

AGENDA

FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT REGULAR BOARD MEETING April 16, 2025, at 6:00 PM

District Office, 24850 Third St., Fall River Mills, CA 96028

Mission:

The Fall River Valley CSD is committed to providing quality municipal services to the residents of the Fall River Valley in a reliable, professional, cost effective, and environmentally conscious manner.

CALL TO ORDER

ROLL CALL OF DIRECTORS

PUBLIC COMMENT: Any member of the public may address the Board relating to any matter within the Boards' jurisdiction that is NOT on today's agenda. Pursuant to the Brown Act (Govt. Code Section 54950 et. seq.) action or Board discussion cannot be taken on public comment matters other than receiving comments and, if deemed necessary, to schedule the matter on a subsequent Board Agenda.

(A) Action Item

(D) Discussion Item

(I) Information Item

APPROVAL OF MINUTES: Approval of Minutes for Regular Meeting on 3/12/25 (D) (I) (A)

COMMUNICATIONS: None

CONSENT AGENDA: None

REPORTS:

Chairman Report

Parks & Rec Report: Amber Beck

Treasurers Report: Amber Beck

Approve Invoices (D) (I) (A)

Operations Report: Bill Rodeski

Manager Report: Cecil Ray

OLD BUSINESS:

- None

NEW BUSINESS

- Consider COLA for FYE 2026 (D) (I) (A)

ADJOURNMENT OF MEETING

Next Board Meeting: May 14th

REGULAR BOARD MINUTES
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
REGULAR BOARD MEETING

March 12, 2025

CALL TO ORDER:

Vice Chairman Hendrix called the Regular Board Meeting to Order at 6:00 pm

ROLL CALL OF DIRECTORS:

Director's present: Hendrix, Harper, Lopez, O'Connor

Director's absent: DeWitt

VISITORS: None

PUBLIC COMMENT: None

APPROVAL OF MINUTES:

- A motion was made by Director Harper to approve the regular board meeting minutes from 2/12/25. Director O'Connor seconded, and the motion passed unanimously with a vote of 4 ayes (Hendrix, Harper, Lopez, O'Connor)

APPROVAL OF INVOICES:

- Director O'Connor made a motion to approve and pay the invoices for the month. Director Harper seconded, and the motion passed unanimously with a vote of 4 ayes (Hendrix, Harper, Lopez, O'Connor)

Parks Report (Copied from written report)

- Two Rivers Park
 - No construction is scheduled until spring, due to the weather
 - I received a new quote from Tree Top Products:
 - For the Pavilion:
 - 5 regular 6' picnic tables
 - One 6' ADA picnic table
 - Galvanized frame and evergreen Barco Board seats and tabletop with a 50-year warranty.
 - For Two Rivers West and Main Park:
 - Two Large message boards (kiosks) made of Barco Board.
 - The kiosks will be inground installation as opposed to the photo above.
 - Barco board is a recycled plastic product
 - Will be paid for by the Green Infrastructure grant.

REGULAR BOARD MINUTES
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
REGULAR BOARD MEETING

- The quote was for \$10,985 which includes \$1,579 for shipping. I ordered on February 20th and received a 20% discount, making the total cost \$9,248.
- Brianna Beck is creating a map that will be displayed at each Kiosk, and our website in addition to promotional park pamphlets and social media posts.

Treasurers Report (Copied from written report)

- **Summary**

- **We are 66% through the fiscal year**
- Total revenue is over the budgeted amount for the year at 68%
- Total Expenses are just under budget at 64%

- **Revenue**

- Operating revenue: \$63,336
 - Approximately \$600 under the budgeted amount for the month.
 - 68% for the year
- Total Revenue: \$63,444
 - 68% for the year

- **Employee Expenses**

- Total Employee expenses: \$35,984
- Approximately \$500 under the budgeted amount
 - 64% for the year

- **Operating Expenses**

- Total operating expenses: \$14,532
 - About \$5,000 under the budgeted amount.
 - 63% for the year

- **Total Expenses: \$50,517**

- About \$5,000 under the budgeted amount
 - 64% for the year

- Net Income including Depreciation and Grant Activities is \$1,219,466. Without the grants included it is \$187,816

REGULAR BOARD MINUTES
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
REGULAR BOARD MEETING

Operations Report (Copied from written report)

- The manhole located at the elementary school is continuing to be an issue that requires our attention. We are being called to clear up this blockage approx. 2-3 times per week. We are getting a plan together with the maintenance team at the school district to address this during spring break.
- Cecil and Bill visited several district locations with members of the Pace team to get some water grant planning questions finalized. Based on the recommendation of Paul Reuter, the district has decided to upgrade the booster station. The upgrade will put the booster station on our SCADA system and allow operations to see how the station is operating remotely and adjust from the office or home. The upgrade is being done by Ed Dobos from DFS and is scheduled for early May
- The second test well located next to the elementary school has been completed and we are currently awaiting the water test results.
- The JPIA grant that was written by Joseph in Dec for a new utility locator has been granted. We can purchase the new device at any time we wish.
- The Volumetric Annual Report has been completed and filed with the state.
- The fence support posts, and barbed wire have been pulled and hauled away from the area surrounding the new wells at the elementary school. The plan is to have that area cleared and leveled before Pace returns at the end of the month to survey and fly their drone.
- The tractor and the backhoe have been greased. The booster station has been cleaned out
- 1 meter and 2 meter box lids were replaced this month.
- The drought report is complete, fire hydrants have been flushed, and equipment has been run for the month.
- The water loss for the month was 15 GPM, representing 22%, a 9% increase from last month. This number may be skewed due to an offset of meter reading dates and unaccounted for water use by the well drillers, and school.
 - Bacterial samples for the month returned negative.

REGULAR BOARD MINUTES
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
REGULAR BOARD MEETING

○ GOALS FOR NEXT MONTH

- Fix the manhole blockage issue at the school
- Complete and submit the CCR and EAR

Manager Report

General Comments:

Even though we are having some state-wide financially challenging times. I remain positive the Wastewater System Expansion and Water Improvement Construction Grants will be funded.

Our SWRCB – Division of Financial Assistance (DFA) team have been most supportive of our community, your District Team, and Pace Engineering. Likewise, University Enterprises Inc. (UEI) along with DFA have been instrumental in the Test Well(s) and Pine Grove Mobile Home Projects. Professionalism on all sides I sense have been impactful in on-going and future projects.

Continuing Education:

Administrative

Bridge Loans

- No activity

Grants:

1. Test Well Project @ Curve Street: UEI AR 6376 – TA Grant – Sac State: Grant Engineer: Randy Marx

- Arley Enloe, Enloe Drilling and Pump, has completed the #2 Well.
- Test pump was installed February 24, 2025
- Pumping drawdown step testing at 75, 15, and 300 GPM was done February 25, 2025 with pump failure at one hour into 300 GPM rate.
 - Approximately Static Water Level: 16 ft; Drawdown: 107 ft from Static Level @ 300 GPM
- On February 28th with new pump motor installed on pump a 8 hour continuous pumping was completed @200 GPM rate with an approximate drawdown of 36 ft.
 - Hydrogeologist Bonnie Lampley will be able to calculate long-term well production which is approximated at 250 GPM.
- Water quality samples were taken March 3, 2025. Sample results are expected in 3 weeks from lab. Taste testing conclusions by this writer is the water tastes good with an ever-so- sight hint of hydrogen sulfide (rotten egg) odor. Lab sample results will or will not confirm this subjective analysis.
- The concrete apron around well was poured March 5, 2025.
- All material and equipment have been removed site March 5th along with general driller clean-up completed.
- Operations CSD staff have started removing all old fencing and metal debris from the site and will rough grade site in preparation for Pace Engineering to develop topography mapping for the future infrastructure contract site plan. Grading and final cleanup has been delayed allowing ground to dry.

REGULAR BOARD MINUTES
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
REGULAR BOARD MEETING

- Driller’s contract will be complete once all required reports from him are received and accepted by Altec Engineering, Kip Lybarger, and UEI.
2. **“Fall River Valley Well Infrastructure Project”:** DWR (Department of Water Resources): **Grant Manager: Tara George – Returned from maternity leave.**
- Design efforts rapidly continue with assumptions quality will be good and capacity at 250 GPM+/-.
 - Land & Easement Acquisitions
 - The Fall River Joint Unified School District Board and Superintendent(s) have been most supportive of this project. Recent communications with school Superintendent Morgan Nugent have indicated their willingness to allow the CSD to take Fee Title to the site, along with required ingress/egress easement needed such that we will not impact their school bus turn-around and solar arrays.
 - Working with Rodd Taylor with FRJUSD, per direction from Nugent, this purchase proposal will be presented to the FRJUSD Board March 12th (same time and date of your meeting) for concurrence.
 - All required document description, plats, and sales contracts will be prepared by Pace and our attorney reimbursable within the grant.
 - One existing utility easement to the South of site will need to be increased in width for our site ingress/egress and routing of required water and sewer lateral piping. I have been in communication with the land owner, and we should be able to reach acceptable win-win terms with minimal cost to CSD.
 - Our preliminary goal is to be out to bid for this construction in May.
 - We will have to be aggressive to complete all the improvements by the end of 2025.
3. **Wastewater System Expansion (McArthur) Project:**
Cheng Vue – SWRCB – DFA – Project Manager; Jame Garcia – Cheng Vue Supervisor
- Email communications indicate our complete application package has been reviewed, approved, and moved to the DFA agreement drafting department. I have been in communication with our attorney to have him immediately provide the required agreement Opinion Letter once we receive a funding agreement to sign. I remain hopeful we will be funded.
 - Cheng Vue has informed us his goal is to have a funding agreement signed in the second quarter of 2025.
 - Regardless, the on-ground design effort will be challenging to complete prior to 2025 winter weather.
4. **Water System Improvement Project: -**
Project has now been moved to Small Community Drinking Water Unit
New Project Manager: Francine Fua
\$2,016,000 Planning and Design Grant
- Jen Collins, Pace Engineering, has been assigned as the Lead Engineer on this project.
 - The initial Construction Funding Application for this water system improvement work has been completed to the level required for DFA to prioritize funding assignment for construction. Prior to any construction funding agreement, the application elements requiring more time to accomplish such as final CEQA and higher % of design will need to be completed.

REGULAR BOARD MINUTES
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
REGULAR BOARD MEETING

- At present DFA is diligently working to locate existing available funding to assign to a funding agreement for this construction.
- A Draft Preliminary Engineering Report has been completed and is available for your review.

5. McArthur Well – “Well No. 1 Improvements”: DWR, Grant Manager, Meghan Burkhart with AnnMarie Ore as her direct Supervisor

- Delivery of the new electric motor variable frequency drive (VFD) drive unit has tentatively been set as late July. This delayed deliver will impact the whole project. Pump replacement will have to be scheduled for Fall when our water needs are minimal and we can take the existing pump out of service.
- The replacement pump has been delivered to a subcontractor in Chico and visually inspected/seen by Pace Engineers.
- The prime contractor poured the concrete foundations for the VFD and the generator months ago.

Backup Generator Funding Program: RCAC Grant Lead Person: Andrew Reynolds

- Generator delivery date is still unknown.

Land Purchase from Maher under Option to Purchase

- Although the progress is slow, Pace survey staff continue to work and communicate with USDA on legal descriptions and plat maps for their review to complete existing ingress/egress easement modifications with the US Department of Agriculture and Mr. Maher.
- These easements are within the Maher/USDA Conservation agreement and are planned to be completed by August 2025.

6. Pine Grove Mobile Home Park: UEI AR 6644 – TA Grant – Sac State: Grant Engineer: Randy Marx

- This planning project is complete. A copy of the Final Engineering Report is available for Board review.
- This project has moved from Planning to the Construction Funding stage with UEI preparing the construction funding application. We have provided them with all the support documents they required for that application.
- Per your previous approval the CSD will be the lead agency should this project be construction funded and moved into final Pace Engineering design and successful bidder construction.
- Next Project Zoom meeting scheduled for 20 March 2025.

Projects:

• **McArthur Well Pump House – Rehab**

- This project is to complete as many improvements as possible which were not possible within the “Well #1 Improvement” contract due to the bids higher than available funding. Utilizing our ARPA (Covid Relief Grant) and CSD funds we are making as many improvements as possible with available funds as outlined in bullets below using local contractors. This work is to be completed before MDS contractor returns to site to complete their contract.
- Improvement Drawings
 - Keystone Design (Gerald Stone) with support from Pace

REGULAR BOARD MINUTES
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
REGULAR BOARD MEETING

- Planned Improvements
 - Install new plywood exterior sheathing, renew metal siding and roofing, renew bug infested insulation, renew framing as required, and renew interior sheathing as required.
 - Installed new HVAC unit on side of building.
 - Install a new hatch cover on roof over well head for pump maintenance.
- 1. **Blueprints/Record Plans/Documents:**
 - Gerald Stone has essentially completed this task.
 - Gerald's complete updated CSD digitized drawing record has been shared via thumb drive to Paul Reuter, Pace Engineering.
- 2. **Engineering Support:**
 - a. Continue communications with Paul Reuter, P.E. (President/Managing Engineer); Bryan Gentiles, P.E. (Electrical); Paige Cibart, P.E. (Civil); Keith Krantz, P.E. (Civil); Jen Collins, (Structural) at PACE and Kip Lybarger – Altec Engineering regarding ongoing projects.
- 3. **McArthur Well IH Standby Engine Rehab:**
 - Working to dovetail this in with pumphouse improvements.

OLD BUSINESS:

- None

NEW BUSINESS:

- ❖ Consider New Committee Members for Policies and Procedures, Parks, Finance, GM Hiring
 - Policies and Procedures
 - Lopez and O'Connor
 - Parks
 - Lopez and Harper
 - Finance
 - O'Connor and Hendrix
 - GM Hiring
 - Hendrix and Harper

Regular Meeting Adjourned at 6:45

Submitted,

Cecil D. Ray
Board Secretary and General Manager

Brett Hendrix
Board Vice President

OPERATIONS REPORT 04.16.25

○ **System**

- In a combined effort with the maintenance team at the FRJUSD, Joe, and Bill were able to fix the blockage issue with the manhole at the elementary school. We were able to grind out the aggregate, causing the blockage. We then laid down some epoxy to smooth out the surface area. The area has been routinely checked and seems to be working.
- Bill and Joe installed a pressure transmitter on the discharge side of the water line at the booster station. This is in preparation for Ed Dobos' arrival in early May to upgrade the booster station to SCADA
- The EAR (Electronic Annual Report) has been completed and sent to the state.
- Two DCVA (Double Check Valve Assembly) units have been installed at the fairgrounds and tested
- The picnic tables for Two Rivers Park have been delivered and will be installed at the next available time slot
- The generator for Well improvement project has been delivered.
- 1 meter has been replaced this month.
- The drought report is complete, fire hydrants have been flushed, and equipment has been run for the month.
- The water loss for the month was 7 GPM, representing 11%, a 12% decrease from last month.
- Bacti samples for the month were negative

○ **GOALS FOR NEXT MONTH**

- Start backflow testing
- Build picnic tables for the park
- Water Expo 2025
- Start inventory for
- Booster station upgrade

Parks Report

4/16/2025

❖ General

- Annual Monitoring Scheduled
 - Shasta Land Trust, who holds the conservation easement for Two Rivers Park will come to conduct an annual inspection on May 1st at 9AM. If a board member would like to attend, you are welcome to join us.

❖ Two Rivers Park

- No construction is scheduled until spring, due to the weather
- Received from Tree Top Products:
 - For the Pavilion:
 - 5 regular 6' picnic tables
 - One 6' ADA picnic table
 - For Two Rivers West and Main Park:
 - Two Large message boards (kiosks) made of Barco Board.
 - The kiosks will be inground installation as opposed to the photo above.
- PG&E Use Agreement
 - The decomposed granite portion of the trail is used under an agreement with PG&E. Over the years we have spoken to them about getting a permanent easement or some other type of agreement so we can pave that portion. Recent talks with Zak, the PG&E land manager for this portion of California, have opened the possibility of paving it this summer under our current agreement.
 - The stewardship enhancement grant that was due to end in September of this year can now be extended until September of 2026. After speaking to the grant manager and giving her background about our efforts in trying to accomplish this task for many years, it appears that they will cover the cost of asphalt.
 - Zak is reviewing the most recent plans for the Pit River to determine if there are conflicts.

❖ Two Rivers West

- Opened the gate on April 11th
 - May leave the gate open and see if we have any issues.
 - The park is more secure this season, with the boulders/fencing/gate between the upper trail area and church property.

Treasurers Report

For March 2025

❖ Summary

- **We are 75% through the fiscal year**
- Total revenue is around the budgeted amount for the year at 74%
 - This should be at or above the budgeted amount in May, as the second large tax revenue deposit will post.
- Total Expenses are just under budget at 71%

❖ Revenue

- Operating revenue: \$64,805
 - Approximately \$200 under the budgeted amount for the month.
 - 75% for the year
- Total Revenue: \$65,112
 - 74% for the year

❖ Employee Expenses

- Total Employee expenses: \$36,825
- Approximately \$900 over the budgeted amount
 - 72% for the year

❖ Operating Expenses

- Total operating expenses: \$17,771
 - About \$1,100 under the budgeted amount.
 - 70% for the year

❖ Total Expenses: \$54,596

- About \$1,500 under the budgeted amount
 - 71% for the year

❖ Net Income including Depreciation and Grant Activities is \$1,218,883. Without the grants included it is \$198,183

Submitted by,
Amber Beck, Board Treasurer

Grant Activity as of 3/31/2025

	Accounts Receivable Grants	Outstanding Invoices Be Paid
Water - Not Yet Requested for Reimbursement		
Water System Improv (Amount not yet requested)	51,136	(51,136)
Well No. 1 Improvements	2,962	(2,962)
FRM #1 Primary Well DWR	<u>52,908</u>	(52,908)
ARPA - Shasta County	<u>15,797</u>	(450)
Total Water	<u>107,006</u>	<u>(107,456)</u>
 Parks		
Green Infrastructure (amount is the retainage - reimbursed at grant closing)	24,561	0
Per Capita	0	0
Enhancement	41,043	(9,706)
Total Parks & Recreation	<u>65,605</u>	<u>0</u>
 TOTAL	 <u>172,611</u>	 <u>(107,456)</u>
 Total Increase to Cash on Hand When Reimbursed	 \$81,402	
 Total Increase to Operating Account	 <u>\$81,402</u>	

*The amount owed for the Wastewater Grant has been omitted since it will not be payable until the District Receives the grant.

Amount owed to Pace: \$87,758

Other related invoices already paid: \$175,022

If the District receives the grant, the first request as of 3/31/25 will be \$262,760. \$175,022 will go into the District Reserves.

INVOICES FOR MARCH 2025

INVOICES FOR APPROVAL

VENDOR	DESCRIPTION	AMOUNT	Not Paid
Amazon.com	Coffee Pot for Shop/Office/Meetings	\$140.50	\$140.50
Amber Beck	Accounting Stamp from Stampmaker.com	\$88.52	\$88.52
Cecil Ray	Reimbursement for trip to Burney	\$29.40	\$29.40
Ed Staub & Sons	Fuel Charges	\$449.76	\$449.76
Keystone Designs	McArthur Well #1 Siding Replacement Drawings	\$450.00	\$450.00
Quicksilver Electric	Repair of Electrical Box at Lions Park	\$1,500.63	\$1,500.63
Randy Garner - RPM Plumbing	Remove PVC and Install Sight Glasses	\$750.39	\$750.39
Singleton Auman PC	Annual FTR	\$1,425.00	\$1,425.00
Treetop Products, LLC	TRP - 6 Picnic Tables and 2 Message Boards	\$9,104.06	\$9,104.06
US Postmaster	First-Class Pre Sort Permit #110	\$350.00	\$350.00
Valley Best Hardware	Maintenance Supplies	\$248.10	\$248.10
WM Corporate Services, INC	Garbage to Landfill	\$49.61	\$49.61
Due as of 3/31/2025			\$14,585.97

PRE-APPROVED INVOICES

VENDOR	FOR	AMOUNT	Not Paid
EDD	Due as of 3/31/2025	\$952.65	\$0.00
Coastal - Printer Lease	Due as of 3/31/2025	\$334.71	\$0.00
F&M Bank - Solar Lease Payment	Due as of 3/31/2025	\$2,017.00	\$0.00
Frontier - Internet/Telephone	Due as of 3/31/2025	\$388.29	\$0.00
Internal Revenue Service	Due as of 3/31/2025	\$6,347.64	\$0.00
Joseph Huston - Cell Phone	Due as of 3/31/2025	\$50.00	\$0.00
JPIA - Dental/Vision/Life	Due as of 3/31/2025	\$555.90	\$0.00
Pers - Employee Health	Due as of 3/31/2025	\$7,722.61	\$0.00
Pers Retirement	Due as of 3/31/2025	\$2,925.55	\$0.00
Pace Analytical- Water Testing	Due as of 3/31/2025	\$177.80	\$0.00
Pers Unfunded Liability	Due as of 3/31/2025	\$2,617.42	\$0.00
PG&E	Due as of 3/31/2025	\$2,713.36	\$0.00
Starlink	Due as of 3/31/2025	\$120.00	\$0.00
William Rodeski - Cell Phone	Due as of 3/31/2025	\$50.00	\$0.00
Cecil Ray - Stipened	Due as of 3/31/2025	\$300.00	\$300.00
Total		\$27,272.93	\$300.00
Due as of 3/31/2025			\$300.00

Grant Reimbursable - (Not Paid Includes Previous Invoices)

VENDOR	FOR	Current	Not Paid
Pace Engineering	2268.06 - Water System Improvements	\$51,267.43	\$51,267.43
Pace Engineering	2268.07 McArthur Sewer Improvements	\$2,235.75	\$87,793.15
Pace Engineering	2268.08 IRWM Well No. 1 Improvements	\$2,569.25	\$2,569.25
Pace Engineering	2268.09 FRM Well No. 1	\$52,907.75	\$52,907.75
Total		\$108,980.18	\$194,537.58
Due as of 3/31/2025			\$209,423.55
Total APAmount for the month:		\$123,866.15	

ACCOUNTS PAYABLE AS OF 3/31/2025

Vendor Name	Invoice/Credit Description	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon.com	Coffee Pot for Shop/Office/Meetings	140.50	0.00	0.00	0.00	0.00	140.50
Amber Beck	Accounting Stamp from Stampmaker.com	88.52	0.00	0.00	0.00	0.00	88.52
Cecil Ray	Mileage to Burney for Mtg	29.40	0.00	0.00	0.00	0.00	29.40
	Monthly Stipened	300.00	0.00	0.00	0.00	0.00	300.00
Ed Staub & Sons	Fuel Charges	449.76	0.00	0.00	0.00	0.00	449.76
Keystone Designs	McArthur Well #1 Siding Replacement Drawings	450.00	0.00	0.00	0.00	0.00	450.00
Pace Engineering	2268.06 - Water System Improvements	51,267.43	0.00	0.00	0.00	0.00	51,267.43
	2268.07 McArthur Sewer Improvements	2,235.75	591.75	1,052.00	657.50	83,256.15	87,793.15
	2268.08 Well No. 1 Improvements	2,569.25	0.00	0.00	0.00	0.00	2,569.25
	2268.09 FRM Well No. 1	52,907.75	0.00	0.00	0.00	0.00	52,907.75
Quicksilver Electric	Repair of Electrical Box at Lions Park	1,500.63	0.00	0.00	0.00	0.00	1,500.63
Randy Garner - RPM Plumbing	Remove PVC and Install Sight Glasses	750.39	0.00	0.00	0.00	0.00	750.39
Singleton Auman PC	Annual FTR	1,425.00	0.00	0.00	0.00	0.00	1,425.00
Treetop Products, LLC	TRP - 6 Picnic Tables and 2 Message Boards	9,104.06	0.00	0.00	0.00	0.00	9,104.06
US Postmaster	First-Class Pre Sort Permit #110	350.00	0.00	0.00	0.00	0.00	350.00
Valley Best Hardware	Maintenance Supplies	248.10	0.00	0.00	0.00	0.00	248.10
WM Corporate Services, INC	Garbage to Landfill	49.61	0.00	0.00	0.00	0.00	49.61
Report Total		123,866.15	591.75	1,052.00	657.50	83,136.15	209,423.55

Fall River Valley Community Services District
Statement of Revenues and Expenditures - *BM Budget vs Actual
From 3/1/2025 Through 3/31/2025

	March 2025 Actual	March 2025 Budget	Total Budget	YTD Actual (07/01/2024 - 03/31/2025)	YTD Percent Used
Revenue					
Operating Revenue					
Revenue-Utilities	64,237.23	64,451.13	890,446.00	656,447.89	73.72%
Outside/Container Revenue	0.00	0.00	9,500.00	15,711.10	165.38%
Utility Fees	568.09	600.00	7,365.00	5,421.54	73.61%
Total Operating Revenue	64,805.32	65,051.13	907,311.00	677,580.53	74.68%
Non Operating Revenue					
Taxes Revenue	0.00	0.00	54,100.00	34,751.26	64.23%
Interest Revenue	106.69	0.00	0.00	790.28	0.00%
Donations	0.00	0.00	0.00	600.00	0.00%
Miscellaneous	200.00	0.00	0.00	1,692.04	0.00%
Total Non Operating Revenue	306.69	0.00	54,100.00	37,833.58	69.93%
Total Revenue	65,112.01	65,051.13	961,411.00	715,414.11	74.41%
Expenses					
Employee Expense					
Wages	27,090.10	26,163.92	339,094.16	247,624.21	73.02%
Payroll Taxes	1,914.12	1,920.44	24,889.52	18,532.67	74.45%
Employee Health Insurance	6,346.64	6,465.76	73,432.56	53,645.46	73.05%
PERS- Retirement	1,474.02	1,949.72	26,805.00	16,558.83	61.77%
Compensation Insurance	0.00	0.00	5,200.00	2,597.80	49.95%
Total Employee Expense	36,824.88	36,499.84	469,421.24	338,958.97	72.21%
Operating Expense					
PERS Unfunded Liability 1595	2,617.42	2,618.00	31,416.00	23,956.78	76.25%
Legal & Accounting	1,425.00	500.00	25,000.00	19,525.00	78.10%
Outside Services	1,507.54	2,100.00	25,200.00	12,168.56	48.28%
Permit Fees	0.00	200.00	11,400.00	5,786.32	50.75%
Association Dues	0.00	0.00	9,700.00	8,582.73	88.48%
Insurance	2,000.00	2,000.00	24,000.00	18,000.00	75.00%
Office Supplies	88.52	200.00	2,400.00	1,403.52	58.48%
Shop Supplies	140.50	210.00	2,520.00	1,090.83	43.28%
Postage	587.78	240.00	3,480.00	2,520.87	72.43%
Bank Fees	0.00	10.00	120.00	40.00	33.33%
Equipment/Tools	0.00	300.00	4,105.00	2,652.18	64.60%
Water Tests	177.80	250.00	3,000.00	3,118.94	103.96%
Vehicle Expense	1,506.83	300.00	4,800.00	1,911.05	39.81%
Maintenance & Repairs	1,048.10	1,600.00	19,300.00	5,560.33	28.81%
Interest Expense	222.34	0.00	11,201.55	13,202.61	117.86%
Software License & Hardware	1,198.35	1,288.00	15,798.00	14,229.66	90.07%
Maint					
Education	1,150.00	200.00	6,200.00	5,705.22	92.01%
Mileage	179.40	350.00	4,200.00	2,710.50	64.53%
Fuel	449.76	700.00	8,600.00	4,354.54	50.63%
Telephone/Internet	758.29	790.00	9,635.00	7,199.26	74.71%
Utilities	2,713.36	2,400.00	29,200.00	24,188.54	82.83%
Miscellaneous Expense	0.00	350.00	4,233.73	364.59	8.61%
Total Operating Expense	17,770.99	16,606.00	255,509.28	178,272.03	69.77%
Total Expenses	54,595.87	53,105.84	724,930.52	517,231.00	71.35%
Net Income	10,516.14	11,945.29	236,480.48	198,183.11	83.80%

Fall River Valley Community Services District
Statement of Revenues and Expenditures - *BM Budget vs Actual
From 3/1/2025 Through 3/31/2025

	<u>March 2025 Actual</u>	<u>March 2025 Budget</u>	<u>Total Budget</u>	<u>YTD Actual (07/01/2024 - 03/31/2025)</u>	<u>YTD Percent Used</u>
Asset Expense					
Depreciation					
Depreciation Expense	17,963.00	0.00	0.00	161,667.00	0.00%
Total Depreciation	17,963.00	0.00	0.00	161,667.00	0.00%
Amortization					
Amortized Expense	265.47	0.00	0.00	2,389.23	0.00%
Total Amortization	265.47	0.00	0.00	2,389.23	0.00%
Total Asset Expense	18,228.47	0.00	0.00	164,056.23	0.00%
Capital Activities					
Grant Revenue					
Grant/Loan Inflow	7,277.90	0.00	0.00	1,184,755.78	0.00%
Total Grant Revenue	7,277.90	0.00	0.00	1,184,755.78	0.00%
Total Capital Activities	7,277.90	0.00	0.00	1,184,755.78	0.00%
Net Income Including Grant Activities	(434.43)	11,945.29	236,480.48	1,218,882.66	515.42%

Fall River Valley Community Services District
Statement of Revenues and Expenditures - **SEWER**

From 3/1/2025 Through 3/31/2025

	March 2025 Actual	March 2025 Budget	Total Budget	YTD Actual (07/01/2024 - 03/31/2025)	YTD Percent Used
Revenue					
Operating Revenue					
Revenue-Utilities	21,890.85	21,540.64	263,657.40	197,991.12	75.09%
Utility Fees	194.33	200.00	2,490.00	1,788.21	71.81%
Total Operating Revenue	22,085.18	21,740.64	266,147.40	199,779.33	75.06%
Non Operating Revenue					
Taxes Revenue	0.00	0.00	21,640.00	14,150.83	65.39%
Interest Revenue	50.98	0.00	0.00	374.34	0.00%
Miscellaneous	200.00	0.00	0.00	687.50	0.00%
Total Non Operating Revenue	250.98	0.00	21,640.00	15,212.67	70.30%
Total Revenue	22,336.16	21,740.64	287,787.40	214,992.00	74.71%
Expenses					
Employee Expense					
Wages	7,295.48	7,784.45	100,876.41	66,664.23	66.08%
Payroll Taxes	511.74	571.38	7,404.33	4,969.40	67.11%
Employee Health Insurance	1,739.89	1,774.81	20,156.75	14,631.24	72.58%
PERS- Retirement	400.95	557.26	7,293.36	4,441.92	60.90%
Compensation Insurance	0.00	0.00	1,300.00	649.46	49.95%
Total Employee Expense	9,948.06	10,687.90	137,030.85	91,356.25	66.67%
Operating Expense					
PERS Unfunded Liability 1595	654.35	654.50	7,854.00	5,989.15	76.25%
Legal & Accounting	356.25	125.00	6,250.00	4,740.62	75.84%
Outside Services	0.00	700.00	8,400.00	3,547.24	42.22%
Permit Fees	0.00	100.00	8,600.00	3,945.00	45.87%
Association Dues	0.00	0.00	2,425.00	2,145.68	88.48%
Insurance	500.00	500.00	6,000.00	4,500.00	75.00%
Office Supplies	22.13	50.00	600.00	333.54	55.59%
Shop Supplies	35.12	52.50	630.00	243.81	38.70%
Postage	151.92	81.60	1,183.20	633.17	53.51%
Bank Fees	0.00	2.50	30.00	7.50	25.00%
Equipment/Tools	0.00	75.00	1,105.00	291.38	26.36%
Vehicle Expense	376.71	75.00	1,200.00	470.05	39.17%
Maintenance & Repairs	297.71	650.00	7,800.00	492.91	6.31%
Software License & Hardware	299.59	322.00	3,949.50	3,557.44	90.07%
Maint					
Education	287.50	50.00	1,550.00	1,566.30	101.05%
Mileage	37.50	87.50	1,050.00	523.04	49.81%
Fuel	112.44	175.00	2,100.00	1,073.71	51.12%
Telephone/Internet	189.57	197.50	2,408.75	1,799.37	74.70%
Utilities	1,149.80	1,000.00	12,000.00	9,315.09	77.62%
Miscellaneous Expense	0.00	128.00	1,511.11	74.94	4.95%
Total Operating Expense	4,470.59	5,026.10	76,646.56	45,249.94	59.04%
Total Expenses	14,418.65	15,714.00	213,677.41	136,606.19	63.93%
Net Income	7,917.51	6,026.64	74,109.99	78,385.81	105.76%
Asset Expense					
Depreciation					
Depreciation Expense	5,297.00	0.00	0.00	47,673.00	0.00%

Fall River Valley Community Services District
 Statement of Revenues and Expenditures - **SEWER**
 From 3/1/2025 Through 3/31/2025

	March 2025 Actual	March 2025 Budget	Total Budget	YTD Actual (07/01/2024 - 03/31/2025)	YTD Percent Used
Total Depreciation	5,297.00	0.00	0.00	47,673.00	0.00%
Total Asset Expense	5,297.00	0.00	0.00	47,673.00	0.00%
Net Income Including Grant Activities	2,620.51	6,026.64	74,109.99	30,712.81	41.44%

Fall River Valley Community Services District
Statement of Revenues and Expenditures - **WATER**
From 3/1/2025 Through 3/31/2025

	March 2025 Actual	March 2025 Budget	Total Budget	YTD Actual (07/01/2024 - 03/31/2025)	YTD Percent Used
Revenue					
Operating Revenue					
Revenue-Utilities	42,346.38	42,910.49	626,788.60	458,456.77	73.14%
Outside/Container Revenue	0.00	0.00	9,500.00	15,711.10	165.38%
Utility Fees	373.76	400.00	4,875.00	3,633.33	74.52%
Total Operating Revenue	42,720.14	43,310.49	641,163.60	477,801.20	74.52%
Non Operating Revenue					
Interest Revenue	55.71	0.00	0.00	415.94	0.00%
Miscellaneous	0.00	0.00	0.00	1,004.54	0.00%
Total Non Operating Revenue	55.71	0.00	0.00	1,420.48	0.00%
Total Revenue	42,775.85	43,310.49	641,163.60	479,221.68	74.74%
Expenses					
Employee Expense					
Wages	19,090.56	17,326.67	224,531.35	173,112.86	77.09%
Payroll Taxes	1,351.44	1,271.78	16,480.61	12,941.93	78.52%
Employee Health Insurance	4,478.50	4,565.23	51,847.99	37,724.46	72.75%
PERS- Retirement	1,017.66	1,309.60	18,434.52	11,499.35	62.37%
Compensation Insurance	0.00	0.00	3,900.00	1,948.34	49.95%
Total Employee Expense	25,938.16	24,473.28	315,194.47	237,226.94	75.26%
Operating Expense					
PERS Unfunded Liability 1595	1,963.07	1,963.50	23,562.00	17,967.63	76.25%
Legal & Accounting	1,068.75	375.00	18,750.00	14,596.88	77.85%
Outside Services	6.91	600.00	7,200.00	5,024.70	69.78%
Permit Fees	0.00	100.00	2,800.00	1,841.32	65.76%
Association Dues	0.00	0.00	7,275.00	6,437.05	88.48%
Insurance	1,500.00	1,500.00	18,000.00	13,500.00	75.00%
Office Supplies	66.39	150.00	1,800.00	1,069.98	59.44%
Shop Supplies	105.38	157.50	1,890.00	847.02	44.81%
Postage	435.86	151.20	2,192.40	1,868.00	85.20%
Bank Fees	0.00	7.50	90.00	32.50	36.11%
Equipment/Tools	0.00	225.00	3,000.00	2,360.80	78.69%
Water Tests	177.80	250.00	3,000.00	3,118.94	103.96%
Vehicle Expense	1,130.12	225.00	3,600.00	1,441.00	40.02%
Maintenance & Repairs	750.39	750.00	9,000.00	4,609.51	51.21%
Interest Expense	222.34	0.00	11,201.55	13,202.61	117.86%
Software License & Hardware	898.76	966.00	11,848.50	10,672.22	90.07%
Maint					
Education	862.50	150.00	4,650.00	4,138.92	89.00%
Mileage	141.90	262.50	3,150.00	2,187.46	69.44%
Fuel	337.32	525.00	6,300.00	3,221.12	51.12%
Telephone/Internet	568.72	592.50	7,226.25	5,399.89	74.72%
Utilities	1,474.31	1,300.00	15,600.00	13,236.22	84.84%
Miscellaneous Expense	0.00	122.00	1,462.94	289.65	19.79%
Total Operating Expense	11,710.52	10,372.70	163,598.64	127,063.42	77.67%
Total Expenses	37,648.68	34,845.98	478,793.11	364,290.36	76.09%
Net Income	5,127.17	8,464.51	162,370.49	114,931.32	70.78%
Asset Expense					

Fall River Valley Community Services District
Statement of Revenues and Expenditures - **WATER**
From 3/1/2025 Through 3/31/2025

	March 2025 Actual	March 2025 Budget	Total Budget	YTD Actual (07/01/2024 - 03/31/2025)	YTD Percent Used
Depreciation					
Depreciation Expense	9,817.00	0.00	0.00	88,353.00	0.00%
Total Depreciation	9,817.00	0.00	0.00	88,353.00	0.00%
Amortization					
Amortized Expense	265.47	0.00	0.00	2,389.23	0.00%
Total Amortization	265.47	0.00	0.00	2,389.23	0.00%
Total Asset Expense	10,082.47	0.00	0.00	90,742.23	0.00%
Capital Activities					
Grant Revenue					
Grant/Loan Inflow	7,277.90	0.00	0.00	630,909.95	0.00%
Total Grant Revenue	7,277.90	0.00	0.00	630,909.95	0.00%
Total Capital Activities	7,277.90	0.00	0.00	630,909.95	0.00%
Net Income Including Grant Activities	2,322.60	8,464.51	162,370.49	655,099.04	403.45%

Fall River Valley Community Services District

Statement of Revenues and Expenditures - **PARKS**

From 3/1/2025 Through 3/31/2025

	March 2025 Actual	March 2025 Budget	Total Budget	YTD Actual (07/01/2024 - 03/31/2025)	YTD Percent Used
Revenue					
Non Operating Revenue					
Taxes Revenue	0.00	0.00	32,460.00	20,600.43	63.46%
Donations	0.00	0.00	0.00	600.00	0.00%
Total Non Operating Revenue	0.00	0.00	32,460.00	21,200.43	65.31%
Total Revenue	0.00	0.00	32,460.00	21,200.43	65.31%
Expenses					
Employee Expense					
Wages	704.06	1,052.80	13,686.40	7,847.12	57.33%
Payroll Taxes	50.94	77.28	1,004.58	621.34	61.85%
Employee Health Insurance	128.25	125.72	1,427.82	1,289.76	90.33%
PERS- Retirement	55.41	82.86	1,077.12	617.56	57.33%
Total Employee Expense	938.66	1,338.66	17,195.92	10,375.78	60.34%
Operating Expense					
Legal & Accounting	0.00	0.00	0.00	187.50	0.00%
Outside Services	1,500.63	800.00	9,600.00	3,596.62	37.46%
Postage	0.00	7.20	104.40	19.70	18.86%
Maintenance & Repairs	0.00	200.00	2,500.00	457.91	18.31%
Fuel	0.00	0.00	200.00	59.71	29.85%
Utilities	89.25	100.00	1,600.00	1,637.23	102.32%
Miscellaneous Expense	0.00	100.00	1,259.68	0.00	0.00%
Total Operating Expense	1,589.88	1,207.20	15,264.08	5,958.67	39.04%
Total Expenses	2,528.54	2,545.86	32,460.00	16,334.45	50.32%
Net Income	(2,528.54)	(2,545.86)	0.00	4,865.98	0.00%
Asset Expense					
Depreciation					
Depreciation Expense	2,849.00	0.00	0.00	25,641.00	0.00%
Total Depreciation	2,849.00	0.00	0.00	25,641.00	0.00%
Total Asset Expense	2,849.00	0.00	0.00	25,641.00	0.00%
Capital Activities					
Grant Revenue					
Grant/Loan Inflow	0.00	0.00	0.00	553,845.83	0.00%
Total Grant Revenue	0.00	0.00	0.00	553,845.83	0.00%
Total Capital Activities	0.00	0.00	0.00	553,845.83	0.00%
Net Income Including Grant Activities	(5,377.54)	(2,545.86)	0.00	533,070.81	0.00%

Fall River Valley Community Services District
Balance Sheet
As of 3/31/2025

	Current Year
Assets	
Current Assets	
Cash & Cash Equivalents	739,669.98
Accounts Receivable	147,777.32
Inventories	70,230.28
Prepaid Expenses	10,468.95
Total Current Assets	968,146.53
Long-term Assets	
Property & Equipment	3,493,848.18
Construction in Progress	1,077,847.33
Total Long-term Assets	4,571,695.51
Total Assets	5,539,842.04
Liabilities	
Short-term Liabilities	
Accounts Payable	209,303.55
Other Short-term Liabilities	(412,280.48)
Total Short-term Liabilities	(202,976.93)
Long-term Liabilities	
Long-term Liabilities (Lease/Loan)	627,030.25
Pension Liability	266,328.00
Total Long-term Liabilities	893,358.25
Other Accounts	
Balancing Accounts	154,384.77
Total Other Accounts	154,384.77
Total Liabilities	844,766.09
Net Assets	
Beginning Net Assets	
Net Assets	3,476,193.29
Total Beginning Net Assets	3,476,193.29
Current YTD Net Income	
	1,218,882.66
Total Net Assets	4,695,075.95
Total Liabilities and Net Assets	5,539,842.04

OPERATING CHECKING ACTIVITY

Check Number	Check Description	Vendor Name	Check Amount
4524	System Generated Check/Voucher	Joint Powers Insurance Author	555.90
4525	System Generated Check/Voucher	Keystone Designs	337.50
4526	System Generated Check/Voucher	Napa Auto Parts	12.73
4527	System Generated Check/Voucher	Pace Engineering	18,309.00
4528	System Generated Check/Voucher	Petty Cash	20.50
4529	System Generated Check/Voucher	Valley Best Hardware	149.11
4530	System Generated Check/Voucher	Woodssong Computing	170.00
4531	System Generated Check/Voucher	Kenny Laughlin	1,000.00
4537	System Generated Check/Voucher	Pace Engineering	298,155.16
DEBIT 2025.03 Adobe	Adobe Annual	Adobe Export Pdf Annual Subs	863.64
DEBIT CRWA 2025 EXRO	2025 Expo Registration for BR and JH	California Rural Water Associa	1,150.00
EFT 0-981-717-392	Payroll Liabilities for 2025.03.07	Employment Development Dep	443.65
EFT 07927868724681	Utilities	Pacific Gas & Electric	2,713.36
EFT 1-783-507-344	Payroll Liabilities for 2025.03.21	Employment Development Dep	509.00
EFT 100000017827963	Retirement Contribution Plan - 27147 PD 2025.03	Public Employees Retirement S	1,629.93
EFT 100000017827987	Retirement Contribution Plan - 27147 PD 2025.03	Public Employees Retirement S	1,295.62
EFT 1050-1000256057	MIP Cloud Jan 2025 and Annual to Jan 2026	Community Brands	2,570.52
EFT 13780291	Payroll Liabilities for 2025.03.07	Internal Revenue Service	2,989.54
EFT 17835031	Employee Health	Public Employees Retirement S	7,722.61
EFT 17845009	Unfunded Liability	Public Employees Retirement S	2,617.42
EFT 1G1F-P1NW-QHCG	Well Project and Office Supplies	Amazon.com	262.64
EFT 2025.02 ES	Fuel	Ed Staub & Sons	527.90
EFT 2025.03 BR	Cell Phone	William Rodeski	50.00
EFT 2025.03 FRTR	Telephone/Internet	Frontier Communications	388.29
EFT 2025.03 JH	Cell Phone	Joseph Huston	50.00
EFT 2025.03 SOLAR	Solar Lease Payment	Farmers & Merchants Bank of	2,017.00
EFT 2025.03.11 BR	Tires for Dodge - Reimbursement	William Rodeski	1,506.83
EFT 252801833	Water Testing	Pace Analytical Services LLC	177.80
EFT 38347607-96925-98	Internet	Starlink	120.00
EFT 38695210	Printer Lease	Coastal Business Systems	334.71
EFT 63669745	Payroll Liabilities for 2025.03.21	Internal Revenue Service	3,358.10
PR202519	Employee: Beck; Pay Date: 3/7/2025	Amber Beck	2,395.63
PR202520	Employee: Huston; Pay Date: 3/7/2025	Joseph M. Huston	2,251.67
PR202521	Employee: Ray; Pay Date: 3/7/2025	Cecil D. Ray	1,594.25
PR202522	Employee: Rodeski; Pay Date: 3/7/2025	William D. Rodeski	2,221.36
PR202523	Employee: Stone; Pay Date: 3/7/2025	Gerald R. Stone	72.89
PR202524	Employee: Beck; Pay Date: 3/21/2025	Amber Beck	2,310.24
PR202524B	Employee: Beck B; Pay Date: 3/7/2025	Brianna L. Beck	525.55
PR202525	Employee: Huston; Pay Date: 3/21/2025	Joseph M. Huston	1,854.50
PR202526	Employee: Ray; Pay Date: 3/21/2025	Cecil D. Ray	1,567.46
PR202527	Employee: Rodeski; Pay Date: 3/21/2025	William D. Rodeski	2,671.64
PR202528	Employee: Stone; Pay Date: 3/21/2025	Gerald R. Stone	72.89
PR202529	Employee: Beck B; Pay Date: 3/21/2025	Brianna L. Beck	782.38
Report Total			370,328.92

Fall River Valley Community Services District

Statement of Cash Flows

As of 3/31/2025

	<u>Current Period</u>
Cash Flows from Operating & Non-Operating ...	
Changes in Accounts Receivables-Grants	420,270.25
Grant Revenue	7,277.90
Changes in Accounts receivable-Operations	(263.73)
Interest & Dividends Received	106.69
Sales	64,805.32
Miscellaneous Receipts	(299.93)
Payments to Employees & Suppliers	(368,334.33)
Total Cash Flows from Operating & Non-Oper...	<u>123,562.17</u>
Cash Flows from Investing Activities	
Net Cash from Purchase/Sale of Assets	0.00
Total Cash Flows from Investing Activities	<u>0.00</u>
Cash Flows from Financing Activities	
Net Cash from Long-term Debt Transaction	(1,794.66)
Total Cash Flows from Financing Activities	<u>(1,794.66)</u>
Beginning Cash & Cash Equivalents	
	<u>617,902.47</u>
Ending Cash & Cash Equivalents	<u><u>739,669.98</u></u>

2025/2026 Fiscal Year COLA

In 2017 the District was audited by CalPERS, who manages employee retirement. Because of the results of the audit, the District was required to retroactively approve pay schedules for the previous 10 years and re-report wages for the prior five years. The employee pay rate must match the amount on the pay schedules, and the board is responsible for approving the annual pay schedule effective at the beginning of each fiscal year (whether there is a change or not). This is something that we have done every year since.

As of 2022, the board began considering COLA (Cost of Living Adjustment) before generating the annual budget.

- **2022** - No increase because the pay schedule was adjusted for 4% steps that year
- **2023 – 3%** (GM Ray asked to be excluded from the COLA, and the GM salary stayed the same)
- **2024** - No Increase because the employees received raises equaling 4%

Note that the salary of the Office/Parks Manager and General Manager are nearly equal until step 3. When the pay scheduled was adjusted in 2022 and 2023, the GM salary was not adjusted because of the GM's desire to stay at his current salary. This adjusted schedule will provide an increase in the GM pay schedule of 4% plus the approved COLA.

When a board decision is made, the selected pay schedule for the 2025/2026 fiscal year will take effect July 2025.

COLA at other agencies:

Social Security Administration

- **2.5%**

Federal Employees and Military – The Department of Labor calculates the COLA each year by measuring the Consumer Price Index (CPI).

- **2.8%**

Bella Vista Water District

- **3%**

Centerville CSD

- **2.6%**

The District Finance Committee (Hendrix and O'Connor) met and reviewed the information. They recommend a 2.75% COLA

Fall River Valley Community Services District
Pay Schedule - Effective 7/01/2025

Bold indicates a current employee at that step

CURRENT

Job Title	Time	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Laborer	Hourly	16.00	16.64	17.31	18.00	18.72	19.47	20.25	21.05	21.90	22.77	23.68	24.63
Maintenance	Hourly	20.60	21.42	22.28	23.17	24.10	25.06	26.07	27.11	28.19	29.32	30.49	31.71
Utility Operator I	Hourly	21.63	22.50	24.21	25.24	26.27	27.30	28.39	29.52	30.70	31.93	33.21	34.54
Utility Operator II	Hourly	28.84	29.99	31.19	32.44	33.74	35.09	36.49	37.95	39.47	41.05	42.69	44.40
Operations Supervisor	Hourly	35.02	36.42	37.88	39.39	40.97	42.61	44.31	46.08	47.93	49.84	51.84	53.91
Office/Operations Assistant I	Hourly	17.51	18.21	18.94	19.70	20.48	21.30	22.16	23.04	23.96	24.92	25.92	26.96
Office/Operations Assistant II	Hourly	24.72	25.71	26.74	27.81	28.92	30.08	31.28	32.53	33.83	35.18	36.59	38.06
Office/Parks Manager	Salary	59,987.20	62,387	64,272	66,843	69,458	72,306	75,198	78,198	81,326	84,582	87,967	91,480
General Manager	Salary	60,000.00	62,400.00	68,000.00	72,000.00	76,000.00	80,000.00	84,000.00	88,000.00	92,000.00	96,000.00	100,000.00	104,000.00

2.75% Increase (Recommendation of the Finance Committee)

Job Title	Time	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Laborer	Hourly	16.44	17.10	17.78	18.49	19.23	20.00	20.80	21.63	22.50	23.40	24.34	25.31
Maintenance	Hourly	21.17	22.01	22.89	23.81	24.76	25.75	26.78	27.85	28.97	30.13	31.33	32.58
Utility Operator I	Hourly	22.22	23.11	24.87	25.93	26.99	28.05	29.17	30.33	31.55	32.81	34.12	35.49
Utility Operator II	Hourly	29.63	30.82	32.05	33.33	34.67	36.05	37.50	39.00	40.55	42.18	43.86	45.62
Operations Supervisor	Hourly	35.98	37.42	38.92	40.48	42.10	43.78	45.53	47.35	49.25	51.22	53.26	55.39
Office/Operations Assistant I	Hourly	17.99	18.71	19.46	20.24	21.05	21.89	22.77	23.68	24.62	25.61	26.63	27.70
Office/Operations Assistant II	Hourly	25.40	26.42	27.47	28.57	29.71	30.90	32.14	33.42	34.76	36.15	37.60	39.10
Office/Parks Manager	Salary	61,636.85	63,634.42	65,557.44	68,179.74	70,847.21	73,752.12	76,702.20	79,761.55	82,952.01	86,273.17	89,726.49	93,310.09
General Manager	Salary	64,050.00	66,612.00	72,590.00	76,860.00	81,130.00	85,400.00	89,670.00	93,940.00	98,210.00	102,480.00	106,750.00	111,020.00

3% Increase

Job Title	Time	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Laborer	Hourly	16.48	17.14	17.82	18.54	19.28	20.05	20.85	21.69	22.55	23.46	24.39	25.37
Maintenance	Hourly	21.22	22.07	22.95	23.87	24.82	25.81	26.85	27.92	29.04	30.20	31.41	32.66
Utility Operator I	Hourly	22.28	23.17	24.93	25.99	27.05	28.11	29.24	30.41	31.62	32.89	34.20	35.57
Utility Operator II	Hourly	29.71	30.89	32.13	33.41	34.75	36.14	37.59	39.09	40.65	42.28	43.97	45.73
Operations Supervisor	Hourly	36.07	37.51	39.01	40.57	42.20	43.89	45.64	47.47	49.37	51.34	53.39	55.53
Office/Operations Assistant I	Hourly	18.04	18.76	19.51	20.29	21.10	21.94	22.82	23.73	24.68	25.67	26.70	27.76
Office/Operations Assistant II	Hourly	25.46	26.48	27.54	28.64	29.79	30.98	32.22	33.51	34.85	36.24	37.69	39.20
Office/Parks Manager	Salary	61,786.8	64,258.3	66,200.2	68,848.2	71,541.8	74,475.2	77,454.2	80,543.5	83,765.3	87,119.0	90,606.2	94,224.9
General Manager	Salary	64,200.0	66,768.0	72,760.0	77,040.0	81,320.0	85,600.0	89,880.0	94,160.0	98,440.0	102,720.0	107,000.0	111,280.0

5% Increase

Job Title	Time	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Laborer	Hourly	16.80	18.00	18.72	19.46	20.24	21.05	21.90	22.77	23.68	24.63	25.61	26.64
Maintenance	Hourly	21.63	22.50	23.40	24.33	25.30	26.32	27.37	28.46	29.60	30.79	32.02	33.30
Utility Operator I	Hourly	22.71	23.62	25.42	26.50	27.58	28.66	29.81	31.00	32.24	33.53	34.87	36.26
Utility Operator II	Hourly	30.28	31.49	32.75	34.06	35.43	36.84	38.32	39.85	41.44	43.10	44.82	46.62
Operations Supervisor	Hourly	36.77	38.24	39.77	41.36	43.02	44.74	46.53	48.39	50.32	52.34	54.43	56.61
Office/Operations Assistant I	Hourly	18.39	19.12	19.89	20.68	21.51	22.37	23.26	24.19	25.16	26.17	27.22	28.30
Office/Operations Assistant II	Hourly	25.96	26.99	28.07	29.20	30.36	31.58	32.84	34.16	35.52	36.94	38.42	39.96
Office/Parks Manager	Salary	62,987	65,506	67,486	70,185	72,931	75,921	78,958	82,107	85,392	88,811	92,366	96,055
General Manager	Salary	65,400	68,016	74,120	78,480	82,840	87,200	91,560	95,920	100,280	104,640	109,000	113,360