & Maintenanc		5,129	10,319	6,068	12,900	47%	12,000	0	12,000	93
Grand Total :		55,235	25,486	59,482	166,515		166,000	0	166,000	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

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Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
85200 Loan Principal				62,000	62,000	100%	65,000	0	65,000	105
85250 Loan Interest Expense		105,400	102,850	101,533	101,533	100%	98,834	0	98,834	97
Grand Total :		105,400	102,850	163,533	163,533		163,834	0	163,834	

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LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT
Expenditure Budget Report -- Multi Year Actuals by Object
For the Year: 2022 - 2023

Page: 1 of 1
Report ID: B2400

Object	Actuals				Current	%	Prelim.	Budget	Final	% Old
	18-19	19-20	20-21	21-22	Budget	Exp.	Budget	Changes	Budget	Budget
81110 Equipment Purchase				323,280	345,055	94%	630,220	0	630,220	183
81200 District Projects-CIP					457,780	0%	619,280	0	619,280	135
Grand Total :				323,280	802,835		1,249,500	0	1,249,500	

CAPITILIZED EXPENDITURES	2022-23 Totals
OFFICE	
General Maintenance	\$ 15,000
Total Office Capital Expenditures	\$ 15,000
FIELD	
Shoring	6,500.00
Backhoe	187,301.14
Compact Loader	86,455.70
Combo Truck Eco 900 (417,643.92)	157,643.98
Chevrolet 2500 (service truck)	52,000.00
Chevrolet Tahoe (GM vehicle)	60,000.00
H/T & R/O Generator display	21,660.00
Mooretown Pump Overhaul	16,672.00
Ophir School Pipe Burst	209,980.00
L2 Lift Station Pump Upgrades	302,500.00
Mt Ida Line replacement	85,300.00
Total Field Capital Expenditures	1,201,012.82
Total Capitalized Expenditures	\$1,201,012.82

TITLE: EMPLOYEE COMPENSATION SCHEDULE
ADOPTED: FEBRUARY 8, 1984

NUMBER: 2151
AMENDED: JUNE 14, 2022
EFFECTIVE: JULY 1, 2022

POLICY #	ADMINISTRATION	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F RANGE	
2365	ACCOUNTS PAYABLE CLERK REGULAR FULL TIME	\$25.15	\$26.42	\$27.74	\$29.14	\$30.59	\$32.13	\$32.13
2367	ACCOUNTS PAYABLE CLERK II REGULAR FULL TIME	\$ 25.15	\$ 26.42	\$ 27.74	\$ 29.14	\$ 30.59	\$ 32.13	\$ 32.13
2372	ACCOUNTS RECEIVABLE CLERK REGULAR FULL TIME	\$ 23.03	\$ 24.12	\$ 25.30	\$ 26.50	\$ 27.77	\$ 29.10	\$ 29.10
2370	ACCOUNTS RECEIVABLE CLERK II REGULAR FULL TIME	\$ 25.15	\$ 26.42	\$ 27.74	\$ 29.14	\$ 30.59	\$ 32.13	\$ 32.13
2377	ADMINISTRATIVE AIDE REGULAR FULL TIME	\$ 17.75	\$ 18.64	\$ 19.58	\$ 20.54	\$ 21.58	\$ 22.64	\$ 22.64
2377	ADMINISTRATIVE AIDE PART TIME OR TEMPORARY	\$ 14.92	\$ 15.19	\$ 15.46	\$ 15.72	\$ 15.99	\$ 16.26	\$ 16.26
2368	CLERK OF THE BOARD/BOOKKEEPER REGULAR FULL TIME	\$ 27.74	\$ 29.14	\$ 30.59	\$ 32.13	\$ 33.73	\$ 35.42	\$ 35.42
2379	CUSTOMER ACCOUNT SPECIALIST REGULAR FULL TIME	\$ 27.74	\$ 29.14	\$ 30.59	\$ 32.13	\$ 33.73	\$ 35.42	\$ 35.42
2374	OFFICE CLERK	\$ 24.70	\$ 25.94	\$ 27.25	\$ 28.60	\$ 30.02	\$ 31.52	\$ 34.59
	TEMPORARY ASSISTANT TO THE MANAGER	\$ 35.17	\$ 36.84	\$ 38.61	\$ 40.45	\$ 42.39	\$ 44.52	\$ 47.54

FIELD OPERATIONS

	UTILITY WORKER PART TIME	\$ 14.92	\$ 15.46	\$ 15.99	\$ 16.52	\$ 17.06	\$ 17.59	\$ 17.59
2320	FIELD OPERATIONS FOREMAN REGULAR FULL TIME	\$ 27.08	\$ 28.44	\$ 29.87	\$ 31.35	\$ 32.92	\$ 34.56	\$ 34.56
2310	FIELD OPERATIONS SUPERVISOR REGULAR FULL TIME	\$ 35.17	\$ 36.84	\$ 38.61	\$ 40.45	\$ 42.39	\$ 44.52	\$ 47.54
2327	FIELD OPERATIONS TECHNICIAN REGULAR FULLTIME	\$ 25.15	\$ 26.42	\$ 27.74	\$ 29.14	\$ 30.59	\$ 32.13	\$ 32.13
	OPERATOR PART TIME	\$ 23.03	\$ 24.12	\$ 25.30	\$ 26.50	\$ 27.77	\$ 29.10	\$ 29.10
2330	OPERATOR REGULAR FULL TIME	\$ 24.70	\$ 25.94	\$ 27.25	\$ 28.60	\$ 30.02	\$ 31.52	\$ 34.59
2340	UTILITY WORKER I REGULAR FULL TIME	\$ 20.97	\$ 22.00	\$ 23.10	\$ 24.24	\$ 25.46	\$ 26.72	\$ 26.72
2345	UTILITY WORKER II REGULAR FULL TIME	\$ 22.00	\$ 23.10	\$ 24.24	\$ 25.46	\$ 26.72	\$ 28.07	\$ 28.07

**Step F can include merit and cola increases which are calculated differently for each employee in Step F

TITLE: GENERAL MANAGER COMPENSATION SCHEDULE		NUMBER: 2152					
ADOPTED: July 10, 2012		AMENDED: June 11, 2019					
		EFFECTIVE: July 1, 2019					
Range No.	Position Title	Step A DOH	Step B July 1, 2019	Step C July 1, 2020	Step D July 1, 2021	Step E July 1, 2022	Step F July 1, 2023
1	General Manager	87,360	93,563	98,241	103,153	108,310	113,726

General Manager Compensation Schedule Conditions:

Manager's Date of Hire (DOH), August 14, 2018

The General Manager is appointed by the Board and serves "at will".

General Manager Compensation Schedule is computed figuring a 5% increase per step beginning July 1st, 2020

Salary increases will take affect on July 1st of each fiscal year.

No COLA increase between the date of hire and July 1, 2023 without amendment to this policy.

Review scheduled salary increase during the General Manager's annual performance review for Board approval.

Adjust schedule as needed when annual budget dictates.