

**BOARD OF DIRECTORS
SAN GABRIEL VALLEY MUNICIPAL WATER DISTRICT
REGULAR MEETING
MONDAY, MAY 10, 2021
8:00 AM – 10:00 AM (PDT)**

Pursuant to Provisions of Executive order N-25-20 issued by Governor Gavin Newsom on March 12, 2020, Any director may call into the Board of Directors meeting using the call-in number..... or via GoToMeeting Link....

Please join this meeting from your computer, tablet or smartphone.

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ROLL CALL: Knoles, Paulson, Placido, Prince, Wong

PUBLIC COMMENTS FOR ITEMS NOT ON THE AGENDA

UPDATES FROM CITY REPRESENTATIVES

CONSENT CALENDAR: The following matters are expected to be routine and will be acted upon by a single motion with little discussion unless any Director or citizen requests a separate action:

Minutes of the Regular Board Meeting of April 12, 2021

Minutes of the External Affairs Meeting of April 22, 2021

Minutes of the Administrative/Finance Committee Meeting of May 4, 2021

Financial Statements of April 2021

Treasurer's Investment Report Dated March 31, 2021

Disbursements of the Revolving Fund dated April 22, 2021, Check Nos. 11829 – 11833, EFT's and Wires

Disbursements of the Revolving Fund dated May 6, 2021, Check Nos. 11834 – 11841, EFT and Wires

Disbursements of the Revolving Fund dated May 10, 2021 Check Nos. 11842 – 11846, and Wires

Disbursements of the General Fund dated April 15, 26 - 28, 2021 Check Nos. 42160 – 42184, and EFT's

Disbursements of the General Fund dated May 10, 2021 Check Nos. 42185 – 42207

Future Meeting Attendance Approval –

46th Annual Crystal Eagle Awards Gala – May 25, Virtual

Climate Resolve – June 24, Virtual and La Kretz Innovation Campus Los Angeles

ACTION ITEMS

1. Presentation of Salary and Benefits Survey – CV Strategies
2. 2021 – 2022 Budget
3. Resolution No. 5-2021-780 Water Rates
4. Cost of Living Adjustment
5. Next Board Meeting Date

INFORMATION ITEMS

External Affairs Update

UNFINISHED BUSINESS

1. Report on Basin Management
2. Report of WQA
3. Report of the Attorney
4. Report of the General Manager/Assistant Manager
5. Report of the State Water Contractors

COMMITTEE MEETING REPORTS

DIRECTOR REPORTS ON EVENTS ATTENDED

DIRECTORS COMMENTS

ADJOURNMENT

THIS AGENDA WAS POSTED ON MAY 6, 2021 AT SGVMWD.
THE NEXT REGULAR BOARD MEETING WILL BE JUNE 14, 2021.

**MINUTES
BOARD OF DIRECTORS
SAN GABRIEL VALLEY MUNICIPAL WATER DISTRICT
REGULAR BOARD MEETING
1402 N. VOSBURG DR. AZUSA, CA 91702
MONDAY, APRIL 12, 2021
8:00 A.M.**

<https://global.gotomeeting.com/join/160951469> or Phone in 1(786) 535-3211

At 8:01 a.m. on April 12, 2021 the Board of Directors held its Regular Meeting via “GoToMeeting”

CALL TO ORDER:

President Wong called the meeting to order.

ROLL CALL:

Directors present at Roll Call: Knoles, Paulson, Placido, Prince, Wong

ALSO PRESENT:

Darin Kasamoto, General Manager; Steve Kiggins, Supervising System Operator/Inspector; Linda Esquivel, Executive Assistant; Evelyn Reyes, External Affairs Manager and Albert Lu; Jim Ciampa, Lagerlof LLP; Dave DePinto, DMCI; Jared Macias, City of Azusa; Richard Gonzales, City of Monterey Park; Kelly Gardner, Main San Gabriel Basin Watermaster; Lynda Bybee, WELL

PUBLIC COMMENTS ON NON-AGENDA ITEMS

None

UPDATES FROM CITY REPRESENTATIVES

None

CONSENT CALENDAR:

Minutes of the Regular Board Meeting of March 08, 2021

Minutes of the Special Board Meeting of March 22, 2021

Minutes of the Special Board Meeting of March 24, 2021

Minutes of the Special Board Meeting of March 29, 2021

Minutes of the Special Board Meeting of March 31, 2021

Financial Statements for March 2021

Disbursements of the Revolving Fund Dated:

March 11, 2021, Check Nos. 11808 – 11811, EFT and Wires in the amount of \$75,886.18

March 25, 2021, Check Nos. 11812 - 11815, EFT's and Wires, in the amount of \$50,789.37

April 8, 2021, Check Nos. 11816 – 11824, EFT and Wires in the amount of \$51,493.25

April 12, 2021 Check Nos. 11825 – 11828 and Wires in the amount of \$4,378.00

Disbursements of the General Fund Dated:

March 15, 2021, Check Nos. 42088 – 42097, in the amount of \$72,918.51

March 22, 2021 Check Nos. 42098 – 42126, and EFT in the amount of \$662,230.61

March 3 - 8, 2021, Check Nos. 42060– 42087, in the amount of \$208,284.90

Future Meeting Attendance Approval: None

April 12, 2021

SGVMWD

On motion of Director Placido, seconded by Director Paulson and unanimously carried 5-0, the Consent Calendar was approved.

Approved, by the Board of Directors of the San Gabriel Valley Municipal Water District at their regular meeting held on April 12, 2021 by the following roll call vote:

Ayes: Knoles, Paulson, Placido, Prince, Wong
Noes: None
Absent: None
Abstain: None

ACTION AGENDA ITEM

MONTEREY PARK TREATMENT PLAN PRESENTATION

Richard Gonzalez from the City of Monterey Park presented a proposed PFOS/PFAS treatment plant. The zero percent loan program funds to be provided by the District will be used to design and construct this facility. Mr. Gonzalez thanked the District for supporting this project.

Director Prince left the meeting at 8:30 a.m.

AMEND LINCOLN LIFE 457 PLAN

On motion of Director Paulson, seconded by Director Placido and unanimously carried 4-0, the General Manager was authorized to amend the District's 457 Plan to add a Roth option to the current plan.

Approved by the Board of Directors of the San Gabriel Valley Municipal Water District at their regular meeting held on April 12, 2021 by the following roll call vote:

Ayes: Knoles, Paulson, Placido, Wong
Noes: None
Absent: Prince
Abstain: None

WELL REQUEST FOR SPONSORSHIP

On motion of Director Paulson, seconded by Director Placido and unanimously carried 4-0, WELL's sponsorship request for the Summer Conference "Water, Job, and Post-Covid California Economy" that will be held on May 27, 2021 was approved for \$2,000.00.

Approved by the Board of Directors of the San Gabriel Valley Municipal Water District at their regular meeting held on April 12, 2021 by the following roll call vote:

Ayes: Knoles, Paulson, Placido, Wong
Noes: None
Absent: Prince
Abstain: None

INFORMATION ITEMS

EXTERNAL AFFAIRS

External Affairs Report in Agenda Packet.

Ms. Reyes reported an activity growth chart that includes water data that was developed and will be distributed to schools and libraries. The re-vamp of District's website is in the programming stage and should be completed by end of this month or early next.

UNFINISHED BUSINESS

REPORT ON BASIN MANAGEMENT

Kelly Gardner reported that the recommendation for the Preliminary Determination of the OSY is 150,000 acre-feet for 2021-22, and 130,000 acre-feet for the subsequent four years.

REPORT OF WQA

Director Paulson reported a Monitoring Well MW5-18 License Agreement with Southern California Edison was approved.

REPORT OF THE ATTORNEY

Counsel reported he participated in the monthly SWC Counsel teleconference and various items were discussed. Litigation on the Oroville Dam has a trial date of May 10, 2021 on a class action against DWR. Counsel also provided a bit of insight to PFAS situation in the Central Basin.

REPORT OF THE GENERAL MANAGER/ASSISTANT GENERAL MANAGER

The General Manager's written report is in the Agenda Packet.

The General Manager reported CV Strategies was hired to conduct a salary survey for the District and that should be completed by the end of April.

He also thanked the District's Directors, for attending the virtual legislature meeting on March 29, 2021.

The Assistant General Manager's written report is in the Agenda Packet.

Steve Kiggins reported all deliveries were made on behalf of Three Valleys Municipal Water District- 797 acre-feet to Covina Irrigating Company and 293 acre-feet to the Live Oak spreading grounds.

Forecast of deliveries for April 2021: SGVMWD deliveries to the Main San Gabriel Basin resumed April 5, 2021 at the San Gabriel Canyon (25 cfs). In addition, deliveries on behalf of Three Valleys Municipal Water District will continue throughout the month of April.

Staff will continue to work with Civiltec towards strategizing future actions for Schedule 1 Condition Assessment.

A Notice of Completion has been executed for Schedule 1 Valve Replacement.

REPORT OF THE STATE WATER CONTRACTORS

The General Manager reported State Water Project allocation was reduced from 10% to 5% which is 1,440 acre-feet for the year.

COMMITTEE MEETING REPORTS

None.

DIRECTOR REPORTS ON EVENTS ATTENDED

None

DIRECTOR COMMENTS

Director Paulson will be unavailable for June's Board Meeting and commented if rescheduling the meeting should be on the May's Board Meeting Agenda.

ADJOURNED at 9:11 a.m.

There being no further business, upon motion made, seconded, and carried unanimously, the meeting was duly adjourned at 9:11 a.m. The next Regular Board Meeting of the San Gabriel Valley Municipal Water District will be on May 10, 2021 at 8:00 a.m.

President

ATTEST:

Secretary

**MINUTES OF THE SPECIAL MEETING
SAN GABRIEL VALLEY MUNICIPAL WATER DISTRICT
EXTERNAL AFFAIRS COMMITTEE MEETING
THURSDAY, APRIL 22, 2021
8:30 A.M.**

PURSUANT TO THE PROVISIONS OF EXECUTIVE ORDER N-25-20 ISSUED BY GOVERNOR GAVIN NEWSOM ON MARCH 12, 2020, ANY DIRECTOR MAY CALL INTO THE BOARD OF DIRECTORS' MEETING USING THE DISTRICT'S CALL-IN: <https://us02web.zoom.us/j/82022660260> OR PHONE: (669) 900-6833 WITHOUT OTHERWISE COMPLYING WITH THE BROWN ACT'S TELECONFERENCING REQUIREMENTS. THE DISTRICT'S BOARD MEETINGS SHALL REMAIN OPEN TO THE PUBLIC AND ANY MEMBER OF THE PUBLIC WISHING TO MAKE ANY COMMENTS TO THE BOARD MAY DO SO BY CALLING IN TO THE CALL-IN NUMBER.

The meeting was called to order at 8:37 a.m.

ROLL CALL: Director Prince; Director Wong; Darin Kasamoto-General Manager; Ed Hills-Assistant General Manager; Evelyn Reyes-External Affairs Manager; Steve Kiggins-Supervising Systems Operator; Albert Lu-External Affairs Assistant; Dave DePinto-DMCI; David Dolphin-City of Alhambra; Jared Macias-City of Azusa, Liza Sagun-City of Azusa; Paul Reid-City of Azusa; Richard Gonzales-City of Monterey Park; Jose Reynoso-City of Sierra Madre; Laura Aguilar-City of Sierra Madre; Yisel Cabrera-City of Sierra Madre; Roberta Malfitano-City of Sierra Madre

PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA:

There were no public comments.

1. Drought Messaging Outreach – The Committee had a roundtable discussion with its member cities to discuss drought messaging for the summer. The External Affairs Manager and DMCI will draft a plan for the summer and will also continue to work with its member cities to work on messaging for water use efficiency standards enacted in 2018.

ADJOURNMENT

The Committee was adjourned at 9:48 a.m.

**MINUTES OF THE SPECIAL MEETING
SAN GABRIEL VALLEY MUNICIPAL WATER DISTRICT
SPECIAL MEETING OF THE ADMINISTRATIVE/FINANCE COMMITTEE
TUESDAY, MAY 4, 2021
8:00 A.M. – 9:00 A.M.**

PURSUANT TO THE PROVISIONS OF EXECUTIVE ORDER N-25-20 ISSUED BY GOVERNOR GAVIN NEWSOM ON MARCH 12, 2020, ANY DIRECTOR MAY CALL INTO THE COMMITTEE MEETING USING THE CALL-IN NUMBER **1 (571) 317-3122 (ACCESS CODE: 511-098-645)** OR VIA THE GOTOMEETING LINK (<https://global.gotomeeting.com/join/511098645>) WITHOUT OTHERWISE COMPLYING WITH THE BROWN ACT'S TELECONFERENCING REQUIREMENTS. THE DISTRICT'S BOARD/COMMITTEE MEETINGS IS AVAILABLE TO THE PUBLIC THROUGH TELECONFERENCING AND [HTTPS://GLOBL.GOTOMEETING.COM](https://GLOBL.GOTOMEETING.COM). ANY MEMBER OF THE PUBLIC WISHING TO MAKE ANY COMMENTS TO THE BOARD MAY DO SO BY CALLING IN TO THE CALL-IN NUMBER.

The meeting was called to order at 8:01 a.m.

ROLL CALL: Director Knoles, Director Wong
Darin Kasamoto-General Manager

PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA:

There were no public comments.

1. Set Water Rates – After review of recent DWR invoices concerning the transportation cost of delivering State Water Project Allocation, the Committee agreed that the cost of the District's replacement water should remain at \$200 per acre-foot and the RDA rate should remain at \$800 per acre-foot. A resolution adopting these rates will be brought to the next Board meeting.
2. 2021-2022 Budget – The Committee reviewed the 2021-2022 draft budget. No action was taken.
3. Salary Adjustments (Survey and CPI) – The Committee reviewed the Consumer Price Index for the 12- month period ending March 31, 2021. Based upon this data the Committee will recommend a Cost of Living Adjustment of 2.2% for all employees.

Next, the Committee reviewed the salary and benefit survey prepared by CV Strategies. The Committee took no action on this item and will have a subsequent committee meeting to develop a salary recommendation based upon the survey.

ADJOURNMENT

Committee Adjourned at 9:08 a.m.

San Gabriel Valley Municipal Water District
Balance Sheet
As of April 30, 2021

	Apr 30, 21
ASSETS	
Current Assets	
Checking/Savings	
1001 · General Fund Bank of America	4,061,473.51
1005 · Revolving Cash Fund	114,017.14
1008 · Petty Cash	442.00
1009 · LAIF	16,476,277.04
1009.01 · LAIF FMV Adjustment	98,911.72
1011 · UBS Resource Management Account	
1012 · Cash with Broker	14,254.06
1013 · Certificates of Deposit	10,109,888.99
	10,124,143.05
Total 1011 · UBS Resource Management Account	10,124,143.05
1014 · UBS Accrued Interest	-17,271.72
	30,857,992.74
Total Checking/Savings	30,857,992.74
Accounts Receivable	
1603 · Accounts Receivable	8,710.94
	8,710.94
Total Accounts Receivable	8,710.94
Other Current Assets	
1605 · Taxes Receivable	-0.34
1606 · Interest Receivable	4,263.90
1620 · Prepaid Expenses	298,632.11
1660 · Water Inventory	2,060,758.11
	2,363,653.78
Total Other Current Assets	2,363,653.78
Total Current Assets	33,230,357.46
Fixed Assets	
1701 · State Water Project Engineering	156,789.28
1702 · State Water Prj Wtr Cntrct Pmts	5,627,376.00
1703 · Accum Ammort - State Water Proj	-4,418,463.75
1801 · Pipeline	26,340,785.65
1830 · Accum Depreciation - Pipeline	-16,224,082.45
1840 · SCADA Telemetry	1,050.08
1841 · Accum Depreciation -SCADA	-1,050.09
1750 · SCADA 2013	849,166.22
1851 · Accum Depreciaton - SCADA 13	-587,305.04
1901 · Land	735,931.46
1902 · Buildings	2,346,232.42
1903 · Accum Depr - Buildings	-2,337,478.53
1904 · Furniture and Fixtures	173,585.69
1905 · Accum Depr - Furn and Fixtures	-141,936.63
1907 · Vehicles	164,401.97
1908 · Accum Depr - Vehicles	-158,983.56
1910 · Pipeline Misc Equipment	90,055.75
1911 · Accum Depr - Pipeline Misc Equi	-87,495.07
1914 · Communications Equipment	8,905.76
1915 · Accum Depr - Communications Equ	-8,905.75
1920 · Construction in Process	
1920.04 · Hydro Elec Generator Expansion	950,782.80
	950,782.80
Total 1920 · Construction in Process	950,782.80
1921 · Capital Expenditures	
1921.09 · SCADA - computer server upgrade	51,344.00
1921.07 · SanDimas Hydro Deflec Batteries	35,595.25
1921.05 · Computer	6,198.90
1921.06 · Schedule 1 (Azusa) Blow-Off	401,829.51
1921.03 · Roof	58,390.47
1921.04 · Repaving	3,950.00
	557,308.13
Total 1921 · Capital Expenditures	557,308.13

San Gabriel Valley Municipal Water District
Balance Sheet
As of April 30, 2021

	Apr 30, 21
1916 · A/D Computers	-1,390.13
1917 · A/D Paving	-357.50
1918 · A/D San Dimas Hydro	-2,176.51
1922 · A/D Roof	-11,188.56
Total Fixed Assets	14,021,557.64
Other Assets	
1998.99 · Deferred Outflows -OPEB	201,703.00
1999.99 · 1999.Deferred Outflows of Res	618,162.00
1927 · Sierra Madre Loan Agreement	145,687.50
1927.01 · Sierra Madre NR Discount	-8,094.00
Total Other Assets	957,458.50
TOTAL ASSETS	48,209,373.60
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2001 · Accounts Payable	450,978.54
Total Accounts Payable	450,978.54
Other Current Liabilities	
2010 · Accrued Payroll - V&SL	396,382.25
24000 · Payroll Liabilities	-36.24
Total Other Current Liabilities	396,346.01
Total Current Liabilities	847,324.55
Long Term Liabilities	
1698.99 · Deferred Inflows- OPEB	746,998.00
2219.99 · Net Pension Liability	2,355,085.00
1699.99 · Deferred Inflow of Resources	298,520.00
2209 · Other Post-Employment Benefits	5,075,320.30
Total Long Term Liabilities	8,475,923.30
Total Liabilities	9,323,247.85
Equity	
2301 · Fund Balance	4,524,449.82
2302 · San Bernardino Contribution	1,781,730.83
2970 · Retained Earnings	31,257,054.72
2973 · Contribution Aid Capital	1,280,323.11
Net Income	42,567.27
Total Equity	38,886,125.75
TOTAL LIABILITIES & EQUITY	48,209,373.60

San Gabriel Valley Municipal Water District

Income Statement - Actual vs. Budget

April 2021

	Apr 21	Budget	Jul '20 - Apr 21	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
General Operations					
3002 · Property Tax Revenue	1,393,795.89	375,000.00	4,007,166.92	3,750,000.00	4,500,000.00
3003 · Water Sales	21,975.00	261,333.00	190,380.00	2,613,330.00	3,136,000.00
3004 · Interest Income	17,471.44	41,667.00	182,337.15	416,670.00	500,000.00
3005 · Ready to Serve Revenue	990.00	990.00	9,900.00	9,900.00	11,880.00
3006 · RDA Prop Tax Trust Fund Alloc	0.00	41,667.00	973,482.37	416,670.00	500,000.00
3008 · SBVMWD Pipeline Maintenance Rev	0.00	5,292.00	0.00	52,920.00	63,500.00
3016 · Unrealized Gain (Loss) on Inves	0.00		-77,861.08		
Total General Operations	1,434,232.33	725,949.00	5,285,405.36	7,259,490.00	8,711,380.00
Power Revenue Sales					
3210 · Hydro Power Sales	0.00	5,469.00	0.00	54,690.00	65,623.00
Total Power Revenue Sales	0.00	5,469.00	0.00	54,690.00	65,623.00
Restricted Revenue - SWP					
3306 · Tax Revenue - State Water Proje	2,253,201.12	708,333.00	7,489,088.37	7,083,330.00	8,500,000.00
Total Restricted Revenue - SWP	2,253,201.12	708,333.00	7,489,088.37	7,083,330.00	8,500,000.00
Total Income	3,687,433.45	1,439,751.00	12,774,493.73	14,397,510.00	17,277,003.00
Gross Profit	3,687,433.45	1,439,751.00	12,774,493.73	14,397,510.00	17,277,003.00
Expense					
Unrestricted G.O. Expenses					
4001 · Director Fees	4,000.00	2,500.00	22,400.00	25,000.00	30,000.00
4010 · Salaries- Administrative	19,552.00	20,173.00	221,122.80	201,730.00	242,078.00
4014 · Field Supervision	14,203.20	14,654.00	143,043.60	146,540.00	175,851.00
4020 · Salaries Office	13,309.80	16,709.00	152,652.50	167,090.00	200,503.00
4021 · External Affairs Wages	8,077.17	9,014.00	84,841.37	90,140.00	108,169.00
4022 · Part Time Employee	420.00	1,200.00	4,150.00	12,000.00	14,400.00
4027 · Office Supplies - Equipment Mai	965.20	3,667.00	21,025.64	36,670.00	44,000.00
4029 · Election Expenses	0.00	3,333.00	221.03	33,330.00	40,000.00
4031 · Legal Services	4,180.00	4,167.00	32,147.75	41,670.00	50,000.00
4032 · State Water Contract Services	3,834.75	3,833.00	63,347.50	38,330.00	46,000.00
4033 · Public Relations	11,900.84	11,250.00	36,553.68	112,500.00	135,000.00
4034 · Governmental Relations Consulti	14,000.00	7,167.00	70,000.00	71,670.00	86,000.00
4035 · Consulting & Engineering Expens	17,612.85	41,932.75	269,935.24	419,327.50	503,193.00
4036 · Medicare Tax Expense	1,215.00	1,265.00	12,576.99	12,650.00	15,175.00
4039 · PERS - Retirement Expenses	68,126.53	67,045.00	603,815.20	670,450.00	804,535.00
4040 · Social Security Tax Expense	5,195.23	4,797.00	42,638.97	47,970.00	57,558.00
4041 · State Compensation Fund	1,135.37	2,083.00	8,985.84	20,830.00	25,000.00
4042 · State Unemployment Insurance Ta	79.56	131.00	1,288.65	1,310.00	1,570.00
4043 · Health Insurance Expense	35,401.59	37,167.00	355,235.91	371,670.00	446,000.00

San Gabriel Valley Municipal Water District
Income Statement - Actual vs. Budget
April 2021

	Apr 21	Budget	Jul '20 - Apr 21	YTD Budget	Annual Budget
4044 · Dental/ Vision Benefit Expense	7,166.19	6,417.00	39,858.28	64,170.00	77,000.00
4045 · Insurance - Liability, Casualty	1,801.40	3,167.00	35,319.66	31,670.00	38,000.00
4046 · Blue Cross Employee Reimburseme	4,214.99	5,000.00	58,066.21	50,000.00	60,000.00
4048 · Life Insurance	306.90	292.00	2,896.80	2,920.00	3,500.00
4050 · Dues and Associations	8,006.08	7,083.00	78,366.68	70,830.00	85,000.00
4051 · Travel and Conferences -Dir	0.00	2,083.00	2,885.00	20,830.00	25,000.00
4052 · Publications and Periodicals	0.00	54.00	69.95	540.00	650.00
4053 · State Water Contractors Audit	0.00	833.00	9,247.00	8,330.00	10,000.00
4054 · Financial Audit Expense	0.00	1,667.00	17,602.50	16,670.00	20,000.00
4055 · Travel & Conference -Staff	49.95	2,500.00	953.63	25,000.00	30,000.00
4057 · Taxes - Annual Fee	0.00	4,167.00	49,937.37	41,670.00	50,000.00
4058 · Tax Collection Fees	0.00	2,750.00	4,295.05	27,500.00	33,000.00
4059 · Property Tax Expense	0.00	54.00	588.95	540.00	650.00
4060 · Telephone Expense	3,834.02	3,333.00	33,740.51	33,330.00	40,000.00
4061 · Utilities - Gas, Electric, and	1,329.76	1,542.00	13,001.54	15,420.00	18,500.00
4063 · Safety Program	0.00	417.00	0.00	4,170.00	5,000.00
4065 · Water Conservation/Rebates Prog	0.00	20,833.00	12,411.40	208,330.00	250,000.00
4067 · OPEB -Other Post Employment Ben	23,333.33	25,000.00	433,333.30	250,000.00	300,000.00
4090 · SWP Transportation Cost	2,389,701.06	208,333.00	2,498,190.74	2,083,330.00	2,500,000.00
4093 · Uniform and Material Rentals	257.02	375.00	2,347.12	3,750.00	4,500.00
4095 · Vehicle Maintenance, Operating	1,178.46	1,750.00	14,535.58	17,500.00	21,000.00
4096 · Communication Expense	366.96	517.00	5,396.66	5,170.00	6,200.00
4099 · Facility Maintenance	1,814.20	2,500.00	32,444.45	25,000.00	30,000.00
4100 · Salaries - Field Workers	21,787.33	22,498.00	215,936.95	224,980.00	269,974.00
4108 · Grounds Maintenance and Materia	6,695.00	2,750.00	24,045.59	27,500.00	33,000.00
4112 · Depreciation Expense	39,390.00		393,900.00		
4113 · Pipeline Maintenance & Material	2,662.66	4,167.00	4,723.62	41,670.00	50,000.00
4114 · SCADA Maintence	0.00	667.00	5,220.00	6,670.00	8,000.00
4120 · Grants	19,748.75	148,917.00	186,866.22	1,489,170.00	1,787,000.00
Total Unrestricted G.O. Expenses	2,756,853.15	731,753.75	6,322,163.43	7,317,537.50	8,781,006.00
Riverside Facility					
4300 · Salaries - Riverside	293.09	1,308.00	5,755.68	13,080.00	15,698.00
4301 · Riverside Maintenance and Mater	239.08	500.00	5,368.55	5,000.00	6,000.00
Total Riverside Facility	532.17	1,808.00	11,124.23	18,080.00	21,698.00
Hydro Expenses					
4402 · Salaries - Hydro	0.00	741.00	1,363.33	7,410.00	8,896.00
4403 · Hydro Maintenance Materials	0.00	1,125.00	1,354.00	11,250.00	13,500.00
4406 · Hydro So Cal Edison (8800)	0.00	433.00	2,975.21	4,330.00	5,200.00
Total Hydro Expenses	0.00	2,299.00	5,692.54	22,990.00	27,596.00
Restricted Expense					
4510 · State Project Expense	7,553.00	671,060.00	6,239,453.00	6,710,600.00	8,052,719.00

San Gabriel Valley Municipal Water District
Income Statement - Actual vs. Budget
 April 2021

	Apr 21	Budget	Jul '20 - Apr 21	YTD Budget	Annual Budget
4511 · State Project Amortization	8,034.00	8,083.00	80,340.00	80,830.00	97,000.00
4591 · State Project Cost of Water Adj	-1,288.00		57,613.00		
Total Restricted Expense	14,299.00	679,143.00	6,377,406.00	6,791,430.00	8,149,719.00
66000 · Payroll Expenses	-304.42		0.00		
Total Expense	2,771,379.90	1,415,003.75	12,716,386.20	14,150,037.50	16,980,019.00
Net Ordinary Income	916,053.55	24,747.25	58,107.53	247,472.50	296,984.00
Other Income/Expense					
Other Expense					
6001 · COVID-19 Expense	2,456.03		15,540.26		
Total Other Expense	2,456.03		15,540.26		
Net Other Income	-2,456.03		-15,540.26		
Net Income	913,597.52	24,747.25	42,567.27	247,472.50	296,984.00

San Gabriel Valley Municipal Water District

**TREASURERS INVESTMENT REPORT
(Activity ending March 31, 2021)**

Report Date March 31, 2021

Certificates of Deposit \$5.0 Million authorized 11/10/2008 and \$5.0 Million authorized 6/8/2009

CUSIP#	ACCT. NO.	QUANTITY PURCHASED	BANKING INSTITUTION	RATE	DATE OF PURCHASE	DATE OF MATURITY	RATE OF INTEREST	YIELD TO MATURITY	INTEREST REC'D TTD	QUANTITY PURCHASED
084601SD6	1013	\$240,000	BERKSHIRE BKMA US	Fixed Rate	07/15/2019	01/15/2021	2.700%	2.700%	\$ 9,711.12	MATURED
981993DG0	1013	\$200,000	COMENITY BANK DE US	Fixed Rate	08/29/2019	03/01/2021	1.800%	1.800%	\$ 4,607.64	MATURED
90984P5B7	1013	\$240,000	UNITED CMNTY BK GA US	Fixed Rate	03/24/2017	03/24/2021	1.850%	1.850%	\$ 15,570.38	MATURED
313812DV8	1013	\$240,000	FEDERAL SVGS BK IL US	Fixed Rate	11/27/2020	03/26/2021	0.100%	0.100%	\$ 19.73	MATURED
90348JJY7	1013	\$240,000	UBS BANK UT US	Fixed Rate	04/03/2019	04/05/2021	2.550%	2.550%	\$ 11,217.17	\$240,000
919853GB1	1013	\$240,000	VALLEY NATL BANK NJ US	Fixed Rate	04/16/2020	04/16/2021	1.150%	1.150%	\$ -	\$240,000
55266CZA7	1013	\$240,000	MB FINL BK NA IL US	Fixed Rate	04/19/2018	04/19/2021	2.700%	2.700%	\$ 18,357.09	\$240,000
254672ZC5	1013	\$240,000	DISCOVER BANK DE US	Fixed Rate	06/08/2016	06/08/2021	1.500%	1.500%	\$ 14,409.86	\$240,000
07371CCS6	1013	\$240,000	BEAL BANK NV US	Fixed Rate	08/05/2020	06/09/2021	0.150%	0.150%	\$ -	\$240,000
02007GKP7	1013	\$240,000	ALLY BANK UT US	Fixed Rate	07/05/2019	07/06/2021	2.100%	2.100%	\$ 7,594.52	\$240,000
06740KNFO	1013	\$240,000	BARCLAY'S BK DE US	Fixed Rate	07/17/2019	07/19/2021	2.000%	2.000%	\$ 7,232.88	\$240,000
61690UJV3	1013	\$240,000	MORGAN STANLEY BK UT US	Fixed Rate	08/08/2019	08/09/2021	2.090%	2.090%	\$ 7,594.52	\$240,000
78658RDV0	1013	\$240,000	SAFRA NATL BK NY US	Fixed Rate	08/20/2020	08/19/2021	0.150%	0.150%	\$ -	\$240,000
140420G61	1013	\$240,000	CAPITAL ONE BANK U VA US	Fixed Rate	09/28/2016	09/28/2021	1.700%	1.700%	\$ 14,274.41	\$240,000
61760A2X6	1013	\$240,000	MORGAN STANLEY PRV NY US	Fixed Rate	11/20/2019	11/20/2021	1.700%	1.700%	\$ 2,034.41	\$240,000
949763CZ7	1013	\$240,000	WELLS FARGO BK NA SD US	Fixed Rate	11/30/2016	11/30/2021	2.000%	2.000%	\$ 19,186.81	\$240,000
949495AR6	1013	\$240,000	WELLS FARGO NATL B NV US	Fixed Rate	01/29/2020	01/31/2022	1.800%	1.800%	\$ 4,663.21	\$240,000
8562846E9	1013	\$240,000	STATE BK INDIA NY US	Fixed Rate	02/09/2017	02/09/2022	2.250%	2.250%	\$ 18,936.98	\$240,000
45581EBQ3	1013	\$240,000	INDUSTRIAL AND COM NY US	Fixed Rate	08/28/2020	08/28/2022	0.200%	0.200%	\$ 238.03	\$240,000
12556LBU9	1013	\$240,000	CIT BANK NA CA US	Fixed Rate	03/26/2020	03/28/2022	1.050%	1.050%	\$ 2,520.00	\$240,000
649447TSB	1013	\$200,000	NEW YORK CMNTY BK NY US	Fixed Rate	06/12/2020	06/13/2022	0.250%	0.250%	\$ 250.68	\$200,000
79545OA70	1013	\$240,000	SALLIE MAE BANK UT US	Fixed Rate	06/21/2017	06/21/2022	2.350%	2.350%	\$ 16,935.46	\$240,000
06251A2B5	1013	\$240,000	BANK HAPOALIM BM N NY US	Fixed Rate	07/22/2020	07/22/2022	0.250%	0.250%	\$ 302.47	\$240,000
88224PLX5	1013	\$240,000	TEXAS CAP BK NA DA TX US	Fixed Rate	07/24/2020	07/25/2022	0.250%	0.250%	\$ 302.47	\$240,000
319141JC2	1013	\$240,000	FIRST BK HIGHLAND IL US	Fixed Rate	11/01/2017	11/01/2022	2.150%	2.150%	\$ 12,892.93	\$240,000
666613HQ0	1013	\$240,000	NORTHPOINTE BANK MI US	Fixed Rate	11/13/2020	11/14/2022	0.150%	0.150%	\$ 118.37	\$240,000
559582AU5	1013	\$240,000	MAGNOLIA BANK, INC KY US	Fixed Rate	12/23/2020	12/23/2022	0.200%	0.200%	\$ 118.36	\$240,000
59013KLU8	1013	\$240,000	MERRICK BANK UT US	Fixed Rate	12/30/2020	12/30/2022	0.150%	0.150%	\$ 88.77	\$240,000
70153RKN7	1013	\$240,000	PARKWAY B&T IL US	Fixed Rate	01/28/2021	01/30/2023	0.150%	0.150%	\$ -	\$240,000
080515CH0	1013	\$240,000	BELMONT SVGS BK MA US	Fixed Rate	02/28/2018	02/28/2023	2.700%	2.700%	\$ 19,404.55	\$240,000
58404DJY8	1013	\$240,000	MEDALLION BK UT US	Fixed Rate	03/30/2021	03/30/2023	0.200%	0.200%	\$ -	\$240,000
44329ME41	1013	\$240,000	HSBC BANK USA NA VA US	Fixed Rate	05/08/2020	05/08/2023	1.000%	1.000%	\$ -	\$240,000
72345SKU4	1013	\$240,000	PINNACLE BANK TN US	Fixed Rate	05/08/2020	05/08/2023	0.700%	0.700%	\$ -	\$240,000
33847E3K1	1013	\$240,000	FLAGSTAR BANK MI US	Fixed Rate	05/29/2020	05/30/2023	0.450%	0.450%	\$ -	\$240,000
88241THK9	1013	\$240,000	TEXAS EXCHANGE BK TX US	Fixed Rate	06/02/2020	06/02/2023	0.700%	0.700%	\$ 1,113.84	\$240,000
90352RBE4	1013	\$240,000	USALLIANCE FED CRE NY US	Fixed Rate	09/29/2020	09/29/2023	0.300%	0.300%	\$ 357.04	\$240,000
05581W2X2	1013	\$240,000	BMO HARRIS BK NA IL US	Fixed Rate	10/18/2019	10/18/2023	2.700%	2.700%	\$ 302.46	\$240,000
05580AV87	1013	\$240,000	BMW BK OF NA NA UT US	Fixed Rate	02/28/2020	02/28/2024	1.650%	1.650%	\$ 3,970.85	\$240,000
87164DSF8	1013	\$200,000	SYNOVUS BK GA US	Fixed Rate	03/11/2021	03/11/2024	0.300%	0.300%	\$ -	\$200,000
20033AS31	1013	\$240,000	COMENITY CAP BK UT US	Fixed Rate	03/15/2019	03/15/2024	2.950%	2.950%	\$ 13,578.03	\$240,000
69506YRY7	1013	\$240,000	PACIFIC WSTN BK CA US	Fixed Rate	09/30/2020	09/30/2024	0.400%	0.400%	\$ 476.05	\$240,000

San Gabriel Valley Municipal Water District

**TREASURERS INVESTMENT REPORT
(Activity ending March 31, 2021)**

Report Date March 31, 2021

02589AB68	1013	\$240,000	AMER EXPRESS NATL UT US	Fixed Rate	03/31/2020	03/31/2025	1.550%	1.550%	\$ 3,709.81	\$240,000
81258PKJ1	1013	\$240,000	SEATTLE BANK WA US	Fixed Rate	06/02/2020	06/02/2025	0.750%	0.750%	\$ 1,193.45	\$240,000
29278TPN4	1013	\$240,000	ENERBANK UT US	Fixed Rate	06/19/2020	06/19/2025	0.650%	0.650%	\$ 906.07	\$240,000
48128UNC9	1013	\$240,000	JPMORGAN CHASE & C DE US	Fixed Rate	09/30/2020	09/30/2025	0.400%	0.400%	\$ 478.69	\$240,000
									GRAND TOTAL CD'S PURCHASED	\$9,760,000

Money Market Account

When CD is in transition from maturity to repurchasing, it is entered into a money market account & this is the interest earned while in that account:

		Balance Forward	\$ 1,526.93
* 01/04/21-03/05/21	UBS BANK USA DEPOSIT ACCOUNT ENTRY AS OF 01/04/21-03/05/21	INTEREST INCOME \$ 1.57 SECURITY/SYMBOL MMPFDI-919446	\$ 1.57
	UBS SELECT TREASURY INVESTOR FUND ENTRY AS OF 03/31/20	DIVIDEND INCOME \$ 0.07 SECURITY/SYMBOL STRXX	\$ 0.07
		G.T. Money Market Interest Received Total To Date:	\$ 1,528.57

Recap of All CD Interest Received

TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2008-2009	\$19,619.98
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2009-2010	\$144,944.73
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2010-2011	\$96,652.58
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2011-2012	\$56,675.75
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2012-2013	\$51,793.98
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2013-2014	\$73,466.67
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2014-2015	\$86,491.81
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2015-2016	\$101,469.27
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2016-2017	\$123,833.68
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2017-2018	\$151,379.14
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2018-2019	\$201,846.40
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2019-2020	\$233,862.14
TOTAL INTEREST RECEIVED FOR FISCAL YEAR 2020-2021 AT MARCH 31, 2021	\$128,593.95
GRAND TOTAL INTEREST RECEIVED FOR ALL FY'S TO DATE	\$1,470,630.08

Local Agency Investment Fund (LAIF)

ACCT. NO.	INSTITUTION	PMIA AVERAGE	DAILY YIELD	BALANCE GEN. LEDGER
		MONTHLY 03/2021 EFFECTIVE YIELD	AT 03/31/21	
1009	LOCAL AGENCY INVESTMENT FUND - (GENERAL FUND)	0.357%	0.350%	\$16,476,277.04
GRAND TOTAL LOCAL AGENCY INVESTMENT FUND (SEE REPORT ATTACHED)				\$16,476,277

San Gabriel Valley Municipal Water District

**TREASURERS INVESTMENT REPORT
(Activity ending March 31, 2021)**

Report Date March 31, 2021

SUMMARY	BALANCES
Local Agency Investment Fund - General Fund	\$ 16,476,277.04
UBS Certificates of Deposit Summary Total	\$ 9,760,000.00
UBS Certificates of Deposit Interest Fiscal Year 2020-2021 At Date March 31, 2021	\$ 128,593.95
UBS Bank USA Deposit Account/UBS Select Treasury Investor Fund	\$ 1.64
Money Balance Activities minus total dividend and interest income	\$ 240,000.00
TOTAL INVESTMENTS	\$ 26,604,872.63
Cash Bank of America General Fund	\$2,663,786
Cash Bank of America Revolving Fund	\$80,477
Petty Cash Fund	\$300
GRAND TOTAL INVESTMENTS AND CASH LESS RESTRICTED FUNDS	\$ 29,349,435.89

I certify that this report accurately reflects all pooled investments and is in compliance with California Government Code Sections 53601(i), 53601.1, 53635(i) and 53646 and is in conformity with the San Gabriel Valley Municipal Water District's investment policy as stated in Resolution 10-95-489, dated 10/23/95.

As Treasurer of San Gabriel Valley Municipal Water District, I hereby certify that sufficient liquidity and anticipated revenues are available to meet the next six month's estimated expenditures.



Darin J. Kasamoto
Deputy Treasurer

4/29/21

Date

Type of Investment with title held in the name of San Gabriel Valley Municipal Water District:

- CD'S Certificates of Deposit
- LAIF Local Agency Investment Fund
- MM Money Market Account



PMIA/LAIF Performance Report as of 04/15/21



PMIA Average Monthly Effective Yields⁽¹⁾

Mar	0.357
Feb	0.407
Jan	0.458

Quarterly Performance Quarter Ended 03/31/21

LAIF Apportionment Rate ⁽²⁾ :	0.44
LAIF Earnings Ratio ⁽²⁾ :	0.00001214175683392
LAIF Fair Value Factor ⁽¹⁾ :	1.001269853
PMIA Daily ⁽¹⁾ :	0.35%
PMIA Quarter to Date ⁽¹⁾ :	0.41%
PMIA Average Life ⁽¹⁾ :	220

Pooled Money Investment Account Monthly Portfolio Composition ⁽¹⁾ 03/31/21 \$126.7 billion

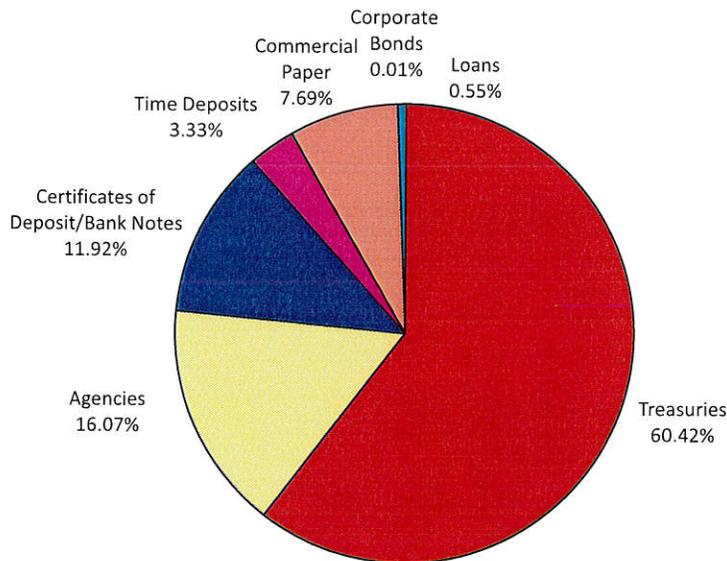


Chart does not include 0.01% of mortgages. Percentages may not total 100% due to rounding.

Daily rates are now available here. [View PMIA Daily Rates](#)

Notes: The apportionment rate includes interest earned on the CalPERS Supplemental Pension Payment pursuant to Government Code 20825 (c)(1) and interest earned on the Wildfire Fund loan pursuant to Public Utility Code 3288 (a).

Source:

⁽¹⁾ State of California, Office of the Treasurer

⁽²⁾ State of California, Office of the Controller



[Home](#) ->> [PMIA](#) ->> PMIA Average Monthly Effective Yields



POOLED MONEY INVESTMENT ACCOUNT

PMIA Average Monthly Effective Yields

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1977	5.770	5.660	5.660	5.650	5.760	5.850	5.930	6.050	6.090	6.090	6.610	6.730
1978	6.920	7.050	7.140	7.270	7.386	7.569	7.652	7.821	7.871	8.110	8.286	8.769
1979	8.777	8.904	8.820	9.082	9.046	9.224	9.202	9.528	9.259	9.814	10.223	10.218
1980	10.980	11.251	11.490	11.480	12.017	11.798	10.206	9.870	9.945	10.056	10.426	10.961
1981	10.987	11.686	11.130	11.475	12.179	11.442	12.346	12.844	12.059	12.397	11.887	11.484
1982	11.683	12.044	11.835	11.773	12.270	11.994	12.235	11.909	11.151	11.111	10.704	10.401
1983	10.251	9.887	9.688	9.868	9.527	9.600	9.879	10.076	10.202	10.182	10.164	10.227
1984	10.312	10.280	10.382	10.594	10.843	11.119	11.355	11.557	11.597	11.681	11.474	11.024
1985	10.579	10.289	10.118	10.025	10.180	9.743	9.656	9.417	9.572	9.482	9.488	9.371
1986	9.252	9.090	8.958	8.621	8.369	8.225	8.141	7.844	7.512	7.586	7.432	7.439
1987	7.365	7.157	7.205	7.044	7.294	7.289	7.464	7.562	7.712	7.825	8.121	8.071
1988	8.078	8.050	7.945	7.940	7.815	7.929	8.089	8.245	8.341	8.397	8.467	8.563
1989	8.698	8.770	8.870	8.992	9.227	9.204	9.056	8.833	8.801	8.771	8.685	8.645
1990	8.571	8.538	8.506	8.497	8.531	8.538	8.517	8.382	8.333	8.321	8.269	8.279
1991	8.164	8.002	7.775	7.666	7.374	7.169	7.098	7.072	6.859	6.719	6.591	6.318
1992	6.122	5.863	5.680	5.692	5.379	5.323	5.235	4.958	4.760	4.730	4.659	4.647
1993	4.678	4.649	4.624	4.605	4.427	4.554	4.438	4.472	4.430	4.380	4.365	4.384
1994	4.359	4.176	4.248	4.333	4.434	4.623	4.823	4.989	5.106	5.243	5.380	5.528
1995	5.612	5.779	5.934	5.960	6.008	5.997	5.972	5.910	5.832	5.784	5.805	5.748
1996	5.698	5.643	5.557	5.538	5.502	5.548	5.587	5.566	5.601	5.601	5.599	5.574
1997	5.583	5.575	5.580	5.612	5.634	5.667	5.679	5.690	5.707	5.705	5.715	5.744
1998	5.742	5.720	5.680	5.672	5.673	5.671	5.652	5.652	5.639	5.557	5.492	5.374
1999	5.265	5.210	5.136	5.119	5.086	5.095	5.178	5.225	5.274	5.391	5.484	5.639
2000	5.760	5.824	5.851	6.014	6.190	6.349	6.443	6.505	6.502	6.517	6.538	6.535
2001	6.372	6.169	5.976	5.760	5.328	4.958	4.635	4.502	4.288	3.785	3.526	3.261
2002	3.068	2.967	2.861	2.845	2.740	2.687	2.714	2.594	2.604	2.487	2.301	2.201
2003	2.103	1.945	1.904	1.858	1.769	1.697	1.653	1.632	1.635	1.596	1.572	1.545
2004	1.528	1.440	1.474	1.445	1.426	1.469	1.604	1.672	1.771	1.890	2.003	2.134
2005	2.264	2.368	2.542	2.724	2.856	2.967	3.083	3.179	3.324	3.458	3.636	3.808
2006	3.955	4.043	4.142	4.305	4.563	4.700	4.849	4.946	5.023	5.098	5.125	5.129
2007	5.156	5.181	5.214	5.222	5.248	5.250	5.255	5.253	5.231	5.137	4.962	4.801
2008	4.620	4.161	3.777	3.400	3.072	2.894	2.787	2.779	2.774	2.709	2.568	2.353
2009	2.046	1.869	1.822	1.607	1.530	1.377	1.035	0.925	0.750	0.646	0.611	0.569
2010	0.558	0.577	0.547	0.588	0.560	0.528	0.531	0.513	0.500	0.480	0.454	0.462
2011	0.538	0.512	0.500	0.588	0.413	0.448	0.381	0.408	0.378	0.385	0.401	0.382
2012	0.385	0.389	0.383	0.367	0.363	0.358	0.363	0.377	0.348	0.340	0.324	0.326
2013	0.300	0.286	0.285	0.264	0.245	0.244	0.267	0.271	0.257	0.266	0.263	0.264
2014	0.244	0.236	0.236	0.233	0.228	0.228	0.244	0.260	0.246	0.261	0.261	0.267
2015	0.262	0.266	0.278	0.283	0.290	0.299	0.320	0.330	0.337	0.357	0.374	0.400
2016	0.446	0.467	0.506	0.525	0.552	0.576	0.588	0.614	0.634	0.654	0.678	0.719
2017	0.751	0.777	0.821	0.884	0.925	0.978	1.051	1.084	1.111	1.143	1.172	1.239
2018	1.350	1.412	1.524	1.661	1.755	1.854	1.944	1.998	2.063	2.144	2.208	2.291
2019	2.355	2.392	2.436	2.445	2.449	2.428	2.379	2.341	2.280	2.190	2.103	2.043
2020	1.967	1.912	1.787	1.648	1.363	1.217	0.920	0.784	0.685	0.620	0.576	0.540



State of California Pooled Money Investment Account Market Valuation 3/31/2021

Description	Carrying Cost Plus Accrued Interest Purch.	Amortized Cost	Fair Value	Accrued Interest
United States Treasury:				
Bills	\$ 42,371,427,061.33	\$ 42,386,167,504.27	\$ 42,394,001,500.00	NA
Notes	\$ 34,202,768,902.61	\$ 34,199,307,567.32	\$ 34,350,877,500.00	\$ 77,660,969.50
Federal Agency:				
SBA	\$ 430,882,898.56	\$ 430,882,898.56	\$ 426,901,230.13	\$ 183,183.66
MBS-REMICs	\$ 10,914,640.74	\$ 10,914,640.74	\$ 11,455,602.70	\$ 50,572.13
Debentures	\$ 4,617,914,812.55	\$ 4,616,241,436.15	\$ 4,623,536,650.00	\$ 6,528,067.50
Debentures FR	\$ -	\$ -	\$ -	\$ -
Debentures CL	\$ 500,000,000.00	\$ 500,000,000.00	\$ 498,031,000.00	\$ 360,389.00
Discount Notes	\$ 13,676,588,570.50	\$ 13,680,511,421.91	\$ 13,681,807,880.00	NA
Supranational Debentures	\$ 946,090,189.30	\$ 945,751,647.64	\$ 944,944,800.00	\$ 2,605,773.50
Supranational Debentures FR	\$ 200,054,814.69	\$ 200,054,814.69	\$ 200,100,339.85	\$ 73,545.08
CDs and YCDs FR	\$ 400,000,000.00	\$ 400,000,000.00	\$ 400,014,000.00	\$ 52,862.59
Bank Notes	\$ -	\$ -	\$ -	\$ -
CDs and YCDs	\$ 14,700,000,000.00	\$ 14,700,000,000.00	\$ 14,699,439,806.13	\$ 8,104,736.15
Commercial Paper	\$ 9,742,973,999.96	\$ 9,745,946,875.03	\$ 9,745,873,276.40	NA
Corporate:				
Bonds FR	\$ -	\$ -	\$ -	\$ -
Bonds	\$ 14,967,211.12	\$ 14,967,211.12	\$ 14,708,550.00	\$ 15,458.40
Repurchase Agreements	\$ -	\$ -	\$ -	\$ -
Reverse Repurchase	\$ -	\$ -	\$ -	\$ -
Time Deposits	\$ 4,219,500,000.00	\$ 4,219,500,000.00	\$ 4,219,500,000.00	NA
PMIA & GF Loans	\$ 693,695,000.00	\$ 693,695,000.00	\$ 693,695,000.00	NA
TOTAL	\$ 126,727,778,101.36	\$ 126,743,941,017.43	\$ 126,904,887,135.21	\$ 95,635,557.51

Fair Value Including Accrued Interest

\$ 127,000,522,692.72

Repurchase Agreements, Time Deposits, AB 55 & General Fund loans, and Reverse Repurchase agreements are carried at portfolio book value (carrying cost).

The value of each participating dollar equals the fair value divided by the amortized cost (1.001269853).
As an example: if an agency has an account balance of \$20,000,000.00, then the agency would report its participation in the LAIF valued at \$20,025,397.05 or \$20,000,000.00 x 1.001269853.

REVOLVING FUND RECAP

April 22, 2021

Check No.	Date	Description	Amount
11829-11832	04/22/21	Payroll Expense	\$ 28,062.48
EFT	04/22/21	Payroll Expense - PERS	\$ 7,214.11
Wires	04/22/21	Federal & State Payroll Taxes	\$ 14,343.69
EFT	04/22/21	State Compensation Insurance	\$ 1,135.37
11833	04/22/21	SCE	\$ 15.13
April 22, 2021 GRAND TOTAL DISBURSEMENTS.....			<u>\$ 50,770.78</u>

REVOLVING FUND RECAP

May 06, 2021

Check No.	Date	Description	Amount
11834-11837	05/06/21	Payroll Expense	\$ 28,053.34
EFT	05/06/21	Payroll Expense - PERS	\$ 7,214.11
Wires	05/06/21	Federal & State Payroll Taxes	\$ 14,341.89
11838	05/06/21	Azusa Light & Water	\$ 124.90
11839	05/06/21	Frontier	\$ 242.96
11840	05/06/21	The Gas Company	\$ 27.23
11841	05/06/21	Verizon Wireless	\$ 694.91
May 06, 2021 GRAND TOTAL DISBURSEMENTS.....			<u>\$ 50,699.34</u>

REVOLVING FUND RECAP

May 10, 2021

Check No.	Date	Description	Amount
11842	05/10/21	Bruce H Knoles -replacement of lost chk	\$ 181.90
11843	05/10/21	Bruce H Knoles	\$ 357.20
11844	05/10/21	Mark R Paulson	\$ 546.90
11845	05/10/21	Thomas Wong	\$ 307.60
11846	05/10/21	Miles L Prince	\$ 546.90
Wires	05/10/21	Federal & State Payroll Taxes	\$ 430.40
May 10, 2021 GRAND TOTAL DISBURSEMENTS.....			<u>\$ 2,370.90</u>

**San Gabriel Valley Municipal Water District
Transactions by Account
As of April 30, 2021**

05/05/21

Accrual Basis

Type	Date	Num	Name	Amount
1001 · General Fund Bank of America				
Bill Pmt -Check	04/15/2021	EFT	BeniComp (Corp)	-1,902.88
Bill Pmt -Check	04/27/2021	EFT	BeniComp (Corp)	-6,961.52
Bill Pmt -Check	04/28/2021	EFT	BeniComp (Corp)	-2,037.62
Bill Pmt -Check	04/26/2021	42160	Alhambra Chamber Commerce	-650.00
Bill Pmt -Check	04/26/2021	42161	Alliance Communication Services (Co...	-130.00
Bill Pmt -Check	04/26/2021	42162	Azusa Plumbing Supply (Corp)	-95.37
Bill Pmt -Check	04/26/2021	42163	BA ACC ANALYSIS	-326.59
Bill Pmt -Check	04/26/2021	42164	California Advocates, Inc. (Corp)	-7,000.00
Bill Pmt -Check	04/26/2021	42165	Canyon City Prinitng, Inc (Corp)	-1,763.84
Bill Pmt -Check	04/26/2021	42166	Cash Revolving Fund	-70,000.00
Bill Pmt -Check	04/26/2021	42167	City Sierra Madre	-2,376,592.00
Bill Pmt -Check	04/26/2021	42168	Civic Publications (Corp)	-4,987.00
Bill Pmt -Check	04/26/2021	42169	Civiltec Inc (Corp)	-4,207.50
Bill Pmt -Check	04/26/2021	42170	Climate Resolve (non profit org)	-2,500.00
Bill Pmt -Check	04/26/2021	42171	DWR	0.00
Bill Pmt -Check	04/26/2021	42172	ExxonMobil	-1,178.46
Bill Pmt -Check	04/26/2021	42173	Frontier	-370.24
Bill Pmt -Check	04/26/2021	42174	Grainger (Corp)	-613.38
Bill Pmt -Check	04/26/2021	42175	JCL Traffic Services	-303.19
Bill Pmt -Check	04/26/2021	42176	King Bolt	-277.29
Bill Pmt -Check	04/26/2021	42177	Lagerlof, LLP (Atty)	-4,180.00
Bill Pmt -Check	04/26/2021	42178	Public Storage	-230.00
Bill Pmt -Check	04/26/2021	42179	SCE	-310.96
Bill Pmt -Check	04/26/2021	42180	Sparkletts	-132.26
Bill Pmt -Check	04/26/2021	42181	Staples	-96.22
Bill Pmt -Check	04/26/2021	42182	Verizon Wireless (M2M)	-866.76
Bill Pmt -Check	04/26/2021	42183	WELL	-2,000.00
Bill Pmt -Check	04/26/2021	42184	Window Magic Co	-275.00
Total 1001 · General Fund Bank of America				-2,489,988.08
TOTAL				-2,489,988.08

**San Gabriel Valley Municipal Water District
Transactions by Account
As of May 10, 2021**

05/05/21

Accrual Basis

Type	Date	Num	Name	Amount
1001 · General Fund Bank of America				
Bill Pmt -Check	05/10/2021	42185	ACWA JPIA Medical/Life	-35,708.49
Bill Pmt -Check	05/10/2021	42186	Alhambra Chamber Commerce	-2,000.00
Bill Pmt -Check	05/10/2021	42187	AlSCO (Corp)	-257.02
Bill Pmt -Check	05/10/2021	42188	Azusa Light & Water	-683.89
Bill Pmt -Check	05/10/2021	42189	Azusa Plumbing Supply (Corp)	-110.97
Bill Pmt -Check	05/10/2021	42190	Cash Revolving Fund	-70,000.00
Bill Pmt -Check	05/10/2021	42191	Council for Watershed Health	-19,748.75
Bill Pmt -Check	05/10/2021	42192	D.H. Maintenance Services	-160.00
Bill Pmt -Check	05/10/2021	42193	DePinto Morales Communications, Inc.	-13,108.50
Bill Pmt -Check	05/10/2021	42194	Dig Safe Board	-115.15
Bill Pmt -Check	05/10/2021	42195	DigAlert (Corporation)	-331.75
Bill Pmt -Check	05/10/2021	42196	DWR	-420,980.00
Bill Pmt -Check	05/10/2021	42197	Fish N Weeds (Corp)	-1,525.00
Bill Pmt -Check	05/10/2021	42198	Frontier	-293.24
Bill Pmt -Check	05/10/2021	42199	Grainger (Corp)	-325.50
Bill Pmt -Check	05/10/2021	42200	Henry Radio, Inc. (Corp)	-144.00
Bill Pmt -Check	05/10/2021	42201	John Robinson Consulting, Inc (Corp)	-2,850.00
Bill Pmt -Check	05/10/2021	42202	Maria Jarmin	-49.95
Bill Pmt -Check	05/10/2021	42203	R & R Custom Signs (Corp)	-5,553.93
Bill Pmt -Check	05/10/2021	42204	San Gabriel Valley Protective Associa...	-6,636.07
Bill Pmt -Check	05/10/2021	42205	Thinking Green Consultants	-2,629.00
Bill Pmt -Check	05/10/2021	42206	Verizon Business Services	-637.77
Bill Pmt -Check	05/10/2021	42207	Wells Fargo Vendor Fin Serv	-276.35
Total 1001 · General Fund Bank of America				-584,125.33
TOTAL				-584,125.33

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Every year, we bring our civic community together to honor the region's finest leaders and celebrate the transformative impact that our alumni have in public life. This year, we're excited to bring our Coro family together virtually, and we hope you'll be there to support and celebrate with us. We're thrilled to feature an incredible line-up of speakers for the evening, and look forward to hearing from our honorees, award recipients, keynote speaker, and Coro community members about their leadership reflections.

Supporting our Virtual Gala allows us to continue cultivating bold and ethical civic leaders who can make Southern California a better place to live and work. **We hope to see you on May 25th.** If you can't make it to the Virtual Gala, you can [make a donation to support our work](#) of developing a community of leaders who have the skills to move our region and world to better health.

To learn more about our honorees and speakers, click on their name for their bio.

Coro's 46th Annual Crystal Eagle Virtual Gala

Tuesday, May 25, 2021

Where: Your home

Time: 5 PM PST

Individual tickets to the virtual Gala are donation-based, and priced on a sliding scale from \$10 to \$100. The virtual event includes a full program, where we'll recognize our honorees and celebrate our alumni community. Click below to purchase tickets to the virtual Gala only.

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Thursday, September 23, 2021

Where: The Taglyan Complex
1201 Vine St, Los Angeles, CA 90038

Time: 5:30 PM PST

This event will focus more on networking, less program.

** This in-person gathering is contingent upon public health mandates and safety during that time.*

Purchase a sponsorship, individual ticket, or ad (links to purchase at bottom of page)

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Announcing our Coolest in LA 2021 Emcee **Alissa Walker!**

Climate Resolve is very excited to announce this year's Coolest in LA emcee, **Alissa Walker**, writer and commentator, Curbed and LA Podcast.

THIS YEAR'S EMCEE



ALISSA WALKER

Writer and Commentator
Curbed and LA Podcast

Alissa is a writer and a walker in L.A. As the California correspondent for Curbed, she covers transportation, housing, and environmental policy affecting the region. She is also the co-host of LA Podcast, a weekly podcast covering news and issues facing the city. Alissa lives in Historic Filipinotown with her family and is a mom to L.A.'s two most enthusiastic public transit riders.

Interested in partnering with Climate Resolve at this premier event? Be sure to check out our [sponsorship deck](#) and reach out to Kristina von Hoffmann at kvonhoffmann@climate.resolve.org.



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525 South Hewitt St Los Angeles CA 90013

AGENDA ACTION ITEM NO. 1

PRESENTATION OF SALARY AND BENEFITS SURVEY – CV STRATEGIES

RECOMMENDED ACTION: None, information only

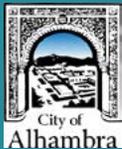
BACKGROUND: CV Strategies completed the Salary and Benefits Survey for the District. The survey will be presented by Tara Bravo of CV Strategies. The Administrative/Finance Committee reviewed the survey and opted to have the full Board review the survey before developing a recommendation for implementation.

Compensation & Benefits Survey

May 2021



Serving the communities of:



SAN GABRIEL VALLEY
MUNICIPAL



WATER DISTRICT

AZUSA | SIERRA MADRE | MONTEREY PARK | ALHAMBRA



May 3, 2021

Darin Kasamoto
General Manager
San Gabriel Valley Municipal Water District
1402 E. Vosburg Drive
Azusa, CA 91702

Dear Mr. Kasamoto,

CV Strategies is pleased to present this Compensation Survey to the San Gabriel Valley Municipal Water District. You will find included in this report details on the methodology used, the salaries and benefits of select positions at comparable agencies in Southern California, and recommendations for salary ranges and structure.

It has been our pleasure to work with SGVMWD staff on this project. Please do not hesitate to contact us should you need further clarification or information on the salary and benefits survey.

Sincerely,



Erin Kaiman
Founder/President
CV Strategies

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EXECUTIVE SUMMARY

Background

In April 2021, CV Strategies conducted a comprehensive Compensation and Benefits Survey for San Gabriel Valley Municipal Water District (SGVMWD). The survey identified local and industry salary and benefit package comparisons with the intent of determining appropriate internal equity.

With employees within the industry retiring at an alarming rate and institutional knowledge at a premium, how the organization compensates staff has a significant impact on District productivity and staff retention. Consequently, it is important to determine the competitive position, changes in the employment market and job descriptions, prevailing wage updates and legal compliance to create a compensation strategy.

This project was prompted by SGVMWD's desire to:

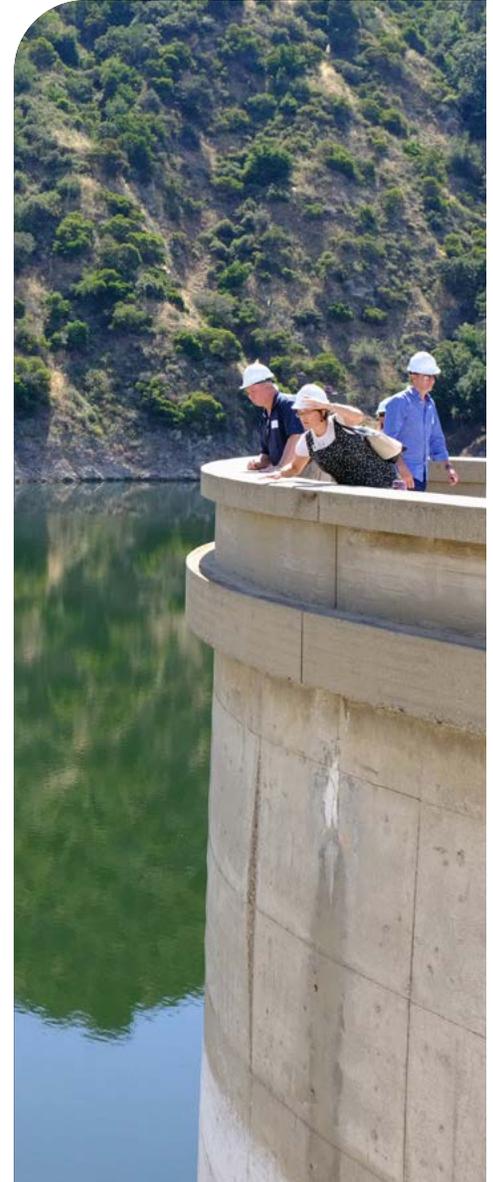
- » Determine if pay and benefits are equitable within the organization
- » Identify whether employee compensation packages are competitive and adequate to attract and retain qualified employees
- » Ensure the District's compensation structure aligns with its mission, resources and strategic objectives
- » Review employment classifications for select positions

Summary of results

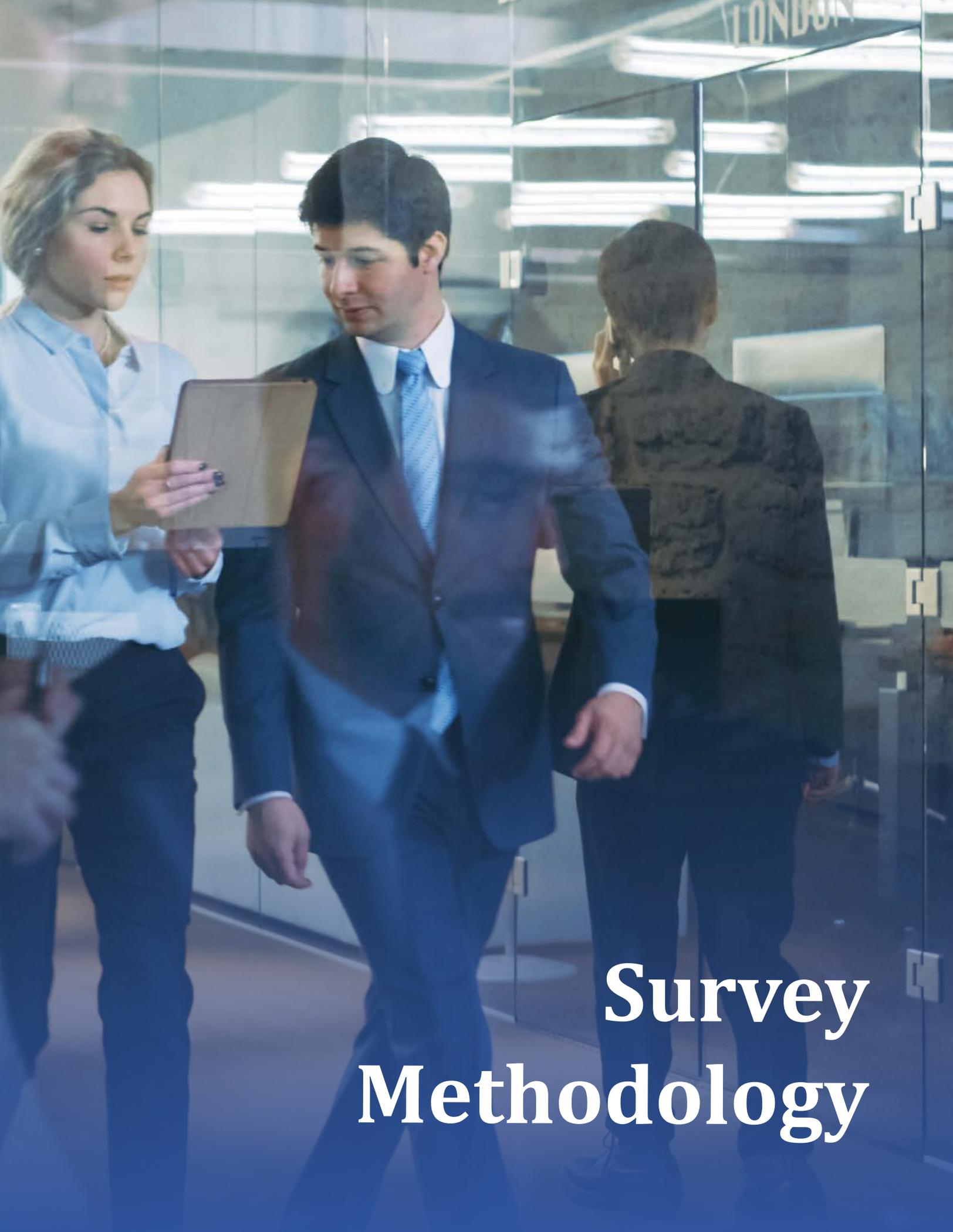
The results of the Compensation and Benefits Survey observed:

- » SGVMWD's base (top annual) salaries compared to the market median are overall 8.34% below the market. Salaries within 5% of the median are considered competitive.
- » The District offers a benefit package that is highly competitive in today's job market, with some room for improvement to increase recruitment and retention.

It is important to note that this report does not factor in the District's two percent cost-of-living adjustment (COLA).







Survey Methodology

SURVEY METHODOLOGY

This survey began with 10 job classifications identified by SGVMWD as the point of comparison:

Market Survey Classifications

- » *General Manager*
- » *Assistant General Manager*
- » *Supervising System Operator/Inspector*
- » *Senior System Operator/Inspector*
- » *System Operator (Maintenance Operator/Inspector)*
- » *Executive Assistant*
- » *Accounting Specialist*
- » *External Affairs Manager*
- » *External Affairs Specialist*
- » *External Affairs Assistant (intern)*

Benefits Survey Comparison

- » *Health insurance*
- » *Dental insurance*
- » *Vision insurance*
- » *Retirement benefits/CalPERS*
- » *Disability (short- and long-term)*
- » *Paid Time Off (vacation, sick leave)*
- » *Life insurance*
- » *Employee Assistance Program/Employee support*
- » *Tuition reimbursement*
- » *Wellness*
- » *Dependent Care Savings Account*



Comparable Agencies

To establish an accurate picture of the labor market and compensation for the benchmark positions, it was important to identify comparable agencies. Thirteen agencies were identified for this survey.

The following factors were used to determine which agencies were selected for the purpose of this survey:

- » *Organization type*
- » *Population served*
- » *Number of staff*
- » *Labor market/location/regional demographics*

Additionally, we considered whether the organization was wholesale, retail, or a combination of both. Of the 13 comparable agencies across Southern California, four serve a population of 500,000 or less; five serve populations between 642,000 and 900,000; and the remainder serve populations over 1 million.

It is important to consider the salaries and benefits at larger agencies to ensure SGVMWD remains competitive in the search for and retention of qualified employees, particularly in a market that essentially draws from the same pool of talent.

Table 1: Comparator Agencies

Agency	Service Area	Population Served	Number of Employees Approx.	Service Area Miles	Service Type	Job Descriptions Available
Upper San Gabriel Valley Municipal Water District	San Gabriel Valley	1 million	10	144-square miles	Wholesale	No
Calleguas Municipal Water District	Ventura County	642,000	70	366-square miles	Wholesale	Yes
Three Valleys Municipal Water District	Pomona, Walnut, East San Gabriel Valley	500,000	25	133-square miles	Wholesale	No (org chart)
West Basin Municipal Water District	Los Angeles County	900,000	46	185-square miles	Wholesale	No (org chart)
Municipal Water District of Orange County	Orange County	3.2 million	281	600-square miles	Wholesale	Yes
Orange County Water District	Orange County	2.5 million	218	270-square miles	Wholesale	No
Inland Empire Utilities Agency	San Bernardino County	830,000	354	242-square miles	Wholesale	Yes
Cucamonga Valley Water District	Cucamonga area/San Bernardino County	190,000	100	47-square miles	Retail	Yes
Las Virgenes Municipal Water District	Western Los Angeles County (Ventura County border)	75,000	125	122-square miles	Retail	Yes
Western Municipal Water District	Riverside County	1 million	160	527-square miles	Wholesale & Retail	Yes
Eastern Municipal Water District	Riverside County	850,000	617	555-square miles	Wholesale & Retail	Yes
Monte Vista Water District	San Bernardino County (Montclair/Chino Hills area)	141,000	35	30-square miles	Wholesale & Retail	Yes
San Bernardino Valley Municipal Water District	San Bernardino County (southwestern)	700,000	10	353-square miles	Wholesale & Retail	Yes (but not always a match)

Salary & Benefit Data

The tables included in the Appendix of this report contain a salary range when possible for each of the benchmark classifications, as well as where the salary falls compared to the median wage. Benefits information was more difficult to obtain and was not available in several cases, but where presented provides insight into the large variation among comparator agencies.

All data were collected from numerous sources, including agency websites, human resources documents and the California State Controller's Office, as well as agency organizational charts, board reports and classification descriptions.



Data Organization

Each benchmark classification contains the following information:

- » *Job/classification title*
- » *Salary range*
- » *Salary effective date*
- » *Percent above/below median*
- » *Value of retirement and health benefit package per employee, where available*

In making recommendations as part of this survey, we rely on how SGVMWD salaries compare to the median, the midpoint with 50% of the data points above and 50% of the data points below. To determine the median, we require that at least four of the comparator agencies have matching job descriptions to the SGVMWD benchmark position so as not to skew the findings by extremely high or low salaries. Adequate data was collected from 13 agencies to make the determination.

Matching Data

In comparing SGVMWD classifications to other agencies, it is impossible to match all job descriptions exactly. In many cases, the duties performed by SGVMWD staff overlap under various job titles at other organizations. Compensation of individual positions may differ from the benchmark for many reasons, including organizational performance and the qualifications, specific responsibilities and performance of the individual position incumbents. For example, it is reasonable that some jobs pay more or less than market due to the difference in scope, services, organizational priorities, and population with services provided by other agencies.

CV Strategies carefully studied the job descriptions of the comparator agencies and included more than one title/classification where applicable. The similarity between job descriptions must be 65% to be used for comparison purposes in this survey. If an appropriate match could not be found, it is reported as non-available (N/A).

Factors we used to determine the closest possible match included:

- » *Job duties*
- » *Level of experience and class (apprentice, journeyman, specialist, etc.)*
- » *Reporting structure*
- » *Requirements for education, experience and certification, if applicable*
- » *Necessary skills and knowledge*
- » *Complexity of the work*
- » *Responsibility (management, supervision of staff, budgets, etc.)*
- » *Collaboration*
- » *Level of interaction with stakeholders*



	Series 1	Series 2
Jan	0.17	5.60
Feb	0.95	8.52
Mar	1.56	8.74
Apr	2.09	1.08
May	2.69	5.54
Jun	2.73	3.03
Jul	3.49	6.00
Aug	3.65	5.78
Sep	4.01	4.32
Oct	4.57	7.56
Nov	5.45	5.90
Dec	6.16	2.43



	Series 1	Series 2
Jan	9.38	5.52
Feb	8.27	7.29
Mar	5.42	6.51
Apr	0.70	0.01
May	0.35	0.01
Jun	8.01	0.01
Jul	8.54	8.6
Aug	7.79	8.7
Sep	8.17	5.70
Oct	9.71	7.19
Nov	5.45	5.90
Dec	6.16	2.43



Market Survey Results

MARKET SURVEY RESULTS

Salary

The following table represents a summary of the market top annual salary findings. The table provides the number of matches (agencies with comparable positions) and the percent above or below the top annual salary market median for each SGVMWD benchmark classification. Salaries within 5% of the median are considered competitive.

Market Compensation Results

SGVMWD Job/Classification Title	Number of Salary Matches	Top Annual Salary Above or Below Median
General Manager	13	-15.06%
Assistant General Manager	13	-20.82%
Supervising System Operator/Inspector	11	-0.97%
Senior System Operator/Inspector	12	-4.41%
System Operator (Maintenance Operator)	9	-2.19%
Executive Assistant	12	-9.51%
Accounting Specialist	9	-6.62%
External Affairs Manager	12	-5%
External Affairs Specialist	7	-10.73%
External Affairs Assistant (Intern)	5	35.14%

Top annual salary market results show that one (1) classification is paid above the market median. This result is for the External Affairs Assistant (intern) position. It should be noted that this is a part time hourly position, while the other classification data are based on full time salaries. Because this position isn't a comparable match, it skews the data for the remaining classifications. Therefore, the intern position was removed from calculating SGVMWD's combined salary comparison.

Top annual salary market results show that nine (9) classifications are paid below the market median:

- » Four (4) classifications are paid below the market median by at or less than 5%
- » Two (2) classifications are paid below the market median by more than 5% and less than 10%
- » One (1) classification is paid below the market median by more than 10% and less than 15%
- » Two (2) classifications are paid below the market median by more than 15%, including one at more than 20%

Combined, SGVMWD's top annual salaries compared to the market median are on average 8.34% below the market. As noted above, the intern position is an outlier that skews the overall average within competitive range, and, therefore, was not included in this calculation.

Benefits Results

Benefits data were collected where possible and compiled in a document available in the Appendix section of this report. It is important to note that not all benefit data were available at a consistent level of detail. Information collected was evaluated to the extent possible, comparing SGVMWD to the comparison agencies. Details of this evaluation are available by category below. Eligibility and probationary periods vary by organization.

The job classification tables in the Appendix of this report also include a Benefits column, with a dollar amount assigned to each position. This information was researched using the State Controller's Government Compensation website (<https://publicpay.ca.gov/>). It shows the amount each employee received in health and retirement contributions from the employer in 2019. However, this information is per employee and may not reflect the full benefits available to employees at an agency-wide level. Therefore, it was not factored into these benefits comparison results.

Health Insurance

Some comparison agencies offer full medical coverage for employees and some also offer full medical benefits for dependents. Other districts provide a monthly "allotment" toward coverage or offer coverage up to a certain percentage. A few of the comparison organizations offer a variety of coverage options, but information on payment responsibility wasn't always provided.

SGVMWD benefits are in the top of coverage options when it comes to health insurance. The District pays medical insurance premiums for full-time employees, their dependents, and retired employees and Board members who meet years of service requirements. In addition, SGVMWD offers reimbursement for out-of-pocket medical expenses not covered by the health plan up to \$2,000 per family per year. This reimbursement benefit was rarely found in the research conducted on comparison agencies.

Districts with high coverage:

WEST BASIN MUNICIPAL WATER DISTRICT

Medical benefits:

- » *Medical insurance premiums are fully paid by the District for employees.*
 - *Anthem Blue Cross PPO*
 - *Anthem California Care HMO*
 - *Kaiser HMO*
- » *Eligible domestic partners and dependents may be covered.*
- » *Eligible health expenses may be reimbursed up to \$4,000 per year for employee,*
- » *\$8,000 for employee and dependent, and \$12,000 for family coverage.*

CALLEGUAS MUNICIPAL WATER DISTRICT

Medical benefits:

The District pays the full cost of employees' medical insurance up to the annual cost of the maximum HMO or PERS Choice premium of the health plans available to the District through CalPERS.

Coverage includes the employee and all dependents allowed by the CalPERS Health Benefit Program.



District with less coverage:

LAS VIRGENES WATER DISTRICT**Medical benefits:**

The District contributes up to \$1,710.54 per month toward medical insurance for employees and eligible dependents starting the first month after date of hire.

CUCAMONGA VALLEY WATER DISTRICT

- » *All new, full-time, regular employees of the District on probationary status are provided with membership in an approved group health insurance plan at the earliest opportunity of inclusion. For probationary employees who select a medical plan where the monthly premium exceeds \$564.71 per month, the District will pay 85% of such premiums (in lieu of the \$480 allotment) and the probationary employee will be responsible for the remaining 15%.*

Dental/Vision Insurance

Most of the comparison agencies offer full premium coverage for employees. Some include dependents in full coverage, while others cover a certain percentage. A few of the comparison organizations offer a variety coverage options, but information on payment responsibility wasn't always provided.

SGVMWD offers dental and vision benefits similar to the higher coverage comparison agencies. Employees participating in the District's health plan are eligible. After six months of service, the District will also reimburse eligible employees for up to \$2,000 per year for reasonable diagnostic, preventive and restorative care, including dependents.

Districts with high coverage:

CALLEGUAS MUNICIPAL WATER DISTRICT

- » *District pays full cost for employee.*

THREE VALLEYS MUNICIPAL WATER DISTRICT

- » *District pays 100% of premium for full-time staff and elected officials, including eligible dependents, effective the first day of the month following 30 days of service unless approved by the General Manager.*

Districts with less coverage:

CUCAMONGA VALLEY WATER DISTRICT

- » *Dental and vision premiums are offered to all new employees on probationary status however, the probationary status employee pays 100% of the dental and vision premiums until completion of the probationary period is completed.*
- » *For hourly and mid-management employees who select medical, dental, and vision plans where the combined monthly premium exceeds \$564.71 per month, the District will pay 85% of such premiums (in lieu of the \$480 per month allotment) and the employee is responsible for the remaining 15%.*
- » *For executive management employees who select medical, dental and vision plans where the combined monthly premium exceeds \$600 per month, the District will pay 80% of such premiums (in lieu of the \$480 per month allotment) and the employee is responsible for the remaining 20%.*

Retirement Benefits/CalPERS

Most of the comparison agencies offer retirement benefits via CalPERS. A few of the organizations also offer Social Security or deferred compensation plans, some with an employer match opportunity.

SGVMWD provides a pension plan via CalPERS. Specific details were not provided. No information was listed regarding deferred compensation plans.

Disability

Most of the comparison agencies cover the full premium for short- and long-term disability, many via private group plans. Disability payment amounts vary between plans. Some offer employee participation in California State Disability Insurance (SDI) and some offer a combination of both SDI and private plans. A few offer benefits via CalPERS.

SGVMWD provides disability benefits solely via the CalPERS Pension Plan.

Paid Time Off

Most comparison agencies offer holiday paid time off ranging from nine to 12 days. A few include an additional three personal days. Sick and annual leave varies by agency; however, most agencies offer eight hours or one paid day of sick leave per month.

SGVMWD offers holiday, sick and annual leave that is similar to most comparison agencies, with nine paid holidays, eight hours of sick leave per month of continuous service, and vacation accrual that begins with two weeks and increases with years of service.

SGVMWD vacation accrual for regular, full-time employees:

- » 1-6 years of service, 2 weeks
- » 7-15 years of service, 3 weeks
- » 15-20 years of service, 4 weeks
- » 20+ years of service, 5 weeks

Examples of comparison agencies:

CALLEGUAS MUNICIPAL WATER DISTRICT

Sick leave for pay credit shall be accumulated at the rate of one day's leave for each calendar month of employment. Employees begin accruing annual leave from the date of hire. Thereafter, for continuous service, annual leave credit shall be earned at the following rates:

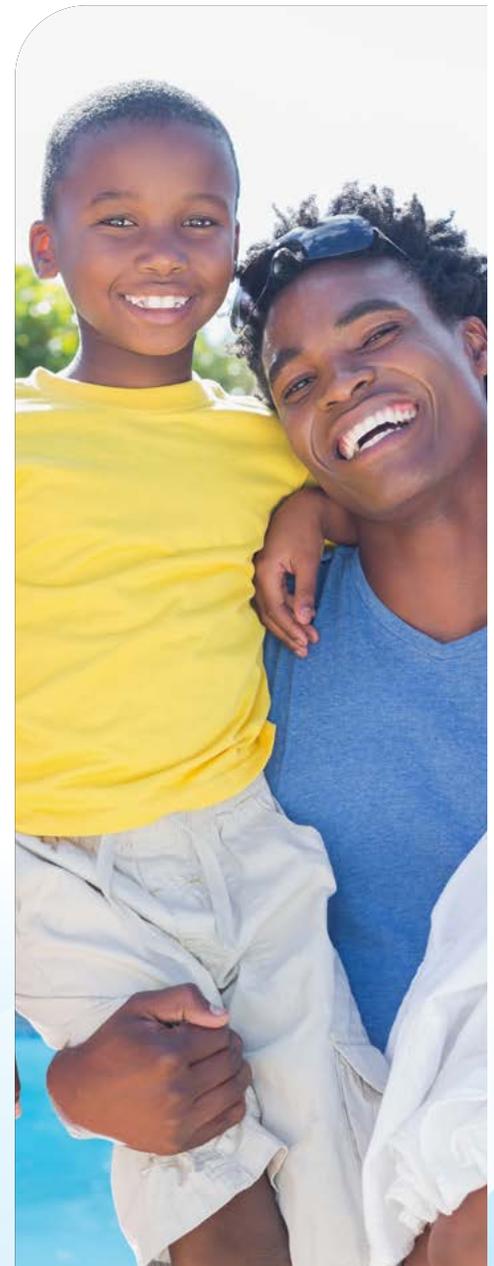
- » Employment start date through year 4, eight hours per month;
- » 5-9 years, 10 hours per month
- » 10-14 years, 12 hours per month
- » 15-19 years, 14 hours per month
- » 20+ years, 14.66 hours per month

WEST BASIN MUNICIPAL WATER DISTRICT

- » Vacation leave is earned each pay period in paid status. The maximum accrual is equivalent to two years accrual plus 10 days. Vacation leave is earned at the following annual rates:

- 0-5 years of service, 80 hours (Maximum accrual is 240 hours)
- 6-10 years of service, 120 hours (Maximum accrual is 320 hours)
- 11-12 years of service, 128 hours (Maximum accrual is 336 hours)
- 13-14 years of service, 136 hours (Maximum accrual is 352 hours)
- 15+ years of service, 160 hours (Maximum accrual is 400 hours)

- » Sick Leave is accrued at a rate equivalent to eight hours per month up to 96 hours per year. Half of all accrued and unused sick leave in excess of 960 hours is paid annually, and up to 120 days (960 hours) of accrued and unused sick leave is paid at employment separation.



Life Insurance

Life insurance benefits vary greatly by agency. A few examples are listed below. In some cases, coverage is based on salary and/or position, while in other cases it is offered as a standard amount for all employees. A few agencies offer dependent coverage with a minimum amount paid by the agency. Full details for each organization are available in the Appendix.

SGVMWD employees are provided life insurance paid by the District in amounts determined by the Board. Currently, employees are provided with life insurance equivalent to two times salary, maximum \$150,000. Employees may purchase additional insurance at their own expense.

Comparison examples:

CALLEGUAS MUNICIPAL WATER DISTRICT

- » *Each employee provided with \$100,000 Life Insurance and Accidental Death and Dismemberment coverage at no cost. Coverage amount may be reduced after employee reaches a certain age due to policy limitations.*
- » *Employees may purchase additional insurance for themselves and their dependents at their own expense.*

ORANGE COUNTY WATER DISTRICT

- » *All full-time, including probationary, employees are eligible on the first of the month following completion of one full calendar month of service for participation in the District's life insurance plan.*
- » *The District pays the premium for two times annual salary, not to exceed \$400,000. Board members receive a life insurance benefit in the amount of \$25,000, paid for by the District.*
- » *Employees and Board members may, at their option, apply for and, through payroll deduction, obtain supplemental life insurance. Basic and supplemental life insurance may be continued during a leave of absence without pay. The District will pay the basic life insurance premium per the leave of absence policy.*

LAS VIRGENES WATER DISTRICT

- » *The District provides \$50,000 coverage plus annual base salary.*

INLAND EMPIRE UTILITIES AGENCY

- » *Employees who are members of Executive Management are provided with one time their annual earnings up to \$300,000 upon approval of Evidence of Insurability (EOI); if EOI is not approved, members in this class are guaranteed for \$100,000. Effective 1/1/2019, the Unrepresented group is provided an Agency-paid \$80,000 Life and AD&D policy. In addition, a basic \$10,000 Life and AD&D policy is offered at the employees' expense and enrollment is mandatory. The members of the Operators', Supervisors', Laboratory, Professional or General Units are provided an Agency-paid \$50,000 Life and AD&D policy. In addition, a basic \$10,000 Life and AD&D policy is offered at the employees' expense and enrollment is mandatory. Dependent coverage with a benefit of \$1,500 is optional. Coverage is effective the first day of the month following the date of hire.*

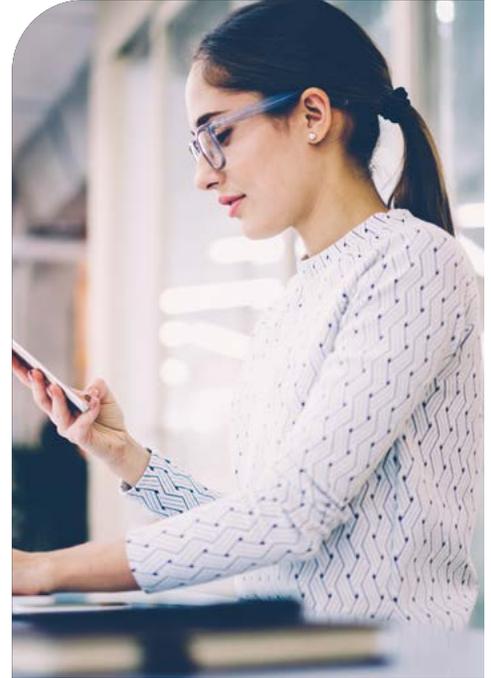
Employee Assistance Program/Wellness/Tuition Reimbursement/Flexible Spending Account

Many of the comparison agencies offer a no-cost Employee Assistance Program (EAP).

Tuition assistance/reimbursement is also offered by many of the agencies. This varies from an annual dollar amount (range: \$685-\$5,250), a percentage of coverage for approved job-related course work up to a certain number of units, or an undisclosed amount determined by the employer. Some agencies also offer reimbursement for a bachelor's or master's degree and associated examination fees for professional licenses/certificates. In some cases, there are stipulations on grades received, course completion and length of employment after receiving the reimbursement.

Wellness programs are offered by a couple of the comparison agencies; one agency offers up to \$500 per year for preventive health maintenance, including a gym membership.

Most agencies did not list information regarding Flexible Spending Accounts (FSA). A sample of an agency that did is listed below.



CALLEGUAS MUNICIPAL WATER DISTRICT

Employees may contribute to flexible spending accounts (IRS 125 Plan) maintained by the District, for dependent daycare and/or unreimbursed medical.

SGVMWD information was not available on Employee Assistance Programs, wellness, tuition reimbursement or Flexible Spending Accounts (FSA). However, the District offers longevity payments not found at any of the other comparison agencies. This benefit rewards long-time service and dedicated to the agency.

Longevity payments:

- » *Each employee with 15 years at the District receives a longevity payment of \$300.*
- » *Each employee with 20 years at the District receives a longevity payment of \$400.*
- » *Each employee with 25 years at the District receives a longevity payment of \$500.*
- » *Each employee with 30 years at the District receives a longevity payment of \$600.*





Recommendations

SALARY RECOMMENDATIONS

Pay Philosophy

SGVMWD should discuss and determine its pay philosophy to identify goals in relationship to recruitment, pay structure, and current employee salaries. This would include an evaluation of where the District would like to be within salary market medians, as well as consideration of performance and expectations.

While most classifications currently fall within a similar market range of salaries, all classifications – with the exception of the External Affairs Assistant (intern) – are currently below market median. Salaries within 5% of the median are considered competitive. Five positions at SGVMWD are currently more than 5% below the market median.

SGVMWD Job/Classification Title	Percentage below market median
Assistant General Manager	-20.82%
General Manager	-15.06%
External Affairs Specialist	-10.73%
Executive Assistant	-9.51%
Accounting Specialist	-6.62%

The following four positions fall within competitive range, while still below market median.

SGVMWD Job/Classification Title	Percentage below market median
External Affairs Manager	-5%
Senior System Operator/Inspector	-4.41%
System Operator (Maintenance Operator)	-2.19%
Supervising System Operator/Inspector	-0.97%



Based on the District's pay philosophy determination, it is recommended that the District work to adjust its current pay structure in order to more accurately compensate its current employees, which could mitigate possible retention issues in today's competitive market. This will also effectively attract highly qualified individuals to fill vacant positions and those that may become available in the future.

Job Classifications

As part of this process, it is also recommended that SGVMWD review and update its job classification descriptions. Currently, most descriptions are dated 2014 and should be evaluated to ensure each description accurately reflects the job's roles, responsibilities, reporting structure and candidate requirements, including education. This will provide a better match between the District's job descriptions and the market median salary, improve employee retention and provide a platform for a competitive recruitment process. If the District prefers not to evaluate descriptions for filled positions, it is recommended that the review take place at the time of vacancy.

Internal Relationships

It is also proposed that SGVMWD look at the relationship of its positions with similar classifications. A list of all SGVMWD classifications, salary ranges and percent below median can be found below.

SGVMWD Classification Table

SGVMWD Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median
General Manager	\$242,076	\$254,184	2021	-15.06%
Assistant General Manager	\$151,908	\$184,644	2020	-20.82%
Supervising System Operator/ Inspector	\$109,284	\$132,840	2020	-0.97%
Senior System Operator/Inspector	\$91,164	\$110,844	2020	-4.41%
System Operator (Maintenance Operator)	\$67,752	\$82,356	2020	-2.19%
Executive Assistant	\$90,444	\$109,932	2020	-9.51%
Accounting Specialist	\$74,508	\$90,576	2020	-6.62%
External Affairs Manager	\$94,716	\$126,480	2020	-5%
External Affairs Specialist	\$67,752	\$82,356	2020	-10.73%
External Affairs Assistant (Intern)*	\$18.00	\$25.00	2020	35.14%

*Removed from median market comparison, see Market Survey Results for details

Common internal percentages are often applied to employee internal relationships. They are as follows:

- » The difference between an experienced (journey) and trainee classification series (for example, I/II or trainee/experienced) is usually 10% to 15%
- » A lead or advanced level position (III or Senior) is typically 10% to 15% above journey level
- » A class with a full supervisory role is generally at least 10% to 25% above the highest level supervised, depending on the extensiveness of supervision

Currently, SGVMWD's System Operator series includes three positions with vast differences between top salaries. In addition, there are substantial differences between the External Affairs full time positions and the General Manager and Assistant General Manager. The tables below show these differences within each group of classifications.

SGVMWD Job/Classification Title	Salary Range Max	Percentage	Difference
Supervising System Operator/Inspector	\$132,840	20%	more than Senior
Senior System Operator/Inspector	\$110,844	35%	more than Operator
System Operator (Maintenance Operator)	\$82,356	–	

SGVMWD Job/Classification Title	Salary Range Max	Percentage	Difference
External Affairs Manager	\$126,480	54%	more than Specialist
External Affairs Specialist	\$82,356	–	

SGVMWD Job/Classification Title	Salary Range Max	Percentage	Difference
General Manager	\$254,184	38%	more than Assistant General Manager
Assistant General Manager	\$184,644	–	

The District should remember to consider these internal relationships as it potentially adjusts salary ranges to meet market competitive ranges and improve internal pay structure.

Implementation

SGVMWD should set an implementation timeline to achieve its pay philosophy and classification and compensation goals, once established. Consideration of internal relationships, as well as performance and expectations, should be part of the District’s implementation plan.

It is recommended that implementation take place over no more than two to three years. However, acting sooner rather than later will keep SGVMWD competitive from both a retention and recruitment perspective.

If the implementation needs to be approached in phases, SGVMWD should first consider adjusting the positions that fall more than 15% below median market, then 10% to 5% below, and so on. Classification salary increases could occur in phases as well, over one to three years to eventually catch up to market median. SGVMWD may choose not to increase salaries that fall within the 5% mark in the first year, but this should be reconsidered in subsequent years to keep the positions within competitive range.

BENEFITS RECOMMENDATIONS

Based on the benefits survey of 13 comparison agencies, SGVMWD offers benefits that are generally competitive in today’s job market.

The District offers longevity pay based on length of service, which was not found at any of the comparison agencies. SGVMWD offers a competitive paid time off policy, with increases in annual leave accrual based on years of employment. In addition, the agency offers health, medical and dental benefits that are similar to or better than many of the comparison agencies. All of these factors give the agency an advantage when it comes to retention and recruitment.

SGVMWD could take the following steps to review certain aspects of its benefits package to gain additional competitive market advantage:

- » *Evaluate the CalPERS retirement plan, disability plan, and life insurance coverage to see how they compare to those at other agencies.*
- » *Research the feasibility of offering a deferred compensation plan*
- » *Consider supplementing paid time off with paid personal days*

Information on the Employee Assistance Program (EAP), wellness, tuition reimbursement, and Flexible Spending Accounts (FSA) was not available at the time of the report research. If not currently offered, adding these items to the benefits package would make SGVMWD an even more compelling place to work, encouraging employees to stay and assisting with recruitment of new individuals.



Conclusion

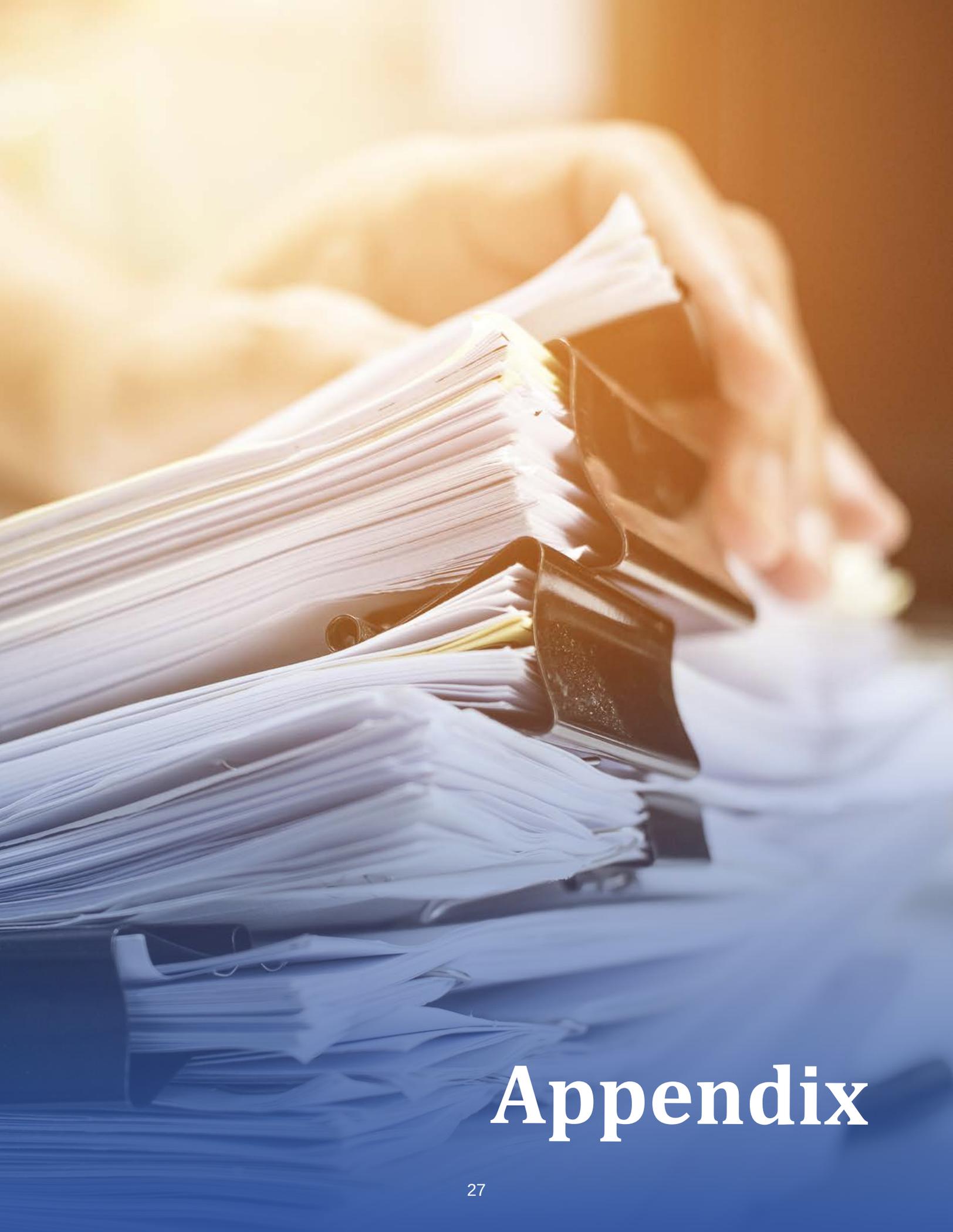
CONCLUSION

The data in this report should be used as a tool for determining overall employee compensation for SGVMWD. In the water industry, where a knowledgeable and experienced workforce is a critical component of success, it is imperative that employees are adequately rewarded for their skills and experience. The degree to which SGVMWD compensates its personnel is closely tied to employee longevity and satisfaction, thus having a long-term effect on productivity and output.

This survey should serve as a benchmarking tool to help the District attract and retain the best talent and position the organization as an important industry player. The data provides statistical understanding of the market in which SGVMWD competes for employees and allows the District to make informed business decisions and maximize the return on investment of its compensation programs.

Use of the survey data can assist the District in creating a sense of fairness which in turn will motivate employees and inspire commitment. The analysis can also help reinforce employees' confidence in the organization's compensation decisions.





Appendix

APPENDIX

GENERAL MANAGER

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches
1	San Bernardino Valley Municipal Water District Chief Executive Officer/General Manager		\$382,263	2019	27.74%	28.38%		\$117,290	
2	West Basin Municipal Water District General Manager		\$320,760	2020	7.19%	7.73%		\$30,581	
3	Eastern Municipal Water District General Manager		\$317,740	2021	6.18%	6.71%		\$107,841	
4	Cucamonga Valley Water District General Manager		\$315,696	2021	5.50%	6.02%		\$117,673	
5	Las Virgenes Municipal Water District General Manager		\$311,734	2020	4.17%	4.69%		\$96,833	
6	Western Municipal Water District General Manager		\$303,825	2021	1.53%	2.04%		\$73,263	
7	Inland Empire Utilities Agency General Manager		\$302,357	2021	1.04%	1.55%		\$37,401	
8	Orange County Water District General Manager		\$296,140	2020	-1.04%	-0.54%		\$63,686	
9	Municipal Water District of Orange County General Manager		\$295,095	2020	-1.39%	-0.89%		\$54,929	
10	Three Valleys Municipal Water District General Manager/Chief Engineer	\$223,696	\$292,330	2021	-2.31%	-1.82%		\$49,746	
11	Calleguas Municipal Water District General Manager	\$172,462	\$285,000	2021	-4.76%	-4.28%		\$63,886	
12	Upper San Gabriel Valley Municipal Water District General Manager		\$277,226	2019	-7.36%	-6.90%		\$49,445	
13	San Gabriel Valley Municipal Water District General Manager	\$242,076	\$254,184	2021	-15.06%	-14.63%	13	\$76,941	
14	Monte Vista Water District General Manager		\$214,240	2021	-28.41%	-28.05%		\$93,100	

ASSISTANT GENERAL MANAGER

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches	
1	Eastern Municipal Water District	Deputy General Manager	\$246,396	\$306,820	2021	31.57%	30.00%	\$69,199		
2	Western Municipal Water District	Deputy General Manager	\$202,898	\$301,982	2021	29.50%	27.95%	\$66,199		
3	Las Virgenes Municipal Water District	Directors	\$169,488	\$258,624	2021	10.91%	9.58%	\$82,949		
4	Cucamonga Valley Water District	Assistant General Manager	\$193,080	\$251,004	2021	7.64%	6.35%	\$50,486		
5	Three Valleys Municipal Water District	Chief Administrative Officer, Chief Finance Officer, Chief Operations Officer, Chief Water Resources Officer	\$153,292	\$245,268	2021	5.18%	3.92%	\$49,393		
6	Municipal Water District of Orange County	Assistant General Manager	\$170,798	\$239,127	2020	2.55%	1.32%	\$40,326		
7	Inland Empire Utilities Agency	Deputy General Manager	\$214,070	\$236,293	2021	1.33%	0.12%	\$25,587		
8	West Basin Municipal Water District	Executive Managers	\$167,337	\$230,088	2020	-1.33%	-2.51%	\$90,444		
9	San Bernardino Valley Municipal Water District	Deputy General Manager - Resources		\$226,590	2019	-2.83%	-3.99%	\$89,658		
10	Upper San Gabriel Valley Municipal Water District	Assistant General Manager		\$222,004	2019	-4.80%	-5.93%	\$61,283		
11	Orange County Water District	Executive Directors	\$166,754	\$208,541	2021	-10.57%	-11.64%	\$62,615		
12	Monte Vista Water District	Assistant General Manager/CFO		\$200,220	2021	-14.14%	-15.16%	N/A		
13	Calleguas Municipal Water District	Associate General Manager	\$144,683	\$192,910	2021	-17.27%	-18.26%	N/A		
14	San Gabriel Valley Municipal Water District	Assistant General Manager	\$151,908	\$184,644	2020	-20.82%	-21.76%	13	\$61,489	11

SUPERVISING SYSTEM OPERATOR/INSPECTOR

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches	
1	Calleguas Municipal Water District	Manager of Operations & Maintenance	\$144,683	\$192,910	2021	43.82%	32.86%		\$42,748	
2	Las Virgenes Municipal Water District	Water Systems Manager	\$126,192	\$176,688	2021	31.72%	21.69%		N/A	
3	Eastern Municipal Water District	Water Operations Manager	\$130,665	\$162,718	2021	21.31%	12.07%		\$27,678	
4	Cucamonga Valley Water District	Construction and Maintenance Manager/Water Production Manager	\$120,048	\$156,060	2021	16.35%	7.48%		\$42,278	
5	Western Municipal Water District	Operations Supervisor	\$101,398	\$150,911	2021	12.51%	3.94%		N/A	
6	Calleguas Municipal Water District	Operations Supervisor	\$101,339	\$135,119	2021	0.73%	-6.94%		\$42,658	
7	Las Virgenes Municipal Water District	Water Systems Supervisor	\$102,432	\$133,152	2021	-0.73%	-8.29%		\$41,972	
8	San Gabriel Valley Municipal Water District	Supervising System Operator/Inspector	\$109,284	\$132,840	2020	-0.97%	-8.51%	11	\$49,829	9
9	Monte Vista Water District	Water Systems Superintendent/Maintenance Superintendent	\$101,129	\$132,808	2021	-0.99%	-8.53%		\$22,318	
10	Inland Empire Utilities Agency	Operations Supervisor	\$108,128	\$131,744	2021	-1.78%	-9.26%		\$17,647	
11	Eastern Municipal Water District	Water Operations Supervisor	\$97,531	\$121,409	2021	-9.49%	-16.38%		\$38,910	
12	Cucamonga Valley Water District	Water Utility Supervisor	\$92,916	\$115,956	2021	-13.55%	-20.14%		\$12,493	

SENIOR SYSTEM OPERATOR/INSPECTOR

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches
1	Calleguas Municipal Water District	Operations Supervisor	\$101,339	\$135,119	2021	16.53%	16.24%	\$42,658	
2	Las Virgenes Municipal Water District	Water Systems Supervisor	\$102,432	\$133,152	2021	14.83%	14.55%	\$41,972	
3	Inland Empire Utilities Agency	Senior Operations Specialist	\$108,128	\$131,744	2021	13.62%	13.34%	N/A	
4	Cucamonga Valley Water District	Water Production and Controls Supervisor	\$98,472	\$128,016	2021	10.40%	10.13%	\$36,448	
5	Western Municipal Water District	Senior Operations Technician I/II	\$77,737	\$121,482	2021	4.77%	4.51%	N/A	
6	Eastern Municipal Water District	Water Operations Supervisor	\$97,531	\$121,409	2021	4.70%	4.45%	\$38,910	
7	Cucamonga Valley Water District	Water Utility Supervisor	\$92,916	\$115,956	2021	0.00%	-0.24%	\$12,493	
8	San Gabriel Valley Municipal Water District	Senior System Operator/Inspector	\$91,164	\$110,844	2020	-4.41%	-4.64%	12	\$45,801 10
9	Calleguas Municipal Water District	Senior Operator	\$81,052	\$108,070	2021	-6.80%	-7.03%	\$38,586	
10	Las Virgenes Municipal Water District	Senior Water Distribution Operator	\$77,916	\$107,424	2021	-7.36%	-7.58%	\$46,809	
11	Western Municipal Water District	Operations Technician IV	\$74,035	\$105,182	2021	-9.29%	-9.51%	\$23,658	
12	Monte Vista Water District	Senior Utility Coordinator/Inspector	\$75,732	\$99,444	2021	-14.24%	-14.45%	\$10,439	
13	Cucamonga Valley Water District	Lead Water Utility Worker	\$71,736	\$93,252	2021	-19.58%	-19.77%	\$31,583	

SYSTEM OPERATOR (MAINTENANCE OPERATOR/ INSPECTOR)

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches
1	Inland Empire Utilities Agency Operations Specialist	\$84,726	\$103,230	2021	22.60%	18.48%		N/A	
2	Las Virgenes Municipal Water District Water Distribution Operator II/III	\$58,980	\$101,208	2021	20.20%	16.15%		\$39,289	
3	Western Municipal Water District Operations Technician II/III	\$60,901	\$95,392	2021	13.29%	9.48%		\$32,606	
4	Cucamonga Valley Water District Lead Water Utility Worker	\$71,736	\$93,252	2021	10.75%	7.02%		\$31,583	
5	Monte Vista Water District Senior Utility Worker	\$65,540	\$86,049	2021	2.19%	-1.24%		\$16,367	
6	San Gabriel Valley Municipal Water District System Operator (Maintenance Operator)	\$67,752	\$82,356	2020	-2.19%	-5.48%	9	N/A	7
7	Calleguas Municipal Water District Water Distribution Operator	\$60,865	\$81,153	2021	-3.62%	-6.86%		\$34,661	
8	Cucamonga Valley Water District Water Utility Worker II	\$61,236	\$79,608	2021	-5.46%	-8.64%		\$29,420	
9	Eastern Municipal Water District Water Operations Technician II	\$62,857	\$78,291	2021	-7.02%	-10.15%		N/A	
10	Monte Vista Water District Utility Service Worker I/II	\$53,892	\$70,782	2021	-15.94%	-18.76%		\$26,640	

EXECUTIVE ASSISTANT

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches	
1	Inland Empire Utilities Agency	Board Secretary/ Office Manager	\$131,423	\$160,126	2021	31.81%	30.43%	\$21,739		
2	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	\$105,492	\$147,696	2021	21.58%	20.30%	\$51,104		
3	San Bernardino Valley Municipal Water District	Clerk of the Board/Assistant to the General Manager	\$118,296	\$133,236	N/A	9.68%	8.53%	\$56,181		
4	Municipal Water District of Orange County	Senior Executive Assistant to the Board	\$97,817	\$132,031	2020	8.68%	7.54%	\$35,542		
5	Eastern Municipal Water District	Board Secretary	\$102,377	\$127,483	2021	4.94%	3.84%	\$37,561		
6	Calleguas Municipal Water District	Clerk of the Board	\$93,930	\$125,240	2021	3.09%	2.01%	N/A		
7	Western Municipal Water District	Executive Assistant	\$81,628	\$121,482	2021	0.00%	-1.05%	\$42,326		
8	Cucamonga Valley Water District	Executive Assistant	\$92,796	\$120,636	2021	-0.70%	-1.74%	\$44,969		
9	Monte Vista Water District	Executive Assistant II	\$87,526	\$114,940	2021	-5.39%	-6.38%	N/A		
10	Municipal Water District of Orange County	Senior Executive Assistant	\$84,648	\$114,259	2020	-5.95%	-6.93%	\$20,671		
11	San Gabriel Valley Municipal Water District	Executive Assistant	\$90,444	\$109,932	2020	-9.51%	-10.46%	12	\$50,741	10
12	Inland Empire Utilities Agency	Executive Assistant	\$80,688	\$98,311	2021	-19.07%	-19.92%	\$26,790		
13	Eastern Municipal Water District	Senior Executive Assistant	\$72,779	\$90,625	2021	-25.40%	-26.18%	\$33,961		

ACCOUNTING SPECIALIST

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches
1	Municipal Water District of Orange County Senior Accountant	\$84,648	\$114,259	2020	17.80%	17.70%		\$29,959	
2	Las Virgenes Municipal Water District Accountant	\$83,064	\$108,012	2021	11.36%	11.27%		\$43,538	
3	Western Municipal Water District Accountant II	\$74,035	\$105,182	2021	8.44%	8.35%		N/A	
4	Eastern Municipal Water District Accountant II	\$80,204	\$99,902	2021	3.00%	2.91%		\$25,521	
5	Municipal Water District of Orange County Accountant	\$73,227	\$98,875	2020	1.94%	1.85%		\$17,295	
6	Cucamonga Valley Water District Accountant	\$73,176	\$95,112	2021	-1.94%	-2.02%		N/A	
7	Monte Vista Water District Accountant	\$70,470	\$92,518	2021	-4.61%	-4.69%		\$9,629	
8	San Gabriel Valley Municipal Water District Accounting Specialist	\$74,508	\$90,576	2020	-6.62%	-6.69%	9	\$38,965	7
9	Inland Empire Utilities Agency Accountant II	\$69,704	\$84,928	2021	-12.44%	-12.51%		\$24,596	
10	Calleguas Municipal Water District Senior Accounting Technician	\$61,034	\$81,379	2021	-16.10%	-16.17%		\$41,559	

EXTERNAL AFFAIRS MANAGER

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches	
1	Las Virgenes Municipal Water District	Public Affairs and Communications Manager	\$126,192	\$176,688	2021	33%	26.79%	\$62,630		
2	Inland Empire Utilities Agency	Manager of External Affairs	\$144,890	\$176,535	2021	33%	26.68%	\$12,353		
3	Cucamonga Valley Water District	Government and Public Affairs Manager	\$120,048	\$156,060	2021	18%	11.99%	\$44,742		
4	Western Municipal Water District	Strategic Communications Supervisor	\$101,398	\$150,911	2021	14%	8.30%	N/A		
5	San Bernardino Valley Municipal Water District	External Affairs Manager	\$118,116	\$149,640	2019	13%	7.38%	\$35,474		
6	Eastern Municipal Water District	Senior Public Affairs Program Manager	\$118,539	\$147,596	2021	11%	5.92%	\$40,113		
7	Monte Vista Water District	Community Affairs Manager	\$101,129	\$132,808	2021	0%	-4.70%	\$30,097		
8	Municipal Water District of Orange County	Public Affairs Manager	\$97,817	\$132,031	2020	-1%	-5.25%	\$23,783		
9	San Gabriel Valley Municipal Water District	External Affairs Manager	\$94,716	\$126,480	2020	-5%	-9.24%	12	\$33,410	9
10	Municipal Water District of Orange County	Public Affairs Supervisor	\$90,974	\$122,825	2020	-8%	-11.86%	N/A		
11	Cucamonga Valley Water District	Government and Public Affairs Supervisor	\$89,196	\$115,956	2021	-13%	-16.79%	\$35,393		
12	Eastern Municipal Water District	Public Affairs Officer I/II	\$80,204	\$115,648	2021	-13%	-17.01%	\$25,224		
13	Inland Empire Utilities Agency	Senior External Affairs Specialist	\$88,961	\$108,390	2021	-18%	-22.22%	N/A		

EXTERNAL AFFAIRS SPECIALIST

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches
1	Las Virgenes Municipal Water District	Public Affairs Associate I/II	\$80,652	\$120,528	2021	30.65%	29.03%	\$42,623	
2	Inland Empire Utilities Agency	External Affairs Specialist I/II	\$57,354	\$93,632	2021	1.50%	0.24%	\$16,843	
3	Cucamonga Valley Water District	Government and Public Affairs Representative I/II	\$61,236	\$93,252	2021	1.09%	-0.17%	N/A	
4	Monte Vista Water District	Community Affairs Coordinator	\$70,470	\$92,518	2021	0.29%	-0.96%	\$9,360	
5	Municipal Water District of Orange County	Public Affairs Coordinator	\$68,132	\$91,983	2020	-0.29%	-1.53%	\$13,545	
6	Eastern Municipal Water District	Public Affairs Specialist I/II	\$65,977	\$90,625	2021	-1.76%	-2.98%	\$34,245	
7	Western Municipal Water District	Strategic Communications Specialist	\$57,992	\$82,401	2021	-10.68%	-11.79%	N/A	
8	San Gabriel Valley Municipal Water District	External Affairs Specialist	\$67,752	\$82,356	2020	-10.73%	-11.84%	7	N/A 5

EXTERNAL AFFAIRS ASSISTANT (INTERN)

Comparison Agency Rank (by Salary Max)	Job/Classification Title	Salary Range Min	Salary Range Max	Salary Effective Date	% above or below median	% above or below average	Salary Matches	Benefits (Public Pay 2019)	Benefits Matches
1	San Gabriel Valley Municipal Water District	\$18.00	\$25.00	2020	35.14%	26.22%	5	N/A	N/A
	External Affairs Assistant (Intern)								
2	Municipal Water District of Orange County	\$15.27	\$22.84	2020	23.46%	15.31%		\$0	
3	Inland Empire Utilities Agency	\$14.00	\$19.00	2021	2.70%	-4.07%		\$0	
4	Cucamonga Valley Water District	\$14.00	\$18.00	2021	-2.70%	-9.12%		N/A	
5	Las Virgenes Municipal Water District	\$14.00	\$18.00	2021	-2.70%	-9.12%		N/A	
6	Monte Vista Water District	\$14.00	\$16.00	2021	-13.51%	-19.22%		\$0	

BENEFITS BY DISTRICT

San Gabriel Valley Municipal Water District

Medical benefits:

- » *The District pays medical insurance premiums for full-time employees, their dependents, and retired employees and Board members who meet years of service requirements.*
- » *Persons eligible for participation in the health plan shall also be reimbursed for out-of-pocket medical expenses not covered by the health plan and paid by the family to a maximum of \$2,000.00 per family per calendar year. Reimbursement shall only be provided for expenses uncovered after enrollment in the health plan. Each family shall pay up to \$100 for the deductible portion of the medical plan.*
- » *Retirees eligible for participation with the health plan over the age of 65 and after 1/1/1995, shall be reimbursed at the end of each calendar year for the cost of Medicare, Part B, upon submission of their annual Social Security statement.*

Dental & vision insurance:

- » *The District provides dental and vision benefits to persons eligible for participation in the health plan.*
- » *After six months of continuous service, District will reimburse eligible persons for each*
- » *payment for a reasonable diagnostic, preventive and restorative dental or vision care to a combined maximum of \$2,000.00 per calendar year for each District employee and their dependents.*
- » *For one procedure per year, this allowance for vision care may be combined with medical reimbursement allowance or for elective laser eye surgery.*

Retirement benefits/CalPERs:

- » *The District contracts with CalPERS to provide a pension plan for employees.*

Disability:

The CalPERs Pension Plan provides disability benefits.

PTO:

- » *The District offers nine paid holidays.*
- » *Vacation accrual for regular, full-time employees:*
 - *1-6 years of service, 2 weeks*
 - *7-15 years of service, 3 weeks*
 - *15-20 years of service, 4 weeks*
 - *20+ years of service, 5 weeks*
 - *The General Manager shall be entitled to two work weeks per year as vacation with pay in addition to the foregoing amount.*
- » *Upon retirement or termination, a regular full-time employee with a minimum of six months continuous service shall be paid for earned, accumulated and unused vacation entitlement.*

Sick time:

- » *All employees begin accruing paid sick leave after they have been employed by the District for 30 days. Accrual is 8 hours for each month of continuous service.*
- » *An employee may elect to take up to a maximum of 960 hours of sick leave in cash and apply remaining unused and unpaid sick leave to extend PERS contract. The employee with at least 320 hours accumulated sick leave shall be paid for the sick leave on termination for other than cause.*

Life insurance:

Employees shall be provided life insurance at the District's cost in amounts determined by the Board.

EAP: N/A

Tuition reimbursement: N/A

Wellness: N/A

Flexible Spending Account: N/A

Longevity payments:

- » *Each employee who has worked for the District for 15 years shall be paid a longevity payment of \$300.*
- » *Each employee who has worked 20 years for the District shall be paid a longevity payment of \$400.*
- » *Each employee who has worked 25 years for the District shall be paid a longevity payment of \$500.*
- » *Each employee who has worked 30 years for the District shall be paid a longevity payment of \$600.*

Upper San Gabriel Valley Municipal Water District

Medical benefits:

- » *Directors and their dependents are eligible for health insurance the first day of the month after being sworn-in. The Director is offered a choice between the ACWA Anthem Blue Cross and Kaiser Permanente medical plans. Upper District pays the premiums at no cost to the Director.*
- » *Directors are reimbursed for certain approved out-of-pocket medical expenses over and above those expenses covered by health insurance as allowed under IRS Code Section 213(d). Total reimbursement must not exceed \$2,500 per calendar year for each person covered under the policy.*

Other benefits:

- » *Upper District provides Directors and eligible dependents with diagnostic, preventative and restorative dental care; payment for eye and hearing examinations, frames, hearing aids and professional services in connection with diagnostic, preventative, restorative and corrective vision and hearing care, as allowed under IRS Code Section 213(d). The maximum payment amount for dental, optical and hearing care is a total of \$2,500 per person per year.*

Retirement benefits/CalPERs: N/A

Disability: N/A

PTO: N/A

Life insurance:

- » *Directors are afforded a \$10,000 life insurance coverage at no cost. The benefit terminates on the last day a Director serves on the Board or at retirement.*

EAP: N/A

Tuition reimbursement: N/A

Wellness: N/A

Flexible Spending Account: N/A

Calleguas Municipal Water District

Medical benefits:

- » *The District pays the full cost of employee's medical insurance up to the annual cost of the maximum HMO or PERS Choice premium of the health plans available to the District through CalPERS.*
- » *Coverage includes the employee and all dependents allowed by the CalPERS Health Benefit Program.*

Dental insurance:

- » *District pays full cost for employee.*
- » *Vision insurance:*
- » *District pays full cost for employee.*

Retirement/CalPERS:

- » *For employees hired before 1/1/2013 or after 1/1/2013 who would qualify under the CalPERS definition of a "Classic" employee, the contract provides a benefit of 2% of salary at age 55 with the final average compensation period of 36 months.*
- » *For Employees hired after 1/1/2013 who do not qualify under the CalPERS definition of a "Classic" employee, the contract provides a benefit of 2% of salary at age 62 with the final average compensation period of 36 months.*

Disability:

- » *District provides and pays for disability insurance coverage for each employee by contracting with a provider for short-term and long-term group disability insurance policies. This coverage is in lieu of participation in the State Disability Insurance (SDI) Program and, subject to the terms of the plan, provides a guaranteed minimum income if an employee is unable to work because of an illness or injury that is not associated with employment. All qualified employees are enrolled after 30 calendar days of employment.*
- » *The short-term disability insurance plan has a waiting period after which the disability coverage will be paid.*

PTO:

- » *Sick leave for pay credit shall be accumulated at the rate of one day's leave for each calendar month of employment. Employees begin accruing annual leave from the date of hire. Thereafter, for continuous service, annual leave credit shall be earned at the following rates:*
- » *Employment start through year 4, eight hours per month;*
 - *5-9 years, 10 hours per month*
 - *10-14 years, 12 hours per month*
 - *15-19 years, 14 hours per month*
 - *20+ years, 14.66 hours per month*

Life insurance:

- » *Each employee provided with \$100,000 Life Insurance and Accidental Death and Dismemberment coverage at no cost. Coverage amount may be reduced after employee reaches a certain age due to policy limitations.*
- » *Employees may purchase additional insurance for themselves and their dependents at their own expense.*

EAP:

- » *District's no-cost EAP provides employee and family members with assessment and referrals for personal issues that could affect work performance.*

Tuition:

- » *District may reimburse the costs of tuition, registration, books, laboratory and parking fees.*

Wellness: N/A

- » *Employees may contribute to flexible spending accounts (IRS 125 Plan) maintained by the District, for dependent daycare and/or unreimbursed medical.*

Flexible Spending Account: N/A**Three Valleys Municipal Water District****Medical benefits:**

- » *Full-time staff and elected officials, including eligible dependents, effective the 1st day of the month following 30 days of service unless approved by the General Manager.*
- » *Cost to employee: 10% of medical premiums except employees who:*
 - *utilize health benefit allowance*
 - *choose employee-only coverage for least expensive plan*
 - *enroll in the Anthem Blue Cross CDHP*
 - *District pays remaining cost of medical premiums*
- » *Coverage through ACWA/JPIA. Employees can select:*
 - *Anthem Blue Cross PPO*
 - *Anthem Blue Cross HMO*
 - *Anthem Blue Cross CDHP*
 - *Kaiser Permanente HMO*
- » *Premiums vary by health plan. Employees pay the 10% medical premium as a pre-taxed monthly payroll deduction.*

Dental:

- » *District pays 100% of premium for full-time staff and elected officials, including eligible dependents, effective the 1st day of the month following 30 days of service unless approved by the GM.*

Vision:

- » *District pays 100% of premium for full-time staff and elected officials, including eligible dependents, effective the 1st day of the month following 30 days of service unless approved by the General Manager.*

Retirement/CalPERS:

- » *Eligibility Immediate for full-time staff. Part-time staff with prior CalPERS (or reciprocal agency) service.*
- » *Cost: 2%@55 – Employee: 7% of salary; District: approximately 15.8% of salary Cost: 2%@62 – Employee: 6.25%; District: 6.842%*

Disability:

- » *District pays 100% of premium for short- and long-term disability*
- » *Full-time staff eligible on the 1st day of the month following 30 days of service.*
- » *The monthly disability payment is 2/3 of the first \$11,250 of regular monthly earnings. If you remain disabled, payments will continue until age 65.*

PTO:

- » *Vacation accrual for full-time, non-senior management*
 - *1-4 years, 3.08 hours per pay period*
 - *5-9 years, 4.62 hours per pay period*
 - *10 years, 4.93 hours per pay period*
 - *11 years, 5.23 hour per pay period*
 - *12 years, 5.54 hours per pay period*
 - *13 years, 5.85 hours per pay period*
 - *14 years, 6.16 hour per pay period.*
- » *Accrual for employees working less than full-time: the number of hours worked divided by 40.*
- » *Employees working 24 hours per week accrue vacation time at 60% of the full-time employee accrual.*
- » *Sick leave accrual for full-time, non-senior management employees shall be credited with 3.7 hours per pay period of sick leave for each month of employment.*
- » *Part-time employees accrue 1 hour of sick leave per 30 hours worked.*
 - *Accrual begins immediately but employee must work 30 days to become eligible*
 - *Maximum accrual is 24 hours per employment year*
 - *Employee may carry over hours to the following employment year, to a maximum of 48 hours*
 - *Employee may use hours after the 90th day of employment*

Life insurance:

- » *District pays 100% of premium for \$50,000 in coverage; Eligibility immediate for full-time staff and elected officials effective the 1st day of the month following 30 days of service.*
- » *Employee is taxed on coverage exceeding \$50,000 and/or if employee elects to increase the benefit at their own expense.*

Tuition reimbursement:

- » *Eligibility for full-time staff who have satisfactorily completed their introductory period or received General Manager approval.*
- » *Employee pay up-front tuition & associated costs. Upon course completion with acceptable grade, up to \$3,000 will be reimbursed in a calendar year.*

Wellness: N/A

Flexible Spending Account:

Eligibility Immediate for newly hired full-time staff & elected officials; otherwise only during open enrollment or with a HIPPA qualifying event.

West Basin Municipal Water District**Medical benefits:**

- » *Medical insurance premiums are fully paid by the District for employees.*
- » *Anthem Blue Cross PPO*
- » *Anthem California Care HMO*
- » *Kaiser HMO*
- » *Eligible domestic partners and dependents may be covered.*
- » *Eligible health expenses may be reimbursed up to \$4,000 per year for employee,*
- » *\$8,000 for employee and dependent, and \$12,000 for family coverage.*

Dental benefits:

- » *Dental insurance premiums are fully paid by the District for employees.*
- » *Delta Dental PPO plan*
- » *Eligible domestic partners and dependents may be covered.*
- » *Vision insurance: N/A*

Retirement benefits/CalPERS:

- » *An employee who becomes a “new” member of CalPERS for the first time on or after*
- » *1/1/2013 (and who was not a member of another California public retirement system*
- » *prior to that date) will be enrolled in the CalPERS 2% @ 62 benefit formula (with Social*
- » *Security) with three-year final compensation in accordance with the Public Employees’*
- » *Pension Reform Act of 2013 (PEPRA). New members will be required to pay at least 50% of*
- » *the normal retirement cost [Govt. Code Section. 7522.30(c)].*
- » *An employee who is a “classic” member of CalPERS or an agency with CalPERS reciprocity,*
- » *or who have less than a six month break in service between employment in a CalPERS (or*
- » *reciprocal) agency and employment with West Basin, will be enrolled in the 3% @ 60 benefit*
- » *formula with Social Security.*

Disability:

- » *Premiums are paid by the District. Benefits are taxable and offset by workers’ compensation*
- » *temporary disability payments or a CalPERS disability retirement allowance.*
- » *Short-Term Disability covers the first 180 calendar days of disability. Benefits are paid after a*
- » *60-day waiting period.*
 - *Maximum benefit is 66 2/3% of salary up to \$1,731 per week after waiting period.*
- » *Long-Term Disability benefits paid after 180 calendar days of disability.*
 - *Maximum benefit is 66 2/3% of salary up to \$7,500 per month.*
 - *Benefits paid to age 70 (based upon age when disability begins) for total disability.*

- » *Employees may voluntarily elect to pay into the California State Disability Insurance (SDI) program through payroll deductions. It provides partial compensation – roughly 60%-70% – for wage loss. Employees covered by SDI have two benefits available to them: Disability Insurance and Paid Family Leave.*

PTO:

- » *Vacation Leave is earned each pay period in paid status. The maximum accrual is equivalent to two years accrual plus 10 days. Vacation leave is earned at the following annual rates:*
 - *0 – 5 years of service 80 hours (Maximum accrual is 240 hours)*
 - *6 – 10 years of service 120 hours (Maximum accrual is 320 hours)*
 - *11 – 12 years of service 128 hours (Maximum accrual is 336 hours)*
 - *13 – 14 years of service 136 hours (Maximum accrual is 352 hours)*
 - *15+ years of service 160 hours (Maximum accrual is 400 hours)*
- » *Sick Leave is accrued at a rate equivalent to eight hours per month up to a maximum of 96 hours per year. Half of all accrued and unused sick leave in excess of 960 hours is paid annually, and up to 120 days (960 hours) of accrued and unused sick leave is paid at employment separation.*

Life insurance:

- » *The District provides term life insurance equivalent to two times annual salary up to \$150,000 including Accidental Death & Dismemberment (AD&D).*

EAP: N/A

Tuition reimbursement:

- » *The District reimburses 90% of the costs of tuition, fees, required books, and other required expenses for up to 12 units of approved job-related coursework per quarter or semester.*
- » *An employee is eligible for reimbursement for a Bachelor's or Master's Degree and associated examination fees for professional licenses/certificates.*
- » *If the employee leaves District employment within 24 months of completion of the degree or acquisition of the professional license/certificate, the entire reimbursement must be repaid to the District.*

Wellness: N/A

Flexible Savings Account: N/A

Municipal Water District of Orange County

Benefits information not available

Orange County Water District

Medical benefits:

- » *All full-time, including probationary, employees who work 30 hours or more per week on a regular basis are eligible, on the first of the month following completion of one full calendar month of service, for participation in the medical insurance plans of the District.*
- » *The District pays toward the premiums for medical coverage a flat dollar cap.*

- » *Employees on an authorized leave of absence without pay may continue medical coverage per the leave of absence policy.*

Dental insurance:

- » *All full-time, including probationary, employees who work 30 hours per week on a regular basis are eligible, on the first of the month following completion of one full calendar month of service, for participation in the dental insurance plans of the District.*
- » *The District shall pay toward the premiums for dental coverage on the following basis:*
 - *Employee only: 100% of the premium*
 - *Employee plus dependents: 80% of the premiums*
 - *Employees on an authorized leave of absence without pay may continue dental coverage per the leave of absence policy.*

Vision insurance:

- » *All full-time, including probationary, employees who work 30 hours per week on a regular basis are eligible, on the first of the month following completion of one full calendar month of service, for participation in the vision insurance plan of the District. The District pays 100% of the premium for employee and dependent coverage.*

Retirement benefits/CalPERS: N/A

Disability:

- » *The District does not participate in the State Disability Insurance Program. All full-time, including probationary, employees who work 40 hours per week on a regular basis are covered on the first of the month following completion of one full calendar month of service, in the short-term and long-term disability insurance plan of the District. The District pays the premiums.*
- » *This benefit provides for payment of two-thirds of earnings, not to exceed plan maximum as stated in the Summary Plan Description in the event of a disability after 30 days of total disability, or exhaustion of sick leave, whichever is longer.*
- » *Employees receiving disability benefits must apply accrued vacation or earned CTO in an amount equal to the difference between disability benefits received and his/her regular pay.*

PTO:

- » *During the probationary period, vacation benefits will accrue after the probation*
- » *period has been passed. Full-time employees shall earn approximately 54 vacation*
- » *hours upon the successful completion of the probationary period, and shall*
- » *thereafter accrue hours biweekly based upon years of service, as follows:*
 - *Less than 5 years, 4.16 hours*
 - *5-9 years, 5.08 hours*
 - *10-14 years, 6.00 hours*
 - *15-19 years, 6.93 hours*
 - *20+ years ,7.85 hours*

- » *Every eligible, part-time employee of the District shall, upon the first day following successful completion of the probationary period, be entitled to approximately 27 hours of vacation, and shall thereafter accrue hours based upon years of service, as follows:*
 - *Less than 5 years, 2.08 hours*
 - *5-9 years, 2.54 hours*
 - *10-14 years, 3.00 hours*
 - *15-19 years, 3.46 hours*
 - *20 + years, 3.92 hours/*
- » *Every regular, full-time employee of the District shall accrue eight hours of sick leave per month, with pay, which is equivalent to 3.69 hours per biweekly pay period.*
- » *Every regular, part-time employee of the District shall accrue four hours of sick leave per month, with pay, which is equivalent to 1.84 hours per biweekly pay period.*
- » *The General Manager may grant up to three days of advance sick leave if the employee does not have enough accrued leave to cover an absence due to illness.*
- » *A regular full-time or part-time employee shall not accrue sick leave credit during any pay period in which he/she is absent without pay for the entire pay period. In the event an employee is required to work part-time by direction of his/her physician, sick leave credit shall be prorated, except that sick leave shall continue to accrue if an employee is absent due to an injury arising out of, or in the course of, his/her employment and is entitled to Workers' Compensation benefits.*

Life insurance:

- » *All full-time, including probationary, employees who work 40 hours per week on a regular basis are eligible, on the first of the month following completion of one full calendar month of service, for participation in the life insurance plan of the District.*
- » *The District pays the premium for two times annual salary, not to exceed \$400,000. Board of Directors shall receive a life insurance benefit in the amount of \$25,000, paid for by the District.*
- » *Employees and Board Members may, at their option, apply for and, through payroll deduction, obtain supplemental life insurance. Basic and supplemental life insurance may be continued during a leave of absence without pay. The District will pay the basic life insurance premium per the leave of absence policy.*

EAP:

- » *The District will maintain an Employee Assistance Program (EAP) to help employees who have personal problems, including alcohol and drug abuse, which impair or have the potential to impair their work performance. It is the employee's responsibility, however, to seek help. In the event that an employee voluntarily alerts the District of a drug or alcohol abuse problem, the employee will be made aware of the EAP and will be allowed to request a medical leave of absence for treatment, if necessary. When an employee does not voluntarily seek treatment but is discovered by the District to have a drug or alcohol abuse problem which impairs or has the potential to impair said employee's work performance, the General Manager may, at his/her sole discretion and based on all the circumstances, determine to defer taking disciplinary action provided that the employee undergoes and successfully completes treatment for the drug or alcohol abuse problem, with no recurrence of violating this policy.*

Tuition reimbursement:

- » *District reimburses 100% of the cost of tuition, registration, parking, laboratory/material fees, and books up to \$3,000 for employees pursuing approved courses or undergraduate degrees.*
- » *The maximum will be \$5,000 for employees in pursuit of an approved master's degree or doctoral program degree. Maximum reimbursement amounts are calculated on a fiscal-year basis.*

Wellness: N/A

Flexible Spending Account: N/A

Inland Empire Utilities Agency

Medical benefits:

- » *The Agency shall make a maximum monthly contribution towards the cost of his/her health insurance, minus the minimum PEMHCA contribution.*
- » *Health insurance is offered through CalPERS, and enrollment is optional with evidence of health coverage from another source.*
- » *Eligible employees who waive their medical benefit receive a cash incentive payment.*
- » *Coverage is effective the first day of the month following the date of hire.*

Agency Medical Contribution	January 2020	July 2020
Waive Coverage	\$1,010.00	\$1,035.00
Employee Only	\$1,010.00	\$1,035.00
Employee + I	\$1,320.00	\$1,345.00
Employee & Family	\$1,613.00	\$1,638.00

Dental insurance:

- » *The Agency offers two dental plans – Delta Dental and Western Dental. Enrollment in one of the plans is mandatory.*
- » *Coverage is effective the first day of the month following the date of hire.*

Vision insurance:

- » *Offered through EyeMed Vision Plan and enrollment is voluntary.*
- » *Coverage is effective the first day of the month following the date of hire.*

Retirement/CalPERS:

- » *Participation in a 457 deferred compensation plan is available through Lincoln Financial, ICMA Retirement Corporation and CalPERS Deferred Compensation Plan. Enrollment is voluntary and 100% employee-paid. Additionally, participation in a 401 (a) deferred compensation plan is available through the ICMA Retirement Corporation.*
- » *Effective July 1, 2018, the Agency will contribute \$25 per pay period as a matching contribution to a single 457(b) account of each employee who has made an elective deferral of \$25 or more to the plan for that pay period.*
- » *Participation in a 401 (a) deferred compensation plan is available through the ICMA Retirement Corporation within 60 days of hire.*
- » *CalPERS: An employee who becomes a “new” member of CalPERS for the first time on or after 1/1/2013 (and who was not a member of another California public retirement system prior to that date) will be enrolled in the CalPERS 2.0% @ 62 benefit formula with three-year final compensation in accordance with Public Employees’ Pension Reform Act of 2013 (PEPRA). New members will be required to pay at least 50% of the normal cost [Govt. Code Section. 7522.30(c)].*
- » *An employee who is a “classic” member of CalPERS, or a current member of another California public retirement system, who is hired on or after 1/1/2012, will be enrolled in the CalPERS 2.0% @ 55 benefit formula with three-year final compensation. As of 7/1/2016, such employee shall contribute the full 7% toward the employee contribution.*

- » *The Agency also participates in Social Security. The Agency pays 7.65% and the employee pays 7.65% [6.2% FICA + 1.45% Medicare = 7.65%].*

Disability:

- » *Regular employees are covered by an Agency-paid long-term disability insurance, which will provide income for an employee who is totally disabled from injury or accident. The basic benefit provides for 60% of the first \$10,000 of monthly salary, reduced by deductible income, after a 60-day waiting period.*
- » *Coverage is effective the first day of the month following TWO full months of employment.*
- » *Short-term disability insurance is available through State Disability Insurance (SDI). Workers covered by SDI are covered by two programs: Disability Insurance and Paid Family Leave Insurance.*

PTO:

- » *The Agency offers nine paid holidays. Additional paid floating holidays are available every fiscal year and vary by bargaining group.*
- » *Employees accrue 80 hours of vacation leave per year depending on length of employment, progressing to 200 hours per year. Executive Management employees accrue 120 hours of vacation leave per year depending on length of service, progressing to 240 hours per year. Cash-out option available.*
- » *Employees accrue 96 hours of sick leave annually. Buy back option available.*

Life insurance:

Employees who are members of Executive Management are provided with 1 time their annual earnings up to \$300,000 upon approval of Evidence of Insurability (EOI); if EOI is not approved, members in this class are guaranteed for \$100,000. Effective January 1, 2019, the Unrepresented group are provided an Agency-paid \$80,000 Life and AD&D policy. In addition, a basic \$10,000 Life and AD&D policy is offered at the employees' expense and enrollment is mandatory. The members of the Operators', Supervisors', Laboratory, Professional or General Units are provided an Agency-paid \$50,000 Life and AD&D policy. In addition, a basic \$10,000 Life and AD&D policy is offered at the employees' expense and enrollment is mandatory. Dependent coverage with a benefit of \$1,500 is optional. Coverage is effective the first day of the month following the date of hire.

EAP:

- » *Agency employees are eligible for participation in the Employee Assistance Program that provides confidential counseling services for employees and their household members.*

Tuition reimbursement:

- » *The Agency may reimburse eligible employees for the cost of educational courses related to the employee's work at the Agency up to \$5,250 per fiscal year.*

Wellness:

- » *An eligible employee who purchases and maintains a gym membership or equipment aimed to improving physical wellness is eligible to receive a reimbursement of \$500 per fiscal year.*

Flexible Saving Account: N/A

Cucamonga Valley Water District

Medical/dental/vision benefits:

- » *All new, full-time, regular employees of the District on probationary status will be provided with membership in an approved group health insurance plan at the earliest opportunity of inclusion. For probationary employees who select a medical plan where the monthly premium exceeds \$564.71 per month, the District will pay 85% of such premiums (in lieu of the \$480.00 allotment) and the probationary employee will be responsible for the remaining 15%.*
- » *Dental and vision premiums are offered to all new employees on probationary status however, the probationary status employee pays 100% of the dental and vision premiums until completion of the probationary period is completed.*
- » *For hourly and mid-management employees who select medical, dental, and vision plans where the combined monthly premium exceeds \$564.71 per month, the District will pay 85% of such premiums (in lieu of the \$480.00 per month allotment) and the employee is responsible for the remaining 15%.*
- » *For executive management employees who select medical, dental and vision plans where the combined monthly premium exceeds \$600.00 per month, the District will pay 80% of such premiums (in lieu of the \$480.00 per month allotment) and the employee is responsible for the remaining 20%.*
- » *For those full-time, regular employees of the District with proof of health insurance coverage other than offered by the District, \$480.00 per month shall be allotted to participate in any health and insurance benefits offered by the District, with any remainder, after purchase of said benefits, to be taken in cash.*
- » *Plans offered include:*
 - *Anthem-Blue Cross-California Care (HMO)*
 - *Kaiser Permanente (HMO)*
 - *Anthem-Blue Cross (PPO)*
 - *Kaiser Permanente (CDHP)*
 - *Anthem Blue Cross (CDHP)*
 - *MetLife Dental (PPO & DHMO)*
 - *VSP Vision*

Retirement/CalPERS:

- » *The District, in compliance with the California Public Employees' Pension Reform Act of 2012 (PEPRA), implemented a third tier for classified "new members" hired on or after 1/1/2013.*
 - *Tier 1 – PERS 2.5% @ 55 plan for defined classic members. Members pay 8% as a pre-tax contribution effective 1/3/2021.*
 - *Tier 2 – PERS 2% @ 60 plan for applicants currently employed by a PERS agency, or defined classic members. Members pay 7% as a pre-tax contribution effective 1/5/2020.*
 - *Tier 3 – PERS 2% @ 62 plan for applicants not employed by a PERS agency, or defined new members. New members pay 6.5% as pre-tax contribution effective 7/1/2020. This rate is subject to change.*

Disability:

- » *The District pays 100% of the LTD/STD premiums for employees during their employment.*

PTO:

- » *Employees are given 10 days of vacation after one full year of District service, and 20 days after 10 years of service.*
- » *Employees are given twelve (12) days per year with unrestricted accumulation; 50% of the leave balance is paid to the employee upon retirement.*
- » *The District observes 10 holidays, plus allows for three personal days.*

Life insurance:

- » *All employees are offered a District-paid life insurance policy of \$25,000.*
- » *Additional insurance up \$500,000 may be purchased. Rates are age-based. Employee pays 100% of the cost for additional insurance.*

EAP: N/A**Tuition reimbursement:**

- » *The District encourages employees to enhance their professional growth through the establishment of a Tuition Loan Program. The employee can receive up to \$5,250 per year for the loan program, which may be used for registration, books, and other related expenses. If the employee remains employed for at least 12 months following the successful completion of the course, the District will forgive the loan.*

Wellness:

- » *The District is sincerely interested in the emotional health of the individual employees and their family members. The intent of the Water Employees Life Line (W.E.L.L.) is to respond to the employees and their family members and help them deal with any emotional issues and the problems they may face.*

Flexible Spending Account: N/A**Las Virgenes Water District****Medical benefits:**

- » *The District contributes up to \$1,710.54 per month toward medical insurance for employees and eligible dependents starting the first month after date of hire.*

Dental insurance:

- » *The District contributes 100% (currently \$158.38 per month) toward dental insurance for employees and eligible dependents.*

Vision insurance:

- » *The District contributes 100% (currently \$5.00 per month) toward vision insurance for the employee.*
- » *The employee may elect coverage for dependents by paying for such coverage.*

Retirement/CalPERS:

- » *Employees are enrolled in PERS; the District contracts for 2% @ 55 full formula with Social Security for "Classic" members; 2% @ 62 for "New" members.*
- » *Employees considered "Classic" members pay the 7% employee contribution to PERS*

- » *Employees considered “New” members pay half of the normal cost as determined by PERS actuarial.*
- » *Employees may elect to participate in 401(a) and/or 457(b) plans. The District will match up to 3% on a \$1 to \$1 basis.*

Disability:

- » *The District provides coverage for continuation of two-thirds salary with monthly limits up to: \$10,600 for Department Directors; \$7,300.00 for non-represented managers.*

PTO:

- » *12 paid holidays are observed per year.*
- » *Vacation is accrued based on years served; initially earned at 4 hours to a maximum 6.46 hours per bi-weekly pay period. A maximum of 311 hours may be accrued.*
- » *Sick leave is accrued at 8 hours per month.*

Life insurance:

- » *The District provides \$50,000 coverage plus annual base salary.*

EAP: N/A

Tuition reimbursement:

- » *Employees may request reimbursement up to \$685 per course for continuing education.*

Wellness:

- » *Reimbursement up to \$500 per year for preventive health maintenance, relative to obtaining/ receiving a comprehensive physical examination for expenses not covered by the employee's District-provided medical insurance coverage or for memberships to private gym facilities.*

Flexible Spending Account: N/A

Western Municipal Water District

Medical/dental/vision benefits:

Western contributes \$2,338.58 per month toward the cost of medical, dental and vision benefits. Rates are effective January 1 through December 31, 2021.

Employees opting out of Western's medical plan receive a monthly payment in the amount of \$689.42. Proof of coverage in another medical plan is required.

Retirement/CalPERS:

- » *Individuals defined as “New Members” by California law shall be enrolled in the statutorily required 2%@62 PERS Plan. New Members are obligated to pay 50% of the “normal cost” of their retirement benefits as required by state law. This plan shall provide benefits based on the highest three-year salary average.*
- » *Individuals defined as “New Employees” by California law shall be enrolled in the 2%@ 55 PERS Plan. New employees are obligated to pay 100 percent of the Employee contribution. The 2%@55 Plan provides benefits based on the highest three-year salary average.*

Disability:

The District provides short-term disability insurance beginning on the first of the month following six months of consecutive employment. STD benefits begin on the first day of disability for an accident or 7th day of disability for an illness and provide up to 60% of your base salary.

The District provides long-term disability insurance. Coverage is effective on the first of the month following six months of consecutive employment. LTD benefits begin on the 91st calendar day of a medically certified disability and provide up to 60 percent of employee's base salary.

PTO:

» *Vacation accrual:*

- *0-4 years, 3.08 hours per pay period, equivalent to 10 days per year*
- *5-9 years, 4.62 hours per pay period or 15 days per year*
- *10+ years, 6.16 hours per pay period or 20 days per year*

» *Employees accrue 96 hours of sick leave per year. After completing a full calendar year of employment and using no more than 18 hours of sick leave during said calendar year, employee may be compensated for up to 40 hours of accrued sick leave at the employee's current rate of pay.*

» *Sick leave can be used after completion of the probationary period and shall be cumulative to a maximum of 1,600 hours. Sick leave is paid on a specific scale upon termination of employment.*

Life insurance:

» *Basic Life Insurance is provided by the District and is effective the first of the month following the employee's date of hire. Employees are provided with up to \$50,000 in life insurance for the employee and \$1,000 for eligible dependents.*

» *Effective the first of the month following your date of hire, you may purchase supplemental life insurance for you and your eligible dependents. This supplemental life insurance provides a guaranteed issue amount for you up to \$150,000, up to \$30,000 for your spouse and \$10,000 for your children.*

» *Accidental Death and Dismemberment (AD&D) is for you only and is provided by the District. AD&D is effective the first of the month following your date of hire and provides payment for specified losses sustained through dismembering or fatal accidents. The maximum amount of AD&D insurance is equal to the amount of your life insurance.*

EAP:

» *Administered by Lincoln's EmployeeConnect, the EAP assists in dealing with problems affecting an employee's personal life and/or job performance. Use of this benefit, paid 100% by the District for up to five meetings with EAP staff, is strictly confidential. Other services provided through Lincoln's EmployeeConnect EAP, are referrals or advice on topics such as legal consultation, parenting, senior care, pet care, and much more.*

Tuition reimbursement:

» *Employees who have completed the probationary period and achieved regular status with the District may be reimbursed the reasonable costs for tuition, registration fees, books, and mileage one way for educational courses related to District employment, subject to all of the following conditions:*

» *The course must be taken on the Employee's own time.*

» *The course must have a direct relationship to the work of the District and improve the Employee's work performance.*

- » *The course must be approved by the Supervisor and the General Manager or designee prior to enrollment.*
- » *The course must be satisfactorily completed with a grade of "C" or better.*

Wellness: N/A

Flexible Spending Account: N/A

Eastern Municipal Water District

Medical Benefits:

- » *EMWD offers several health insurance plans. EMWD contributions cover most of the insurance premiums.*

Dental insurance:

- » *Premiums for the Delta Dental basic plan are fully paid by EMWD. Employees who elect the alternate plan will pay the difference in premiums through payroll deductions.*

Vision insurance:

- » *EMWD contracts with EyeMed; premiums are fully paid by EMWD.*
- » *Retirement/CalPERS*
- » *Employees hired prior to 11/04/2010 are on the 2.5% @ 55 benefit formula. The employee contribution is 8% and is paid through payroll deductions on a pre-tax basis.*
- » *Employees hired on or after 11/04/2010 are on the 2% @ 55 benefit formula. The employee contribution is 7% and is paid through payroll deductions on a pre-tax basis.*
- » *Employees hired on or after 01/01/2013 (if not already a CalPERS member) are on the 2% @ 62 formula and will pay at least 50% of normal cost of pension or what is determined by CalPers to be the employee contribution rate on a pre-tax basis through payroll deductions.*

Disability:

- » *District pays 100% of the premium for each participating employee in the Group Long-Term Disability Insurance.*

PTO:

- » *Approximate hours earned per year*
 - *0 to 4 years of service, 176 hours per year*
 - *5 to 7 years of service, 216 hours per year*
 - *8 years of service, 223 hours per year*
 - *9 years of service, 225 hours per year*
 - *10 years of service, 236 hours per year*
 - *11+ years, 256 hours per year*

Life insurance:

- » *EMWD-paid life insurance is provided equal to the employee's annual salary; up to a maximum of \$250,000.*
- » *Employees may purchase additional life insurance available in increments up to \$500,000; of which, EMWD and the employee each pay half.*

EAP: N/A

Tuition reimbursement:

- » *Prior to enrolling in courses, employee should obtain authorization from their supervisor and department head. If the employee fails to obtain authorization, they will not be eligible for reimbursement.*
- » *Employees receiving G.I. Bill tuition reimbursement or receiving any type of Federal or State tuition aid are ineligible for EMWD tuition reimbursement.*
- » *Tuition reimbursement is to be used to continue an employee's formal education or take college or special training courses, which will better enable them to perform their present duties and/or prepare for advancement (including workshops and/or courses sponsored or provide by professional industry associations such as California Water Environment Association-CWEA, Water Environment Federation-WEF, Air & Waste Management Association-A&WMA, American Waterworks Association-AWWA, Association of California Water Agencies-ACWA, etc.*
- » *Tuition Reimbursement is not available for association conferences).*
- » *Upon approval by the department head, submittal of proof of a grade "C" or better or proof of successful completion of the course, and proof of payment, the employee will be reimbursed 90% of the total for tuition, parking permits, lab fees, books, and course-required videos only up to a maximum of \$5,250 per calendar year.*

Wellness: N/A

Flexible Spending Account: N/A

Monte Vista Water District

Medical benefits:

- » *The District offers medical benefits through CalPERS with choices from Kaiser Permanente (HMO), Blue Shield (HMO), Health Net (HMO), United Healthcare (HMO) and Anthem Blue Cross (HMO) and Preferred Provider Organization (PPO) plans.*
- » *Enrollment in the District's medical plans is optional; however, the District requires evidence of coverage from another plan. Eligible employees that waive the District's medical plan can receive a portion of their cafeteria allotment as a direct payment.*

Dental insurance:

- » *The District offers dental coverage through Lincoln Financial Group.*

Vision insurance:

- » *Vision coverage is offered through Medical Eye Services.*

Retirement/CalPERS:

- » *Monte Vista Water District contracts with CalPERS for retirement benefits. The District's retirement formula is 2.5% @ 55 for employees hired prior to 1/1/2013. This group of District employees currently contributes 8% toward their retirement plan.*
- » *All new employees, as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), hired on or after 1/1/2013, will participate in the District's retirement formula of 2% @ 62, with the employee paying 50% of the normal cost of the plan, which currently is 6.75%.*

Disability: N/A

PTO:

- » *District employees are provided with a competitive accrual formula. Sick leave is earned at the rate of 8 hours a month.*
- » *The vacation policy includes a “buy back” provision.*

Life insurance:

- » *Life insurance is 100% paid by the District for \$125,000, with an additional Accidental Death and Dismemberment coverage available to District employees.*

EAP: N/A**Tuition reimbursement:**

- » *District employees may be reimbursed up to \$2,500 annually for qualifying coursework, including: books, parking fees, registration fees, required materials, tuition.*

Wellness: N/A**Flexible Spending Account: N/A****San Bernardino Valley Municipal Water District****Benefits information not available**



SAN GABRIEL VALLEY
MUNICIPAL

WATER DISTRICT
AZUSA | SIERRA MADRE | MONTEREY PARK | ALHAMBRA

AGENDA ACTION ITEM NO. 2

2021-2022 BUDGET

RECOMMENDED ACTION: None, information only

BACKGROUND: The Administrative/Finance Committee has reviewed the Budget. It is now presented to the full Board for review prior to its formal adoption at the June meeting.

SAN GABRIEL VALLEY MUNICIPAL WATER DISTRICT

BUDGET - FISCAL YEAR 2021-2022 PRE-LIMINARY

ACCT NO.	UNRESTRICTED REVENUE GENERAL OPERATIONS	2019-20 YEAR END	2020-21 BUDGET	PROJECTED YEAR END	2021-2022 BUDGET	NOTES
3002	Tax Revenue (Gen. 1%)	4,445,841	4,500,000	4,700,000	4,800,000	
3003	Water Sales	3,828,483	3,136,000	2,686,000	2,400,000	
3004	Interest Revenue	492,344	500,000	244,384	225,000	
3005	Ready-To-Serve	11,880	11,880	11,880	11,880	
3006	RDA Prop Tax Trust Fund (AB1x)	792,840	500,000	973,482	780,000	
3008	SBVMWD Pipe Mtn Revenue Schedule 6	19,077	63,500	15,161	32,500	* Includes SB 12,500 meter replacement
TOTAL GENERAL OPERATIONS REVENUE		9,590,465	8,711,380	8,630,907	8,249,380	
POWER REVENUE SALES						
3210	Hydro Power Sales	85,765	65,623	0	0	
TOTAL POWER REVENUE SALES		85,765	65,623	0	0	
RESTRICTED REVENUE - SWP						
3306	Tax Revenue - State Water Project	8,285,243	8,500,000	8,800,000	9,000,000	
TOTAL RESTRICTED REVENUE - SWP		8,285,243	8,500,000	8,800,000	9,000,000	
3400	Grants-DWR	-	0	0	0	
3401	Grants - State Water Board & Reclamation	299,679	0	0	0	
TOTAL INCOME		18,261,152	17,277,003	17,430,907	17,249,380	
GENERAL OPERATING EXPENSES						
4001	Directors Fees	30,200	30,000	30,000	30,000	
4010	Administrative Salaries	269,382	242,078	270,000	254,184	
4014	Field Supervision (Labor)	165,311	175,851	178,552	184,644	
4020	Office Salaries	210,483	200,503	198,852	200,508	
4021	External Affairs Manager-Office Salaries	106,491	108,169	107,700	116,397	
4022	Part-Time Employee	4,648	14,400	5,150	14,400	
4027	Office Supply/Misc Expense	25,382	44,000	25,000	44,000	
4029	Election Expense	0	40,000	221	0	
4031	Legal Services	25,885	50,000	41,000	50,000	
4032	SWC Services	37,856	46,000	71,017	46,000	* 2021 Dry Year Purchase Agreement \$25000
4033	Public Relations	51,710	135,000	68,656	135,000	
4034	Governmental Relations Consulting	84,686	86,000	84,000	94,000	
4035	Consulting & Engineering	266,911	503,193	458,696	800,000	*Pipeline Assessment
4036	Medicare Tax	14,812	15,175	15,589	15,700	
4039	PERS Payroll Deductions	544,387	804,535	823,403	830,000	Pre-Pay Unfunded Liability \$500k
4040	Social Security	54,303	57,558	55,518	57,000	

ACCT NO.	Page 2 ACCOUNT DESCRIPTION	2019-20 YEAR END	2020-21 BUDGET	PROJECTED YEAR END	2021-2022 BUDGET	
4041	State Compensation Insurance	17,493	25,000	11,785	18,000	
4042	State Unemployment	1,454	1,570	1,421	1,570	
4043	Health Insurance	427,173	446,000	426,039	446,000	
4044	Dental & Vision Benefit	46,273	77,000	40,000	77,000	
4045	Liability, Cas & Ind Insur.	34,053	38,000	40,565	42,000	
4046	Blue X Employee Reimb.	59,617	60,000	60,000	60,000	
4048	Life Insurance	3,234	3,500	3,511	3,600	
4050	Dues & Associations	99,031	85,000	85,000	85,000	
4051	Travel & Conferences -Directors	11,338	25,000	5,000	25,000	
4052	Publications & Periodicals	140	650	150	300	
4053	SWC Audit Service	9,108	10,000	9,247	10,000	
4054	District Audit Service	19,311	20,000	20,000	20,000	
4055	Travel & Conferences - Staff	15,449	30,000	1,500	30,000	
4057	Tax Annual Fee	47,197	50,000	49,937	52,000	
4058	Tax Collection Fees	31,134	33,000	4,295	33,000	
4059	Property Taxes	584	650	589	650	
4060	Telephone	36,194	40,000	40,000	40,000	
4061	Electricity, Water & Gas	16,296	18,500	15,000	18,500	
4062	Conservation Materials	14,279	0	0	0	Moved to 4033 Public Relations last f/y
4063	Safety Program	231	5,000	0	5,000	
4065	Water Conservation Rebate Program	20,822	250,000	15,000	250,000	
4067	OPEB	227,428	300,000	480,000 *	480,000	* CERBT \$200k
4090	SWP Transportation Cost Variable	3,118,862	2,500,000 *	2,555,880	1,828,000	* Includes S.M. 2,970.74 AF (\$2,376,592)
4093	Uniform Rental-Cleaning	2,500	4,500	3,000	4,500	
4095	Vehicle Maint/Operating Expense	18,312	21,000	19,500	21,000	
4096	Communication Expense/Security	6,529	6,200	6,200	6,200	
4099	Facility Maintenance	37,119	30,000	35,000	30,000	
4100	Field Salaries	263,711	269,974	276,165	287,747	
4108	Grounds Maint & Materials	33,365	33,000	29,000	33,000	
4113	Pipeline Maintenance & Materials	14,495	50,000	6,000	50,000	
4114	SCADA Maintenance	9,115	8,000	8,000	8,000	
4120	Loans & Grants	311,679	1,787,000 *	767,117 **	8,487,000	* \$500k Rate Assistance ** S.M. Grant \$1.9mil and 0%Loan\$
	TOTAL UNRESTRICTED G. O. EXPENSES	6,845,973	8,781,006	7,448,255	15,324,900	

ACCT NO.	Page 3 ACCOUNT DESCRIPTION	2019-20 YEAR END	2020-21 BUDGET	PROJECTED YEAR END	2021-2022 BUDGET	
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SCHEDULE VI - RIVERSIDE FACILITY

4300	Salaries - Riverside	11,470	15,698	7,131	15,698	
4301	Riverside Maintenance & Materials	5,730	6,000	6,199	* 28,300	* Riverside Meter Structure Project \$22k

TOTAL RIVERSIDE FACILITY	17,200	21,698	13,330	43,998	
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HYDRO EXPENSES

4402	Hydro Salaries	9,286	8,896	2,738	8,896	
4403	Hydro Maintenance & Materials	2,571	13,500	1,354	13,500	
4406	SCE Hydro (8800)	4,900	5,200	3,989	5,200	

TOTAL HYDRO EXPENSES	16,757	27,596	8,081	27,596	
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RESTRICTED EXPENSE - SWP

4510	State Project Expense	6,618,831	8,052,719	7,012,842	* 7,500,000	* DCF/Oroville
4511	State Project Amortization	96,403	97,000	96,408	97,000	
4591	State Project Cost of Water Adjustment Pr Yr	238,690	0	57,613	0	

TOTAL RESTRICTED SWP EXP	6,953,924	8,149,719	7,166,863	7,597,000	
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TOTAL EXPENSE	13,833,854	16,980,019	14,636,529	22,993,494	
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SAN GABRIEL VALLEY MUNICIPAL WATER DISTRICT

RECAP				
TOTAL REVENUE	18,261,152	17,277,003	17,430,907	17,249,380
TOTAL EXPENSE	13,833,854	16,980,019	14,636,529	22,993,494
GAIN (LOSS)	4,427,298	296,984	2,794,378	(5,744,114)
LOAN REPAYMENT	345,688	145,688	0	0
FUNDS TRANSFERED FROM RESERVES	0	0	0	5,744,114
NET INCOME	4,772,986	442,672	2,794,378	0

AGENDA ACTION ITEM NO. 3

RESOLUTION NO. 5-2021-780 WATER RATES

RECOMMENDED ACTION: Adopt Resolution No. 5-2021-780

BACKGROUND: The Administrative/Finance Committee has reviewed the issue and recommends no change to the existing rates of \$200 per acre-foot to for replacement water and \$800 per acre-foot for RDA water.

BUDGET IMPACT: None, this was built into the draft budget.

PRIOR BOARD ACTION: None

RESOLUTION NO. 5-2021-780

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SAN GABRIEL VALLEY MUNICIPAL WATER
DISTRICT ESTABLISHING WATER RATES FOR THE
FISCAL YEAR COMMENCING JULY 1, 2021, AND
REPEALING RESOLUTION NO. 4-2020-767**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SAN GABRIEL
VALLEY MUNICIPAL WATER DISTRICT** as follows:

Section 1. Purpose and Scope.

This resolution adopts rates, fees and charges for categories of water supplied by the District. This resolution supersedes prior resolutions and may be referred to as the District's "water rate resolution."

Section 2. Findings.

The rates, fees and charges set forth herein are for the purpose of: (1) meeting operating expenses, including employee wage rates and fringe benefits, (2) purchasing or leasing supplies, equipment, or materials; (3) meeting financial reserve needs and requirements; (4) obtaining funds for capital projects necessary to maintain service within existing service areas. The rates, fees, and charges set forth herein will produce revenue which does not exceed the reasonable actual cost of providing the service for which the rate, fee or charge is levied. On the basis of 14 Cal. Code of Regs. Sec. 15273 and the District's local environmental guidelines, the District finds the California Environmental Quality Act does not apply to this resolution or to the establishment, modification, structuring, restructuring or approval of the rates, tolls, fares and other charges set forth herein.

Section 3. Ready to Serve Charge.

There is established a monthly ready to serve charge for each of the total cubic feet per second of available service connection capacity, regardless of whether such service connection is used to deliver water or not, in the amount of \$11.00 per second foot of groundwater replenishment service capacity. The ready to serve charge shall be payable monthly in advance and shall be in addition to the quantitative rate charged for the delivery of water as hereinafter set forth.

Section 4. Quantitative Rate.

Commencing July 1, 2021, the rate of each acre foot of untreated water delivered by this District directly from the State Water Project to or on behalf of any San Gabriel Basin producer within this District is \$200.00. The rate of each acre-foot of untreated water delivered by this District to fulfill RDA requirements is \$800.00.

Section 5. Limitations.

Water sales, delivery and availability is subject to the availability of State Water Project water to the District and the water storage accounts of the District with the Main San Gabriel Watermaster. Delivery is also subject to the District's ability to sell, deliver and make available such water under operating conditions determined by the General Manager and subject to the water service regulations of this District.

Section 6. Notices.

The Secretary shall transmit a certified copy of this resolution to the City Clerk of the Cities of Alhambra, Azusa, Monterey Park and Sierra Madre and to the Secretary of the Main San Gabriel Basin Watermaster.

Section 7. Repeals.

Resolution No. 4-2020-767 is hereby repealed.

PASSED, APPROVED AND ADOPTED on May 10, 2021.

President

ATTEST:

Secretary

(SEAL)

AGENDA ACTION ITEM NO. 4

COST OF LIVING ADJUSTMENT

RECOMMENDED ACTION: Approve a Cost of Living Adjustment for all employees of 2.2%.

BACKGROUND: After review of the Consumer Price Index for the 12-month period ending March 31, 2021. The Administrative/Finance Committee recommends a 2.2% Cost of Living Adjustment for all employees.

BUDGET IMPACT: This increase will result in a 30,000 increase in the 2021-2022 Budget.

PRIOR BOARD ACTION: None



Economic News Release

Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index

Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index, March 2021
[1982-84=100, unless otherwise noted]

Area	Pricing Schedule ⁽¹⁾	Percent change to Mar. 2021 from:			Percent change to Feb. 2021 from:		
		Mar. 2020	Jan. 2021	Feb. 2021	Feb. 2020	Dec. 2020	Jan. 2021
U.S. city average	M	2.6	1.3	0.7	1.7	1.0	0.5
Region and area size⁽²⁾							
Northeast	M	2.1	1.0	0.6	1.2	0.8	0.4
Northeast - Size Class A	M	1.7	0.8	0.4	1.1	0.7	0.3
Northeast - Size Class B/C ⁽³⁾	M	2.6	1.3	0.9	1.4	0.9	0.4
New England ⁽⁴⁾	M	1.8	1.3	1.0	0.7	0.8	0.3
Middle Atlantic ⁽⁴⁾	M	2.2	0.9	0.5	1.4	0.8	0.4
Midwest	M	3.0	1.5	0.7	1.7	1.3	0.8
Midwest - Size Class A	M	2.6	1.6	0.8	1.3	1.0	0.8
Midwest - Size Class B/C ⁽³⁾	M	3.2	1.5	0.7	1.9	1.4	0.8
East North Central ⁽⁴⁾	M	2.8	1.5	0.7	1.6	1.4	0.9
West North Central ⁽⁴⁾	M	3.2	1.5	0.9	1.9	1.0	0.6
South	M	2.9	1.3	0.8	2.0	1.1	0.5
South - Size Class A	M	2.8	1.3	0.7	1.8	1.1	0.6
South - Size Class B/C ⁽³⁾	M	3.0	1.3	0.8	2.1	1.1	0.5
South Atlantic ⁽⁴⁾	M	2.9	1.1	0.7	2.1	1.0	0.5
East South Central ⁽⁴⁾	M	4.0	1.7	1.1	2.9	1.5	0.6
West South Central ⁽⁴⁾	M	2.4	1.4	0.8	1.5	1.0	0.6
West	M	2.4	1.2	0.7	1.6	0.8	0.5
West - Size Class A	M	2.3	1.2	0.6	1.4	0.8	0.5
West - Size Class B/C ⁽³⁾	M	2.6	1.3	0.7	1.8	0.7	0.5
Mountain ⁽⁴⁾	M	2.5	1.3	0.9	1.5	0.8	0.5
Pacific ⁽⁴⁾	M	2.4	1.2	0.6	1.6	0.7	0.5
Size classes							
Size Class A ⁽⁵⁾	M	2.3	1.2	0.6	1.4	0.9	0.5
Size Class B/C ⁽³⁾	M	2.9	1.3	0.8	1.9	1.0	0.6
Selected local areas							
Chicago-Naperville-Elgin, IL-IN-WI	M	2.6	1.2	0.6	1.2	1.3	0.6
Los Angeles-Long Beach-Anaheim, CA	M	2.2	0.9	0.5	1.0	0.6	0.4
New York-Newark-Jersey City, NY-NJ-PA	M	2.0	0.7	0.4	1.4	0.7	0.3
Atlanta-Sandy Springs-Roswell, GA	2				2.4	1.6	
Baltimore-Columbia-Towson, MD ⁽⁶⁾	2				1.1	0.1	
Detroit-Warren-Dearborn, MI	2				0.8	0.6	
Houston-The Woodlands-Sugar Land, TX	2				1.0	0.9	
Miami-Fort Lauderdale-West Palm Beach, FL	2				1.4	0.8	
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	2				1.0	0.8	
Phoenix-Mesa-Scottsdale, AZ ⁽⁷⁾	2				1.0	1.0	
San Francisco-Oakland-Hayward, CA	2				1.6	0.5	
Seattle-Tacoma-Bellevue, WA	2				1.7	1.2	
St. Louis, MO-IL	2				1.6	1.2	
Urban Alaska	2				1.3	1.0	
Boston-Cambridge-Newton, MA-NH	1	1.3	0.9				
Dallas-Fort Worth-Arlington, TX	1	3.4	1.8				
Denver-Aurora-Lakewood, CO	1	1.6	0.8				
Minneapolis-St.Paul-Bloomington, MN-WI	1	3.0	1.1				
Riverside-San Bernardino-Ontario, CA ⁽⁴⁾	1	3.6	1.3				
San Diego-Carlsbad, CA	1	4.1	2.4				

Footnotes

- (1) Foods, fuels, and several other items are priced every month in all areas. Most other goods and services are priced as indicated: M - Every month. 1 - January, March, May, July, September, and November. 2 - February, April, June, August, October, and December.
- (2) Regions defined as the four Census regions.
- (3) Indexes on a December 1996=100 base.
- (4) Indexes on a December 2017=100 base.
- (5) Indexes on a December 1986=100 base.
- (6) 1998 - 2017 indexes based on substantially smaller sample.
- (7) Indexes on a December 2001=100 base.
- (8) Indexes on a 1987=100 base.

NOTE: Local area indexes are byproducts of the national CPI program. Each local index has a smaller sample size than the national index and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses.

AGENDA ACTION ITEM NO. 5

NEXT BOARD MEETING DATE

RECOMMENDED ACTION: None

BACKGROUND: Director Paulson indicated he would be unavailable for the June 14 Board meeting and asked whether the Board would like to consider rescheduling. It is important to note that because the District posted a 60-day notice for adoption of its Urban Watershed Management Plan, the date of the June Board meeting can not be moved to an earlier date, it must stay the same or be pushed back.

BUDGET IMPACT: None

PRIOR BOARD ACTION: None

Memorandum

To: San Gabriel Valley Municipal Water District Board of Directors

Cc: Darin Kasamoto, General Manager

From: Evelyn Reyes, External Affairs Manager

Date: May 10, 2021

Subject: External Affairs Report

Rebates:

	Rain Barrel	Washing Machines	High-Efficiency Toilets	Waterless Urinals	Smart Controllers	Sprinkler Nozzles	Soil Sensor
	\$35	\$85	\$40	\$150	Up to \$80	\$2 – Min. 30	Up to \$80
Monthly Total	11	8	2	0	3	0	0
FY 20/21 Total	46 1-cistern	52	12	0	16	0	0

External Affairs Update:

Outreach/Messaging for Summer 2021: At the External Affairs Committee meeting on April 22 the Committee directed DMCI and I to draft an outreach plan for the summer. Attached is the plan DMCI and I are proposing. We will further discuss our plans in our next committee meeting and will keep the board informed on our activities.

School Education Outreach: We are currently working on a newsletter for teachers which provides them information on our water surveys, water conservation videos and other water education materials. In addition, we delivered 1,000 growth charts worksheets to the school districts and libraries in our service area.

Grants to member cities: We are currently waiting for our member cities to return the agreements for the water bill assistance program for residential.

Legislative Staff Briefing: We are hosting a virtual legislative staff briefing on Tuesday, May 25 at 10am. We will provide and update on operations and water supply, and the cities of Monterey Park and Sierra Madre were invited to discuss the PFAS Treatment Plant and Arcadia Joint Well Project.

Website Design: CV Strategies has finalized the layout of the new website. I am currently reviewing the final content.

H2Owl Program Grants: Approved a \$2,000 grant for Alhambra Chamber of Commerce for Alhambra Beautiful Awards. The Alhambra Beautiful Awards are given to residents and businesses that have water-efficient landscaping in the City.

Council for Watershed Health Project: The project with Garvey Unified School District (GSD) and the Council for Watershed Health (CWH) was severely delayed due to staffing changes and the pandemic.

As of March 2021, CWH received as-built plans for Hillcrest Elementary and Monterey Vista Elementary campuses to elucidate existing utilities and infrastructure that influences concept design for green infrastructure opportunities on each campus. Olaunu engineers worked on preparing a draft of project concept opportunities for a March meeting with Kevin Hobby and GSD facilities staff. CWH and Olaunu coordinated biweekly check-ins and updates regarding this effort. Olhanu coordinated with Kevin Hobby to schedule a meeting with school site principals and GSD superintendent. Concept plan development underway.

Meetings/Events Attended:

- Attended the Main San Gabriel Basin Watermaster meeting.
- Attended the San Gabriel Valley Water Association Legislative Committee meeting.
- Attended the SGVCOG Water Committee meeting.
- Attended City of Sierra Madre's City Council Meeting on 2/9/21.
- Met with Nature for All to discuss Leadership Program implementation.
- Met with our member cities to discuss water bill delinquencies.

Drought Awareness Plan 2021 for SGVMWD and Member Cities

District-Specific

Messaging/Member City Support

- Finalize messages for 2021
 - Positive tone
 - Conservation ethic
 - Low Rainfall = Low Groundwater
- *EA Committee meeting with Member Cities*
- Integrate “Waters that Connect Us” into website and other media (ongoing)

Advertising

- **Earth Day** - Place Earth Day “It’s Déjà vu Drought All Over Again” Ad in LA Times
- **Bus Shelter Ads** – research, price, locations
- **Rebates** – increase all rebate amounts; try new lawn and water circulator rebates

Website/Social Media

- **Launch New Website** –
- **Drought Section of Website** - update Drought Section on website to current conditions
- **Earth Day messaging**
- **May/Water Awareness Month** – conservation messages for May/Water Awareness Month
- **Summer** – conservation messages for summer

Outreach Events (Virtual; Gradual due to Pandemic)

- **Earth Day** - finalize Earth Day activities, social media, messaging; graphic for social media
- **Member City Town Hall** – meeting held in April
- **Legislative Town Hall** - “virtual” meeting May 25; Member Cities to present major projects
- **Asian Media Briefing** - “virtual” briefing meeting week of June 27
- **Water Forum** – implement drought-related e-blast prior to summer 2021; evaluate webinar in 2021 and in-person event in 2022
- **Youth/Schools/Libraries** - deliver “Water Awareness Growth Charts” to schools and libraries; evaluate other library opportunities
- **School/Teacher Newsletter** – new Constant Contact educational resources newsletter/flyer re: OWL, Videos, Growth Chart, Home Water Survey, links to educational websites, speakers bureau, etc.
- **WaCow Media**: Asian outreach summer campaign

Member City Initiatives

Street/Pole Banners and Lawn/Median Signs

- Determine funding level for each member city
- Create banners for each city with Conserve/City message; integrate “Waters that Connect Us”
- Create lawn/median signs for each city
- Develop City Hall lobby signs for each city

Educational Materials

- City Car, Truck and Bus Wraps
- Magnets
- Posters for trash receptacles
- Videos for each city re: AMI, etc.

Gradually Re-Launch H₂Owl at Community Events

- **H₂Owl** – track City event opportunities at parks, drive-by events, etc.
- **Virtual City Council Meetings** - schedule and script H₂Owl during public comment in each city

“Push” O.W.L. Grants (SGVMWD Selects Recipients) for Youth, Residents, Businesses and Restaurants

- **Chambers of Commerce** - provide grants for drought awareness programs
- **Restaurants** – provide Cities with table tents, window signs, etc. for local restaurants
- **Conservation ‘Corps/Core’** – provide grants for “intern” teams to be recruited/compensated in each member city
- **Conservation ‘Compliments’** – for positive reinforcement, provide funding for Native Plants, congratulatory notes, gifts and water-saving equipment for water-wise residents

Conservation Days in Member Cities

- **Banner Hanging Event** - create an in-person, outdoor event in conjunction with banner hanging including City leader photo opportunity, give-away of tips, magnets, swag bags, etc.

AMI Promotion

- Discuss with cities

ANNUAL HEARING ON DETERMINATION OF OPERATING SAFE YIELD AND
REGULAR MEETING OF THE MAIN SAN GABRIEL BASIN WATERMASTER
MAY 5, 2021 AT 2:30 O'CLOCK P.M.

Zoom Meeting ID link
<https://us02web.zoom.us/j/81825581890>

Meeting ID: 818 2558 1890
Passcode: 299152

Agenda

Action/Notes

1. CALL TO ORDER
2. ROLL CALL OF WATERMASTER MEMBERS
3. ADOPTION OF AGENDA [1]
4. PUBLIC HEARING ON OPERATING SAFE YIELD FOR FISCAL YEARS 2021-22 THROUGH 2025-26
5. ADOPTION OF OPERATING SAFE YIELD (Resolution No. 05-21-307)[1]
6. TIME RESERVED FOR PUBLIC COMMENT
7. ITEMS REMOVED FROM CONSENT CALENDAR [1]
8. CONSENT CALENDAR [1]
All items on Consent Calendar may be approved with single action.
 - a) Minutes of a Regular Meeting of Watermaster held April 7, 2021
 - b) Lists of Demands
 - c) Financial Statements, April 2021
9. REQUEST FROM UNITED ROCK PRODUCTS CORPORATION TO PURCHASE 151.35 AF WATER FROM USGVMWD FOR PRODUCER CYCLIC STORAGE [1]
10. REPORT FROM BASIN WATER MANAGEMENT COMMITTEE [1]
 - a) Authorization to extend renewal of Golden Meters Agreement for one-year
11. REPORT FROM ADMINISTRATIVE COMMITTEE [1]
 - a) Recommendation to adopt draft FY 2021-22 Administration Budget in the amount of \$4,826,092 and Assessments as follows: (Resolution No. 05-21- 308)
 - i) Administration Assessment of \$17.00/AF on FY 2020-21 Production;
 - ii) In-Lieu Assessment of \$8.00/AF on FY 2020-21 Production;

iii) Water Resource Development Assessment of \$175.00/AF
on FY 2020-21

iv) Replacement Water Assessments on FY 2020-21 and 2021-22
Overproduction

12. ATTORNEY'S REPORT [2]
13. ENGINEER'S REPORT [2]
14. EXECUTIVE OFFICER'S REPORT [2]
15. REPORT FROM RESPONSIBLE AGENCIES [2]
16. OUTSIDE COMMITTEE LIAISONS [2]
17. INFORMATION ITEMS [2]
 - a) Temporary assignment or lease of 1,000.00 AF of Production Right from Covina Irrigating Company to Valley County Water District for FY 20-21
 - b) Temporary assignment or lease of 455.00 AF of Production Right from Covina Irrigating Company to California Domestic Water Company for FY 20-21
 - c) Temporary assignment or lease of 2,545.00 AF of Production Right from Covina Irrigating Company to California Domestic Water Company for FY 20-21
 - d) Temporary assignment or lease of 80.00 AF of Production Right from Hemlock Mutual Water Company to California Domestic Water Company for FY 2021-22
 - e) Temporary assignment or lease of 775.25 AF of Production Right from Covina Irrigating Company to California Domestic Water Company for FY 2020-21
 - f) Temporary assignment or lease of 140.79 AF of Production Right from Kathryn W. Baker Trust to San Gabriel Valley Water Company for FY 2020-21
 - g) Change of Designee for Azusa Light & Water to Jared Macias
 - h) Change of Designee for City of Azusa to Jared Macias
 - i) Change of Designee for Azusa Valley Water Company to Jared Macias
 - j) Notice of available water rights for lease from MWD for FY 2020-21
 - k) Transmittal of SGVMWD Monthly Report for March 2021
18. COMMENTS FROM WATERMASTER MEMBERS [2]
19. FUTURE AGENDA ITEMS [1]

20. CLOSED SESSION [1]

a.) Executive Office Performance Evaluation

21. ADJOURNMENT

LEGEND [1] INDICATES ACTION ANTICIPATED BY WATERMASTER ON THIS ITEM
[2] INDICATES INFORMATION ITEM - NO WATERMASTER ACTION ANTICIPATED

Chair Lynda Noriega Presiding

In light of the Governor's Executive Orders N-25-20 dated March 12, 2020 and N-29-20 dated March 17, 2020 (collectively, the "Executive Order") issued in response to the Covid-19 outbreak, the WQA Board Has Suspended Application of Certain Public Meeting Requirements otherwise required under Brown Act during the term of the Executive Order, Including Restrictions and Noticing Requirements Relating to the Conduct of Teleconferenced Board Meetings.

Due to the essential nature of the WQA Board Meetings in conducting Authority business, the WQA Board meeting will take place via online and teleconference.

Copies of Executive Order will be made available to members of the public upon request.

Register in advance for this webinar:

https://zoom.us/webinar/register/WN_sMwUVnFKR5WA6-fCzba_Ng

After registering, you will receive a confirmation email containing information about joining the webinar.

Public comments can be emailed prior to the meeting to stephanie@wqa.com

**A REGULAR MEETING
OF THE
SAN GABRIEL BASIN WATER QUALITY AUTHORITY
AT
1720 W. CAMERON AVENUE, SUITE 100
WEST COVINA, CALIFORNIA

WEDNESDAY, APRIL 21, 2021 AT 12:00 P.M.**

AGENDA

- | | | |
|-------------|--|---------------|
| I. | CALL TO ORDER | MUNOZ |
| II. | PLEDGE OF ALLEGIANCE | |
| III. | ROLL CALL OF BOARD MEMBERS | MORENO |
| | Valerie Munoz, Chairwoman _____ (alt) | |
| | Mark Paulson, Vice-Chairman _____ (alt) | |
| | Jorge Marquez, Treasurer _____ (alt) | |
| | Bob Kuhn, Secretary _____ (alt) | |
| | Lynda Noriega _____ (alt) | |
| | Mike Whitehead _____ (alt) | |
| | Ed Chavez _____ (alt) | |
| IV. | PUBLIC COMMENTS (Agendized Matters Only): | MUNOZ |
| | As provided under Government Code Section 54954.3, this time has been set aside for persons in the audience to provide comment or make inquiries on matters appearing on this Special Meeting agenda only. Please complete the appropriate request card and submit it to the Secretary, prior to the item being heard. A five-minute time limit on remarks is requested. | |
| V. | ITEMS TOO LATE TO BE AGENDIZED - Recommended Action: | MUNOZ |
| | Approve motion determining need to take action on item(s) which arose subsequent to posting of the Agenda (ROLL CALL VOTE: Adoption of this recommendation requires a two-thirds vote of the Board or, if less than two-thirds of Board members are present, a unanimous vote) | |

VI. CONSENT CALENDAR

MUNOZ

(Consent items may all be approved by single motion) [enc]

- (a) Minutes for 3/17/21 Regular Board Meeting
- (b) Minutes for 4/13/21 Administrative/Finance Committee – Special Joint Meeting
- (c) Minutes for 4/14/21 Legislative/Public Information Committee – Special Joint Meeting
- (d) Demands on Administrative Fund
- (e) Demands on Project Fund

VII. BUDGET WORKSHOP

SAENZ

“Draft Budget for Fiscal Year 2021/2022” [enc]

VIII. COMMITTEE REPORTS

(These items may require action)

- (a) Administrative/Finance Committee Report [enc]
 - 1. Discussion/Action Regarding Draft Administrative Procedure – Policy for Establishing a Fee for the Pursuit of, and the Obtaining and Securing of Funding [enc]
 - 2. Discussion/Action Regarding Second Amendment to the 2017 Baldwin park Operable Unit Agreement [enc]
 - 3. Report on Cash and Investments for 1st Quarter 2021 [enc]
- (b) Legislative/Public Information Committee Report [enc]
 - 1. Discussion/Action Regarding Proposals from Civic Publications [enc]
 - a. Proposal for Public Outreach Services
 - b. Proposal for the Production of the WQA Annual Report

IX. OTHER ACTION/INFORMATION ITEMS

MUNOZ

(These items may require action)

- 1. Discussion/Action Regarding Accounting Services for Proposition 68 Grant [enc]

X. PROJECT REPORTS

COLBY

- (a) Treatment Plants:
 - 1. Baldwin Park Operable Unit

	<u>Status</u>
• Arrow/Lante Well (Subarea 1)	Operational
• Monrovia Wells	Operational
• SGVWC B6 Plant	Operational
• SGVWC B5 Plant	Operational
• CDWC Well No. 14	Operational
• La Puente Valley County Water District	Operational
 - 2. El Monte Operable Unit
 - Eastern Shallow Zone Operational

- Eastern Deep Zone Operational
- GSWC Encinita Plant Operational
- Western Shallow Zone Operational
- 3. South El Monte Operable Unit
 - Whitmore Street. Ground Water Remediation Treatment Facility Operational
 - City of M.P. Well No. 5 VOC Treatment Facility Operational
 - City of M.P. Well No. 12 VOC Treatment Facility Operational
 - City of M.P. Well No. 15 Operational
 - City of M.P. Well Nos. 1, 3, 10 VOC Treatment Facility Operational
 - GSWC Wells SG-1 & SG-2 Operational
 - SGVWC Plant No. 8 Operational
- 4. Puente Valley Operable Unit
 - Shallow Zone Design
 - Deep Zone Construction
- 5. Area 3 Operable Unit
 - City of Alhambra Phase 1 Operational
 - City of Alhambra Phase 2 Operational

XI. ATTORNEY'S REPORT **PADILLA**

XII. LEGISLATIVE REPORT **MONARES**

XIII. EXECUTIVE DIRECTOR'S REPORT **SCHOELLERMAN**

XIV. FUTURE AGENDA ITEMS **MUNOZ**

XV. INFORMATION ITEMS [enc] **MUNOZ**

- (a) San Gabriel Basin Water Calendar

XVI. FUTURE BOARD/COMMITTEE MEETINGS **MUNOZ**

- (a) The next Administrative/Finance Committee Meeting is scheduled for Tuesday, May 11, 2021 at 10:00am
- (b) The next Legislative/Public Information Committee meeting was scheduled for Wednesday, May 12, 2021 at 11:00am
- (c) The next WQA Board meeting is scheduled for Wednesday, May 19, 2020 at 12:00 P.M. at WQA

XVII. BOARD MEMBERS' COMMENTS/REPORTS **MUNOZ**

XVIII. ADJOURNMENT **MUNOZ**

Pursuant to Government Code section 54957.5, non-exempt public records that relate to open session agenda items and are distributed to a majority of the Board less than seventy-two (72) hours prior to the meeting will be available for public inspection in the lobby of the Authority's business office located at 1720 W. Cameron Ave., Suite 100, West Covina, CA 91790, during regular business hours. When practical, these public records will also be made available on the Authority's internet web site, accessible at www.wqa.com.

Memorandum

To: San Gabriel Valley Municipal Water District Board of Directors

From: Darin Kasamoto General Manager

Date: May 5, 2021

Subject: General Manager's Report

1. SWP UPDATE

The SWP allocation was reduced from 10% to 5%. This is the third time in history where the allocation was decreased, it was previously done in 2014 and 1996.

Dry year transfer program is proceeding, the District will only be able to obtain small amount of water, less than 1000 ac-ft, from this program and therefore will need to continue to look for additional supply.

Delta Conveyance Project (Cal Water Fix)- no update since last month.

Oroville Spillway second appeal to FEMA has been rejected, DWR will file a final appeal, but will begin billing contractors for the repair cost assuming the final appeal will be rejected. In total it appears the District will pay about \$432,000 per year from 2021 through 2035 for the repairs.

2. MAIN SAN GABRIEL BASIN UPDATE

As of April 30, 2021, the Key Well is at 194.8 feet which is 1.9 feet lower than March 26, 2021

3. GRANT PROGRAM UPDATES

We are not actively pursuing any grants at this time. We will continue to monitor for potential matches for future projects. Monterey Park has indicated an interest in reviving attempts to utilize recycled water from Central Basin, we are in the process of modifying our Recycled Water feasibility study so that we will be eligible for federal funding for the 2021-2022 cycle. However due to uncertainty at Central Basin Municipal Water District, we are currently on hold.

4. MANAGEMENT ISSUES

I will try to initiate discussion with MWD on permanent modification of the Sierra Madre Agreement and Carson Project participation. Due to uncertainty with MWD Board and the hiring of a new Chief Executive Officer, these efforts are on hold.

CV Strategies has completed the salary and benefits survey and the findings will be presented to the Board at the May meeting.

Memorandum

To: San Gabriel Valley Municipal Water District Board of Directors

From: Ed Hills, Assistant General Manager

Cc: Darin Kasamoto, General Manager

Date: May 6, 2021

Subject: Assistant General Manager's Report

1. Total water delivered in April 2021: Delivery totals have yet to be determined due to a lack of data from DWR. With that said, SGVMWD has substantially completed its delivery of Table A water to the MSGB for 2021. SGVMWD's allocation for CY 2021 is 1,440 AF (5% of 28,800 AF); SGVMWD has approximately 5 AF available for delivery.

2. Total deliveries to cyclic storage (calendar) year to date: ~1,522 AF. Cyclic storage balance as of March 31, 2021: 11,260.03 AF. Amount of water banked on behalf of Dudley Ridge Water District: 13,916 AF.

3. Forecast of deliveries for May 2021: It is anticipated deliveries to Covina Irrigating Company will continue on behalf of TVMWD throughout most of the month of May.

4. Project Updates:

- A. Schedule I Condition Assessment: Staff continues to work with Civiltec in strategizing future actions.
- B. Staff has reviewed and provided comment on the Draft 2020 UWMP.
- C. The SCADA upgrade project is progressing according to the schedule.

5. Operations and Maintenance: In addition to routine operations and maintenance staff completed the following tasks during the month of April:

- A. Maintenance of the air vacuum/release valves has been completed in Schedule I.

6. Assistant General Manager meetings and activities:

- A. Met with Civiltec and PICA Corp.: Schedule I condition assessment.
- B. Attended WM Basin Management Committee meeting.
- C. Attended SGVMWD External Affairs meeting.
- D. Attended PWAG meeting.
- E. Attended meeting with Senator Susan Rubio.
- F. Attended the monthly meeting of the Main San Gabriel Basin Watermaster.