

Agenda
Sacramento Suburban Water District
Regular Board Meeting

3701 Marconi Avenue
Sacramento, California 95821

Monday, June 19, 2023
6:00 p.m.

This meeting will be conducted both in-person in the District’s Boardroom at the address above, and by videoconference and teleconference using the information provided below. The public is invited to listen, observe, and provide comments during the meeting by any method provided. The President will call for public comment on each agenda item at the appropriate time.

For members of the public interested in viewing and having the ability to comment at the public meeting via Zoom, an internet-enabled computer equipped with a microphone and speaker or a mobile device with a data plan is required. Use of a webcam is optional. You also may call in to the meeting using teleconference without video. Please use the following login information for videoconferencing or teleconferencing:

Join the meeting from a computer, tablet or smartphone:

<https://us02web.zoom.us/j/82906698644?pwd=WlhFcm9KbThuZWFLbTdObEFKdHlXZz09>

Meeting ID: 829 0669 8644
Password: 955423

You can also dial in using your phone: 1 (669) 900-6833

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Zoom uses encryption of data during Zoom meetings. The District uses a secure password to restrict access to scheduled meetings. The meeting host has control of content sharing, recording, and chat.

Please mute your line.

Where appropriate or deemed necessary, the Board may take action on any item listed on the agenda, including items listed as information items. Public documents relating to any open session item listed on this agenda that are distributed to all or a majority of the members of the Board of Directors less than 72 hours before the meeting are available for public inspection in the customer service area of the District’s Administrative Office at the address listed above.

The public may address the Board concerning an agenda item after the staff presentation but before Board’s consideration of that agenda item. Persons who wish to comment on either agenda or non-agenda items should fill out a Comment Card and give it to the General Manager. The President will call for comments at the appropriate time. Comments will be subject to reasonable time limits (3 minutes).

In compliance with the Americans with Disabilities Act, if you have a disability, and you need a disability-related modification or accommodation to participate in this meeting, then please contact Sacramento Suburban Water District Human Resources at 916.679.3972. Requests must be made as early as possible and at least one full business day before the start of the meeting.

Call to Order

Pledge of Allegiance

Roll Call

Announcements

Public Comment

This is the opportunity for the public to comment on non-agenda items within the Board's jurisdiction. Comments are limited to 3 minutes.

Consent Items

The Board will be asked to approve all Consent Items at one time without discussion. Consent Items are expected to be routine and non-controversial. If any Board member requests that an item be removed from the Consent Items, it will be considered with the Items for Discussion and/or Action.

1. Draft Minutes of the May 15, 2023, Regular Board Meeting
Recommendation: Approve the draft minutes of the May 15, 2023, Regular Board Meeting.
2. Treasurer's Report
Recommendation: Approve the items in the report as recommended.

Items for Discussion and/or Action

3. 2023 Compensation Study
Recommendation: Approve the 2023 Employee Compensation Study and direct staff regarding effect on Calendar Year 2024 Labor Budget.
4. CIP Budget Amendment Request for New Well Projects
Recommendation: Approve a CIP budget amendment in the amount of \$5,950,000 for the multi-year Wells 81, 82, and 83 project, and \$4,022,000 for the multi-year Well 84 project bringing the total budget for these two projects to \$25,837,000 and \$13,682,000, respectively.

5. 2024 Budget Preparation Timeline
Recommendation: Approval of the proposed 2024 Budget Preparation Timeline as set forth in Attachment 1, or as amended by the Board of Directors.
6. Policy Review – Directors’ Compensation and Expense Reimbursement Policy
Recommendation: Staff recommends one of the following options; Approve a one-time increase this year by raising the annual limit to \$10,000, or direct staff to revise the Policy to increase the annual limit to \$10,000 each year and bring the Policy back to the July 17, 2023, regular Board meeting for approval.
7. Set Public Hearing on July 17, 2023 - Resolution No. 23-04, A Resolution of the Board of Directors of the Sacramento Suburban Water District Setting a Public Hearing on the Report of Delinquent Water Charges as of June 1, 2023
Recommendation: Approve setting a Public Hearing at the July 17, 2023, Regular Board meeting on the written report and proposed collection of listed delinquent charges on the County of Sacramento secured property tax roll; (2) directing the District Secretary to publish the Hearing Notice; and (3) directing staff to mail a personalized letter to each delinquent customer shown on the written report.
8. Annual Fraud Prevention Presentation
Recommendation: No Action. Receive staff presentation on fraud prevention and overview of the Auditors Management Letter.
9. Sacramento Local Agency Formation Commission Call for Nominations for Special District Commissioner (Office #7)
Recommendation: Nominate a Sacramento Suburban Water District Board of Director, at pleasure. A nomination is not required.
10. Transmission Main Asset Management Plan – Status Update
Recommendation: Receive presentation and direct staff as appropriate.

General Manager’s Report

11. General Manager’s Report
 - a. AWWA Top Ops Competition in Toronto Update
 - b. ACWA Elections Committee Update

Department/Staff Reports

12. Groundwater Well Status Report

13. Engineering Report
 - a. Major Capital Improvement Program Projects
 - b. Planning Documents
 - c. Other Projects
14. Financial Report
 - a. Financial Statements
 - b. Financial Highlights
 - c. Budgets
15. District Activity Report

Information Items

16. Carmichael Water District/Sacramento Suburban Water District 2x2 Committee Update
17. Upcoming Water Industry Meetings/Conferences

Director's Reports (Per AB 1234, Directors will report on their meeting activities)

18. a. Regional Water Authority (Director Wichert)
Agenda from the May 18, 2023, Board Meeting
- b. Sacramento Groundwater Authority (Director Boatwright)
None.
- c. Director Reports – AB 1234

Committee Reports

19. a. Carmichael Water District/SSWD 2x2 Committee Meeting (Director Locke)
Draft Minutes from the May 4, 2023, meeting.
- b. Del Paso Manor Water District/SSWD 2x2 Joint Board Meeting (Director Wichert)
Draft Minutes from the May 22, 2023, meeting.
- c. Carmichael Water District/SSWD 2x2 Committee Meeting (Director Locke)
Agenda from the June 8, 2023, meeting.

Director’s Comments/Staff Statements and Requests

The Board and District staff may ask questions for clarification and make brief announcements and comments, and Board members may request staff to report back on a matter or direct staff to place a matter on a subsequent agenda.

Closed Session (Closed Session Items are not opened to the public)

- 20. Conference with legal counsel – potential litigation; Government Code sections 54954.5(c) and 54956.9(a) and (d)(4); consideration of initiating litigation involving the State Water Resources Control Board’s proceedings related to the California Water Fix and the Bay-Delta Water Quality Control Plan Update.
- 21. Conference with legal counsel--existing litigation; Government Code sections 54954.5(c) and 54956.9(a) and (d)(1); Sacramento Suburban Water District v. The 3M Company, et al., United States District Court for the District Of South Carolina, Charleston Division, MDL No. 2873 (PFAS contamination claims).

Adjournment

Upcoming Meetings

Wednesday, June 21, 2023, at 6:30 p.m., Special Board Workshop – Public Information Meeting
Tuesday, July 11, 2023, at 3:00 p.m.; CWD/SSWD 2x2 Committee Meeting
Monday, July 17, 2023, at 6:00 p.m., Regular Board Meeting

I certify that the foregoing agenda for the June 19, 2023, meeting of the Sacramento Suburban Water District Board of Directors was posted by June 9, 2023, in a publicly-accessible location at the Sacramento Suburban Water District office, 3701 Marconi Avenue, Sacramento, California, and was freely available to the public.

Dan York
General Manager/Secretary
Sacramento Suburban Water District



Agenda Item: 1

Date: June 19, 2023

Subject: Draft Minutes of the May 15, 2023, Regular Board Meeting

Staff Contact: Dan York, General Manager

Recommended Board Action:

Approve the draft minutes of the May 15, 2023, Regular Board Meeting.

Attachment:

1 – Draft Minutes of the May 15, 2023, Regular Board Meeting

Minutes

Sacramento Suburban Water District
Regular Board Meeting
Monday, May 15, 2023

Location:

3701 Marconi Avenue, Sacramento, CA 95821, Audio Conference at 1-669-900-6833, and Video Conference using Zoom at Meeting ID #858 3363 9719

Call to Order

President Boatwright called the meeting to order at 6:00 p.m.

Pledge of Allegiance

President Boatwright led the Pledge of Allegiance.

Roll Call

Directors Present: Jay Boatwright, Dave Jones, Kevin Thomas, and Robert Wichert.

Directors Absent: Craig Locke.

Staff Present: General Manager Dan York, Assistant General Manager Matt Underwood, Heather Hernandez-Fort, Lynn Pham, Dana Dean, Paul White, Susan Schinnerer, Todd Artrip, and Julie Nemitz.

Public Present: Legal Counsel Josh Horowitz, William Eubanks, David Alvey, and Jennifer Harris.

Announcements

General Manager Dan York (GM York) announced:

- The two ACWA/JPIA H.R. LaBounty awards presented to Ben Harris and Joe Crockett, staff of the District, for their submissions for the H.R. LaBounty Safety Program.

Public Comment

Jennifer Harris (Ms. Harris) commented that she was concerned about District debt and encouraged the Board to pay off its debt as best and quickly as they can. She additionally cautioned the Board that there were people tampering with water outlets in the District, and to make staff aware to be more conscientious.

Consent Items

1. **Minutes of the April 17, 2023, Regular Board Meeting**
2. **Treasurer's Report**
3. **Update of the Finance and Audit Committee Mission Statement and Charter**

4. **2022 Annual Comprehensive Financial Report and Audit Results**
5. **Resolution No. 23-03 Amending Regulation No. 7 of the Regulations Governing Water Service**

William Eubanks (Mr. Eubanks) pointed out that he disagreed with Item 7. of Section 200.40.40, External Auditors, of the Audit Committee Mission Statement and Charter, where it read; “Reviewing and concurring with the General Manager’s hiring as an employee or engagement as a contractor any employee of an external auditor who was engaged on the District account in the most recent two years.”

Director Thomas moved to approve the Consent Items; Director Jones seconded. The motion passed by unanimous vote.

AYES:	Boatwright, Jones, Thomas, and Wichert.	ABSTAINED:	
NOES:		RECUSED:	
ABSENT:	Locke.		

Items for Discussion and/or Action

6. **Fleet Asset Management Plan**
 Todd Artrip (Mr. Artrip) and Paul White presented the staff report.

 President Boatwright asked about the upcoming zero emission vehicle requirements and if staff was aware.

 Mr. Artrip stated staff was aware and is investigating the requirements.

 Director Jones asked if all electric fleet vehicles were available to purchase.

 Mr. Artrip stated small trucks were on the market, but not the larger vehicles.

 Director Jones asked if the vehicles were not available how could agencies comply.

 Mr. Artrip stated that is a concern for all agencies.

 President Boatwright stated that he attended the ACWA Conference and sat in a technical session on the upcoming zero emissions regulations. He stated it was an excellent session and the PowerPoint presentation may be available for staff.
7. **Sacramento Suburban Water District Goals – 2023 Update**
 GM York presented the staff report and answered clarifying questions.

 Director Wichert requested staff research some alternative options for the current merit matrix compensation system and COLA policy and provide them to the Board.

GM York stated he was working with staff on collecting different alternatives for that goal.

President Boatwright expressed his appreciation for staff presenting the update.

8. **Carmichael Water District and Sacramento Suburban Water District Combination Discussions – Draft Report Outline**

GM York presented the staff report.

The Board agreed to have the Public Information Workshop as a Special Board Workshop, so that the Directors could attend the meeting.

Legal Counsel Josh Horowitz (Mr. Horowitz) provided additional information about the District’s contract with the First 5 in regards to fluoride.

Mr. Horowitz answered clarifying questions and provided an explanation of the different types of water agencies there are in the region.

Ms. Harris expressed interest in ensuring the public was made aware of the Public Information Workshops and reminded the Board to include apartment complexes in any outreach materials.

9. **Carmichael Water District and Sacramento Suburban Water District Combination Discussions – Communications Plan Update**

GM York presented the staff report.

Ms. Harris encouraged the Board to utilize social media for its outreach, as she expressed not many people look at mail.

10. **Carmichael Water District and Sacramento Suburban Water District Combination Discussions - Consultant Services**

GM York presented the staff report and provided an update, noting the agreement was fully executed with the consultant.

General Manager’s Report

11. **General Manager’s Report**

GM York presented the staff report.

a. *Sacramento Metro Chamber Cap-to-Cap Trip*

GM York presented the staff report.

Director Jones provided an oral report of the Cap-to-Cap Conference.

b. *Skip's Music Lease Agreement*

GM York presented the staff report, stating Skip's Music is intending to vacate both buildings by December, 2023. He noted that they were planning to vacate the front building by July, 2023, and the back building by December, 2023. He further expressed that staff will bring back a plan and a recommendation for the property and those buildings to a future Board meeting.

Department/Staff Reports

12. **Groundwater Well Status Report**

Dana Dean (Mr. Dean) presented the staff report and answered clarifying questions.

Mr. Eubanks commended staff for the outstanding report.

GM York added that the standard process for maintenance work on a well is to obtain a permit for each project. He expressed that the City of Sacramento and the County of Sacramento contacted the District in an effort to as the County Environmental Management District to potentially expedite the permit process. The District offered the County Environmental Management District to attend a tour of one of the District's well maintenance projects. He expressed that the water agencies are requesting the County Environmental Management District to allow one blanket permit each year to reduce the length of time the process takes.

13. **Engineering Report**

Mr. Dean presented the staff report and answered clarifying questions.

Mr. Eubanks expressed his disappointment with how long the process was taking to get Well 78 online.

a. *Major Capital Improvement Program Projects*

A written report was provided.

b. *Planning Documents*

A written report was provided.

c. *Other Projects*

A written report was provided.

14. **Financial Report**

Lynn Pham presented the staff report.

a. *Draft - Financial Statements*

A written report was provided.

b. *Draft - Financial Highlights*

A written report was provided.

c. *Budgets*

A written report was provided.

15. **District Activity Report**

Mr. Artrip presented the staff report.

Information Items

16. **Upcoming Water Industry Meetings/Conferences**

A written report was provided.

Director's Reports (Per AB 1234, Directors will report on their meeting activities)

17. a. Regional Water Authority (Director Wichert)

The agenda from the April 12, 2023, Special Board Meeting was provided.

Director Wichert provided an oral report of the meeting.

b. Sacramento Groundwater Authority (Director Boatwright)

None.

c. Director Reports – AB 1234

Director Jones provided an oral report of the Cap-to-Cap Conference he attended April 22 through 26, 2023.

Director Thomas provided an oral report of the LAFCo meeting he attended on April 5, 2023; the meeting he had with the General Manager on April 11, 2023; the SGA Board meeting he attended on April 13, 2023; the Harassment Training he did on April 23, 2023; the Ethics Training he took on April 25, 2023; the San Juan Water District Board meeting he attended on April 26, 2023; and the “Making the Most of a Wet Year” webinar he attended on April 27, 2023.

President Boatwright and Director Locke provided written reports of their meetings attended.

Committee Reports

18. a. Carmichael Water District/SSWD Joint Board Meeting (Director Locke)

The Draft Minutes from the April 10, 2023, meeting were provided.

b. Audit Committee Meeting (Director Locke)

The Draft Minutes from the April 19, 2023, meeting were provided.

c. Carmichael Water District/SSWD 2x2 Committee Meeting (Director Locke)

The agenda from the May 4, 2023, meeting was provided.

Director's Comments/Staff Statements and Requests

None.

Adjournment

President Boatwright adjourned the meeting at 7:48 p.m.

Dan York
General Manager/Secretary
Sacramento Suburban Water District

DRAFT



Agenda Item: 2

Date: June 19, 2023

Subject: Treasurer's Report

Staff Contact: Jeffery S. Ott, Director of Finance and Administration

Recommended Board Actions:

Staff requests the Board of Directors to take the following actions on the items included in the Treasurer's Report.

1. Ratify the SSWD Warrant Register as submitted for the period May 1, 2023, through May 31, 2023.
2. Accept the credit card expenditures listing for the period May 1, 2023, through May 31, 2023.
3. Ratify the Investment Activity register for the period May 1, 2023, through May 31, 2023.

Background:

The Treasurer's Report contains several items required by various Government Code sections and District policy that need to be presented to the Board of Directors (Board) periodically for various actions including ratification, acceptance, or approval.

Per District Policy PL – Fin 014, Payment of Demands, the Board will ratify all demands for payment at the first regular Board Meeting following the month of payment. The Board has also requested to receive and file a register of credit card transactions. District policy PL – Fin 003, Investment Policy, section 800.00, requires the District Treasurer to report to the Board monthly on the investment transactions conducted and regularly on the status of the investment portfolio. Government Code Section 53065.5 requires, at a minimum, the annual reporting of reimbursements to any employee or member of the governing body. This Treasurer's Report satisfies the requirements of the above listed policies and government code sections for the reporting to and ratification of the Board the various financial transactions of the District.

Discussion:

Three (3) registers are included for Board review and acceptance or ratification:

- Cash Expenditures (AP Warrants) Register – May 2023
- Credit Card Expenditures Register – May 2023
- Investment Activity Register – May 2023

Cash Expenditures (AP Warrants) Register– May 2023

During the month of May 2023, the District made cash payments totaling \$3.6 million. The primary expenditures were \$1.9 million for capital improvement projects, \$0.6 million for payroll, \$0.3 million for pension and health benefits, \$0.2 million for engineering, construction & contract services, \$0.3 for water costs, and \$0.3 million for all other O&M expenses. Per District Policy PL – Fin 014, the District Treasurer confirms that the cash expenditures contained in this register conform to the approved 2023 Annual Budget. The Cash Expenditures (AP Warrants) Register is included as Attachment 1.

Credit Card Expenditures Register – May 2023

Per the District's Purchasing Card Policy (PL – FIN 006), a monthly report detailing each purchasing card transaction by cardholder is provided.

During the month, the District spent \$14,900 for various purchases on the six District purchasing cards. Details by vendor and purpose are included in this report as Attachment 2.

Investment Activity Register – May 2023

During the month of May 2023, the District purchased one US Treasury Note for \$1.5 million (par), one Federal Agency Commercial Mortgage for 0.3 million (par) and one Corporate Note for \$0.1 million (par) and sold two US Treasury Notes for \$1.5 million (par). The District also received principal pay downs on ten Asset-Backed Security Obligations for \$0.1 million (par). Details of the investment transactions are included as Attachment 3.

All investments are invested and accounted for in accordance with the District Investment Policy (PL - FIN 003) and Government Code. As required by California Government Code 53646, the District affirms its ability to meet its pool's expenditure requirements for the next six months.

Attachments:

1. Cash Expenditures (AP Warrants) Register – May 2023
2. Credit Card Expenditures Register – May 2023
3. Investment Activity Register – May 2023

AP Warrant List From: 5/1/2023 To: 5/31/2023

VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
A.I. ELECTRIC	83502	5/25/2023	\$1,540.00	CONTRACT SERVICES
		TOTAL	\$1,540.00	
A1 FABRICATION & WELDING	83456	5/19/2023	\$1,125.00	CONSTRUCTION SERVICES
		TOTAL	\$1,125.00	
AARON CAUDILLO	83472	5/19/2023	\$227.73	TRAVEL CONFERENCES
		TOTAL	\$227.73	
ABA DABA RENTAL	000007931	5/12/2023	\$142.42	OPERATING SUPPLIES
		TOTAL	\$142.42	
ACS CONSTRUCTION	000007922	5/9/2023	\$430.00	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$430.00	
ACWA JPIA INSURANCE EAP	83378	5/9/2023	\$173.60	MISCELLANEOUS EMPLOYEE BENEFITS
		TOTAL	\$173.60	
ADP, INC	ACH & CHECKS	5/5/2023	\$615,593.48	PAYROLL
		TOTAL	\$615,593.48	
	ACH0080721	5/19/2023	\$4,797.20	FINANCIAL SERVICES
		TOTAL	\$4,797.20	
	ACH0080722	5/19/2023	\$420.00	FINANCIAL SERVICES
		TOTAL	\$420.00	
ADVANCED ROOF DESIGN INC	83438	5/19/2023	\$1,125.00	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$1,125.00	
AFLAC	83335	5/4/2023	\$601.27	ACCRUED SUPPLEMENT INSURANCE - AFLAC
		TOTAL	\$601.27	
	83384	5/9/2023	\$601.27	ACCRUED SUPPLEMENT INSURANCE - AFLAC
		TOTAL	\$601.27	
	83492	5/25/2023	\$601.27	ACCRUED SUPPLEMENT INSURANCE - AFLAC
		TOTAL	\$601.27	
AIRGAS USA LLC	000007954	5/19/2023	\$47.19	OPERATING SUPPLIES
		TOTAL	\$47.19	
ALL PRO BACKFLOW	000007934	5/12/2023	\$153.00	BACKFLOW SERVICE
		TOTAL	\$153.00	
	000007968	5/25/2023	\$5,247.00	BACKFLOW SERVICE
		TOTAL	\$5,247.00	
ALLIED UNIVERSAL	83392	5/9/2023	\$875.00	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$875.00	
	83421	5/12/2023	\$44.42	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$44.42	
AMAZON BUSINESS	000007920	5/9/2023	\$986.43	OFFICE SUPPLIES
			\$92.42	OPERATING SUPPLIES
		TOTAL	\$1,078.85	
	000007938	5/12/2023	\$28.03	BUILDING MAINTENANCE - OFFICE & YARD
			\$562.60	OFFICE SUPPLIES
			\$22.95	OPERATING SUPPLIES
		TOTAL	\$613.58	
	000007957	5/19/2023	\$18.54	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$18.54	
	000007973	5/25/2023	\$80.97	OFFICE SUPPLIES
		\$168.95	OPERATING SUPPLIES	
TOTAL		\$249.92		
AMERICAN CITY BUSINESS JOURNALS	83417	5/12/2023	\$170.00	PUBLICATION
		TOTAL	\$170.00	
AMERITAS (VISION)	83458	5/19/2023	\$2,171.16	EMPLOYEE BENEFIT - VISION INSURANCE
		TOTAL	\$2,171.16	
ANSWERNET	000007913	5/9/2023	\$721.00	COMMUNICATION
		TOTAL	\$721.00	
AT&T	83419	5/12/2023	\$243.00	COMMUNICATION
		TOTAL	\$243.00	
	83469	5/19/2023	\$291.07	COMMUNICATION
		TOTAL	\$291.07	

AP Warrant List From: 5/1/2023 To: 5/31/2023

VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
	83501	5/25/2023	\$3,837.69	COMMUNICATION
		TOTAL	\$3,837.69	
ATLAS DISPOSAL	83393	5/12/2023	\$310.43	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$310.43	
ATLAS FENCE	83462	5/19/2023	\$625.00	BUILDING MAINTENANCE - OFFICE & YARD
			\$1,200.00	CONSTRUCTION SERVICES
		TOTAL	\$1,825.00	
AUBURN CONSTRUCTORS	83404	5/12/2023	\$407,735.07	PROJECT: WELL 80 WALNUT/AUBURN
			\$438,198.73	PROJECT: WELL 84 ANTELOPE/DON JULIO
			\$356,497.28	PROJECT: WLS 81/82/83 ANTELOPE N./POKER
		TOTAL	\$1,202,431.08	
AUNGWIN CHIONG	83479	5/19/2023	\$500.00	CONSERVATION REBATES
		TOTAL	\$500.00	
BADGER METER INC	000007941	5/19/2023	\$8,119.07	INVENTORY
		TOTAL	\$8,119.07	
	000007961	5/25/2023	\$4,688.04	INVENTORY
			\$347.91	PROJECT: 5245 AUBURN BLVD 230-0012-045
			\$21,916.01	PROJECT: LAKES AT ANTELOPE UNIT 3
		TOTAL	\$26,951.96	
BADGER TAG & LABEL CORPORATION	000007958	5/19/2023	\$776.89	OPERATING SUPPLIES
		TOTAL	\$776.89	
BARTKIEWICZ KRONICK & SHANAHAN	000007924	5/12/2023	\$9,354.32	LEGAL SERVICES
		TOTAL	\$9,354.32	
BAY ALARM COMPANY	83439	5/19/2023	\$116.55	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$116.55	
BEN HARRIS	83388	5/9/2023	\$30.26	LOCAL TRAVEL COST
		TOTAL	\$30.26	
BENDER ROSENTHAL INC	83415	5/12/2023	\$3,000.00	PROJECT: PROP ACQU - CONSULTING SERV
		TOTAL	\$3,000.00	
BRIAN SABIO	83481	5/19/2023	\$225.00	CONSERVATION REBATES
		TOTAL	\$225.00	
BROADRIDGE MAIL LLC	ACH0080481	5/10/2023	\$69.70	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$69.70	
	ACH0080482	5/9/2023	\$6.90	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$6.90	
	ACH0080483	5/6/2023	\$3,553.38	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$3,553.38	
	ACH0080484	5/7/2023	\$518.52	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$518.52	
	ACH0080485	5/8/2023	\$92.92	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$92.92	
	ACH0080486	5/3/2023	\$1.80	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$1.80	
	ACH0080490	5/1/2023	\$430.97	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$430.97	
	ACH0080491	5/1/2023	\$1.80	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$1.80	
	ACH0080492	5/1/2023	\$105.00	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$105.00	
	ACH0080640	5/18/2023	\$150.47	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$150.47	
	ACH0080641	5/15/2023	\$5,376.70	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$5,376.70	
	ACH0080642	5/15/2023	\$1,231.50	POSTAGE/SHIPPING/UPS/FED EX
		TOTAL	\$1,231.50	
BROWER MECHANICAL	000007966	5/25/2023	\$342.00	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$342.00	
BROWN & CALDWELL	83494	5/25/2023	\$6,166.40	PROJECT: CALIBRATION HYDROLIC MODEL

AP Warrant List From: 5/1/2023 To: 5/31/2023

VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
		TOTAL	\$6,166.40	
BSK ASSOCIATES	000007917	5/9/2023	\$24,700.75	INSPECTION & TESTING
		TOTAL	\$24,700.75	
BURTON ROBB /BURT'S LAWN & GARDEN SERVICE	000007925	5/12/2023	\$8,250.00	CONTRACT SERVICES
		TOTAL	\$8,250.00	
	000007942	5/19/2023	\$1,050.00	CONTRACT SERVICES
		TOTAL	\$1,050.00	
	000007962	5/25/2023	\$10,980.00	CONTRACT SERVICES
		TOTAL	\$10,980.00	
CALIFORNIA DEPT OF TAX AND FEE ADMINISTRATION	83405	5/12/2023	\$44.34	PROPERTY TAXES
		TOTAL	\$44.34	
CALIFORNIA LABORATORY SERVICES	83454	5/19/2023	\$9,333.30	INSPECTION & TESTING
		TOTAL	\$9,333.30	
CAPITAL RUBBER CO LTD	83394	5/12/2023	\$184.77	OPERATING SUPPLIES
		TOTAL	\$184.77	
CAPITAL SWEEPER SERVICE	83389	5/9/2023	\$184.00	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$184.00	
CDWG	000007926	5/12/2023	\$2,007.00	PROJECT: ZEBRA HANDHELD INVENT DEVICES
		TOTAL	\$2,007.00	
	000007943	5/19/2023	\$1,205.00	PROJECT: 2022 - MICROSOFT 365 AND SETUP
		\$44.28	PROJECT: ZEBRA HANDHELD INVENT DEVICES	
TOTAL	\$1,249.28			
CENTRAL VALLEY ENG & ASPHALT	000007916	5/9/2023	\$9,300.00	MISC. REPAIRS
		TOTAL	\$9,300.00	
CIGNA-DENTAL INS	83386	5/9/2023	\$15,506.47	EMPLOYEE BENEFIT - DENTAL INSURANCE - MAY
		TOTAL	\$15,506.47	
	83495	5/25/2023	\$14,978.85	EMPLOYEE BENEFIT - DENTAL INSURANCE - JUNE
TOTAL	\$14,978.85			
CINTAS	83379	5/9/2023	\$510.14	BUILDING MAINTENANCE - OFFICE & YARD
		\$1,209.93	UNIFORMS	
		TOTAL	\$1,720.07	
CITY OF SACRAMENTO DEPT OF UTILITIES	83407	5/12/2023	\$14.69	UTILITIES
		TOTAL	\$14.69	
	83451	5/19/2023	\$9.39	UTILITIES
		TOTAL	\$9.39	
CLEAR VISION WINDOW CLEANING	83447	5/19/2023	\$225.00	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$225.00	
CONSOLIDATED COMMUNICATIONS	83446	5/19/2023	\$552.48	COMMUNICATION
		TOTAL	\$552.48	
COOL BOX PORTABLE STORAGE	83482	5/19/2023	\$500.00	CONSERVATION REBATES
		TOTAL	\$500.00	
COUNTY OF SAC BUILDING DEPT	83411	5/12/2023	\$4,231.21	PROJECT: WELL 84 ANTELOPE/DON JULIO
		TOTAL	\$4,231.21	
COUNTY OF SAC DEPT OF FINANCE	83476	5/19/2023	\$50.00	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$50.00	
COUNTY OF SAC PUBLIC WORKS	83380	5/9/2023	\$1,432.00	PROJECT: MORSE AVE SIDEWALK IMPROVEMENT
		TOTAL	\$1,432.00	
	83396	5/12/2023	\$2,152.00	PROJECT: WELL 80 WALNUT/AUBURN
		\$1,474.20	PROJECT: WELL 84 ANTELOPE/DON JULIO	
		TOTAL	\$3,626.20	
	83484	5/25/2023	\$213.50	PROJECT: WELL 78 BUTANO - PUMP STATION
		\$196.33	PROJECT: WELL 84 ANTELOPE/DON JULIO	
		TOTAL	\$409.83	
COUNTY OF SAC UTILITIES	83395	5/12/2023	\$1,135.38	UTILITIES
		TOTAL	\$1,135.38	
	83440	5/19/2023	\$113.70	UTILITIES
		TOTAL	\$113.70	
CRAIG LOCKE	83461	5/19/2023	\$1,996.35	TRAVEL CONFERENCES - 2023 ACWA CONFERENCE

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VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
		TOTAL	\$1,996.35	
	83497	5/25/2023	\$1,397.36	TRAVEL CONFERENCES - 2023 CAP TO CAP
		TOTAL	\$1,397.36	
CULLIGAN	83460	5/19/2023	\$41.00	OPERATING SUPPLIES
		TOTAL	\$41.00	
CUSTOMER REFUNDS	Multiple Payments	5/4/2023	\$12,518.37	CUSTOMER REFUNDS - (96)
		TOTAL	\$12,518.37	
DAN YORK	83441	5/19/2023	\$1,435.25	TRAVEL CONFERENCES
		TOTAL	\$1,435.25	
DAVID JONES	83449	5/19/2023	\$2,960.29	TRAVEL CONFERENCES
		TOTAL	\$2,960.29	
DIRECT TV	83457	5/19/2023	\$11.25	COMMUNICATION
		TOTAL	\$11.25	
DLT SOLUTIONS	83448	5/19/2023	\$2,465.12	CONTRACT SERVICES
		TOTAL	\$2,465.12	
DOMCO PLUMBING	83455	5/19/2023	\$250.00	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$250.00	
DOMENICHELLI & ASSOCIATES	000007911	5/9/2023	\$2,333.38	PROJECT: Q STREET MAIN REPLACMENT
		TOTAL	\$2,333.38	
ELEVATOR TECHNOLOGY INC	000007959	5/19/2023	\$226.00	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$226.00	
EMCOR SERVICES	83466	5/19/2023	\$3,965.00	CONTRACT SERVICES
		TOTAL	\$3,965.00	
EMIGH ACE HARDWARE	000007944	5/19/2023	\$96.96	OPERATING SUPPLIES
		TOTAL	\$96.96	
ERC CONTRACTING	000007970	5/25/2023	\$500.00	PROJECT: WATT MAIN EXTENSIION
			\$4,200.00	PROJECT: WELL 25 HP TANK BYPASS
			\$875.00	PROJECT: WELL 40A - MOTOR REPAIR
			\$5,000.00	PROJECT: WELL 55A - HP TANK REPLACEMENT
			\$5,000.00	PROJECT: WELL N10 - PUMP REPLACEMENT
			\$1,600.00	CONSULTING SERVICES
		TOTAL	\$17,175.00	
FLEETWASH INC	000007937	5/12/2023	\$427.24	VEHICLE MAINTENANCE SERVICES
		TOTAL	\$427.24	
	000007956	5/19/2023	\$448.91	VEHICLE MAINTENANCE SERVICES
		TOTAL	\$448.91	
FUTURE FORD	83397	5/12/2023	\$53,865.87	PROJECT: VEHICLE #63 REPL - TRUCK # NEW
		TOTAL	\$53,865.87	
	83442	5/19/2023	\$190.47	VEHICLE MAINTENANCE SERVICES
		TOTAL	\$190.47	
GREG BUNDESEN	000007953	5/19/2023	\$399.01	TRAVEL CONFERENCES
		TOTAL	\$399.01	
HACH COMPANY	000007945	5/19/2023	\$3,167.17	OPERATING SUPPLIES
		TOTAL	\$3,167.17	
HARRINGTON PLASTICS	83398	5/12/2023	\$411.38	OPERATING SUPPLIES
		TOTAL	\$411.38	
HECTOR SEGOVIANO	83399	5/12/2023	\$313.00	TRAVEL CONFERENCES
		TOTAL	\$313.00	
ICONIX WATERWORKS (US) INC	000007921	5/9/2023	\$1,158.71	PROJECT: Q STREET MAIN REPLACMENT
		TOTAL	\$1,158.71	
IN COMMUNICATIONS	83410	5/12/2023	\$10,095.19	PUBLIC RELATIONS
		TOTAL	\$10,095.19	
JAY BOATWRIGHT	83504	5/25/2023	\$1,768.26	TRAVEL CONFERENCES - 2023 ACWA CONFERENCE
		TOTAL	\$1,768.26	
JOHNSON CONSTRUCTION COMPANY	83500	5/25/2023	\$11,609.00	PROJECT: 2023 AC OVERLAY PHASE B
		TOTAL	\$11,609.00	
KARL COOK	83422	5/12/2023	\$140.25	CONSERVATION REBATES
		TOTAL	\$140.25	

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VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
KENNEDY JENKS CONSULTANTS	000007967	5/25/2023	\$127.37	PROJECT: WELL PUMP/MOTOR STANDARDIZATIO
		TOTAL	\$127.37	
LES SCHWAB TIRE CENTER MADISON	83381	5/9/2023	\$414.10	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$414.10	
	83443	5/19/2023	\$654.47	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$654.47	
LIFEGUARD FIRST AID	000007918	5/9/2023	\$114.59	BUILDING SERVICE EXPENSE - OFFICE & YARD
			\$4,436.61	REQUIRED TRAINING
		TOTAL	\$4,551.20	
	000007955	5/19/2023	\$370.93	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$370.93	
	000007969	5/25/2023	\$287.26	OPERATING SUPPLIES
TOTAL		\$287.26		
MARY CUMMINS	83483	5/19/2023	\$386.00	CONSERVATION REBATES
		TOTAL	\$386.00	
MARY EGAN AND ASSOCIATES	83412	5/12/2023	\$500.00	CONSULTING SERVICES
		TOTAL	\$500.00	
MAZE & ASSOCIATES ACCOUNTANCY CORP	000007940	5/12/2023	\$3,621.00	AUDIT SERVICES
		TOTAL	\$3,621.00	
MESSENGER PUBLISHING GROUP	000007932	5/12/2023	\$650.00	PUBLIC RELATIONS
		TOTAL	\$650.00	
MICHAEL PHILLIPS LANDSCAPE CORP	000007946	5/19/2023	\$3,455.00	BUILDING SERVICE EXPENSE - OFFICE & YARD
			\$625.00	CONTRACT SERVICES
		TOTAL	\$4,080.00	
MONICA VAZQUEZ	83474	5/19/2023	\$300.09	OTHER TRAINING
		TOTAL	\$300.09	
NDS SOLUTIONS INC	000007947	5/19/2023	\$293.83	PUBLIC RELATIONS
		TOTAL	\$293.83	
NINJIO LLC	83418	5/12/2023	\$186.92	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$186.92	
NORCAL LAMINATING SERVICE	83463	5/19/2023	\$40.59	OPERATING SUPPLIES
		TOTAL	\$40.59	
NORMAC	83485	5/25/2023	\$81.58	OPERATING SUPPLIES
		TOTAL	\$81.58	
OK TIRE AND AUTOMOTIVE	83453	5/19/2023	\$567.34	VEHICLE MAINTENANCE SERVICES
		TOTAL	\$567.34	
ONE STOP TRUCK SHOP	000007927	5/12/2023	\$870.00	COMMUNICATION
		TOTAL	\$870.00	
	000007963	5/25/2023	\$290.00	COMMUNICATION
			\$5,609.29	PROJECT: VEHICLE #63 REPL - TRUCK # NEW
			\$4,696.03	VEHICLE MAINTENANCE SERVICES
TOTAL	\$10,595.32			
PACE SUPPLY CORP	000007915	5/9/2023	\$1,736.93	PROJECT: WATT MAIN EXTENSIION
		TOTAL	\$1,736.93	
PECKHAM AND MCKENNEY	83467	5/19/2023	\$8,833.33	CONSULTING SERVICES
		TOTAL	\$8,833.33	
PERS 457 PLAN	ACH0080449	5/5/2023	\$2,400.00	ACCRUED DEFERRED COMPENSATION, PERS
		TOTAL	\$2,400.00	
	ACH0080638	5/19/2023	\$2,400.00	ACCRUED DEFERRED COMPENSATION, PERS
TOTAL	\$2,400.00			
PERS HEALTH	ACH0080570	5/15/2023	\$124,460.66	EMPLOYEYEE BENEFIT - HEALTH
		TOTAL	\$124,460.66	
PERS LONG TERM CARE PROGRAM	83382	5/9/2023	\$5,049.25	OPEB - RETIREE BENEFITS PREMIUM
		TOTAL	\$5,049.25	
PERS PENSION	ACH0080552	5/5/2023	\$18,388.04	EMPLOYEYEE BENEFIT - PENSION
		TOTAL	\$18,388.04	
	ACH0080553	5/5/2023	\$8,490.90	EMPLOYEYEE BENEFIT - PENSION
		TOTAL	\$8,490.90	

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VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
	ACH0080554	5/5/2023	\$22,251.96	EMPLOYEER BENEFIT - PENSION
		TOTAL	\$22,251.96	
PERS PENSION	ACH0080552	5/18/2023	\$18,388.04	EMPLOYEER BENEFIT - PENSION
		TOTAL	\$18,388.04	
	ACH0080553	5/18/2023	\$7,925.04	EMPLOYEER BENEFIT - PENSION
		TOTAL	\$7,925.04	
ACH0080554	5/18/2023	\$22,247.39	EMPLOYEER BENEFIT - PENSION	
	TOTAL	\$22,247.39		
PEST PROS PEST SOLUTIONS	83465	5/19/2023	\$203.40	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$203.40	
	83499	5/25/2023	\$84.75	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$84.75	
PETERSON BRUSTAD INC	83414	5/12/2023	\$5,244.75	PROJECT: ANTELOPE&WATT/ELKHORN RESERVOI
			\$1,695.75	PROJECT: ENTERPR/NORTHDROP RESERVIOR/PS
		TOTAL	\$6,940.50	
	83459	5/19/2023	\$2,365.13	PROJECT: FACILITY OPER PLAN-WELL 32A
		TOTAL	\$2,365.13	
	83496	5/25/2023	\$3,058.13	PROJECT: ANTELOPE&WATT/ELKHORN RESERVOI
		\$1,449.13	PROJECT: ENTERPR/NORTHDROP RESERVIOR/PS	
TOTAL	\$4,507.26			
PFM ASSET MANAGEMENT LLC	000007914	5/9/2023	\$3,716.94	FINANCIAL SERVICES
		TOTAL	\$3,716.94	
PG&E	83400	5/12/2023	\$23.26	UTILITIES
		TOTAL	\$23.26	
	83444	5/19/2023	\$13.13	UTILITIES
		TOTAL	\$13.13	
	83486	5/25/2023	\$2,230.32	UTILITIES
		TOTAL	\$2,230.32	
PIP MARKETING SIGNS PRINT	83387	5/9/2023	\$695.42	VEHICLE MAINTENANCE SERVICES
		TOTAL	\$695.42	
POWERS ELECTRIC PRODUCTS CO	83452	5/19/2023	\$699.00	ACCRUED PURCHASES - (RECEIVED NOT VOUCHERED)
		TOTAL	\$699.00	
PSOMAS	000007965	5/25/2023	\$1,272.00	PROJECT: PRO ACQU-WALERGA/ANTELOPE-PHAM
		TOTAL	\$1,272.00	
PSS ONSITE INC.	83477	5/19/2023	\$1,684.66	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$1,684.66	
RAMOS ENVIRONMENTAL SERVICES	83401	5/12/2023	\$100.00	HAZARDOUS WASTE DISPOSAL
		TOTAL	\$100.00	
RAWLES ENGINEERING	83487	5/25/2023	\$42,458.35	PROJECT: 2023 VALVE/HYDRANT/SERV REPL
			\$2,000.00	CONSTRUCTION SERVICES
			\$23,456.00	MISC. REPAIRS
		TOTAL	\$67,914.35	
RAY MORGAN CO	000007929	5/12/2023	\$109.76	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$109.76	
RICOS WINDOW COVERING SYSTEMS	83498	5/25/2023	\$6,862.00	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$6,862.00	
ROBERT ROSCOE	000007912	5/9/2023	\$722.40	OPEB - RETIREE BENEFITS PREMIUM
		TOTAL	\$722.40	
ROYCE PEPPER	83423	5/12/2023	\$500.00	CONSERVATION REBATES
		TOTAL	\$500.00	
RUE EQUIPMENT INC	83445	5/19/2023	\$1,033.63	EQUIPMENT MAINTENANCE SERVICES
			\$2,237.21	VEHICLE MAINTENANCE SERVICES
		TOTAL	\$3,270.84	
	83488	5/25/2023	\$302.13	EQUIPMENT MAINTENANCE SERVICES
		\$392.50	VEHICLE MAINTENANCE SERVICES	
TOTAL	\$694.63			
RULAIN CARTER	83480	5/19/2023	\$150.00	CONSERVATION REBATES
		TOTAL	\$150.00	

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VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
S E AHLSTROM INSPECTION	000007919	5/9/2023	\$665.00	PROJECT: WELL 41 - PUMP STATION IMPROVE
			\$3,800.00	PROJECT: WELL 78 BUTANO - PUMP STATION
		TOTAL	\$4,465.00	
	000007972	5/25/2023	\$190.00	PROJECT: WATT MAIN EXTENSIION
			\$3,990.00	PROJECT: WELL 41 - PUMP STATION IMPROVE
		TOTAL	\$4,180.00	
SAC VALLEY ELECTRIC INC	83468	5/19/2023	\$372.53	BUILDING MAINTENANCE - OFFICE & YARD
		TOTAL	\$372.53	
SACRAMENTO BUSINESS JOURNAL	83489	5/25/2023	\$85.00	PUBLICATION
		TOTAL	\$85.00	
SAFETY CENTER INC	83402	5/12/2023	\$490.00	REQUIRED TRAINING
		TOTAL	\$490.00	
	83490	5/25/2023	\$490.00	REQUIRED TRAINING
		TOTAL	\$490.00	
SAN JUAN WATER DISTRICT	000007948	5/19/2023	\$178,464.88	SAN JUAN WATER & TREATMENT COST
		TOTAL	\$178,464.88	
SECUREWORKS	000007939	5/12/2023	\$5,800.00	PROJECT: PENETRATION TESTING
		TOTAL	\$5,800.00	
SHERMAN FORKLIFT	000007971	5/25/2023	\$714.16	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$714.16	
SHRED-IT STERICYCLE	83413	5/12/2023	\$94.11	CONTRACT SERVICES
		TOTAL	\$94.11	
SIERRA CHEMICAL COMPANY	000007949	5/19/2023	\$4,267.09	HFA, CHEMICAL & DELIVERY
			\$6,676.80	HYPO, CHEMICAL & DELIVERY
		TOTAL	\$10,943.89	
SILICON VALLEY SHELVING AND EQUIP	000007936	5/12/2023	\$11,739.08	OFFICE SUPPLIES
		TOTAL	\$11,739.08	
SMUD	83403	5/12/2023	\$73,796.12	ELECTRICAL CHARGES
		TOTAL	\$73,796.12	
	83491	5/25/2023	\$65,584.82	ELECTRICAL CHARGES
		TOTAL	\$65,584.82	
SONITROL	000007950	5/19/2023	\$4,197.41	BUILDING MAINTENANCE - OFFICE & YARD
			\$30.55	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$4,227.96	
SUPERIOR TANK SOLUTIONS	83391	5/9/2023	\$19,500.00	CONTRACT SERVICES
		TOTAL	\$19,500.00	
TAK COMMUNICATIONS CA INC	83390	5/9/2023	\$8,573.66	PROJECT: 2023 VALVE/HYDRANT/SERV REPL
			\$48,586.46	CONSTRUCTION SERVICES
		TOTAL	\$57,160.12	
	83420	5/12/2023	\$33,416.16	PROJECT: 2023 VALVE/HYDRANT/SERV REPL
			\$83,715.58	PROJECT: DWMWD INTERTIE VALVES
			\$39,652.70	PROJECT: REPL9-1" SADDLES/MOUNT AUBURN
			\$20,290.00	CONSTRUCTION SERVICES
	TOTAL	\$177,074.44		
	83470	5/19/2023	\$15,421.02	PROJECT: 2023 VALVE/HYDRANT/SERV REPL
			TOTAL	\$15,421.02
83503	5/25/2023	\$3,685.00	MISC. REPAIRS	
		TOTAL	\$3,685.00	
TEE JANITORIAL & MAINTENANCE	83464	5/19/2023	\$4,108.00	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$4,108.00	
TESCO	000007964	5/25/2023	\$60,900.00	PROJECT: WELL N25 VFD REPLACEMENT
		TOTAL	\$60,900.00	
TINA LYNN DESIGN	000007952	5/19/2023	\$300.00	CONTRACT SERVICES
		TOTAL	\$300.00	
U.S. BANK NA	83383	5/9/2023	\$3,000.00	FINANCIAL SERVICES
		TOTAL	\$3,000.00	
UBEO BUSINESS SERVICES	000007960	5/19/2023	\$1,588.10	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$1,588.10	

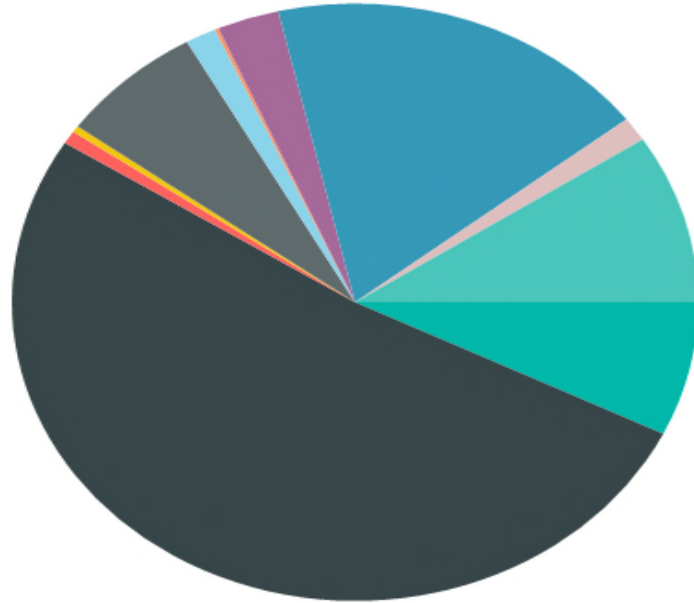
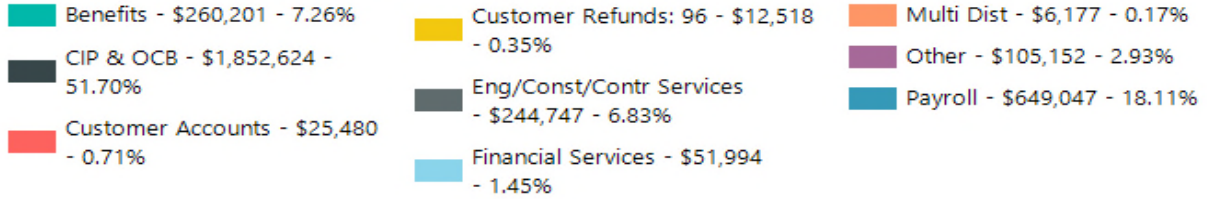
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VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
	000007974	5/25/2023	\$147.74	EQUIPMENT MAINTENANCE SERVICES
		TOTAL	\$147.74	
UNUM	83471	5/19/2023	\$5,219.15	EMPLOYEE BENEFIT - LIFE INSURANCE
		TOTAL	\$5,219.15	
US BANK CORPORATE PAYMENT SYSTEM	83505	5/25/2023	\$14,900.10	EMPLOYEE COMM/TEAMBUILDING
		TOTAL	\$14,900.10	
UTILITY SERVICES ASSOCIATES	000007933	5/12/2023	\$37,283.05	CONTRACT SERVICES
		TOTAL	\$37,283.05	
VALIC AIG	ACH0080450	5/5/2023	\$21,425.00	ACCRUED DEFERRED COMPENSATION, VALIC
		TOTAL	\$21,425.00	
	ACH0080637	5/19/2023	\$5,425.00	ACCRUED DEFERRED COMPENSATION, VALIC
		TOTAL	\$5,425.00	
VERIZON WIRELESS DALLAS TX	83406	5/12/2023	\$3,108.24	COMMUNICATION
		TOTAL	\$3,108.24	
	83450	5/19/2023	\$2,742.75	COMMUNICATION
		TOTAL	\$2,742.75	
VICKI SPRAGUE	83409	5/12/2023	\$18.88	TRAVEL CONFERENCES
		TOTAL	\$18.88	
WALNUT INDUSTRIAL CENTER LLC	83475	5/19/2023	\$2,060.00	H&D WALNUT PARKING LOT LEASE
		TOTAL	\$2,060.00	
WASTE MANAGEMENT	000007951	5/19/2023	\$113.04	BUILDING SERVICE EXPENSE - OFFICE & YARD
		TOTAL	\$113.04	
WATERWISE CONSULTING, INC.	000007935	5/12/2023	\$935.00	CONTRACT SERVICES
		TOTAL	\$935.00	
WEST YOST & ASSOCIATES	000007930	5/12/2023	\$1,703.00	PROJECT: Q STREET MAIN REPLACMENT
			\$39,580.00	PROJECT: WELL 80 WALNUT/AUBURN
			\$56,356.30	PROJECT: WELL 84 ANTELOPE/DON JULIO
			\$48,820.53	PROJECT: WLS 81/82/83 ANTELOPE N./POKER
		TOTAL	\$146,459.83	
WESTAMERICA CARD PROCESSING STMT	ACH0080751	5/3/2023	\$27,084.09	FINANCIAL SERVICES
		TOTAL	\$27,084.09	
WEX	000007923	5/9/2023	\$15,326.27	OPERATING SUPPLIES
		TOTAL	\$15,326.27	
WILLIAM MARKLEY	83478	5/19/2023	\$500.00	CONSERVATION REBATES
		TOTAL	\$500.00	
WOLF CONSULTING	83416	5/12/2023	\$3,150.00	CONSULTING SERVICES
		TOTAL	\$3,150.00	
WOOD RODGERS ENGINEERING	83385	5/9/2023	\$35,062.50	PROJECT: WELL 78 BUTANO - PUMP STATION
		TOTAL	\$35,062.50	
	83408	5/12/2023	\$1,710.44	PROJECT: MARCONI BLDG ELECTRICAL UPGRAD
		TOTAL	\$1,710.44	
	83493	5/25/2023	\$331.25	PROJECT: MARCONI BLDG ELECTRICAL UPGRAD
			\$16,560.00	PROJECT: WELL 78 BUTANO - PUMP STATION
		TOTAL	\$16,891.25	
ZOHO CORPORATION	83473	5/19/2023	\$6,577.00	LICENSES, PERMITS & FEES
		TOTAL	\$6,577.00	
GRAND TOTAL			\$3,583,715.63	

AP Warrant List From: 5/1/2023 To: 5/31/2023

VENDOR	PAYMENT NO.	DATE	AMOUNT	DESCRIPTION
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AP Warrant List Summary Chart



**Sacramento Suburban Water District
US Bank Purchasing Card Program
CalCard Expenditures
May 2023**

Vendor Name	Description	Amount	Proj/GLAcct
BC WATER JOBS	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$200.00	17-51402
YOURMEMBERSHIP (ISA)	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$599.00	17-51402
CWEA	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$305.00	17-51402
CSDA	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$105.00	17-51402
GOVERNMENT JOBS	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$199.00	17-51402
ACWA JPIA	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$475.00	17-51402
CAJPA	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$100.00	17-51402
TRANSIT TALENT (WATER DISTRICT JOBS)	JOB ADVERTISEMENT - SCADA TECHNICIAN I/II	\$145.00	17-51402
DAKOTA BODIES	REPLACEMENT SERVICE BODY DRAWER	\$110.65	12-25101
HYATT	GREG BUNDESEN HOTEL FOR CONFERENCE	\$840.24	13-55001
ACWA	JAY BOATWRIGHT REGISTRATION FOR ACWA	\$80.00	01-55001
ROUND TABLE PIZZA	LUNCH WITH THE GM - TEAM BUILDING & COM	\$113.02	02-51403
RALEY'S	LUNCH WITH THE GM - TEAM BUILDING & COM	\$32.67	02-51403
THE VEN HOTEL	DAN YORK - 2023 CAP TO CAP HOTEL	\$2,437.26	02-55001
SAMS CLUB	OFFICE SUPPLIES- WALNUT	\$56.64	03-52108
SP CSREGS.COM	TRAINING- BEN HARRIS	\$170.00	02-51406
MACNAUGHT	PRODUCTION SUPPLIES	\$467.00	06-52101
AWWA	TRAINING-MONICA VAZQUEZ	\$130.00	05-55001
WATERWISEPRO	TRAINING- JOE CROCKETT, JUSTIN MCGOWAN & BRIAN PATTERSON	\$450.00	07-51407
HOME DEPOT	TOOL KIT FOR PM- CREDIT	(\$429.92)	07-52101
TOWN & COUNTRY	TRAINING- MARK TAYLOR	\$494.00	05-55001
TOWN & COUNTRY	TRAINING- AARON CAUDILLO	\$494.00	05-55001
TOWN & COUNTRY	TRAINING- MONICA VAZQUEZ	\$494.00	05-55001
TOWN & COUNTRY	TRAINING- SHAWN CHANEY	\$494.00	05-55001
TOWN & COUNTRY	TRAINING- SARAH DAINS	\$741.01	03-55001
TOWN & COUNTRY	TRAINING-HECTOR SEGOVIANO	\$494.00	05-55001
AWWA	TRAINING- MARK TAYLOR, MONICA VAZQUEZ, AARON CAUDILLO	\$1,212.00	05-55001
HOME DEPOT	TOOL KIT-PM (ORIGINAL PURCHASE, REFUNDED)	\$429.92	07-52101
HOME DEPOT	TOOL KIT-PM	\$429.92	07-52101
MYRON L	ENVIRONMENTAL COMPLIANCE SUPPLIES	\$155.60	14-52101
AWWA	CONFERENCE-DAVE JONES LUNCH TICKET	\$30.00	01-55001
BRYCE FASTENER	WAREHOUSE SUPPLIES	\$439.56	05-52101
HOME DEPOT	BUILD MAINT. SUPPLIES	\$13.98	12-52101
COSTCO	WAREHOUSE SUPPLIES	\$69.98	05-52101
KELLY PIPE	WAREHOUSE SUPPLIES	\$435.00	05-52101
HOME DEPOT	TOOLS-PM DEPARTMENT	\$300.62	07-52101
SOUTHWEST	TRAINING-PAUL JOHNSON	\$267.96	06-51407
CPS HR CONSULTING	TRAINING- TODD ARTRIP	\$199.00	05-51407
HOME DEPOT	WAREHOUSE SUPPLIES	\$913.18	05-52101
KOFAX	5 LICENSES FOR POWER PDF	\$580.50	18-54509
KOFAX	CREDIT RETURN 5 LICENSES FOR POWER PDF INCORRECT VERSION	(\$580.50)	18-54509
ZOOM	ANNUAL RENEWAL FEE	\$299.80	18-54509

**Sacramento Suburban Water District
US Bank Purchasing Card Program
CalCard Expenditures
May 2023**

Vendor Name	Description	Amount	Proj/GLAcct
MICROSOFT	CREDIT FOR EARLY TERMINATION OF ONEDRIVE	(\$588.50)	18-54509
US BANK	STATEMENT		
SAFEWAY #2620	ALL STAFF MEETING REFRESHMENTS	\$27.00	02-51403
NOAH'S BAGELS	ALL STAFF MEETING REFRESHMENTS	\$114.87	02-51403
SKILLPATH NATIONAL	TRAINING - ANGELA TUPOLO	\$253.00	15-51406
EL PARIAN TAQUERIA	ENGINEERING DEPT LUNCH - TEAM BUILDING & COM	\$100.64	02-51403
	Totals:	\$14,900.10	

Managed Account Security Transactions & Interest

For the Month Ending **May 31, 2023**

SACRAMENTO SUBURBAN WATER DISTRICT -

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
Trade	Settle									
BUY										
05/01/23	05/05/23	US TREASURY N/B NOTES DTD 07/31/2022 2.750% 07/31/2027	91282CFB2	1,500,000.00	(1,449,316.41)	(10,711.33)	(1,460,027.74)			
05/19/23	05/24/23	FHMS K061 A2 DTD 01/30/2017 3.347% 11/01/2026	3137BTUM1	260,000.00	(251,996.88)	(555.97)	(252,552.85)			
05/23/23	05/25/23	LOCKHEED MARTIN CORP NOTES (CALLABLE) DTD 05/25/2023 4.450% 05/15/2028	539830BZ1	45,000.00	(44,919.00)	0.00	(44,919.00)			

Transaction Type Sub-Total				1,805,000.00	(1,746,232.29)	(11,267.30)	(1,757,499.59)			
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INTEREST										
05/01/23	05/01/23	CINTAS CORPORATION NO. 2 CORP NOTE (CALL DTD 05/03/2022 3.450% 05/01/2025	17252MAP5	85,000.00	0.00	1,466.25	1,466.25			
05/01/23	05/01/23	CA ST UNIV TXBL REV BONDS DTD 07/29/2021 0.862% 11/01/2025	13077DQD7	115,000.00	0.00	495.65	495.65			
05/01/23	05/01/23	MONEY MARKET FUND	MONEY0002	0.00	0.00	18,483.41	18,483.41			
05/01/23	05/25/23	FHMS K054 A2 DTD 04/20/2016 2.745% 01/01/2026	3137BNGT5	200,000.00	0.00	457.50	457.50			
05/01/23	05/25/23	FHMS K058 A2 DTD 11/09/2016 2.653% 08/01/2026	3137BSP72	450,000.00	0.00	994.88	994.88			
05/01/23	05/25/23	FHMS K043 A2 DTD 03/01/2015 3.062% 12/01/2024	3137BGK24	275,000.00	0.00	701.71	701.71			
05/04/23	05/04/23	AMERICAN EXPRESS CO (CALLABLE) CORPORATE DTD 11/04/2021 1.650% 11/04/2026	025816CM9	325,000.00	0.00	2,681.25	2,681.25			
05/06/23	05/06/23	FREDDIE MAC NOTES DTD 11/05/2020 0.250% 11/06/2023	3137EAEZ8	450,000.00	0.00	562.50	562.50			
05/07/23	05/07/23	FANNIE MAE NOTES DTD 11/12/2020 0.500% 11/07/2025	3135G06G3	450,000.00	0.00	1,125.00	1,125.00			
05/12/23	05/12/23	AMAZON.COM INC CORPORATE NOTES DTD 05/12/2021 0.450% 05/12/2024	023135BW5	355,000.00	0.00	798.75	798.75			
05/13/23	05/13/23	APPLE INC CORPORATE NOTES DTD 05/13/2015 3.200% 05/13/2025	037833BG4	600,000.00	0.00	9,600.00	9,600.00			



Managed Account Security Transactions & Interest

For the Month Ending **May 31, 2023**

SACRAMENTO SUBURBAN WATER DISTRICT -

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
Trade	Settle									
INTEREST										
05/15/23	05/15/23	UNITEDHEALTH GROUP INC (CALLABLE) CORPOR DTD 05/19/2021 1.150% 05/15/2026	91324PEC2	325,000.00	0.00	1,868.75	1,868.75			
05/15/23	05/15/23	UNIV OF CAL TXBL REV BONDS DTD 07/16/2020 0.883% 05/15/2025	91412HGE7	100,000.00	0.00	441.50	441.50			
05/15/23	05/15/23	HART 2021-A A3 DTD 04/28/2021 0.380% 09/15/2025	44933LAC7	66,641.48	0.00	21.10	21.10			
05/15/23	05/15/23	COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026	14044CAC6	130,000.00	0.00	83.42	83.42			
05/15/23	05/15/23	MBALT 2021-B A3 DTD 06/29/2021 0.400% 11/15/2024	58769KAD6	163,245.39	0.00	54.42	54.42			
05/15/23	05/15/23	CARMX 2021-1 A3 DTD 01/27/2021 0.340% 12/15/2025	14316NAC3	37,308.22	0.00	10.57	10.57			
05/15/23	05/15/23	CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1	300,000.00	0.00	992.50	992.50			
05/15/23	05/15/23	HART 2021-C A3 DTD 11/17/2021 0.740% 05/15/2026	44935FAD6	100,000.00	0.00	61.67	61.67			
05/15/23	05/15/23	NAROT 2021-A A3 DTD 06/23/2021 0.330% 10/15/2025	65480BAC1	354,475.81	0.00	97.48	97.48			
05/15/23	05/15/23	CARMX 2020-4 A3 DTD 10/21/2020 0.500% 08/15/2025	14316HAC6	73,950.97	0.00	30.81	30.81			
05/15/23	05/15/23	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4	256,635.27	0.00	117.62	117.62			
05/15/23	05/15/23	COMET 2021-A1 A1 DTD 07/22/2021 0.550% 07/15/2026	14041NFW6	415,000.00	0.00	190.21	190.21			
05/15/23	05/15/23	DCENT 2021-A1 A1 DTD 09/27/2021 0.580% 09/15/2026	254683CP8	250,000.00	0.00	120.83	120.83			
05/15/23	05/15/23	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314QAC8	109,774.68	0.00	47.57	47.57			
05/15/23	05/15/23	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1	359,166.83	0.00	77.82	77.82			
05/15/23	05/15/23	US TREASURY NOTES DTD 11/15/2016 2.000% 11/15/2026	912828U24	5,300,000.00	0.00	53,000.00	53,000.00			



Managed Account Security Transactions & Interest

For the Month Ending **May 31, 2023**

SACRAMENTO SUBURBAN WATER DISTRICT -

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
Trade	Settle									
INTEREST										
05/16/23	05/16/23	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7	159,665.49	0.00	63.87	63.87			
05/16/23	05/16/23	GMCAR 2020-4 A3 DTD 10/14/2020 0.380% 08/18/2025	36260KAC8	57,263.39	0.00	18.13	18.13			
05/16/23	05/16/23	GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026	362554AC1	110,000.00	0.00	62.33	62.33			
05/19/23	05/19/23	JPMORGAN CHASE & CO NOTES (CALLABLE) DTD 11/19/2020 1.045% 11/19/2026	46647PBT2	250,000.00	0.00	1,306.25	1,306.25			
05/20/23	05/20/23	VWALT 2022-A A4 DTD 06/14/2022 3.650% 01/20/2027	92868AAD7	145,000.00	0.00	441.04	441.04			
05/20/23	05/20/23	GMALT 2021-2 A4 DTD 05/26/2021 0.410% 05/20/2025	380144AD7	50,000.00	0.00	17.08	17.08			
05/21/23	05/21/23	HAROT 2021-4 A3 DTD 11/24/2021 0.880% 01/21/2026	43815GAC3	130,000.00	0.00	95.33	95.33			
05/24/23	05/24/23	INTL BK RECON & DEVELOP NOTES DTD 11/24/2020 0.250% 11/24/2023	459058JM6	600,000.00	0.00	750.00	750.00			
05/25/23	05/25/23	BMWLT 2021-2 A4 DTD 09/15/2021 0.430% 01/27/2025	09690AAD5	370,000.00	0.00	132.58	132.58			
05/27/23	05/27/23	FANNIE MAE NOTES DTD 11/25/2020 0.250% 11/27/2023	3135G06H1	400,000.00	0.00	500.00	500.00			
05/28/23	05/28/23	ASTRAZENECA FINANCE LLC (CALLABLE) CORP DTD 05/28/2021 1.200% 05/28/2026	04636NAA1	325,000.00	0.00	1,950.00	1,950.00			
Transaction Type Sub-Total				14,243,127.53	0.00	99,919.78	99,919.78			
MATURITY										
05/31/23	05/31/23	US TREASURY NOTES DTD 05/31/2016 1.625% 05/31/2023	912828R69	300,000.00	300,000.00	2,437.50	302,437.50	2,355.47	0.00	
Transaction Type Sub-Total				300,000.00	300,000.00	2,437.50	302,437.50	2,355.47	0.00	
PAYDOWNS										



Managed Account Security Transactions & Interest

For the Month Ending **May 31, 2023**

SACRAMENTO SUBURBAN WATER DISTRICT -

Transaction Type	Trade	Settle	Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
PAYDOWNS											
	05/15/23	05/15/23	CARMX 2020-4 A3 DTD 10/21/2020 0.500% 08/15/2025	14316HAC6	6,301.88	6,301.88	0.00	6,301.88	1.39	0.00	
	05/15/23	05/15/23	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4	12,588.33	12,588.33	0.00	12,588.33	2.07	0.00	
	05/15/23	05/15/23	NAROT 2021-A A3 DTD 06/23/2021 0.330% 10/15/2025	65480BAC1	21,528.83	21,528.83	0.00	21,528.83	0.36	0.00	
	05/15/23	05/15/23	HART 2021-A A3 DTD 04/28/2021 0.380% 09/15/2025	44933LAC7	5,149.93	5,149.93	0.00	5,149.93	0.54	0.00	
	05/15/23	05/15/23	CARMX 2021-1 A3 DTD 01/27/2021 0.340% 12/15/2025	14316NAC3	2,619.83	2,619.83	0.00	2,619.83	0.52	0.00	
	05/15/23	05/15/23	MBALT 2021-B A3 DTD 06/29/2021 0.400% 11/15/2024	58769KAD6	14,390.73	14,390.73	0.00	14,390.73	1.09	0.00	
	05/15/23	05/15/23	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314QAC8	6,780.49	6,780.49	0.00	6,780.49	1.46	0.00	
	05/15/23	05/15/23	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1	23,454.08	23,454.08	0.00	23,454.08	2.53	0.00	
	05/16/23	05/16/23	GMCAR 2020-4 A3 DTD 10/14/2020 0.380% 08/18/2025	36260KAC8	5,485.70	5,485.70	0.00	5,485.70	1.17	0.00	
	05/16/23	05/16/23	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7	8,658.52	8,658.52	0.00	8,658.52	0.54	0.00	
Transaction Type Sub-Total					106,958.32	106,958.32	0.00	106,958.32	11.67	0.00	
SELL											
	05/01/23	05/05/23	US TREASURY NOTES DTD 12/31/2019 1.750% 12/31/2024	912828YY0	900,000.00	863,753.91	5,438.54	869,192.45	(95,027.34)	(57,979.73)	FIFO
	05/01/23	05/05/23	US TREASURY NOTES DTD 12/31/2019 1.750% 12/31/2024	912828YY0	625,000.00	599,829.10	3,776.76	603,605.86	(64,501.96)	(39,443.13)	FIFO
Transaction Type Sub-Total					1,525,000.00	1,463,583.01	9,215.30	1,472,798.31	(159,529.30)	(97,422.86)	
Managed Account Sub-Total						124,309.04	100,305.28	224,614.32	(157,162.16)	(97,422.86)	
Total Security Transactions						\$124,309.04	\$100,305.28	\$224,614.32	(\$157,162.16)	(\$97,422.86)	



Agenda Item: 3

Date: June 19, 2023

Subject: 2023 Compensation Study

Staff Contact: Dan York, General Manager
Susan Schinnerer, Human Resources Manager

Recommended Board Action:

Approve the following:

1. 2023 Employee Compensation Study
2. Direct staff regarding effect on Calendar Year 2024 Labor Budget.

Background:

Per section 200.00 of the District’s Employee Compensation Policy (PL – HR 002), “it is the District’s policy to provide all of its employees with fair and equitable compensation defined in terms of comparison to other positions within the District and to the local labor market for the value of the skills related to their job specifications.”

The District last conducted a Compensation Study in 2018. Following that Study, and as reflected in the above-mentioned policy, also in section 200.00, “it is the District’s policy to remain competitive within the local labor market. To accomplish this, when setting wage/salary compensation for District positions, the General Manager will target a level of compensation within a range (bound by the market median at the low end and the mid-point of the third quartile (62.5%) at the high end) of the compensation in the appropriate labor market.” In compensation studies, salaries are compared and set to the maximum. Therefore, the maximum salaries are set to the 62.5th percentile. Also in 2018, the Board approved a substantial labor budget increase of over \$500,000 for salary increases, which was intended to ameliorate the District’s lower total compensation standing among comparable agencies.

Upon approval of the 2023 Operating Budget, and as stated in the General Manager’s Goals for 2023, staff engaged Shellie Anderson, of Bryce Consulting, to conduct a Compensation Study. Ms. Anderson consistently provides regular classification and compensation advisement not only to District staff but serves as a reliable subject matter expert to a variety of public and private organizations, including surrounding cities and water agencies. Ms. Anderson is familiar with the District and the local market. Her consulting work has consistently produced thorough and reliable

2023 Compensation Study

June 19, 2023

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market comparisons of agencies in Sacramento and surrounding regions, and her firm performed the District's compensation studies prior to 2018. Unless directed otherwise, staff intends to utilize the methodology/analysis utilized for the 2023 Compensation Study for consistency purposes moving forward.

Discussion:

As a result of the Board's action in 2018 to bring the District's total compensation to a comparable level, the District has been able to remain competitive within the market, as the results of the 2023 Compensation Study demonstrate.

2023 Survey Results

As described in **Attachment 1**, the 2023 Compensation Study Report, and in further detail in **Attachment 2**, Appendix A – Detailed Market Datasheets, Bryce Consulting studied 35 survey classes. Survey classes are a representative sample of all classes within a classification group, and they provide a reference point for positions that are not surveyed. They are positions that have significant relationships to other classes and are reasonably well known. Using defined compensation parameters such as survey agencies, data elements, survey classes, and survey methodology, Bryce Consulting completed their compensation study, which resulted in the following findings:

- On average, for Exempt classifications, the District is:
 - **3.75% below** market for base salary
 - **7.62% below** market for total cash
 - **3.51% below** market for total compensation

- For Non Exempt classifications, the District is:
 - **1.69% below** market for base salary
 - **4.71% below** market for total cash
 - **0.75% below** market for total compensation

It is important to note that Bryce Consulting recommends that if compensation information is within 5% of the market, it is not necessary to adjust salary ranges to reach exactly 62.5%. This is because the market changes during a year, and compensation data is surveyed as a “snapshot” in time. In setting recommended salary levels, both market data and internal relationships are taken into consideration so that the District's compensation plan is both competitive with the market and internally balanced.

As such, minor salary range modifications are recommended below and as listed in **Attachment 4, Appendix C – Salary Recommendations** for the following classifications only. Please note that all recommendations are based on a monthly salary:

Executive Assistant to the General Manager

This classification is 13.54% below market for total compensation. In order to bring the classification to within 5% of market, the recommended salary range increase is 10.39%.

Engineering Manager

This classification is 6.18% below market for total compensation. In order to bring the classification to within 5% of market, the recommended salary range increase is 1.36%.

Director of Finance and Administration

This classification is 7.00% below market for total compensation. In order to bring the classification to within 5% of market, the recommended salary range increase is 2.30%.

Purchasing Specialist

This was not a survey classification, but has previously been set 5% below Accountant I. It is recommended that this salary relationship be reinstated, resulting in a 1.42% salary range increase.

Information Technology Manager

This classification is 9.68% below market for total compensation. In order to bring the classification to within 5% of market, the recommended salary range increase is 5.23%.

GIS Coordinator

This classification resulted in insufficient data. It was previously set 15% above GIS Technician II. It is recommended that the salary relationship be reinstated, resulting in a 1.73% salary range increase.

Human Resources Manager

This classification is 7.07% below market for total compensation. In order to bring the classification to within 5% of market, the recommended salary range increase is 2.37%.

SCADA Analyst and SCADA Technician I and II

The salary for these classifications were set without the collection of market data. The SCADA Technician II served as the benchmark classification and is 17.99% below market. It is recommended that it be set to within 5% of the market, resulting in a 15.77% salary range increase.

It is recommended that the I be set 10% below the II, resulting in a 15.77% salary range increase and that the SCADA Analyst be set 15% above SCADA Technician II, resulting in a 14.61% salary range increase.

Cross Connection Specialist

This classification is 9.92% below market for total compensation. In order to bring the classification to within 5% of market, the recommended salary range increase is 6.10%.

Administrative Assistant I and II

Administrative Assistant II served as the benchmark and is 12.61% above market. This classification is currently vacant; therefore, it is recommended that the salary range be set to

2023 Compensation Study

June 19, 2023

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within 5% of market resulting in a 10.62% decrease in salary range. It is recommended that the I be set 10% below the II, also resulting in a 10.62% decrease in salary range.

Actual salary increases will only be necessary for staff whose current salary falls outside of the range adjustments recommended above. At this time, there are no staff for whom this would apply, so no salary increases are being recommended for CY2023.

Classifications that are not listed above have salary ranges that fall within 5% of the labor market 62.5th percentile for total compensation, so there is no recommended action for those ranges.

Benefits: Staff recommends no changes to benefits since these were studied as a part of the total compensation analysis and the District remains competitive according to Bryce's data (see **Attachment 3-** Appendix B – Miscellaneous Benefits).

Conclusion:

As part of the District's values to attract and retain a qualified and skilled workforce, it is important to review compensation data for ongoing recruitment and retention. The Board has already set the District's foundation for comparable compensation in 2018, and with the minor adjustments to salary ranges as described above per Bryce Consulting's findings, the District can remain competitive in the current and yet ever-changing market.

Fiscal Impact:

Study costs - \$8,500 for Bryce Consulting; there is no cost to adjust the salary ranges at this time. The costs for the Study and the adjustment to salary ranges will not warrant a rate increase.

If the Board approves the recommendations to the salary range increases, the new salary bands will be effective immediately after Board approval, but there will be no current budget impact until 2024, when future applicable increases to salaries will be presented to the Board as part of the CY2024 Labor Budget, including Merit and COLA costs.

Strategic Plan Alignment:

Goal B - Optimize Operations and Organizational Efficiencies

Goal C - Ensure Fiscal Responsibility and Affordable Rates

Goal D - Maintain Excellent Customer Service

Goal E - Retain and Recruit a Qualified and Stable Workforce

Attachments:

Attachment 1: 2023 Compensation Study Report

Attachment 2: Appendix A – Detailed Market Datasheets

Attachment 3: Appendix B - Miscellaneous Benefits

Attachment 4: Appendix C - Salary Recommendations

BRYCE
CONSULTING

SACRAMENTO SUBURBAN WATER DISTRICT
2023 COMPENSATION STUDY REPORT

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the Sacramento Suburban Water District to conduct a comprehensive compensation study of District classifications. This report presents the compensation survey results and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Compensation Survey Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Review and confirm the survey parameters including survey agencies and data elements.
- Collect and analyze base salary and benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology, results and recommendations.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market." A labor market consists of those employers with whom the District might compete with for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.

LABOR MARKET

Consistent with District policy, **Table 1** displays the survey agencies. All of the agencies surveyed participated in the process.

TABLE 1 SURVEY AGENCIES
Carmichael Water District
Citrus Heights Water District
City of Davis
City of Folsom
City of Roseville
City of Sacramento
City of West Sacramento
City of Woodland
El Dorado Irrigation District
Elk Grove Water District
Fair Oaks Water District
Placer County Water Agency
Sacramento County
San Juan Water District
Amador Water Agency*
City of Lodi*
Stockton East Water District*
Stockton MUD (City of Stockton)*

*Surveyed for AGM, Director of Finance and Administration, Engineering Manager and Operations Manager

SURVEY CLASSES

Survey classes, as displayed in **Table 2**, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

TABLE 2 SURVEY CLASSIFICATIONS
Exempt
Accountant II
Assistant General Manager
Associate Engineer
Controller
Customer Service Manager
Director of Finance and Administration
Engineering Manager
Environmental Compliance Supervisor
Executive Assistant to the General Manager
Human Resources Manager
Information Technology Analyst
Information Technology Manager
Operations Manager
Project Manager
Safety and Risk Officer
Superintendent, Distribution
Superintendent, Production
Non Exempt
Administrative Assistant II
Cross Connection Control Specialist
Customer Service Representative II
Distribution Operator II
Engineering Project Coordinator
Environmental Compliance Technician
Facilities and Fleet Specialist
Field Operations Coordinator
Foreman (Distribution)
Foreman (Production)
GIS Coordinator
Human Resources Technician
Instrument Technician
Information Technology Technician II
Production Operator II
SCADA Technician II
Senior Inspector
Water Conservation Technician II

SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected for each survey class included:

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement for new “classic” employees
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/Education Pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement
- Cost of living information including date and amount of last and next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Cash in lieu of health insurance
- Leave benefits
- Retiree health benefits

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies’ websites were utilized to collect salary and benefit data and to compare job descriptions, where available.
- The consultant followed up the survey agencies to collect additional information and seek clarification.

In addition to the collection of base salary and benefit information, careful efforts were made to analyze the full range of duties and requirements of the job classes determined to be comparable to the District’s classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the District's position was compared to the labor market to determine the percentage the District is above or below the labor market 62.5th percentile. The data is effective April 2023.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, cash in lieu of health insurance, retiree health benefits, and leave benefits.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
<i>Exempt</i>	
Accountant II	11
Assistant General Manager	3
Associate Engineer	13
Controller	3
Customer Service Manager	5
Director of Finance and Administration	13
Engineering Manager	9
Environmental Compliance Supervisor	0*
Executive Assistant to the General Manager	3
Human Resources Manager	8
Information Technology Analyst	8
Information Technology Manager	9
Operations Manager	3
Project Manager	2*
Safety and Risk Officer	5
Superintendent, Distribution	6
Superintendent, Production	0*
<i>Non Exempt</i>	
Administrative Assistant II	9
Cross Connection Control Specialist	4
Customer Service Representative II	14
Distribution Operator II	12
Engineering Project Coordinator	0*
Environmental Compliance Technician	1*
Facilities and Fleet Specialist	9
Field Operations Coordinator	0*

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
Foreman (Distribution)	11
Foreman (Production)	3
GIS Coordinator	0*
Human Resources Technician	9
Instrument Technician	10
Information Technology Technician II	11
Production Operator II	12
SCADA Technician II	3
Senior Inspector	12
Water Conservation Technician II	8

*Insufficient Data – Fewer than 3 matches

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the District’s relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes for each classification how the District’s base salaries compare to the labor market. The following data is presented:

- Title of the District’s classification
- The District’s current maximum monthly base salary for each classification
- The labor market 62.5th percentile for maximum monthly base salary
- Percentage the District’s maximum base salary is above or below the 62.5th percentile of the labor market

TABLE 4 SUMMARY OF BASE SALARY			
Survey Classification	SSWD Maximum Base Salary	Labor Market 62.5 th Percentile	% SSWD IS Above or Below Labor Market
<i>Exempt</i>			
Accountant II	\$8,476	\$8,203	3.23%
Assistant General Manager	\$15,833	\$17,727	-11.96%
Associate Engineer	\$11,184	\$11,083	0.90%
Controller	\$12,539	\$11,488	8.38%
Customer Service Manager	\$12,886	\$13,448	-4.36%
Director of Finance and Administration	\$15,350	\$16,004	-4.26%
Engineering Manager	\$14,578	\$15,585	-6.91%
Environmental Compliance Supervisor	\$11,381	Insuff Data	---
Executive Assistant to the General	\$7,815	\$9,096	-16.39%

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	SSWD Maximum Base Salary	Labor Market 62.5th Percentile	% SSWD IS Above or Below Labor Market
Manager			
Human Resources Manager	\$10,600	\$11,765	-10.99%
Information Technology Analyst	\$9,259	\$9,544	-3.08%
Information Technology Manager	\$12,279	\$13,459	-9.61%
Operations Manager	\$14,328	\$14,271	0.39%
Project Manager	\$10,651	Insuff Data	---
Safety and Risk Officer	\$11,043	\$10,757	2.59%
Superintendent, Distribution	\$11,161	\$11,209	-0.43%
Superintendent, Production	\$11,161	Insuff Data	---
Non Exempt			
Administrative Assistant II	\$6,760	\$5,521	18.33%
Cross Connection Control Specialist	\$7,597	\$8,574	-12.86%
Customer Service Representative II	\$5,931	\$5,915	0.27%
Distribution Operator II	\$7,235	\$6,890	4.77%
Engineering Project Coordinator	\$7,972	Insuff Data	---
Environmental Compliance Technician	\$7,176	Insuff Data	---
Facilities and Fleet Specialist	\$7,235	\$6,924	4.30%
Field Operations Coordinator	\$7,597	Insuff Data	---
Foreman (Distribution)	\$9,301	\$9,407	-1.14%
Foreman (Production)	\$9,301	\$9,636	-3.60%
GIS Coordinator	\$9,384	Insuff Data	---
Human Resources Technician	\$7,361	\$7,125	3.21%
Instrument Technician	\$8,798	\$8,941	-1.63%
Information Technology Technician II	\$7,972	\$7,856	1.44%
Production Operator II	\$7,235	\$7,057	2.46%
SCADA Technician II	\$8,006	\$9,821	-22.66%
Senior Inspector	\$8,270	\$7,837	5.24%
Water Conservation Technician II	\$6,869	\$6,996	-1.84%
Administrative Assistant II	\$6,760	\$5,521	18.33%
Cross Connection Control Specialist	\$7,597	\$8,574	-12.86%
Customer Service Representative II	\$5,931	\$5,915	0.27%
Distribution Operator II	\$7,235	\$6,890	4.77%
Engineering Project Coordinator	\$7,972	Insuff Data	---
Environmental Compliance Technician	\$7,176	Insuff Data	---
Facilities and Fleet Specialist	\$7,235	\$6,924	4.30%
Field Operations Coordinator	\$7,597	Insuff Data	---
Foreman (Distribution)	\$9,301	\$9,407	-1.14%

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	SSWD Maximum Base Salary	Labor Market 62.5 th Percentile	% SSWD IS Above or Below Labor Market
Foreman (Production)	\$9,301	\$9,636	-3.60%
GIS Coordinator	\$9,384	Insuff Data	---
Human Resources Technician	\$7,361	\$7,125	3.21%
Instrument Technician	\$8,798	\$8,941	-1.63%
Information Technology Technician II	\$7,972	\$7,856	1.44%
Production Operator II	\$7,235	\$7,057	2.46%
Purchasing Specialist	\$7,235	\$6,090	15.83%
SCADA Technician II	\$8,006	\$9,821	-22.66%
Senior Inspector	\$8,270	\$7,837	5.24%
Water Conservation Technician II	\$6,869	\$6,996	-1.84%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies' contribution towards the employees' share of retirement, the agencies' contribution towards deferred compensation, longevity pay, up to and including year 10, and education/certification pay. **Table 5** displays how the District compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the District's classification
- The District's current total cash for each classification
- The 62.5th percentile of the labor market for total cash
- Percentage the District's total cash is above or below the 62.5th percentile of the labor market

**TABLE 5
SUMMARY OF TOTAL CASH**

Survey Classification	SSWD Maximum Base Salary	Labor Market 62.5 th Percentile	% SSWD IS Above or Below Labor Market
<i>Exempt</i>			
Accountant II	\$8,476	\$8,444	0.38%
Assistant General Manager	\$15,833	\$17,908	-13.10%
Associate Engineer	\$11,184	\$11,443	-2.32%
Controller	\$12,539	\$12,490	0.39%
Customer Service Manager	\$12,886	\$13,955	-8.30%
Director of Finance and Administration	\$15,350	\$16,719	-8.92%
Engineering Manager	\$14,578	\$16,372	-12.31%
Environmental Compliance Supervisor	\$11,381	Insuff Data	---
Executive Assistant to the General	\$7,815	\$9,096	-16.39%

**TABLE 5
SUMMARY OF TOTAL CASH**

Survey Classification	SSWD Maximum Base Salary	Labor Market 62.5th Percentile	% SSWD IS Above or Below Labor Market
Manager			
Human Resources Manager	\$10,600	\$12,273	-15.78%
Information Technology Analyst	\$9,259	\$9,867	-6.56%
Information Technology Manager	\$12,279	\$13,686	-11.46%
Operations Manager	\$14,328	\$14,802	-3.31%
Project Manager	\$10,651	Insuff Data	---
Safety and Risk Officer	\$11,043	\$11,048	-0.04%
Superintendent, Distribution	\$11,161	\$12,164	-8.99%
Superintendent, Production	\$11,161	Insuff Data	---
Non Exempt			
Administrative Assistant II	\$6,803	\$5,714	16.01%
Cross Connection Control Specialist	\$7,727	\$8,716	-12.80%
Customer Service Representative II	\$5,975	\$6,162	-3.13%
Distribution Operator II	\$7,365	\$7,320	0.61%
Engineering Project Coordinator	\$8,015	Insuff Data	---
Environmental Compliance Technician	\$7,219	Insuff Data	---
Facilities and Fleet Specialist	\$7,278	\$7,303	-0.34%
Field Operations Coordinator	\$7,727	Insuff Data	---
Foreman (Distribution)	\$9,431	\$10,058	-6.65%
Foreman (Production)	\$9,431	\$9,988	-5.91%
GIS Coordinator	\$9,428	Insuff Data	---
Human Resources Technician	\$7,405	\$7,348	0.76%
Instrument Technician	\$8,928	\$9,338	-4.58%
Information Technology Technician II	\$8,015	\$8,114	-1.24%
Production Operator II	\$7,365	\$7,474	-1.47%
SCADA Technician II	\$8,050	\$10,248	-27.31%
Senior Inspector	\$8,400	\$8,087	3.72%
Water Conservation Technician II	\$6,999	\$7,198	-2.84%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agencies' contribution towards a cafeteria plan, health, dental, vision, life insurance, long-term disability, retiree health savings plan, Social Security, minus the employers' share of retirement paid by the employee. **Table 6** displays how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District’s classification
- The District’s current total compensation for each classification
- The 62.5th percentile of the labor market for total compensation
- Percentage the District’s total compensation is above or below the 62.5th percentile of the labor market

TABLE 6 SUMMARY OF TOTAL COMPENSATION			
Survey Classification	SSWD Maximum Base Salary	Labor Market 62.5th Percentile	% SSWD IS Above or Below Labor Market
<i>Exempt</i>			
Accountant II	\$11,517	\$11,371	1.26%
Assistant General Manager	\$19,327	\$21,652	-12.03%
Associate Engineer	\$14,449	\$14,083	2.53%
Controller	\$15,916	\$15,042	5.49%
Customer Service Manager	\$16,292	\$16,658	-2.25%
Director of Finance and Administration	\$18,835	\$20,154	-7.00%
Engineering Manager	\$18,048	\$19,163	-6.18%
Environmental Compliance Supervisor	\$14,662	Insuff Data	---
Executive Assistant to the General Manager	\$10,801	\$12,264	-13.54%
Human Resources Manager	\$13,817	\$14,793	-7.07%
Information Technology Analyst	\$12,365	\$12,517	-1.23%
Information Technology Manager	\$15,635	\$17,147	-9.68%
Operations Manager	\$17,793	\$17,817	-0.14%
Project Manager	\$13,872	Insuff Data	---
Safety and Risk Officer	\$14,296	\$13,873	2.96%
Superintendent, Distribution	\$14,424	\$14,747	-2.24%
Superintendent, Production	\$14,424	Insuff Data	---
<i>Non Exempt</i>			
Administrative Assistant II	\$9,702	\$8,478	12.61%
Cross Connection Control Specialist	\$10,695	\$11,756	-9.92%
Customer Service Representative II	\$8,805	\$8,898	-1.07%
Distribution Operator II	\$10,303	\$9,936	3.56%
Engineering Project Coordinator	\$11,014	Insuff Data	---
Environmental Compliance Technician	\$10,152	Insuff Data	---
Facilities and Fleet Specialist	\$10,216	\$9,885	3.24%
Field Operations Coordinator	\$10,695	Insuff Data	---
Foreman (Distribution)	\$12,540	\$12,201	2.70%
Foreman (Production)	\$12,540	\$13,074	-4.26%

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

Survey Classification	SSWD Maximum Base Salary	Labor Market 62.5th Percentile	% SSWD IS Above or Below Labor Market
GIS Coordinator	\$12,544	Insuff Data	---
Human Resources Technician	\$10,353	\$9,763	5.70%
Instrument Technician	\$11,996	\$11,812	1.53%
Information Technology Technician II	\$11,014	\$10,976	0.35%
Production Operator II	\$10,303	\$9,939	3.53%
SCADA Technician II	\$11,051	\$13,040	-17.99%
Senior Inspector	\$11,423	\$10,878	4.77%
Water Conservation Technician II	\$9,907	\$10,099	-1.94%

RELATIONSHIP TO THE MARKET

On average, for Exempt classifications, the District is **3.75% below** market for base salary, **7.62% below** market for total cash, and **3.51% below** market for total compensation. For Non Exempt classifications, the District is **1.69% below** market for base salary, **4.71% below** market for total cash, and **0.75% below** market for total compensation.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, cash in lieu of health insurance, leave benefits and retiree health benefits.

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

With respect to cost of living, the District's last increase was in January 2023 in the amount of 8.3%. There is no future scheduled cost of living increase scheduled at this time.

With respect to the responding agencies, nine of the agencies received an increase earlier in 2023, depending on bargaining unit, ranging from 2% to 6%. Seven agencies are scheduled for a cost of living increase later in 2023 ranging from 1% to 6%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The District has a CalPERS retirement plan with a benefit of 2% @ 55 and a formula of Highest Three Year Average for Classic tier employees.

All of the survey agencies have CalPERS retirement plan, with the exception of one. Six agencies have a benefit of 2% @ 55; four have a benefit of 2.5% @ 55; four have a benefit of 2% @ 60; two have a benefit of 2.7% @ 55; one has a benefit of 3% @ 60; and one has a benefit of 1.92% @ 60. 11 have a formula of

Highest 3 Year Average and seven have a formula of Single Highest Year.

EDUCATION/CERTIFICATION PAY – APPENDIX B - TABLE 3

The District provides education or certification pay for a Class A driver’s license and for certification above what is required of the position. Eight of the survey agencies provide certification and/or education pay with the amount varying by classification. The details are provided in Table 3 of Appendix B.

CASH IN LIEU OF MEDICAL INSURANCE – APPENDIX B – TABLE 4

The District provides cash in lieu of medical insurance in an amount of one-half the premium for the lowest cost plan.

10 of the responding agencies also provide cash in lieu of health insurance with the details varying by agency as displayed in Table 4 for Appendix B.

LEAVE BENEFITS – APPENDIX B – TABLES 5 & 6

The District offers 96 hours of vacation leave at year 1; 96 hours at year 5; 120 hours at year 10; 152 hours at year 15; and 195 hours at year 20. The District provides 12 days of sick leave with a maximum accrual of 240 hours for employees under 55 and an unlimited accrual if over 55, recognizes 13 holidays, and provides 80 hours of administrative leave for the General Manager and 40 hours for Exempt staff.

Two of the survey agencies have annual leave whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 87 hours at year 1; 116 hours at year 5; 147 hours at year 10; 176 hours at year 15; and 193 hours at year 20. The majority of the survey agencies provide 12 days of sick leave with 14 providing an unlimited accrual. The labor market average for holidays is 13 with 14 agencies providing administrative/management leave with the amounts varying by agency and classification.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 7

The District does not contribute to a retiree health savings account but does contribute to post employment retiree health benefits with 50% of the cost paid by the District with 5 years of District service and 10 years of PERS service and an additional 5% for each additional year of service up to 100% with 20 years of service.

Six of the agencies contribute to a retiree health savings account ranging from \$25 per pay period to \$200 per month, depending on years of services. 10 agencies contribute to post employment retiree health benefits ranging from the PEMCHA minimum to 100%, depending on years of service.

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary recommendations. In setting salary levels, both market data and internal relationships are taken into consideration so that the District’s compensation plan is both competitive with the market and internally balanced; however, where sufficient data has been collected, the salary has generally been set to within 5% of the labor market 62.5th percentile for total compensation. Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines typically utilized by local government agencies.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting has prepared salary recommendations for all District classes as presented in **Appendix C**. The recommendations include salary range modifications for the following classifications:

Executive Assistant to the General Manager

This classification is 13.54% below market for total compensation. In order to bring the classification to within 5% of market, the salary will need to be increased by 10.39%

Engineering Manager

This classification is 6.18% below market for total compensation. In order to bring the classification to within 5% of market, the salary will need to be increased by 1.36%

Director of Finance and Administration

This classification is 7.00% below market for total compensation. In order to bring the classification to within 5% of market, the salary will need to be increased by 2.30%

Purchasing Specialist

This was not a survey classification but has previously been set 5% below Accountant I. It is recommended that the relationship be reinstated resulting in a 1.42% increase.

Information Technology Manager

This classification is 9.68% below market for total compensation. In order to bring the classification to within 5% of market, the salary will need to be increased by 5.23%.

GIS Coordinator

This classification resulted in insufficient data. It was previously set 15% above GIS Technician II. It is

recommended that the relationship be reinstated resulting in a 1.73% increase.

Human Resources Manager

This classification is 7.07% below market for total compensation. In order to bring the classification to within 5% of market, the salary will need to be increased by 2.37%.

SCADA Analyst and SCADA Technician I and II

The salary for these classifications were set without the collection of market data. The SCADA Technician II served as the benchmark classifications and is 17.99% below market. It is recommended that it be set to within 5% of market resulting in a 15.77% increase. It is recommended that the I be set 10% below the II, resulting in a 15.77% increase and that the SCADA Analyst be set 15% above SCADA Technician II, resulting in a 14.61% increase.

Cross Connection Specialist

This classification is 9.92% below market for total compensation. In order to bring the classification to within 5% of market, the salary will need to be increased by 6.10%.

Administrative Assistant I and II

Administrative Assistant II served as the benchmark and is 12.61% above market. This classification is currently vacant; therefore, it is recommended that the salary be set to within 5% of market resulting in a 10.62% decrease. It is recommended that the I be set 10% below the II, also resulting in a 10.62% decrease.

APPENDIX A

DETAILED MARKET DATASHEETS

APPENDIX B

MISCELLANEOUS BENEFITS

APPENDIX C

SALARY RECOMMENDATIONS

APPENDIX D

SALARY SCHEDULE

New Hires, Classic Members

Survey Classification	Base Salary			Total Cash			Total Compensation minus ER portion of retirement paid by EE			Comparability
	Sacramento Suburban Water District Maximum Base Salary	Labor Market 62.5 Percentile Base Salary	% Sacramento Suburban Water District is Above or Below Labor Market 62.5 Percentile Base Salary	Sacramento Suburban Water District Total Cash	Labor Market 62.5 Percentile Total Cash	% Sacramento Suburban Water District is Above or Below Labor Market 62.5 Percentile	Sacramento Suburban Water District Total Compensation minus ER portion of retirement paid by EE	Labor Market 62.5 Percentile Total Compensation minus ER portion of retirement paid by EE	% Sacramento Suburban Water District is Above or Below Labor Market 62.5 Percentile Total Compensation minus ER portion of retirement paid by EE	
<i>Exempt</i>										
Accountant II	\$8,476	\$8,203	3.23%	\$8,476	\$8,444	0.38%	\$11,517	\$11,371	1.26%	11
Assistant General Manager	\$15,833	\$17,727	-11.96%	\$15,833	\$17,908	-13.10%	\$19,327	\$21,652	-12.03%	3
Associate Engineer	\$11,184	\$11,083	0.90%	\$11,184	\$11,443	-2.32%	\$14,449	\$14,083	2.53%	13
Controller	\$12,539	\$11,488	8.38%	\$12,539	\$12,490	0.39%	\$15,916	\$15,042	5.49%	3
Customer Service Manager	\$12,886	\$13,448	-4.36%	\$12,886	\$13,955	-8.30%	\$16,292	\$16,658	-2.25%	5
Director of Finance and Administration	\$15,350	\$16,004	-4.26%	\$15,350	\$16,719	-8.92%	\$18,835	\$20,154	-7.00%	13
Engineering Manager	\$14,578	\$15,585	-6.91%	\$14,578	\$16,372	-12.31%	\$18,048	\$19,163	-6.18%	9
Environmental Compliance Supervisor	\$11,381	Insuff Data	---	\$11,381	Insuff Data	---	\$14,662	Insuff Data	---	0
Executive Assistant to the General Manager	\$7,815	\$9,096	-16.39%	\$7,815	\$9,096	-16.39%	\$10,801	\$12,264	-13.54%	3
Human Resources Manager	\$10,600	\$11,765	-10.99%	\$10,600	\$12,273	-15.78%	\$13,817	\$14,793	-7.07%	8
Information Technology Analyst	\$9,259	\$9,544	-3.08%	\$9,259	\$9,867	-6.56%	\$12,365	\$12,517	-1.23%	8
Information Technology Manager	\$12,279	\$13,459	-9.61%	\$12,279	\$13,686	-11.46%	\$15,635	\$17,147	-9.68%	9
Operations Manager	\$14,328	\$14,271	0.39%	\$14,328	\$14,802	-3.31%	\$17,793	\$17,817	-0.14%	3
Project Manager	\$10,651	Insuff Data	---	\$10,651	Insuff Data	---	\$13,872	Insuff Data	---	2
Safety and Risk Officer	\$11,043	\$10,757	2.59%	\$11,043	\$11,048	-0.04%	\$14,296	\$13,873	2.96%	5
Superintendent, Distribution	\$11,161	\$11,209	-0.43%	\$11,161	\$12,164	-8.99%	\$14,424	\$14,747	-2.24%	6

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Accountant II	\$5,933	\$8,476	0%	\$0	\$0	\$0	\$0		\$8,476	\$0	\$2,124	\$195	\$20	\$31	\$23	\$0	\$648	\$11,517	0%	\$0	\$11,517	4	
Carmichael Water District	Senior Accountant	\$6,625	\$8,053	0%	\$0	\$0	\$0	\$0		\$8,053	\$0	\$2,311	\$115	\$29	\$483	\$19	\$0	\$616	\$11,626	0%	\$0	\$11,626	3	Journey
Citrus Heights Water District	Accountant	\$6,794	\$9,169	0%	\$0	\$275	\$0	\$0		\$9,444	\$0	\$2,674	\$149	\$25	\$15	\$45	\$0	\$701	\$13,054	0%	\$0	\$13,054	1	
City of Davis	Accountant II	\$6,677	\$8,116	0%	\$0	\$0	\$203	\$0		\$8,319	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$118	\$10,762	1.7%	\$138	\$10,624	9	
City of Folsom	No Comparable Class																							
City of Roseville	Accountant II	\$5,818	\$8,187	6.197%	\$507	\$246	\$205	\$0		\$9,145	\$2,020	inc	inc	inc	\$25	\$17	\$100	\$119	\$11,425	6.197%	\$507	\$10,917	7	
City of Sacramento	Accountant Auditor	\$6,157	\$8,060	0%	\$0	\$322	\$0	\$0		\$8,382	\$0	\$1,777	inc	inc	\$5	\$10	\$0	\$617	\$10,790	1%	\$81	\$10,709	8	
City of West Sacramento	Accountant II	\$6,326	\$7,707	0%	\$0	\$0	\$0	\$385	5% MA	\$8,092	\$1,773	inc	inc	inc	inc	\$0	\$150	\$112	\$10,127	0%	\$0	\$10,127	10	
City of Woodland	Accountant II	\$5,887	\$7,514	0%	\$0	\$150	\$50	\$0		\$7,714	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$109	\$10,326	3%	\$225	\$10,100	11	
El Dorado Irrigation District	Accountant	\$6,944	\$8,440	0%	\$0	\$0	\$0	\$0		\$8,440	\$0	\$2,156	\$131	\$15	\$15	\$0	\$0	\$646	\$11,404	0%	\$0	\$11,404	5	
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Accountant	\$6,463	\$8,249	0%	\$0	\$0	\$206	\$0		\$8,455	\$0	\$2,178	\$58	\$18	\$0	\$21	\$0	\$631	\$11,361	0%	\$0	\$11,361	6	
Sacramento County	Accountant	\$5,949	\$7,230	0%	\$0	\$0	\$181	\$362	5% max	\$7,772	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$553	\$10,188	1.71%	\$124	\$10,064	12	
San Juan Water District	Accountant	\$7,384	\$8,861	0%	\$0	\$0	\$0	\$0		\$8,861	\$0	\$2,692	\$149	\$19	\$30	\$41	\$0	\$678	\$12,469	0%	\$0	\$12,469	2	
		Labor Market 62.5th Percentile								\$8,444												\$11,371		
		Sacramento Suburban Water District is above or below 62.5th Percentile								0.38%												1.26%		
		# Of Comparable Matches																				11		

Data effective as of 4/2023

Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Administrative Assistant II	\$5,408	\$6,760	0%	\$0	\$0	\$0	\$43	\$0.25 per hour for cert	\$6,803	\$0	\$2,124	\$195	\$20	\$24	\$18	\$0	\$517	\$9,702	0%	\$0	\$9,702	2	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	Administrative Aide	\$4,386	\$5,331	0%	\$0	\$0	\$133	\$0		\$5,464	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$77	\$7,846	1.7%	\$91	\$7,756	8	
City of Folsom	Administrative Assistant	\$5,333	\$6,756	0%	\$0	\$100	\$169	\$300	\$300 max	\$7,325	\$0	\$1,695	\$113	\$19	\$9	\$24	\$50	\$517	\$9,752	0%	\$0	\$9,752	1	
City of Roseville	Administrative Assistant	\$5,057	\$6,777	6.197%	\$420	\$203	\$169	\$0		\$7,570	\$2,020	inc	inc	inc	\$20	\$9	\$100	\$98	\$9,817	6.197%	\$420	\$9,397	3	
City of Sacramento	Administrative Assistant	\$4,813	\$6,315	0%	\$0	\$126	\$0	\$0		\$6,441	\$0	\$1,777	inc	inc	\$5	\$0	\$0	\$483	\$8,705	1%	\$63	\$8,642	4	
City of West Sacramento	Secretary	\$4,494	\$5,475	0%	\$0	\$0	\$60	\$120	\$120 for 90 units	\$5,655	\$2,014	inc	inc	inc	inc	\$55	\$150	\$79	\$7,953	0%	\$0	\$7,953	7	
City of Woodland	No Comparable Class																							Not budgeted
El Dorado Irrigation District	Administrative Assistant II	\$4,139	\$5,030	0%	\$0	\$0	\$0	\$0		\$5,030	\$0	\$2,156	\$131	\$15	\$9	\$0	\$0	\$385	\$7,727	0%	\$0	\$7,727	9	
Elk Grove Water District	Administrative Assistant II	\$4,543	\$5,521	1%	\$55	\$0	\$138	\$0		\$5,714	\$0	\$2,500	\$128	\$23	\$33	\$0	\$0	\$80	\$8,478	0%	\$0	\$8,478	5	
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Office Assistant	\$4,270	\$5,450	0%	\$0	\$0	\$136	\$0		\$5,586	\$0	\$2,178	\$58	\$18	\$0	\$14	\$0	\$417	\$8,270	0%	\$0	\$8,270	6	
Sacramento County	Secretary	\$3,739	\$4,543	0%	\$0	\$0	\$114	\$0		\$4,657	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$348	\$6,867	1.71%	\$78	\$6,789	10	
San Juan Water District	No Comparable Class																							
<i>Labor Market 62.5th Percentile</i>		\$5,521								\$5,714														\$8,478
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		18.33%								16.01%														12.61%
<i># Of Comparable Matches</i>		9																						

Data effective as of 4/2023

Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Assistant General Manager	\$12,080	\$15,833	0%	\$0	\$0	\$0	\$0		\$15,833	\$0	\$2,124	\$195	\$20	\$57	\$41	\$0	\$1,057	\$19,327	0%	\$0	\$19,327	4	PE
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Assistant General Manager	\$13,111	\$17,702	0%	\$0	\$531	\$0	\$0		\$18,233	\$0	\$2,674	\$149	\$25	\$15	\$74	\$0	\$1,084	\$22,254	0%	\$0	\$22,254	1	
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	Assistant General Manager	\$11,417	\$15,417	0%	\$0	\$0	\$0	\$0		\$15,417	\$0	\$3,182	\$128	\$24	\$43	\$49	\$0	\$1,051	\$19,893	0%	\$0	\$19,893	3	
Placer County Water Agency	No Comparable Class																							
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							
Amador Water Agency	No Comparable Class																							
City of Lodi	No Comparable Class																							
Stockton East Water District	Assistant General Manager	\$14,644	\$17,800	0%	\$0	\$0	\$0	\$0		\$17,800	\$0	\$3,182	\$128	\$24	\$30	\$30	\$0	\$258	\$21,452	0%	\$0	\$21,452	2	
Stockton MUD (City of Stockton)	No Comparable Class																							

Labor Market 62.5th Percentile		\$17,727								\$17,908												\$21,652			
Sacramento Suburban Water District is above or below 62.5th Percentile		-11.96%								-13.10%															
# Of Comparable Matches		3																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Associate Engineer	\$7,829	\$11,184	0%	\$0	\$0	\$0	\$0		\$11,184	\$0	\$2,124	\$195	\$20	\$40	\$31	\$0	\$856	\$14,449	0%	\$0	\$14,449	5	PE
Carmichael Water District	Associate Civil Engineer	\$8,631	\$10,491	0%	\$0	\$0	\$0	\$0		\$10,491	\$0	\$2,311	\$115	\$29	\$50	\$20	\$0	\$803	\$13,818	0%	\$0	\$13,818	8	PE
Citrus Heights Water District	Associate Civil Engineer	\$9,853	\$13,301	0%	\$0	\$399	\$0	\$0		\$13,700	\$0	\$2,674	\$149	\$25	\$15	\$66	\$0	\$1,018	\$17,646	0%	\$0	\$17,646	1	PE
City of Davis	Associate Civil Engineer	\$7,313	\$8,889	0%	\$0	\$0	\$222	\$0		\$9,111	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$129	\$11,545	1.7%	\$151	\$11,394	14	PE
City of Folsom	Associate Civil Engineer	\$7,920	\$10,033	0%	\$0	\$325	\$251	\$300	\$300 MA	\$10,909	\$0	\$1,695	\$113	\$19	\$9	\$36	\$50	\$768	\$13,599	0%	\$0	\$13,599	9	PE; includes recent increase
City of Roseville	Associate Engineer-PE	\$7,320	\$10,301	6.197%	\$638	\$309	\$258	\$0		\$11,506	\$2,020	inc	inc	inc	\$31	\$21	\$100	\$149	\$13,827	6.197%	\$638	\$13,188	11	PE
City of Sacramento	Associate Civil Engineer	\$7,327	\$10,310	0%	\$0	\$206	\$0	\$258	2.5% for 2 certs	\$10,774	\$0	\$1,777	inc	inc	\$3	\$0	\$0	\$789	\$13,343	1%	\$103	\$13,240	10	PE
City of West Sacramento	Associate Civil Engineer	\$8,203	\$9,994	0%	\$0	\$0	\$0	\$500	5% MA	\$10,494	\$1,773	inc	inc	inc	inc	\$0	\$150	\$145	\$12,562	0%	\$0	\$12,562	12	PE
City of Woodland	Associate Civil Engineer	\$7,725	\$9,859	0%	\$0	\$197	\$50	\$0		\$10,106	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$143	\$12,752	3%	\$296	\$12,456	13	PE
El Dorado Irrigation District	Associate Civil Engineer	\$9,363	\$11,380	0%	\$0	\$0	\$0	\$0		\$11,380	\$0	\$2,156	\$131	\$15	\$20	\$0	\$0	\$871	\$14,574	0%	\$0	\$14,574	4	PE
Elk Grove Water District	Associate Civil Engineer	\$8,996	\$10,934	1%	\$109	\$0	\$273	\$0		\$11,317	\$0	\$2,500	\$128	\$23	\$50	\$0	\$0	\$159	\$14,176	0%	\$0	\$14,176	6	PE
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Associate Engineer	\$8,877	\$11,330	0%	\$0	\$0	\$283	\$0		\$11,613	\$0	\$2,178	\$58	\$18	\$0	\$27	\$0	\$867	\$14,760	0%	\$0	\$14,760	3	PE
Sacramento County	Associate Civil Engineer	\$9,241	\$11,233	0%	\$0	\$0	\$281	\$0		\$11,514	\$0	\$1,689	\$119	inc	\$1	\$0	\$0	\$859	\$14,182	1.71%	\$192	\$13,990	7	PE; acts as supervisor to a small group of engineers and/or paraprofessional engineering staff. Associates may serve as project/resident engineers on a single major or several minor engineering projects.
San Juan Water District	Associate Engineer	\$10,154	\$12,184	0%	\$0	\$0	\$0	\$0		\$12,184	\$0	\$2,692	\$149	\$19	\$41	\$42	\$0	\$932	\$16,057	0%	\$0	\$16,057	2	PE
Labor Market 62.5th Percentile		\$11,083								\$11,443											\$14,083			
Sacramento Suburban Water District is above or below 62.5th Percentile		0.90%								-2.32%											2.53%			
# Of Comparable Matches		13																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Controller	\$8,777	\$12,539	0%	\$0	\$0	\$0	\$0		\$12,539	\$0	\$2,124	\$195	\$20	\$45	\$34	\$0	\$959	\$15,916	0%	\$0	\$15,916	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	Finance Manager	\$8,997	\$10,935	0%	\$0	\$0	\$273	\$0		\$11,208	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$159	\$13,692	1.7%	\$186	\$13,506	4	
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							Accounting Manager also over investments, debt and financial reporting
City of Sacramento	Finance Manager	\$9,585	\$12,577	0%	\$0	\$503	\$0	\$0		\$13,080	\$0	\$1,777	inc	inc	\$5	\$15	\$0	\$962	\$15,839	1%	\$126	\$15,713	2	
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							Finance and Accounting Manager is also over investments and budget
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							Deputy Director
Sacramento County	Accounting Manager	\$10,090	\$11,126	0%	\$0	\$334	\$278	\$556	5% max	\$12,294	\$0	\$1,689	\$119	inc	\$2	\$0	\$54	\$851	\$15,009	1.71%	\$190	\$14,819	3	3.35% management differential added to base salary
San Juan Water District	No Comparable Class																							

<i>Labor Market 62.5th Percentile</i>	\$11,488									\$12,490														\$15,042
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>	8.38%									0.39%														5.49%
<i># Of Comparable Matches</i>	3																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments			
Sacramento Suburban Water District	Cross Connection Control Specialist	\$6,077	\$7,597	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$7,727	\$0	\$2,124	\$195	\$20	\$27	\$21	\$0	\$581	\$10,695	0%	\$0	\$10,695	5				
Carmichael Water District	No Comparable Class																										
Citrus Heights Water District	Water Resources Specialist	\$6,424	\$8,676	0%	\$0	\$260	\$0	\$200	\$100 T5; \$100 D5	\$9,136	\$0	\$2,674	\$149	\$25	\$15	\$43	\$0	\$664	\$12,706	0%	\$0	\$12,706	1	D3, T2, Backflow and Cross Connection			
City of Davis	No Comparable Class																										
City of Folsom	Water Quality Technician	\$6,025	\$7,633	0%	\$0	\$100	\$191	\$300	\$300 max	\$8,224	\$0	\$1,695	\$113	\$19	\$9	\$27	\$50	\$584	\$10,721	0%	\$0	\$10,721	4	Class B, D3, Cross Connection and Backflow			
City of Roseville	No Comparable Class																										
City of Sacramento	Water Cross Connection Control Specialist	\$6,245	\$8,786	0%	\$0	\$0	\$0	\$0		\$8,786	\$0	\$1,777	inc	inc	\$1	\$0	\$0	\$672	\$11,236	1%	\$88	\$11,148	3	Class B, Cross Connection, Backflow, D2			
City of West Sacramento	No Comparable Class																										
City of Woodland	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																							Environmental Compliance Inspector tests backflow devices but also does wastewater related duties			
Elk Grove Water District	No Comparable Class																										
Fair Oaks Water District	Water Quality Technician	\$5,822	\$7,861	0%	\$0	\$0	\$0	\$0		\$7,861	\$0	\$3,182	\$128	\$24	\$22	\$25	\$0	\$601	\$11,843	0%	\$0	\$11,843	2	D2, T2, Cross Connection, Backflow			
Placer County Water Agency	No Comparable Class																										
Sacramento County	No Comparable Class																										
San Juan Water District	No Comparable Class																							Also does USAs			
<i>Labor Market 62.5th Percentile</i>		\$8,574								\$8,716														\$11,756			
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		-12.86%								-12.80%																-9.92%	
<i># Of Comparable Matches</i>		4																									

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Customer Service Representative II	\$4,746	\$5,931	0%	\$0	\$0	\$0	\$43	\$0.25 per hour for cert	\$5,975	\$0	\$2,124	\$195	\$20	\$21	\$16	\$0	\$454	\$8,805	0%	\$0	\$8,805	7	
Carmichael Water District	Billing Specialist II	\$4,716	\$5,732	0%	\$0	\$0	\$0	\$0		\$5,732	\$0	\$2,311	\$115	\$29	\$344	\$13	\$0	\$439	\$8,983	0%	\$0	\$8,983	5	
Citrus Heights Water District	Customer Services Specialist	\$5,871	\$7,928	0%	\$0	\$238	\$0	\$0		\$8,166	\$0	\$2,674	\$149	\$25	\$15	\$39	\$0	\$606	\$11,674	0%	\$0	\$11,674	1	
City of Davis	Senior Accounting Assistant	\$3,959	\$4,812	0%	\$0	\$0	\$120	\$0		\$4,932	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$70	\$7,307	1.7%	\$82	\$7,225	13	
City of Folsom	Revenue Technician II	\$4,497	\$5,697	0%	\$0	\$100	\$142	\$250	\$250 MA	\$6,189	\$0	\$1,695	\$113	\$19	\$9	\$20	\$50	\$436	\$8,532	0%	\$0	\$8,532	8	
City of Roseville	Utility Customer Service Specialist II	\$4,195	\$5,902	6.197%	\$366	\$177	\$148	\$0		\$6,592	\$2,020	inc	inc	inc	\$18	\$12	\$100	\$86	\$8,828	6.197%	\$366	\$8,462	9	
City of Sacramento	Customer Services Representative	\$3,505	\$4,931	0%	\$0	\$0	\$0	\$0		\$4,931	\$0	\$1,777	inc	inc	\$2	\$0	\$0	\$377	\$7,087	1%	\$49	\$7,038	15	
City of West Sacramento	Accounting Technician II	\$4,515	\$5,503	0%	\$0	\$0	\$60	\$120	\$120 for 90 units	\$5,683	\$2,014	inc	inc	inc	inc	\$55	\$150	\$80	\$7,982	0%	\$0	\$7,982	11	
City of Woodland	Finance Clerk II	\$3,699	\$4,721	0%	\$0	\$94	\$50	\$0		\$4,865	\$0	\$2,464	\$163	\$19	\$8	\$10	\$50	\$68	\$7,649	1%	\$47	\$7,601	12	
El Dorado Irrigation District	Finance Assistant II	\$4,529	\$5,505	0%	\$0	\$0	\$0	\$0		\$5,505	\$0	\$2,156	\$131	\$15	\$10	\$0	\$0	\$421	\$8,239	0%	\$0	\$8,239	10	
Elk Grove Water District	Utility Billing Specialist III	\$5,136	\$6,240	1%	\$62	\$0	\$156	\$0		\$6,458	\$0	\$2,500	\$128	\$23	\$37	\$0	\$0	\$90	\$9,238	0%	\$0	\$9,238	4	
Fair Oaks Water District	Customer Service Representative II	\$4,508	\$6,086	0%	\$0	\$0	\$0	\$0		\$6,086	\$0	\$3,182	\$128	\$24	\$17	\$19	\$0	\$466	\$9,921	0%	\$0	\$9,921	2	
Placer County Water Agency	Customer Services Representative II	\$4,708	\$6,008	0%	\$0	\$0	\$150	\$0		\$6,158	\$0	\$2,178	\$58	\$18	\$0	\$15	\$0	\$460	\$8,886	0%	\$0	\$8,886	6	
Sacramento County	Utility Billing Services Representative II	\$3,887	\$4,724	0%	\$0	\$0	\$118	\$236	5% max	\$5,078	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$361	\$7,302	1.71%	\$81	\$7,222	14	
San Juan Water District	Customer Services Technician II	\$5,212	\$6,256	0%	\$0	\$0	\$0	\$0		\$6,256	\$0	\$2,692	\$149	\$19	\$21	\$29	\$0	\$479	\$9,643	0%	\$0	\$9,643	3	

Labor Market 62.5th Percentile		\$5,915								\$6,162												\$8,898			
Sacramento Suburban Water District is above or below 62.5th Percentile		0.27%								-3.13%													-1.07%		
# Of Comparable Matches		14																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Customer Service Manager	\$8,120	\$12,886	0%	\$0	\$0	\$0	\$0		\$12,886	\$0	\$2,124	\$195	\$20	\$46	\$35	\$0	\$986	\$16,292	0%	\$0	\$16,292	3	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							Supervisor
City of Roseville	Utility Billing Operations Manager	\$10,027	\$13,437	6.197%	\$833	\$403	\$0	\$0		\$14,673	\$2,020	inc	inc	inc	\$40	\$13	\$100	\$195	\$17,041	6.197%	\$833	\$16,209	4	Not over conservation
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	Customer Service Manager	\$9,942	\$12,085	0%	\$0	\$0	\$0	\$0		\$12,085	\$0	\$2,156	\$131	\$15	\$22	\$0	\$0	\$925	\$15,334	0%	\$0	\$15,334	6	BA; Utility billing, meter reading, field work
Elk Grove Water District	No Comparable Class																							Supervisor level
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Deputy Director of Customer Service	\$9,294	\$11,862	0%	\$0	\$0	\$297	\$0		\$12,159	\$0	\$2,178	\$58	\$18	\$0	\$27	\$0	\$907	\$15,346	0%	\$0	\$15,346	5	One over customer service and one over water efficiency
Sacramento County	Chief, Consolidated Utilities Billing and Services Division	\$12,425	\$13,698	0%	\$0	\$411	\$342	\$0		\$14,451	\$0	\$1,689	\$119	inc	\$2	\$0	\$54	\$1,026	\$17,342	1.71%	\$234	\$17,107	2	3.35% added to base for management differential
San Juan Water District	Customer Service Manager	\$11,216	\$13,459	0%	\$0	\$0	\$0	\$0		\$13,459	\$0	\$2,692	\$149	\$19	\$45	\$42	\$0	\$1,023	\$17,428	0%	\$0	\$17,428	1	Over customer service and conservation
<i>Labor Market 62.5th Percentile</i>		\$13,448								\$13,955											\$16,658			
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		-4.36%								-8.30%											-2.25%			
<i># Of Comparable Matches</i>		5																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Director of Finance and Administration	\$10,745	\$15,350	0%	\$0	\$0	\$0	\$0		\$15,350	\$0	\$2,124	\$195	\$20	\$55	\$41	\$0	\$1,050	\$18,835	0%	\$0	\$18,835	8	
Carmichael Water District	Finance Manager	\$11,299	\$13,734	0%	\$0	\$0	\$0	\$0		\$13,734	\$0	\$2,311	\$115	\$29	\$50	\$20	\$0	\$1,027	\$17,284	0%	\$0	\$17,284	12	
Citrus Heights Water District	Director of Finance and Administrative Services	\$11,921	\$16,094	0%	\$0	\$483	\$0	\$0		\$16,577	\$0	\$2,674	\$149	\$25	\$15	\$74	\$0	\$1,061	\$20,575	0%	\$0	\$20,575	4	
City of Davis	Finance Director	\$11,425	\$13,887	0%	\$0	\$0	\$347	\$0		\$14,234	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$201	\$16,761	1.7%	\$236	\$16,524	13	
City of Folsom	Finance Director	\$12,500	\$15,833	0%	\$0	\$1,029	\$0	\$0		\$16,862	\$0	\$1,695	\$113	\$19	\$11	\$56	\$50	\$1,057	\$19,864	0%	\$0	\$19,864	6	
City of Roseville	No Comparable Class																							
City of Sacramento	Director of Finance	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	inc	inc	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	1	
City of West Sacramento	Director of Finance	\$12,500	\$15,914	0%	\$0	\$716	\$0	\$796	5% MA	\$17,426	\$1,773	inc	inc	inc	inc	\$159	\$0	\$231	\$19,589	0%	\$0	\$19,589	7	
City of Woodland	No Comparable Class																							Finance, HR, IT, Purchasing, City Clerk
El Dorado Irrigation District	Director of Finance	\$14,368	\$17,464	0%	\$0	\$167	\$0	\$0		\$17,631	\$0	\$2,156	\$131	\$15	\$31	\$0	\$0	\$1,081	\$21,046	0%	\$0	\$21,046	3	
Elk Grove Water District	Finance Manager	\$11,480	\$13,955	1%	\$140	\$0	\$349	\$0		\$14,444	\$0	\$2,500	\$128	\$23	\$50	\$0	\$0	\$202	\$17,347	0%	\$0	\$17,347	11	
Fair Oaks Water District	Finance Manager	\$9,767	\$12,960	0%	\$0	\$0	\$0	\$0		\$12,960	\$0	\$3,182	\$128	\$24	\$36	\$41	\$0	\$991	\$17,362	0%	\$0	\$17,362	10	
Placer County Water Agency	Director of Financial Services	\$14,372	\$18,342	0%	\$0	\$0	\$459	\$0		\$18,801	\$0	\$2,178	\$58	\$18	\$0	\$27	\$0	\$1,094	\$22,174	0%	\$0	\$22,174	2	
Sacramento County	No Comparable Class																							Director of Finance also serves as Auditor Controller, Tax Collector and Treasurer
San Juan Water District	Director of Finance	\$13,685	\$16,423	0%	\$0	\$0	\$0	\$0		\$16,423	\$0	\$2,692	\$149	\$19	\$55	\$42	\$0	\$1,066	\$20,445	0%	\$0	\$20,445	5	
Amador Water Agency	No Comparable Class																							Not approved
City of Lodi	No Comparable Class																							Deputy City Manager
Stockton East Water District	Finance Director	\$12,116	\$14,727	0%	\$0	\$0	\$0	\$0		\$14,727	\$0	\$3,182	\$128	\$24	\$30	\$30	\$0	\$214	\$18,334	0%	\$0	\$18,334	9	
Stockton MUD (City of Stockton)	Municipal Utilities Department Finance Officer	\$9,454	\$12,065	0%	\$0	\$0	\$0	\$0		\$12,065	\$1,685	inc	inc	inc	\$5	\$34	\$0	\$175	\$13,964	0%	\$0	\$13,964	14	

Labor Market 62.5th Percentile	\$16,004	\$16,719	\$20,154
Sacramento Suburban Water District is above or below 62.5th Percentile	-4.26%	-8.92%	-7.00%
# Of Comparable Matches	13		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Superintendent, Distribution	\$7,812	\$11,161	0%	\$0	\$0	\$0	\$0		\$11,161	\$0	\$2,124	\$195	\$20	\$40	\$31	\$0	\$854	\$14,424	0%	\$0	\$14,424	4	D4, T2
Carmichael Water District	Distribution Superintendent	\$8,872	\$10,784	0%	\$0	\$0	\$0	\$0		\$10,784	\$0	\$2,311	\$115	\$29	\$50	\$20	\$0	\$825	\$14,133	0%	\$0	\$14,133	5	D4, T2, Cross-Connection Control Certificate
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	Water Distribution Superintendent	\$8,187	\$11,135	6.197%	\$690	\$334	\$0	\$0		\$12,159	\$2,020	inc	inc	inc	\$33	\$13	\$100	\$161	\$14,487	6.197%	\$690	\$13,797	6	D5, T2
City of Sacramento	Utilities Operations and Maintenance Superintendent	\$8,939	\$11,728	0%	\$0	\$469	\$0	\$0		\$12,197	\$0	\$1,777	inc	inc	\$5	\$14	\$0	\$897	\$14,889	1%	\$117	\$14,772	2	D4
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							Supervisor level
Fair Oaks Water District	Operations Superintendent	\$7,807	\$10,540	0%	\$0	\$0	\$0	\$0		\$10,540	\$0	\$3,182	\$128	\$24	\$29	\$33	\$0	\$806	\$14,743	0%	\$0	\$14,743	3	D4, T2, Cross Connection
Placer County Water Agency	No Comparable Class																							
Sacramento County	Water Distribution Manager	\$8,806	\$10,704	0%	\$0	\$321	\$268	\$0		\$11,293	\$0	\$1,689	\$119	inc	\$2	\$0	\$54	\$819	\$13,975	1.71%	\$183	\$13,792	7	3.35% Management differential added to base pay; D5
San Juan Water District	Field Services Manager	\$11,216	\$13,459	0%	\$0	\$0	\$0	\$0		\$13,459	\$0	\$2,692	\$149	\$19	\$45	\$42	\$0	\$1,023	\$17,428	0%	\$0	\$17,428	1	D4

<i>Labor Market 62.5th Percentile</i>	\$11,209	\$12,164	\$14,747
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>	-0.43%	-8.99%	-2.24%
<i># Of Comparable Matches</i>	6		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments	
Sacramento Suburban Water District	Distribution Operator II	\$5,788	\$7,235	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$7,365	\$0	\$2,124	\$195	\$20	\$26	\$20	\$0	\$553	\$10,303	0%	\$0	\$10,303	3	D2; T2	
Carmichael Water District	Distribution Operator II	\$5,860	\$6,623	0%	\$0	\$0	\$0	\$173	\$1/hr for D4	\$6,796	\$0	\$2,311	\$115	\$29	\$397	\$15	\$0	\$507	\$10,170	0%	\$0	\$10,170	4	D2	
Citrus Heights Water District	Distribution Operator II	\$6,190	\$8,329	0%	\$0	\$250	\$0	\$120	\$60 for T5 and \$60 for D5	\$8,699	\$0	\$2,674	\$149	\$25	\$15	\$41	\$0	\$637	\$12,240	0%	\$0	\$12,240	1	D1 required; \$40 for D2 and \$40 for T2 added to base pay	
City of Davis	Water Distribution Operator II	\$4,691	\$5,702	0%	\$0	\$0	\$143	\$0		\$5,845	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$83	\$8,232	1.7%	\$97	\$8,135	13	D2, Class A or B	
City of Folsom	Water Distribution Operator II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$300	\$300 max	\$7,497	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,938	0%	\$0	\$9,938	6	D2	
City of Roseville	Water Distribution Worker II	\$4,708	\$6,624	6.197%	\$410	\$299	\$0	\$199	3% max	\$7,532	\$2,020	inc	inc	inc	\$20	\$15	\$100	\$96	\$9,783	6.197%	\$410	\$9,372	10	D2, Class B	
City of Sacramento	No Comparable Class																							D1 only	
City of West Sacramento	Senior Maintenance Worker	\$4,782	\$6,103	0%	\$0	\$0	\$60	\$486	\$120 for 90 units; 0.5% Pesticide; 0.5% D3; 5% Class A	\$6,650	\$2,014	inc	inc	inc	inc	\$61	\$150	\$88	\$8,963	0%	\$0	\$8,963	11	Class A; 1% for D2 added to base pay	
City of Woodland	Utilities Maintenance Worker II	\$4,185	\$5,341	0%	\$0	\$107	\$50	\$0		\$5,498	\$0	\$2,464	\$163	\$19	\$8	\$11	\$50	\$77	\$8,291	1%	\$53	\$8,238	12	D2, Collection I	
El Dorado Irrigation District	Distribution Operator II	\$5,470	\$6,651	0%	\$0	\$0	\$0	\$0		\$6,651	\$0	\$2,156	\$131	\$15	\$12	\$0	\$0	\$509	\$9,475	0%	\$0	\$9,475	9	D2	
Elk Grove Water District	Water Distribution Operator II	\$5,800	\$7,048	1%	\$70	\$0	\$176	\$0		\$7,294	\$0	\$2,500	\$128	\$23	\$42	\$0	\$0	\$102	\$10,090	0%	\$0	\$10,090	5	D2, T2	
Fair Oaks Water District	Distribution System Operator II	\$4,508	\$6,086	0%	\$0	\$0	\$0	\$0		\$6,086	\$0	\$3,182	\$128	\$24	\$17	\$19	\$0	\$466	\$9,921	0%	\$0	\$9,921	7	D2; Class A	
Placer County Water Agency	No Comparable Class																							D3, Backflow, Cross Connection required	
Sacramento County	Water System Operator	\$5,878	\$7,145	0%	\$0	\$0	\$179	\$0	2% T2; 2% D2 added to base salary	\$7,323	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$547	\$9,733	1.71%	\$122	\$9,610	8	cert pay include pay for T2; D2 under base salary	
San Juan Water District	Distribution Operator II	\$6,235	\$7,483	0%	\$0	\$0	\$0	\$0		\$7,483	\$0	\$2,692	\$149	\$19	\$25	\$35	\$0	\$572	\$10,974	0%	\$0	\$10,974	2	D2	
Labor Market 62.5th Percentile		\$6,890								\$7,320														\$9,936	
Sacramento Suburban Water District is above or below 62.5th Percentile		4.77%								0.61%														3.56%	
# Of Comparable Matches		12																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Engineering Manager	\$10,205	\$14,578	0%	\$0	\$0	\$0	\$0		\$14,578	\$0	\$2,124	\$195	\$20	\$52	\$40	\$0	\$1,039	\$18,048	0%	\$0	\$18,048	7	PE
Carmichael Water District	Engineering Manager	\$12,822	\$15,585	0%	\$0	\$0	\$0	\$0		\$15,585	\$0	\$2,311	\$115	\$29	\$50	\$20	\$0	\$1,054	\$19,163	0%	\$0	\$19,163	4	PE
Citrus Heights Water District	Director of Engineering-District Engineer	\$13,111	\$17,702	0%	\$0	\$531	\$0	\$0		\$18,233	\$0	\$2,674	\$149	\$25	\$15	\$74	\$0	\$1,084	\$22,254	0%	\$0	\$22,254	1	PE, D2, T1
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	Engineering Manager	\$11,188	\$14,993	6.197%	\$929	\$450	\$0	\$0		\$16,372	\$2,020	inc	inc	inc	\$45	\$13	\$100	\$217	\$18,768	6.197%	\$929	\$17,838	8	PE
City of Sacramento	Engineering Manager	\$11,650	\$15,286	0%	\$0	\$611	\$0	\$0		\$15,898	\$0	\$1,777	inc	inc	\$5	\$18	\$0	\$1,049	\$18,747	1%	\$153	\$18,594	6	
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	Director of Engineering	\$14,368	\$17,464	0%	\$0	\$167	\$0	\$0		\$17,631	\$0	\$2,156	\$131	\$15	\$31	\$0	\$0	\$1,081	\$21,046	0%	\$0	\$21,046	2	PE
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							Technical Services Manager- PE preferred
Placer County Water Agency	Deputy Director of Technical Services	\$12,002	\$15,318	0%	\$0	\$0	\$383	\$0		\$15,701	\$0	\$2,178	\$58	\$18	\$0	\$27	\$0	\$1,050	\$19,031	0%	\$0	\$19,031	5	Reports to Director of Technical Services; PE
Sacramento County	No Comparable Class																							
San Juan Water District	Director of Engineering Services	\$13,685	\$16,423	0%	\$0	\$0	\$0	\$0		\$16,423	\$0	\$2,692	\$149	\$19	\$55	\$42	\$0	\$1,066	\$20,445	0%	\$0	\$20,445	3	PE
Amador Water Agency	No Comparable Class																							
City of Lodi	City Engineer/Deputy Public Works Director	\$11,931	\$14,493	0%	\$0	\$435	\$0	\$0		\$14,928	\$0	\$2,006	\$125	\$17	\$88	DNA-Self Funded	\$0	\$210	\$17,372	3%	\$435	\$16,938	9	PE
Stockton East Water District	No Comparable Class																							
Stockton MUD (City of Stockton)	Engineering Services Manager	\$10,402	\$13,344	0%	\$0	\$0	\$0	\$0		\$13,344	\$1,685	inc	inc	inc	\$5	\$37	\$0	\$193	\$15,265	0%	\$0	\$15,265	10	

Labor Market 62.5th Percentile		\$15,585								\$16,372												\$19,163		
Sacramento Suburban Water District is above or below 62.5th Percentile		-6.91%								-12.31%												-6.18%		
# Of Comparable Matches		9																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Engineering Project Coordinator	\$6,377	\$7,972	0%	\$0	\$0	\$0	\$43	\$0.25 per hour for cert	\$8,015	\$0	\$2,124	\$195	\$20	\$29	\$22	\$0	\$610	\$11,014	0%	\$0	\$11,014	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							

Labor Market 62.5th Percentile	Insuff Data	Insuff Data	Insuff Data
Sacramento Suburban Water District is above or below 62.5th Percentile	---	---	---
# Of Comparable Matches	0		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Environmental Compliance Supervisor	\$7,967	\$11,381	0%	\$0	\$0	\$0	\$0		\$11,381	\$0	\$2,124	\$195	\$20	\$41	\$31	\$0	\$871	\$14,662	0%	\$0	\$14,662	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							

<i>Labor Market 62.5th Percentile</i>		<i>Insuff Data</i>											<i>Insuff Data</i>					<i>Insuff Data</i>
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		---											---					---
<i># Of Comparable Matches</i>		0																

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Environmental Compliance Technician	\$5,741	\$7,176	0%	\$0	\$0	\$0	\$43	\$0.25 for one cert	\$7,219	\$0	\$2,124	\$195	\$20	\$26	\$20	\$0	\$549	\$10,152	0%	\$0	\$10,152	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	Water Quality Technician	\$4,597	\$6,469	6.197%	\$401	\$194	\$162	\$0		\$7,226	\$2,020	inc	inc	inc	\$19	\$13	\$100	\$94	\$9,472	6.197%	\$401	\$9,071	2	
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							

Labor Market 62.5th Percentile	Insuff Data	Insuff Data	Insuff Data
Sacramento Suburban Water District is above or below 62.5th Percentile	---	---	---
# Of Comparable Matches	1		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Executive Assistant to the General Manager	\$5,471	\$7,815	0%	\$0	\$0	\$0	\$0		\$7,815	\$0	\$2,124	\$195	\$20	\$28	\$21	\$0	\$598	\$10,801	0%	\$0	\$10,801	4	No BA required
Carmichael Water District	No Comparable Class																							Administrative Specialist is responsible for human resources and board support
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	Executive Assistant/Clerk to the Board	\$7,449	\$9,054	0%	\$0	\$0	\$0	\$0		\$9,054	\$0	\$2,156	\$131	\$15	\$16	\$0	\$0	\$693	\$12,066	0%	\$0	\$12,066	2	
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Clerk to the Board	\$6,851	\$8,744	0%	\$0	\$0	\$219	\$0		\$8,963	\$0	\$2,178	\$58	\$18	\$0	\$22	\$0	\$669	\$11,907	0%	\$0	\$11,907	3	6% added for confidential pay
Sacramento County	No Comparable Class																							
San Juan Water District	Administrative Assistant/Board Secretary	\$7,684	\$9,221	0%	\$0	\$0	\$0	\$0		\$9,221	\$0	\$2,692	\$149	\$19	\$31	\$42	\$0	\$705	\$12,859	0%	\$0	\$12,859	1	

<i>Labor Market 62.5th Percentile</i>		\$9,096								\$9,096														\$12,264	
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		-16.39%								-16.39%															-13.54%
<i># Of Comparable Matches</i>		3																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Facilities and Fleet Specialist	\$5,788	\$7,235	0%	\$0	\$0	\$0	\$43	\$0.25 for one cert	\$7,278	\$0	\$2,124	\$195	\$20	\$26	\$20	\$0	\$553	\$10,216	0%	\$0	\$10,216	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	Equipment Mechanic II	\$4,876	\$5,927	0%	\$0	\$0	\$148	\$0		\$6,075	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$86	\$8,466	1.7%	\$101	\$8,365	8	Class A or B
City of Folsom	Mechanic II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$300	\$300 max	\$7,497	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,938	0%	\$0	\$9,938	3	Class B
City of Roseville	Mechanic II	\$5,114	\$7,195	6.197%	\$446	\$216	\$180	\$0		\$8,037	\$2,020	inc	inc	inc	\$22	\$15	\$100	\$104	\$10,297	6.197%	\$446	\$9,851	6	Class B; 8 ASE certificates
City of Sacramento	Equipment Mechanic II	\$4,846	\$6,819	0%	\$0	\$0	\$0	\$465	\$165 Emissions; \$150 Master Auto; \$150 Master Truck	\$7,284	\$0	\$1,777	inc	inc	\$1	\$0	\$0	\$522	\$9,583	1%	\$68	\$9,515	7	Class A
City of West Sacramento	Equipment Mechanic II	\$4,501	\$5,483	0%	\$0	\$0	\$60	\$422	5% Class A; \$120 90 units; 5% ASE cert	\$5,965	\$2,014	inc	inc	inc	inc	\$55	\$150	\$80	\$8,263	0%	\$0	\$8,263	9	Class A
City of Woodland	Light Equipment Mechanic	\$4,083	\$5,211	0%	\$0	\$104	\$50	\$0		\$5,365	\$0	\$2,464	\$163	\$19	\$8	\$11	\$50	\$76	\$8,157	1%	\$52	\$8,105	10	Class A
El Dorado Irrigation District	Heavy Equipment Mechanic	\$5,808	\$7,062	0%	\$0	\$0	\$0	\$0		\$7,062	\$0	\$2,156	\$131	\$15	\$13	\$0	\$0	\$540	\$9,918	0%	\$0	\$9,918	4	Class A
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Mechanic	\$5,583	\$7,125	0%	\$0	\$0	\$178	\$0		\$7,303	\$0	\$2,178	\$58	\$18	\$0	\$18	\$0	\$545	\$10,120	0%	\$0	\$10,120	2	Class A
Sacramento County	Equipment Technician	\$6,248	\$6,890	0%	\$0	\$0	\$172	\$551	8% max	\$7,613	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$527	\$10,003	1.71%	\$118	\$9,885	5	
San Juan Water District	No Comparable Class																							
<i>Labor Market 62.5th Percentile</i>		\$6,924								\$7,303												\$9,885		
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		4.30%								-0.34%												3.24%		
<i># Of Comparable Matches</i>		9																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Field Operations Coordinator	\$6,077	\$7,597	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$7,727	\$0	\$2,124	\$195	\$20	\$27	\$21	\$0	\$581	\$10,695	0%	\$0	\$10,695	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							CMMS/GIS Coordinator requires BA

Labor Market 62.5th Percentile	Insuff Data	Insuff Data	Insuff Data
Sacramento Suburban Water District is above or below 62.5th Percentile	---	---	---
# Of Comparable Matches	0		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Foreman (Distribution)	\$7,441	\$9,301	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$9,431	\$0	\$2,124	\$195	\$20	\$33	\$25	\$0	\$712	\$12,540	0%	\$0	\$12,540	5	D3, T2
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Water Distribution Supervisor	\$9,081	\$12,246	0%	\$0	\$367	\$0	\$120	\$100 for D5; \$20 for T3	\$12,733	\$0	\$2,674	\$149	\$25	\$15	\$60	\$0	\$937	\$16,594	0%	\$0	\$16,594	1	D3, T1; \$40 added to base pay for T2
City of Davis	Water Distribution Crew Supervisor	\$5,394	\$6,557	0%	\$0	\$0	\$164	\$0		\$6,721	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$95	\$9,121	1.7%	\$111	\$9,009	11	Class A, D3
City of Folsom	Water Distribution Supervisor	\$8,114	\$10,278	0%	\$0	\$325	\$257	\$300	\$300 MA	\$11,160	\$0	\$1,695	\$113	\$19	\$9	\$36	\$50	\$786	\$13,869	0%	\$0	\$13,869	3	D4 or 5; salary includes recent increases
City of Roseville	Water Distribution Supervisor	\$6,925	\$9,280	6.197%	\$575	\$278	\$0	\$0		\$10,133	\$2,020	inc	inc	inc	\$28	\$12	\$100	\$135	\$12,428	6.197%	\$575	\$11,853	7	D4
City of Sacramento	Utilities Operations and Maintenance Supervisor	\$6,245	\$8,786	0%	\$0	\$176	\$0	\$439	5% BA	\$9,401	\$0	\$1,777	inc	inc	\$3	\$0	\$0	\$672	\$11,854	1%	\$88	\$11,766	8	
City of West Sacramento	No Comparable Class																							
City of Woodland	Unities Maintenance Supervisor	\$5,491	\$7,008	0%	\$0	\$140	\$50	\$0		\$7,198	\$0	\$2,464	\$163	\$19	\$8	\$15	\$50	\$102	\$10,019	1%	\$70	\$9,949	10	D4, Collection I
El Dorado Irrigation District	No Comparable Class																							Water Operations Supervisor is over treatment operations and maintenance and distribution
Elk Grove Water District	Water Distribution Supervisor	\$7,223	\$8,779	1%	\$88	\$0	\$219	\$0		\$9,087	\$0	\$2,500	\$128	\$23	\$50	\$0	\$0	\$127	\$11,915	0%	\$0	\$11,915	6	D3, T2, Cross Connection
Fair Oaks Water District	Operations Supervisor	\$6,909	\$994	0%	\$0	\$0	\$0	\$0		\$994	\$0	\$3,182	\$128	\$24	\$3	\$3	\$0	\$76	\$4,410	0%	\$0	\$4,410	12	D3, T2, Class A
Placer County Water Agency	Distribution Supervisor	\$7,668	\$9,788	0%	\$0	\$0	\$245	\$0		\$10,033	\$0	\$2,178	\$58	\$18	\$0	\$25	\$0	\$749	\$13,060	0%	\$0	\$13,060	4	D5, Backflow and Cross Connection
Sacramento County	Water Distribution Supervisor	\$7,030	\$8,545	0%	\$0	\$0	\$214	\$342	4% D5	\$9,100	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$654	\$11,617	1.71%	\$146	\$11,471	9	D3; Class A may be required
San Juan Water District	Distribution Lead Worker	\$8,746	\$10,495	0%	\$0	\$0	\$0	\$0		\$10,495	\$0	\$2,692	\$149	\$19	\$35	\$42	\$0	\$803	\$14,234	0%	\$0	\$14,234	2	Class A, D4, Backflow and Cross Connection certificates
Labor Market 62.5th Percentile		\$9,407								\$10,058														\$12,201
Sacramento Suburban Water District is above or below 62.5th Percentile		-1.14%								-6.65%														2.70%
# Of Comparable Matches		11																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Foreman (Production)	\$7,441	\$9,301	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$9,431	\$0	\$2,124	\$195	\$20	\$33	\$25	\$0	\$712	\$12,540	0%	\$0	\$12,540	2	D3, T2
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Water Resources Supervisor/Chief Operator	\$9,041	\$12,206	0%	\$0	\$366	\$0	\$120	\$100 for D5; \$20 for T3	\$12,692	\$0	\$2,674	\$149	\$25	\$15	\$60	\$0	\$934	\$16,549	0%	\$0	\$16,549	1	T2, D3
City of Davis	Water Production System Supervisor	\$5,947	\$7,229	0%	\$0	\$0	\$181	\$0		\$7,410	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$105	\$9,819	1.7%	\$123	\$9,696	4	Class A, D4, T2
City of Folsom	No Comparable Class																							Treatment plant
City of Roseville	No Comparable Class																							Treatment plant
City of Sacramento	No Comparable Class																							Treatment plant
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							Treatment plant
El Dorado Irrigation District	No Comparable Class																							Water Operations Supervisor is over treatment operations and maintenance and distribution
Elk Grove Water District	Water Treatment Supervisor	\$7,223	\$8,779	1%	\$88	\$0	\$219	\$0		\$9,087	\$0	\$2,500	\$128	\$23	\$50	\$0	\$0	\$127	\$11,915	0%	\$0	\$11,915	3	T3,D2, Cross Connection
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							Treatment plant
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							Treatment plant
Labor Market 62.5th Percentile		\$9,636								\$9,988														\$13,074
Sacramento Suburban Water District is above or below 62.5th Percentile		-3.60%								-5.91%														-4.26%
# Of Comparable Matches		3																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	GIS Coordinator	\$7,507	\$9,384	0%	\$0	\$0	\$0	\$43	\$0.25 per hr for one cert	\$9,428	\$0	\$2,124	\$195	\$20	\$34	\$26	\$0	\$718	\$12,544	0%	\$0	\$12,544	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							Does not supervise
City of Sacramento	No Comparable Class																							Does not supervise
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							Not budgeted
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							GIS Supervisor is also responsible for software and hardware
Sacramento County	No Comparable Class																							Does not supervise
San Juan Water District	No Comparable Class																							CMMS/GIS Coordinator requires BA

Labor Market 62.5th Percentile	Insuff Data	Insuff Data	Insuff Data
Sacramento Suburban Water District is above or below 62.5th Percentile	---	---	---
# Of Comparable Matches	0		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Human Resources Manager	\$7,420	\$10,600	0%	\$0	\$0	\$0	\$0		\$10,600	\$0	\$2,124	\$195	\$20	\$38	\$29	\$0	\$811	\$13,817	0%	\$0	\$13,817	7	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	Human Resources Manager	\$9,060	\$12,142	6.197%	\$752	\$364	\$0	\$0		\$13,259	\$2,020	inc	inc	inc	\$36	\$13	\$100	\$176	\$15,604	6.197%	\$752	\$14,852	3	Involved in labor relations
City of Sacramento	Human Resources Manager	\$9,585	\$12,577	0%	\$0	\$503	\$0	\$0		\$13,080	\$0	\$1,777	inc	inc	\$5	\$15	\$0	\$962	\$15,839	1%	\$126	\$15,713	1	Involved in labor relations
City of West Sacramento	Human Resources Manager	\$10,067	\$12,234	0%	\$0	\$184	\$0	\$612	5% MA	\$13,029	\$1,773	inc	inc	inc	inc	\$0	\$150	\$177	\$15,130	0%	\$0	\$15,130	2	Involved in labor relations
City of Woodland	Human Resources Manager	\$9,041	\$11,539	0%	\$0	\$231	\$50	\$0		\$11,820	\$0	\$2,464	\$163	\$19	\$8	\$16	\$100	\$167	\$14,758	0%	\$0	\$14,758	4	
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	Human Resources Administrator	\$9,218	\$11,206	1%	\$112	\$0	\$280	\$0		\$11,598	\$0	\$2,500	\$128	\$23	\$50	\$0	\$0	\$162	\$14,462	0%	\$0	\$14,462	5	Also serves as Board Clerk
Fair Oaks Water District	Human Resources Administrator	\$6,909	\$9,327	0%	\$0	\$0	\$0	\$0		\$9,327	\$0	\$3,182	\$128	\$24	\$26	\$29	\$0	\$714	\$13,430	0%	\$0	\$13,430	8	BA desired
Placer County Water Agency	Human Resources Program Manager	\$6,936	\$8,851	0%	\$0	\$0	\$221	\$0		\$9,072	\$0	\$2,178	\$58	\$18	\$0	\$22	\$0	\$677	\$12,025	0%	\$0	\$12,025	9	
Sacramento County	Human Resources Manager I	\$10,031	\$11,059	0%	\$0	\$332	\$276	\$0		\$11,668	\$0	\$1,689	\$119	inc	\$2	\$0	\$54	\$846	\$14,378	1.71%	\$189	\$14,189	6	3.35% management differential added to base salary
San Juan Water District	No Comparable Class																							

<i>Labor Market 62.5th Percentile</i>		\$11,765								\$12,273												\$14,793		
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		-10.99%								-15.78%												-7.07%		
<i># Of Comparable Matches</i>		8																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Human Resources Technician	\$5,890	\$7,361	0%	\$0	\$0	\$0	\$43	\$0.25 per hr for one cert	\$7,405	\$0	\$2,124	\$195	\$20	\$27	\$20	\$0	\$563	\$10,353	0%	\$0	\$10,353	2	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	Human Resources Technician II	\$4,605	\$5,598	0%	\$0	\$0	\$140	\$0		\$5,738	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$81	\$8,124	1.7%	\$95	\$8,029	10	
City of Folsom	Human Resources Technician II	\$6,174	\$7,821	0%	\$0	\$196	\$0	\$300	\$300 MA	\$8,317	\$0	\$1,695	\$113	\$19	\$9	\$28	\$50	\$598	\$10,829	0%	\$0	\$10,829	1	
City of Roseville	Human Resources Technician	\$5,180	\$6,942	6.197%	\$430	\$208	\$174	\$0		\$7,754	\$2,020	inc	inc	inc	\$21	\$9	\$100	\$101	\$10,005	6.197%	\$430	\$9,575	7	
City of Sacramento	Personnel Technician	\$4,798	\$6,295	0%	\$0	\$126	\$0	\$0		\$6,421	\$0	\$1,777	inc	inc	\$5	\$0	\$0	\$482	\$8,684	1%	\$63	\$8,622	9	
City of West Sacramento	Human Resources and Payroll Technician II	\$5,039	\$6,140	0%	\$0	\$41	\$0	\$427	\$120 for 90 units; 5% MA	\$6,608	\$1,773	inc	inc	inc	inc	\$61	\$150	\$89	\$8,681	0%	\$0	\$8,681	8	
City of Woodland	No Comparable Class																							Not budgeted
El Dorado Irrigation District	Human Resources Technician	\$5,692	\$6,918	0%	\$0	\$0	\$0	\$0		\$6,918	\$0	\$2,156	\$131	\$15	\$12	\$0	\$0	\$529	\$9,763	0%	\$0	\$9,763	5	
Elk Grove Water District	Human Resources Technician	\$5,944	\$7,223	1%	\$72	\$0	\$181	\$0		\$7,476	\$0	\$2,500	\$128	\$23	\$43	\$0	\$0	\$105	\$10,275	0%	\$0	\$10,275	3	
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Human Resources Technician	\$5,583	\$7,125	0%	\$0	\$0	\$178	\$0		\$7,303	\$0	\$2,178	\$58	\$18	\$0	\$18	\$0	\$545	\$10,120	0%	\$0	\$10,120	4	
Sacramento County	Personnel Technician	\$5,899	\$7,169	0%	\$0	\$0	\$179	\$0		\$7,348	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$548	\$9,759	1.71%	\$123	\$9,637	6	
San Juan Water District	No Comparable Class																							

<i>Labor Market 62.5th Percentile</i>		\$7,125								\$7,348												\$9,763	
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		3.21%								0.76%												5.70%	
<i># Of Comparable Matches</i>		9																					

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Instrument Technician	\$7,039	\$8,798	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$8,928	\$0	\$2,124	\$195	\$20	\$32	\$24	\$0	\$673	\$11,996	0%	\$0	\$11,996	4	D1; CWEA II or ISA I within 12 months
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	Utility and SCADA Control Systems Technician	\$6,677	\$8,116	0%	\$0	\$0	\$203	\$0		\$8,319	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$118	\$10,741	1.7%	\$138	\$10,603	10	Electrical/Instrumentation certificate II
City of Folsom	Electrical and Instrumentation Technician	\$7,148	\$9,055	0%	\$0	\$100	\$226	\$250	\$250 MA	\$9,631	\$0	\$1,695	\$113	\$19	\$9	\$32	\$50	\$693	\$12,243	0%	\$0	\$12,243	3	Electrical/Instrumentation certificate II
City of Roseville	Environmental Utilities Instrument and Control Technician II	\$6,524	\$9,180	6.197%	\$569	\$375	\$0	\$0		\$10,124	\$2,020	inc	inc	inc	\$28	\$20	\$100	\$133	\$12,425	6.197%	\$569	\$11,857	5	
City of Sacramento	Instrument Technician II	\$5,550	\$7,809	0%	\$0	\$0	\$0	\$175	\$125 for T2; \$50 for E/I Grade 3	\$7,984	\$0	\$1,777	inc	inc	\$2	\$0	\$0	\$597	\$10,360	1%	\$78	\$10,282	11	
City of West Sacramento	Instrumentation Technician II	\$6,880	\$8,382	0%	\$0	\$0	\$60	\$120	\$120.90 units	\$8,562	\$2,014	inc	inc	inc	inc	\$84	\$150	\$122	\$10,931	0%	\$0	\$10,931	8	Electrical/Instrumentation certificate II
City of Woodland	Water/Wastewater Instrumentation Technician	\$6,857	\$8,752	0%	\$0	\$175	\$50	\$0		\$8,977	\$0	\$2,464	\$163	\$19	\$8	\$16	\$50	\$127	\$11,825	1%	\$88	\$11,737	6	
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$7,084	\$8,611	0%	\$0	\$0	\$0	\$0		\$8,611	\$0	\$2,156	\$131	\$15	\$15	\$0	\$0	\$659	\$11,588	0%	\$0	\$11,588	7	Electrical/Instrumentation certificate II
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Water Quality Instrument Technician	\$7,304	\$9,321	0%	\$0	\$0	\$233	\$0		\$9,554	\$0	\$2,178	\$58	\$18	\$0	\$24	\$0	\$713	\$12,544	0%	\$0	\$12,544	2	
Sacramento County	Water Quality Control System Technician	\$7,158	\$7,893	0%	\$0	\$0	\$197	\$316	4% E/I Grade 4	\$8,406	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$604	\$10,872	1.71%	\$135	\$10,738	9	
San Juan Water District	Electrical and Instrumentation Technician	\$8,660	\$10,391	0%	\$0	\$0	\$0	\$0		\$10,391	\$0	\$2,692	\$149	\$19	\$35	\$42	\$0	\$795	\$14,122	0%	\$0	\$14,122	1	
Labor Market 62.5th Percentile		\$8,941								\$9,338														\$11,812
Sacramento Suburban Water District is above or below 62.5th Percentile		-1.63%								-4.58%														1.53%
# Of Comparable Matches		10																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Information Technology Analyst	\$6,483	\$9,259	0%	\$0	\$0	\$0	\$0		\$9,259	\$0	\$2,124	\$195	\$20	\$33	\$25	\$0	\$708	\$12,365	0%	\$0	\$12,365	5	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Information Technology Analyst	\$7,022	\$9,505	0%	\$0	\$285	\$0	\$0		\$9,790	\$0	\$2,674	\$149	\$25	\$15	\$47	\$0	\$727	\$13,427	0%	\$0	\$13,427	1	
City of Davis	MIS Systems Analyst	\$6,108	\$7,425	0%	\$0	\$0	\$186	\$0		\$7,611	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$108	\$10,023	1.7%	\$126	\$9,897	9	
City of Folsom	No Comparable Class																							
City of Roseville	Information Technology Analyst II	\$6,695	\$9,421	6.197%	\$584	\$283	\$236	\$0		\$10,523	\$2,020	inc	inc	inc	\$28	\$19	\$100	\$137	\$12,827	6.197%	\$584	\$12,243	6	BA
City of Sacramento	Systems Engineer	\$7,467	\$9,799	0%	\$0	\$196	\$0	\$0		\$9,995	\$0	\$1,777	inc	inc	\$5	\$0	\$0	\$750	\$12,526	1%	\$98	\$12,428	4	
City of West Sacramento	Information Technology Specialist	\$6,921	\$8,433	0%	\$0	\$0	\$0	\$422	5% MA	\$8,855	\$1,773	inc	inc	inc	inc	\$0	\$150	\$122	\$10,900	0%	\$0	\$10,900	8	
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	Information Technology Analyst II	\$7,906	\$9,610	0%	\$0	\$0	\$0	\$0		\$9,610	\$0	\$2,156	\$131	\$15	\$17	\$0	\$0	\$735	\$12,665	0%	\$0	\$12,665	3	BA
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Information Systems Analyst II	\$7,855	\$10,025	0%	\$0	\$0	\$251	\$0		\$10,276	\$0	\$2,178	\$58	\$18	\$0	\$25	\$0	\$767	\$13,321	0%	\$0	\$13,321	2	BA
Sacramento County	Information Technology Applications Analyst II	\$7,176	\$9,159	0%	\$0	\$0	\$229	\$229	2.5% MA	\$9,617	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$701	\$12,180	1.71%	\$157	\$12,024	7	
San Juan Water District	No Comparable Class																							

<i>Labor Market 62.5th Percentile</i>	\$9,544									\$9,867												\$12,517		
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>	-3.08%									-6.56%													-1.23%	
<i># Of Comparable Matches</i>	8																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Information Technology Manager	\$8,596	\$12,279	0%	\$0	\$0	\$0	\$0		\$12,279	\$0	\$2,124	\$195	\$20	\$44	\$34	\$0	\$939	\$15,635	0%	\$0	\$15,635	8	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Information Technology Manager	\$9,347	\$12,618	0%	\$0	\$379	\$0	\$0		\$12,997	\$0	\$2,674	\$149	\$25	\$15	\$62	\$0	\$965	\$16,887	0%	\$0	\$16,887	5	
City of Davis	No Comparable Class																							
City of Folsom	Information Systems Manager	\$9,892	\$12,530	0%	\$0	\$325	\$313	\$300	\$300 MA	\$13,469	\$0	\$1,695	\$113	\$19	\$9	\$44	\$50	\$959	\$16,358	0%	\$0	\$16,358	6	Includes recent increases
City of Roseville	Assistant Information Technology Director	\$11,292	\$15,132	6.197%	\$938	\$454	\$0	\$0		\$16,524	\$2,020	inc	inc	inc	\$45	\$13	\$100	\$219	\$18,922	6.197%	\$938	\$17,984	2	2 division managers
City of Sacramento	Information Technology Manager	\$10,596	\$13,903	0%	\$0	\$556	\$0	\$0		\$14,459	\$0	\$1,777	inc	inc	\$5	\$17	\$0	\$1,029	\$17,287	1%	\$139	\$17,147	4	
City of West Sacramento	Information Technology Manager	\$10,067	\$12,234	0%	\$0	\$184	\$0	\$612	5% MA	\$13,029	\$1,773	inc	inc	inc	inc	\$0	\$150	\$177	\$15,130	0%	\$0	\$15,130	9	
City of Woodland	Technical Services Manager	\$8,740	\$11,155	0%	\$0	\$223	\$50	\$0		\$11,428	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$162	\$14,092	3%	\$335	\$13,758	10	
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Information Technology Manager	\$12,002	\$15,318	0%	\$0	\$0	\$383	\$0		\$15,701	\$0	\$2,178	\$58	\$18	\$0	\$27	\$0	\$1,050	\$19,031	0%	\$0	\$19,031	1	
Sacramento County	Information Technology Manager	\$11,766	\$12,972	0%	\$0	\$389	\$324	\$0		\$13,686	\$0	\$1,689	\$119	inc	\$2	\$0	\$54	\$992	\$16,542	1.71%	\$222	\$16,320	7	3.35% Management differential added to base pay
San Juan Water District	Information Technology Manager	\$11,216	\$13,459	0%	\$0	\$0	\$0	\$0		\$13,459	\$0	\$2,692	\$149	\$19	\$45	\$42	\$0	\$1,023	\$17,428	0%	\$0	\$17,428	3	

<i>Labor Market 62.5th Percentile</i>		\$13,459								\$13,686												\$17,147		
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		-9.61%								-11.46%												-9.68%		
<i># Of Comparable Matches</i>		9																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Information Technology Technician II	\$6,377	\$7,972	0%	\$0	\$0	\$0	\$43	\$0.25 per hr for one cert	\$8,015	\$0	\$2,124	\$195	\$20	\$29	\$22	\$0	\$610	\$11,014	0%	\$0	\$11,014	5	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Information Technology Technician	\$5,853	\$7,902	0%	\$0	\$237	\$0	\$0		\$8,139	\$0	\$2,674	\$149	\$25	\$15	\$39	\$0	\$605	\$11,646	0%	\$0	\$11,646	3	
City of Davis	Computer Support Technician II	\$4,363	\$5,503	0%	\$0	\$0	\$138	\$0		\$5,641	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$80	\$8,025	1.7%	\$94	\$7,932	12	
City of Folsom	Information Systems Technician	\$6,025	\$7,633	0%	\$0	\$100	\$191	\$300	\$300 max	\$8,224	\$0	\$1,695	\$113	\$19	\$9	\$27	\$50	\$584	\$10,721	0%	\$0	\$10,721	7	
City of Roseville	Information Technology Technician II	\$5,158	\$7,257	6.197%	\$450	\$218	\$181	\$0		\$8,106	\$2,020	inc	inc	inc	\$22	\$15	\$100	\$105	\$10,368	6.197%	\$450	\$9,918	9	
City of Sacramento	Information Technology Support Specialist II	\$6,228	\$8,764	0%	\$0	\$0	\$0	\$0		\$8,764	\$0	\$1,777	inc	inc	\$2	\$0	\$0	\$670	\$11,213	1%	\$88	\$11,125	4	
City of West Sacramento	No Comparable Class																							Not budgeted
City of Woodland	Information Technology Technician II	\$5,357	\$6,837	0%	\$0	\$137	\$50	\$0		\$7,024	\$0	\$2,464	\$163	\$19	\$8	\$15	\$50	\$99	\$9,842	1%	\$68	\$9,774	10	
El Dorado Irrigation District	Information Technology Technician II	\$6,165	\$7,495	0%	\$0	\$0	\$0	\$0		\$7,495	\$0	\$2,156	\$131	\$15	\$13	\$0	\$0	\$573	\$10,385	0%	\$0	\$10,385	8	
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	Information Technology Technician	\$5,822	\$7,861	0%	\$0	\$0	\$0	\$0		\$7,861	\$0	\$3,182	\$128	\$24	\$22	\$25	\$0	\$601	\$11,843	0%	\$0	\$11,843	1	
Placer County Water Agency	Information Technology Technician II	\$6,154	\$7,855	0%	\$0	\$0	\$196	\$0		\$8,051	\$0	\$2,178	\$58	\$18	\$0	\$20	\$0	\$601	\$10,926	0%	\$0	\$10,926	6	
Sacramento County	Information Technology Technician II	\$4,314	\$5,505	0%	\$0	\$0	\$138	\$138	2.5% MA	\$5,780	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$421	\$8,064	1.71%	\$94	\$7,970	11	
San Juan Water District	Information Technology Technician II	\$6,819	\$8,183	0%	\$0	\$0	\$0	\$0		\$8,183	\$0	\$2,692	\$149	\$19	\$27	\$38	\$0	\$626	\$11,734	0%	\$0	\$11,734	2	

Labor Market 62.5th Percentile		\$7,856								\$8,114												\$10,976	
Sacramento Suburban Water District is above or below 62.5th Percentile		1.44%								-1.24%												0.35%	
# Of Comparable Matches		11																					

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Operations Manager	\$10,029	\$14,328	0%	\$0	\$0	\$0	\$0		\$14,328	\$0	\$2,124	\$195	\$20	\$52	\$39	\$0	\$1,035	\$17,793	0%	\$0	\$17,793	2	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Director of Operations	\$11,921	\$16,094	0%	\$0	\$483	\$0	\$0		\$16,577	\$0	\$2,674	\$149	\$25	\$15	\$74	\$0	\$1,061	\$20,575	0%	\$0	\$20,575	1	BA, D3, T2
City of Davis	Water Division Manager	\$7,712	\$9,374	0%	\$0	\$0	\$234	\$0		\$9,608	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$136	\$12,069	1.7%	\$159	\$11,910	4	No BA, D4, T2, Cross Connection
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							Water Utility Manager over treatment and distribution
City of Sacramento	Utilities Operations and Maintenance Manager	\$10,414	\$13,664	0%	\$0	\$547	\$0	\$0		\$14,210	\$0	\$1,777	inc	inc	\$5	\$16	\$0	\$1,026	\$17,034	1%	\$137	\$16,897	3	Treatment and distribution certs desirable
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							Drinking Water Operations Manager is over treatment and distribution
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							Operations Manager is also over customer service
Placer County Water Agency	No Comparable Class																							
Sacramento County	No Comparable Class																							Over treatment and distribution
San Juan Water District	No Comparable Class																							Over treatment and distribution
Amador Water Agency	No Comparable Class																							Engineering and Operations Manager
City of Lodi	No Comparable Class																							Utilities Manager is over water, wastewater, streets and fleet
Stockton East Water District	No Comparable Class																							Water Operations Manager is over treatment plant
Stockton MUD (City of Stockton)	No Comparable Class																							Deputy Director over treatment plant and distribution

Labor Market 62.5th Percentile		\$14,271											\$14,802											\$17,817
Sacramento Suburban Water District is above or below 62.5th Percentile		0.39%											-3.31%											-0.14%
# Of Comparable Matches		3																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/ Certification Pay (\$)	Education/ Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments			
Sacramento Suburban Water District	Production Operator II	\$5,788	\$7,235	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$7,365	\$0	\$2,124	\$195	\$20	\$26	\$20	\$0	\$553	\$10,303	0%	\$0	\$10,303	3	T2; D2			
Carmichael Water District	Treatment Operator II	\$5,795	\$6,550	0%	\$0	\$0	\$0	\$173	\$1/hr for T5	\$6,723	\$0	\$2,311	\$115	\$29	\$393	\$15	\$0	\$501	\$10,087	0%	\$0	\$10,087	5	T2, T3 within 23 months, D1			
Citrus Heights Water District	No Comparable Class																										
City of Davis	Water Production System Operator	\$5,172	\$6,286	0%	\$0	\$0	\$157	\$0		\$6,443	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$91	\$8,839	1.7%	\$107	\$8,732	13	Class B, T1, D3			
City of Folsom	Water Treatment Plant Operator II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$300	\$300 max	\$7,497	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,938	0%	\$0	\$9,938	7	T2			
City of Roseville	Water Treatment Plant Operator-Grade II	\$5,026	\$7,072	6.197%	\$438	\$212	\$177	\$212	3% max \$600 for Grade 5; \$15/bw Crane cert	\$8,111	\$2,020	inc	inc	inc	\$21	\$15	\$100	\$103	\$10,370	6.197%	\$438	\$9,931	8	T2			
City of Sacramento	Plant Operator	\$5,016	\$7,058	0%	\$0	\$0	\$0	\$633	\$120 90 units; 2% D4; 1.75% T4	\$7,691	\$0	\$1,777	inc	inc	\$2	\$0	\$0	\$540	\$10,009	1%	\$71	\$9,939	6				
City of West Sacramento	Water Treatment Plant Operator II	\$5,231	\$6,373	0%	\$0	\$0	\$60	\$359		\$6,792	\$2,014	inc	inc	inc	inc	\$64	\$150	\$92	\$9,112	0%	\$0	\$9,112	11	T2, D2			
City of Woodland	Water System Operator II	\$5,099	\$6,508	0%	\$0	\$130	\$50	\$0		\$6,688	\$0	\$2,464	\$163	\$19	\$8	\$14	\$50	\$94	\$9,501	1%	\$65	\$9,436	10	T2			
El Dorado Irrigation District	Water Treatment Plant Operator II	\$6,165	\$7,495	0%	\$0	\$0	\$0	\$0		\$7,495	\$0	\$2,156	\$131	\$15	\$13	\$0	\$0	\$573	\$10,385	0%	\$0	\$10,385	2	T2, D1, Class A			
Elk Grove Water District	Water Treatment Operator II	\$5,800	\$7,048	1%	\$70	\$0	\$176	\$0		\$7,294	\$0	\$2,500	\$128	\$23	\$42	\$0	\$0	\$102	\$10,090	0%	\$0	\$10,090	4	T2, D2			
Fair Oaks Water District	No Comparable Class																										
Placer County Water Agency	Treatment Plant Operator Trainee II	\$4,822	\$6,154	0%	\$0	\$0	\$154	\$0		\$6,308	\$0	\$2,178	\$58	\$18	\$0	\$16	\$0	\$471	\$9,048	0%	\$0	\$9,048	12	T2			
Sacramento County	Water System Operator	\$5,878	\$7,145	0%	\$0	\$0	\$179	\$0	2% T2; 2% D2 added to base salary	\$7,323	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$547	\$9,733	1.71%	\$122	\$9,610	9	cert pay include pay for T2; D2 under base salary			
San Juan Water District	Water Treatment Plant Operator II	\$6,620	\$7,942	0%	\$0	\$0	\$0	\$0		\$7,942	\$0	\$2,692	\$149	\$19	\$27	\$37	\$0	\$608	\$11,472	0%	\$0	\$11,472	1	T2; T3 within 24 months			
Labor Market 62.5th Percentile		\$7,057								\$7,474														\$9,939			
Sacramento Suburban Water District is above or below 62.5th Percentile		2.46%								-1.47%																3.53%	
# Of Comparable Matches		12																									

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Superintendent, Production	\$7,812	\$11,161	0%	\$0	\$0	\$0	\$0		\$11,161	\$0	\$2,124	\$195	\$20	\$40	\$31	\$0	\$854	\$14,424	0%	\$0	\$14,424	1	D4, T2
Carmichael Water District	No Comparable Class																							Production Superintendent requires T4, D2
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							Treatment plant
City of Roseville	No Comparable Class																							
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							Treatment Plant
Elk Grove Water District	No Comparable Class																							Supervisor level
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							Treatment Plant

<i>Labor Market 62.5th Percentile</i>	<i>Insuff Data</i>	<i>Insuff Data</i>	<i>Insuff Data</i>
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>	---	---	---
<i># Of Comparable Matches</i>	0		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Project Manager	\$7,457	\$10,651	0%	\$0	\$0	\$0	\$0		\$10,651	\$0	\$2,124	\$195	\$20	\$38	\$29	\$0	\$815	\$13,872	0%	\$0	\$13,872	1	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							Project Manager supervises
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	No Comparable Class																							
City of Sacramento	No Comparable Class																							
City of West Sacramento	Project Manager II	\$7,164	\$8,730	0%	\$0	\$0	\$0	\$437	5% MA	\$9,167	\$1,773	inc	inc	inc	inc	\$0	\$150	\$127	\$11,216	0%	\$0	\$11,216	3	
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	No Comparable Class																							
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							
Sacramento County	Construction Management Specialist	\$7,045	\$8,991	0%	\$0	\$0	\$225	\$0		\$9,216	\$0	\$1,689	\$119	inc	\$1	\$0	\$0	\$688	\$11,712	1.71%	\$154	\$11,558	2	
San Juan Water District	No Comparable Class																							

Labor Market 62.5th Percentile	Insuff Data	Insuff Data	Insuff Data
Sacramento Suburban Water District is above or below 62.5th Percentile	---	---	---
# Of Comparable Matches	2		

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Safety and Risk Officer	\$7,731	\$11,043	0%	\$0	\$0	\$0	\$0		\$11,043	\$0	\$2,124	\$195	\$20	\$40	\$30	\$0	\$845	\$14,296	0%	\$0	\$14,296	2	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	Safety Coordinator	\$7,094	\$9,506	6.197%	\$589	\$285	\$0	\$0		\$10,380	\$2,020	inc	inc	inc	\$29	\$13	\$100	\$138	\$12,679	6.197%	\$589	\$12,090	6	
City of Sacramento	Environmental Health and Safety Specialist	\$7,509	\$9,852	0%	\$0	\$394	\$0	\$0		\$10,246	\$0	\$1,777	inc	inc	\$5	\$12	\$0	\$754	\$12,793	1%	\$99	\$12,695	5	
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	Safety and Security Officer	\$9,001	\$10,941	0%	\$0	\$0	\$0	\$0		\$10,941	\$0	\$2,156	\$131	\$15	\$20	\$0	\$0	\$837	\$14,101	0%	\$0	\$14,101	3	
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	No Comparable Class																							
Sacramento County	Senior Safety Specialist	\$9,589	\$10,573	0%	\$0	\$317	\$264	\$0		\$11,154	\$0	\$1,689	\$119	inc	\$2	\$0	\$54	\$809	\$13,827	1.71%	\$181	\$13,646	4	3.35% Management differential added to base pay
San Juan Water District	Safety and Regulatory Compliance Coordinator	\$9,471	\$11,364	0%	\$0	\$0	\$0	\$0		\$11,364	\$0	\$2,692	\$149	\$19	\$38	\$42	\$0	\$869	\$15,172	0%	\$0	\$15,172	1	

<i>Labor Market 62.5th Percentile</i>		\$10,757								\$11,048												\$13,873	
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>		2.59%								-0.04%												2.96%	
<i># Of Comparable Matches</i>		5																					

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	SCADA Technician II	\$6,405	\$8,006	0%	\$0	\$0	\$0	\$43	\$0.25 per hr for one cert	\$8,050	\$0	\$2,124	\$195	\$20	\$29	\$22	\$0	\$612	\$11,051	0%	\$0	\$11,051	4	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	No Comparable Class																							
City of Davis	No Comparable Class																							
City of Folsom	No Comparable Class																							
City of Roseville	SCADA System Technician	\$6,524	\$9,180	6.197%	\$569	\$375	\$0	\$0		\$10,124	\$2,020	inc	inc	inc	\$28	\$20	\$100	\$133	\$12,425	6.197%	\$569	\$11,857	3	
City of Sacramento	No Comparable Class																							
City of West Sacramento	No Comparable Class																							
City of Woodland	No Comparable Class																							
El Dorado Irrigation District	Process Control Technician	\$8,736	\$10,620	0%	\$0	\$0	\$0	\$0		\$10,620	\$0	\$2,156	\$131	\$15	\$19	\$0	\$0	\$812	\$13,754	0%	\$0	\$13,754	1	Electrical/Instrumentation II certificate
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Control Systems Technician II	\$7,486	\$9,554	0%	\$0	\$0	\$239	\$0		\$9,793	\$0	\$2,178	\$58	\$18	\$0	\$24	\$0	\$731	\$12,801	0%	\$0	\$12,801	2	
Sacramento County	No Comparable Class																							
San Juan Water District	No Comparable Class																							

<i>Labor Market 62.5th Percentile</i>	\$9,821									\$10,248														
<i>Sacramento Suburban Water District is above or below 62.5th Percentile</i>	-22.66%									-27.31%														
<i># Of Comparable Matches</i>	3																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments
Sacramento Suburban Water District	Senior Inspector	\$6,616	\$8,270	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$8,400	\$0	\$2,124	\$195	\$20	\$30	\$23	\$0	\$633	\$11,423	0%	\$0	\$11,423	5	D2, T1
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Senior Construction Inspector	\$6,655	\$8,985	0%	\$0	\$270	\$0	\$120	\$60 for D3; \$60 for T3	\$9,375	\$0	\$2,674	\$149	\$25	\$15	\$44	\$0	\$687	\$12,969	0%	\$0	\$12,969	1	D2, T2
City of Davis	Public Works Inspector II	\$5,807	\$7,058	0%	\$0	\$0	\$176	\$0		\$7,234	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$102	\$9,641	1.7%	\$120	\$9,522	12	
City of Folsom	Construction Inspector II	\$5,739	\$7,270	0%	\$0	\$100	\$182	\$300	\$300 max	\$7,852	\$0	\$1,695	\$113	\$19	\$9	\$26	\$50	\$556	\$10,320	0%	\$0	\$10,320	8	
City of Roseville	Construction Inspector II	\$5,373	\$7,560	6.197%	\$468	\$227	\$189	\$0		\$8,444	\$2,020	inc	inc	inc	\$23	\$16	\$100	\$110	\$10,712	6.197%	\$468	\$10,244	9	
City of Sacramento	Construction Inspector II	\$5,280	\$7,431	0%	\$0	\$0	\$0	\$0		\$7,431	\$0	\$1,777	inc	inc	\$2	\$0	\$0	\$568	\$9,778	1%	\$74	\$9,704	11	
City of West Sacramento	Engineering Assistant II	\$6,326	\$7,707	0%	\$0	\$0	\$0	\$385	5% MA	\$8,092	\$1,773	inc	inc	inc	inc	\$0	\$150	\$112	\$10,127	0%	\$0	\$10,127	10	
City of Woodland	Engineering Technician II	\$4,853	\$6,194	0%	\$0	\$124	\$50	\$0		\$6,368	\$0	\$2,464	\$163	\$19	\$8	\$13	\$50	\$90	\$9,176	1%	\$62	\$9,114	13	
El Dorado Irrigation District	Construction Inspector II	\$6,290	\$7,646	0%	\$0	\$0	\$0	\$0		\$7,646	\$0	\$2,156	\$131	\$15	\$14	\$0	\$0	\$585	\$10,548	0%	\$0	\$10,548	7	
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	Construction Inspector	\$5,822	\$7,861	0%	\$0	\$0	\$0	\$0		\$7,861	\$0	\$3,182	\$128	\$24	\$22	\$25	\$0	\$601	\$11,843	0%	\$0	\$11,843	3	
Placer County Water Agency	Inspector II	\$6,154	\$7,855	0%	\$0	\$0	\$196	\$0		\$8,051	\$0	\$2,178	\$58	\$18	\$0	\$20	\$0	\$601	\$10,926	0%	\$0	\$10,926	6	
Sacramento County	Construction Inspector	\$7,320	\$8,070	0%	\$0	\$0	\$202	\$888	6% cert pay; 5% BA	\$9,159	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$617	\$11,639	1.71%	\$138	\$11,501	4	
San Juan Water District	Construction Inspector II	\$7,027	\$8,431	0%	\$0	\$0	\$0	\$0		\$8,431	\$0	\$2,692	\$149	\$19	\$28	\$39	\$0	\$645	\$12,002	0%	\$0	\$12,002	2	D3

Labor Market 62.5th Percentile		\$7,837								\$8,087												\$10,878		
Sacramento Suburban Water District is above or below 62.5th Percentile		5.24%								3.72%												4.77%		
# Of Comparable Matches		12																						

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Ranking	Comments	
Sacramento Suburban Water District	Water Conservation Technician II	\$5,496	\$6,869	0%	\$0	\$0	\$0	\$130	\$0.75/hr for 2 certs	\$6,999	\$0	\$2,124	\$195	\$20	\$25	\$19	\$0	\$525	\$9,907	0%	\$0	\$9,907	6	D1; CLIA certificate; does not test meters	
Carmichael Water District	Water Efficiency Specialist II	\$5,410	\$6,576	0%	\$0	\$0	\$0	\$0		\$6,576	\$0	\$2,311	\$115	\$29	\$395	\$15	\$0	\$503	\$9,943	0%	\$0	\$9,943	5	Landscape Irrigation Auditor Certificate, Water Use Practitioner Grade 2, D2	
Citrus Heights Water District	No Comparable Class																							Also tests and repairs meters	
City of Davis	No Comparable Class																								
City of Folsom	Water Management Specialist	\$5,206	\$6,594	0%	\$0	\$100	\$165	\$300	\$300 max	\$7,159	\$0	\$1,695	\$113	\$19	\$9	\$23	\$50	\$504	\$9,573	0%	\$0	\$9,573	8	D1, CLIA, Water Conservation Practitioner	
City of Roseville	Water Conservation Specialist	\$5,178	\$7,286	6.197%	\$452	\$319	\$0	\$219	3% max	\$8,275	\$2,020	inc	inc	inc	\$22	\$16	\$100	\$106	\$10,538	6.197%	\$452	\$10,087	4	Irrigation Auditor certificate; Water Conservation Practitioner Grade I	
City of Sacramento	Water Conservation Specialist	\$3,891	\$5,476	0%	\$0	\$0	\$0	\$0		\$5,476	\$0	\$1,777	inc	inc	\$2	\$0	\$0	\$419	\$7,673	1%	\$55	\$7,619	9	CLIA certificate	
City of West Sacramento	No Comparable Class																								
City of Woodland	No Comparable Class																								
El Dorado Irrigation District	Water Use Efficiency Technician	\$5,692	\$6,918	0%	\$0	\$0	\$0	\$0		\$6,918	\$0	\$2,156	\$131	\$15	\$12	\$0	\$0	\$529	\$9,763	0%	\$0	\$9,763	7	Landscape Auditor certificate	
Elk Grove Water District	No Comparable Class																								
Fair Oaks Water District	Water Efficiency Specialist	\$4,807	\$6,486	0%	\$0	\$0	\$0	\$0		\$6,486	\$0	\$3,182	\$128	\$24	\$18	\$20	\$0	\$496	\$10,355	0%	\$0	\$10,355	2	D1, Water Use Practitioner I and CLIA	
Placer County Water Agency	Water Efficiency Specialist II	\$5,583	\$7,125	0%	\$0	\$0	\$178	\$0		\$7,303	\$0	\$2,178	\$58	\$18	\$0	\$18	\$0	\$545	\$10,120	0%	\$0	\$10,120	3	D2; QWEL or CLIA certificate	
Sacramento County	No Comparable Class																								
San Juan Water District	Water Efficiency Technician II	\$6,053	\$7,263	0%	\$0	\$0	\$0	\$0		\$7,263	\$0	\$2,692	\$149	\$19	\$24	\$34	\$0	\$556	\$10,735	0%	\$0	\$10,735	1	QWEL certificate; D1	
Labor Market 62.5th Percentile		\$6,996																						\$7,198	\$10,099
Sacramento Suburban Water District is above or below 62.5th Percentile		-1.84%																						-2.84%	-1.94%
# Of Comparable Matches		8																							

Data effective as of 4/2023
Citrus Heights Water District- ER contribution towards medical is age based (Used EE and spouse age 55; and two dependents ages 18 and 20)

APPENDIX B - TABLE 1¹
COLA/Salary Range Increase Information

Survey Agency	Last COLA/Salary Range Increase Date/Amount	Next COLA/Salary Range Increase Date/Amount
<i>Sacramento Suburban Water District</i>	<p align="center"><i>Staff</i> <i>1/2023-8.3%</i></p> <p align="center"><i>General Manager</i> <i>1/2023-Per contract</i></p>	<p align="center"><i>Staff</i> <i>None Scheduled</i></p> <p align="center"><i>General Manager</i> <i>None Scheduled</i></p>
Carmichael Water District	All 7/2022- amounts varied based on compensation study	Unrepresented/AFSCME 7/2023-1% to 5% General Manager None Scheduled
Citrus Heights Water District	1/2023-4.8%	None Scheduled
City of Davis	General Management, PASEA, Executive Management, DCEA 7/2022-2%	General Management, PASEA, Executive Management, DCEA None Scheduled
City of Folsom	<p align="center">FMMG 1/2023- 3% + various increases</p> <p align="center">Local 39 7/2022-3% + various equity adjustments</p> <p align="center">Dept. Heads Varies by contract</p> <p align="center">Unrepresented 7/2022-3%</p>	<p align="center">FMMG 1/2024- 3%</p> <p align="center">Local 39 7/2023-3%</p> <p align="center">Dept. Heads Varies by contract</p> <p align="center">Unrepresented 7/2023-3% (typically follows Local 39)</p>
City of Roseville	Local 39 1/2023- varies based on study Management	Local 39 None Scheduled Management

¹ Salary data effective as of 4/2023; all known increases included in datasheets

APPENDIX B - TABLE 1¹
COLA/Salary Range Increase Information

Survey Agency	Last COLA/Salary Range Increase Date/Amount	Next COLA/Salary Range Increase Date/Amount
	1/2023- varies based on study IBEW 5/2022- varies based on study	None Scheduled IBEW 5/2023- varies and TBD based on study
City of Sacramento	SCXEA 6/2020-3.5% Engineers 6/2021-3.5% Water/Sewer 6/2021-3.5% IAMAW 6/2021-3.5% Local 39-Misc. 6/2021-3.5% Local 39-Supervisory 6/2021-3.5% Plant Operators 6/2021-3.5% Unrepresented Dept. Heads Data Not Available	SCXEA None Scheduled Engineers None Scheduled Water/Sewer None Scheduled IAMAW None Scheduled Local 39-Misc. None Scheduled Local 39-Supervisory None Scheduled Plant Operators None Scheduled Unrepresented Dept. Heads None Scheduled
City of West	Specialist/Professional	Specialist/Professional

APPENDIX B - TABLE 1¹
COLA/Salary Range Increase Information

Survey Agency	Last COLA/Salary Range Increase Date/Amount	Next COLA/Salary Range Increase Date/Amount
Sacramento	<p align="center">7/2022-3%</p> <p align="center">Management 7/2022-3%</p> <p align="center">Local 39 7/2022-3% + 1% = 4%</p> <p align="center">Confidential 7/2022-3%</p> <p align="center">Dept. Heads 7/2022-3%</p>	<p align="center">None Scheduled</p> <p align="center">Management None Scheduled</p> <p align="center">Local 39 7/2023-3% + 1% = 4%</p> <p align="center">Confidential None Scheduled</p> <p align="center">Dept. Heads None Scheduled</p>
City of Woodland	<p align="center">Mid Management 1/2023-3%</p> <p align="center">General 7/2022- 3% or 4%</p> <p align="center">Confidential 7/2022-3%</p>	<p align="center">Mid Management 7/2023-3%</p> <p align="center">General None Scheduled</p> <p align="center">Confidential None Scheduled</p>
El Dorado Irrigation District	<p align="center">EE Association 1/2023-5%</p> <p align="center">Management/Supervisory 1/2023-5%</p> <p align="center">Unrepresented 1/2023-5%</p> <p align="center">Department Heads</p>	<p align="center">EE Association 1/2024-3% - 5%</p> <p align="center">Management/Supervisory 1/2024-3% - 5%</p> <p align="center">Unrepresented 1/2024-3% - 5%</p> <p align="center">Department Heads</p>

APPENDIX B - TABLE 1¹
COLA/Salary Range Increase Information

Survey Agency	Last COLA/Salary Range Increase Date/Amount	Next COLA/Salary Range Increase Date/Amount
	<p align="center">1/2023-5%</p> <p align="center">General Manager 1/2023- 3% + 7.9% = 10.9%</p>	<p align="center">1/2024-3% - 5%</p> <p align="center">General Manager TBD</p>
Elk Grove Water District	<p align="center">7/2022-7.2%</p>	<p align="center">7/2023-TBD</p>
Fair Oaks Water District	<p align="center">1/2023-4%</p>	<p align="center">1/2024- 0% - 4%</p>
Placer County Water Agency	<p align="center">WSU 1/2023-5%</p> <p align="center">Mid Management 1/2023-5%</p> <p align="center">Dept Heads 1/2023-5%</p> <p align="center">Confidential 1/2023-5%</p>	<p align="center">WSU 1/2024-3%</p> <p align="center">Mid Management 1/2024-3%</p> <p align="center">Dept Heads 1/2024-3%</p> <p align="center">Confidential 1/2024-3%</p>
Sacramento County	<p align="center">Units 1, 5, 6, 10, 17, 22, 23, 26, 28, 32, 50, 80 6/2022-4% (plus some got equity adjustments)</p>	<p align="center">Units 1, 5, 6, 10, 17, 22, 23, 26, 28, 32, 50, 80 6/2023-4% (plus some get equity adjustments)</p>
San Juan Water District	<p align="center">7/2022-3.8% + .9% = 4.7% (plus various adjustments based on study)</p>	<p align="center">None Scheduled (General Manager is usually in May)</p>
Amador Water Agency	<p align="center">7/2022-6%</p>	<p align="center">7/2023- 3% - 6%</p>
City of Lodi	<p align="center">Mid Management 1/2023-6%</p>	<p align="center">Mid Management 1/2024-5%</p>
Stockton East Water District	<p align="center">4/2023-DNA</p>	<p align="center">4/2024-2.5% - 6%</p> <p align="center">*For those years in which a salary survey is conducted, a Cost-of-Living adjustment will not occur on April 1 of the first year after the survey is conducted because salary adjustments will be made</p>

APPENDIX B - TABLE 1¹
COLA/Salary Range Increase Information

Survey Agency	Last COLA/Salary Range Increase Date/Amount	Next COLA/Salary Range Increase Date/Amount
		in accordance with the data and recommendation(s) from the Consultant. Salary range(s) exceeding 5% will not be eligible to receive Cost-of-Living increases until the next Salary Survey is conducted. Salary range(s) exceeding 2.5% will not be eligible to receive Cost-of-Living increase for ~ 1 year following the salary survey.
Stockton MUD (City of Stockton)	<p align="center">Dept. Heads 7/2022-2%</p> <p align="center">Mid Management 7/2022-2%</p>	<p align="center">Dept. Heads None Scheduled</p> <p align="center">Mid Management None Scheduled</p>

**APPENDIX B - TABLE 2
Retirement Information
New Hire-Classic Employee**

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	22/23 Employer Contribution Normal Cost
<i>Sacramento Suburban Water District</i>	<i>CalPERS</i>	<i>2% @ 55</i>	<i>Highest 3 Years</i>	<i>11.06%</i>
Carmichael Water District	CalPERS	2% @ 55	Single Highest Year	11.65%
Citrus Heights Water District	CalPERS	2% @ 55	Single Highest Year	10.32%
City of Davis	CalPERS	2.5% @ 55	Single Highest Year	9.97%
City of Folsom	CalPERS	2% @ 55	Highest 3 Years	10.64%
City of Roseville	CalPERS	2.7% @ 55	Single Highest Year	10.81%
City of Sacramento	CalPERS	2% @ 55	Single Highest Year	8.82%
City of West Sacramento	CalPERS	2% @ 60	Highest 3 Years	9.3%
City of Woodland	CalPERS	2% @ 60	Highest 3 years	10.62%
El Dorado Irrigation District	CalPERS	2% @ 55	Highest 3 Years	10.33%
Elk Grove Water District	CalPERS	2% @ 55	Highest 3 Years	10.32%
Fair Oaks Water District	CalPERS	2% @ 55	Highest 3 Years	10.32%
Placer County Water Agency	CalPERS	2.7% @ 55	Single Highest Year	10.97%
Sacramento County	SCERS	1.92% @ 60	Highest 3 years	12.74%
San Juan Water District	CalPERS	3% @ 60	Highest 3 Years	14.53%
Amador Water Agency	CalPERS	2% @ 60	Highest 3 Years	8.63%
City of Lodi	CalPERS	2% @ 55	Highest 3 Years	9.33%

**APPENDIX B - TABLE 2
Retirement Information
New Hire-Classic Employee**

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	22/23 Employer Contribution Normal Cost
Stockton East Water District	CalPERS	2% @ 55	Single Highest Year	12.39%
Stockton MUD (City of Stockton)	CalPERS	2% @ 60	Highest 3 Years	9.86%

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
<p><i>Sacramento Suburban Water District</i></p>	<p align="center">Class 'A' Driver's License</p> <p>Employees in certain job classifications approved by the Assistant General Manager who obtain a Class A vehicle operator's license from the State of California and who are deemed qualified to operate equipment associated with this level of license by the Operations Manager will be compensated at \$1.00 per hour.</p> <p align="center">State Certification Required for Position</p> <p>Non-exempt employees who meet the minimum certification requirement(s) for positions requiring the State of California State Water Resources Control Board, Division of Drinking Water, Distribution and/or Treatment Operator certifications will be compensated \$0.50 per hour for a maximum of one certification above the required level per employee.</p> <p align="center">Second State Certification Required for Position or State Certification Not Required for Position</p> <p>Non-exempt employees who obtain certification from the State of California State Water Resources Control Board, Division of Drinking Water, for either Water Distribution Operator or Treatment Operator and the certification is either a second certification above the required level or is not required for their current position will be compensated \$0.25 per hour for a maximum of one certification per employee.</p> <p align="center">Other Certification or License Required or Not Required for Position</p> <p>Non-exempt employees who obtain other certification that is either above the required level, or who obtain a certification or license that is not required for their current position, may be compensated \$0.25 per hour for a maximum of one certification or license per employee if the certification or license is determined to enhance their ability to do their job and be of value to the District subject to approval by the General Manager.</p>
<p>Carmichael Water District</p>	<p align="center">AFSCME</p> <p align="center">\$1.00/hour -Treatment Operator with T5 \$1.00/hour- Distribution Operator with D4</p>
<p>Citrus Heights Water District</p>	<p align="center">Non-exempt Regular Employees are authorized to receive the following compensation: Certified California State Water Distribution System Operators</p> <p align="center">Grade D1 \$ 20.00 / month Grade D2 \$ 40.00 / month Grade D3 \$ 60.00 / month Grade D4 \$ 80.00 / month Grade D5 \$100.00 / month</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Certified California State Water Treatment Operators Grade T1 \$ 20.00 / month Grade T2 \$ 40.00 / month Grade T3 \$ 60.00 / month Grade T4 \$ 80.00 / month Grade T5 \$100.00 / month</p>
City of Davis	None
City of Folsom	<p align="center">FMMG \$300-BA \$300-MA \$150-BA/MA unrelated field</p> <p align="center">Local 39 \$300/month Max \$150-AA \$250-BA \$250-MA \$150-BA/MA (unrelated field)</p> <p align="center">Building Inspector- \$50 each (Certified Combination Inspector, Certified Electrical Inspector, Certified Mechanical Inspector, Certified Plumbing Inspector, Uniform Fire Code Certificate, ADA Specialist Certificate Clerical- \$50 for Notary Public Commission Code Enforcement Technician- \$100 for Certified Code Enforcement Officer Construction Inspector- \$200- Registered Public Works Inspector Engineering Technician- \$200-Licensed Land Surveyor IS Technician/Analyst- \$75 Microsoft or CISCO Lead Plant Mechanic-\$150 for Class A; \$50 for ASE-various certs Lead Senior Mechanic- \$150 for Class A Maintenance I/II/Lead- \$150- Class A Mechanic I/II/Senior-\$150 for Class A; \$50- ASE Certs</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>Mechanic/Welder- \$200- ASE Master, \$50- for each- Automatic Transmission, Brakes, Electrical Systems, Engine Performance, Heating and Air, Manual Transmission, Refrigerant License, SMOG, Suspension and Steering</p> <p>Park Maintenance Worker I/II- \$100- Playground Safety and Pool Operator; \$50- Landscape Irrigation Auditor, Landscape Technician, Irrigation Contractor</p> <p>Park Planner/Associate Planner- \$50- Irrigation Designer</p> <p>Plan Checker- \$50 for each- Building Inspector, Electrical Inspector, Plumbing Inspector, Mechanical Inspector, Fire Code Certificate, ADA Specialist</p> <p>Traffic Control/Lighting Technician I/II- \$50- IMSA Level I/II/III, IMSA Roadway Lighting certificate; Fiber Optics Installation Certification</p> <p>Water Utility Worker I/II/III/Senior, WTPO I/II/III/Senior; Water Distribution Operator I/II/III/Chief; Wastewater Collection Technician I/II/III/Senior, Water Management Specialist, Water Quality Technician, Water Management Coordinator- \$300- advanced state certification for D5, T5, G4 only; \$200- advanced state certification for D4, T4, G3; \$150- Class A Max is \$300</p> <p>Dept. Heads None</p> <p>Unrepresented \$150-AA \$250-BA \$250-MA \$300-BA/MA</p>
City of Roseville	<p>Local 39 3% Max for below</p> <p>Water Treatment Plant Operator 3- 1% for Grade 4 WTPO; 1% for Grade 5 WTPO; 1% for Distribution Operator Grade 2 or 3</p> <p>Water Treatment Plant Operator 2 – 1% for each (Grade 3, 4, 5 WTPO); 1% for Distribution Operator Grade 2 or 3</p> <p>Wastewater Treatment Plant Operator Grade 4- 1% for Grade 5 WWTPO</p> <p>Wastewater Treatment Plant Operator Grade 3- 1% for WWTPO Grade 4 and 1% for WWTPO Grade 5; 1% for CWEA Collections Grade 1; 1% for Lab Cert Grade 1</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Wastewater Treatment Plant Operator Grade 2 - 1% for WWTPO Grade 3, 1% for WWTPO Grade 4; 1% for WWTPO Grade 5; 1% for CWEA Collections Grade1; 1% for Lab Cert Grade 1 Have other cert pay, but for classifications not matched.</p> <p align="center">IBEW Represented employees in the Environmental Utilities Department will have the ability to earn a maximum of three percent (3%) in certification pay- Certs vary cy class and certification</p> <p align="center">Management 5%- PE if not required</p>
City of Sacramento	<p align="center">SCXEA None</p> <p align="center">Engineering 2.5% for 2 certs</p> <p align="center">Water/Sewer None</p> <p align="center">IAMA \$165-Emissions Specialist \$150-ASE-Master Auto \$150-ASEMaster Truck</p>
City of West Sacramento	<p align="center">Specialist/Professional 5%-MA</p> <p align="center">Management 5%-MA</p> <p align="center">Local 39 \$75-60 units \$120-90 units</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>Chief Facilities Maintenance Worker- Certificate of Completion of coursework in mechanical-electrical technology from an accredited college or university = 2.0%</p> <p>Chief Maintenance Worker- D-4 Water Distribution Certificate = 2.0%; Class A Commercial License = 5.0%; Spray Applicator or Pest Applicator Certificate = 0.5%</p> <p>Chief Treatment Plant Mechanic-D-2 Water Distribution Certificate = 1.0%; Class A Commercial License = 5.0% Electrical Technician-Certified General Electrician = 2.0%</p> <p>Equipment Mechanic I/II- ASE Certificate (any) = 0.5% (limit 1); Equipment Mechanic II – Class A Commercial License = 5.0%</p> <p>Facilities Maintenance Aide/Worker/Senior- Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0%; Certificate of Completion of coursework in mechanical-electrical technology from an accredited college or university = 2.0%</p> <p>Groundskeeper-Spray Applicator or Pest Applicator Certificate = 0.5%; Arborist Certificate = 1.25%</p> <p>Maintenance Worker/Senior-Spray Applicator or Pest Applicator Certificate = 0.5%; Grade II CWEA Collection System Maintenance Certification for the duration an employee is assigned to perform sewer collection duties = 1.0%; D-1 Water Distribution Certificate = 0.5% – OR – D-2 Water Distribution Certificate = 1.0% – OR – D-3 Water Distribution Certificate = 1.5%;</p> <p>Senior Maintenance Worker – Class A Commercial License = 5.0%</p> <p>Parks and Grounds Worker/Senior-Spray Applicator or Pest Applicator Certificate = 0.5%; Arborist Certificate = 1.25%</p> <p>Recreation Coordinator, Recreation Supervisor I/II-CPRS Professional Certificate = 0.5%; Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0%</p> <p>Treatment Plant Mechanic I/II- D-2 Water Distribution Certificate = 1.0%; Treatment Plant Mechanic II – Class A Commercial License = 5.0%</p> <p>Water Treatment Plant Apprentice-T-2 Water Operator Certificate = 1.0%</p> <p>Water Treatment Plant Operator II-D-2 Water Distribution Certificate = 1.0%; T-3 Water Operator Certificate = 1.5% – OR – T-4 Water Operator Certificate = 1.75%</p> <p>Water Treatment Plant Operator III- D-2 Water Distribution Certificate = 1.0%; T-4 Water Operator Certificate = 1.75% – OR – T-5 Water Operator Certificate = 2.0%</p> <p>Water Treatment Plant Operator IV-T-5 Water Operator Certificate = 2.0%</p> <p>Water Treatment Plant Apprentice-IV- Laboratory Analyst/Water Quality Analyst Certificate Grade I = 2.0%; Water Treatment Plant Operator Apprentice - IV shall be eligible to receive certificate incentives concurrently. The total number of employees who receive the Laboratory Analyst/Water Quality Analyst Certificate Grade I incentive is limited to one (1) employee at any given time.</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Confidential \$75-60 units \$120-90 units 5%-MA</p> <p align="center">Dept. Heads 5%-MA</p>
City of Woodland	None
El Dorado Irrigation District	None
Elk Grove Water District	None
Fair Oaks Water District	None
Placer County Water Agency	<p align="center">WSU</p> <p align="center">Canal Operator I/II- 2.5% with D2 or higher Lead Canal Operator-2.5% with D2 or higher Field Maintenance Supervisor-2.5% with D4; 2.5% with D5 Lead Worker, Treated Water Maintenance-2.5% with D4; 2.5% with D5 Maintenance Worker I/II- 2.5% Class A Service Worker- 2.5% for D4 and 2.5% for D5 Distribution Operator II-2.5% for D4 and 2.5% for D5 Lead Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Water Quality Specialist- 2.5% for D3 and 2.5% for D4 Water Quality Supervisor-2.5% for D4 and 2.5% for D5</p> <p align="center">Mid Management None</p> <p align="center">Dept. Heads None</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Confidential None</p>
Sacramento County	<p align="center">Unit 1 1% incentive pay to an employee in the classes of Highway Maintenance Supervisor I or Highway Maintenance Supervisor II who obtains the Grade D3 Certificate. 2% incentive pay to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D4 Certificate. 4% incentive pay to employees in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D5 Certificate. May have other cert pay for classes not matched.</p> <p align="center">Unit 10 5%-CPA, CIA, CISA, MA May have other cert pay for classes not matched.</p> <p align="center">Unit 5 2.5%- 30-59 units 2.5%-60+ units May have other cert pay for classes not matched.</p> <p align="center">Unit 6 8% max for various certs</p> <p align="center">Unit 17 California Water Environment Association (CWEA), Plant Maintenance Series: Plant Maintenance Grade I Certificate: 1% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate. Plant Maintenance Mechanical Technologist Grade II Certificate: 1% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">who obtain this certificate.</p> <p align="center">Plant Maintenance Electrical/Instrumentation Grade II Certificate:</p> <p>1% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p align="center">Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p align="center">Plant Maintenance Mechanical Technologist Grade III Certificate: 3% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p align="center">Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p align="center">Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p align="center">Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p align="center">Plant Maintenance Electrical/Instrumentation Grade IV Certificate and Plant Maintenance Mechanical Technologist Grade IV Certificate: (a) Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate. (b) Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician and Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate. (c) Effective May 20, 2009, a 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain a Plant Maintenance Mechanical Technologist Grade IV Certificate.</p> <p align="center">Plant Maintenance Mechanical Technologist: 1% differential to employees in the classes of Sanitation District Mechanic I, II, III and Sanitation District Senior Mechanic who obtain a Mechanical Technologist certificate in any grade higher than the one required by the classification specification.</p> <p align="center">California Water Environment Association, Collection Series:</p> <p>Collection Systems Grade I Certificate: 1% differential to employees in the Department of Water Quality in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 1% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Sanitation District Maintenance and Operations Assistant.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade III Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist, and Sanitation District Maintenance and Operations Assistant who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance & Operations Senior Technician.</p> <p>Collection Systems Grade IV Certificate: 3% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p align="center">b. California Water Environment Association (CWEA), Plant Maintenance Series:</p> <p>Plant Maintenance Grade I Certificate: 1% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 1% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the class Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate: (a) Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>long as they maintain their certificate. (b) Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>May have other cert pay for classes not matched.</p> <p align="center">Unit 22 None for matches. May have other cert pay for classes not matched.</p> <p align="center">Unit 23 None for matches. May have other cert pay for classes not matched.</p> <p align="center">Unit 26 2.5%-AA 5%-BA Up to 6% for certs May have other cert pay for classes not matched.</p> <p align="center">Unit 28 2.5%-MA May have other cert pay for classes not matched.</p> <p align="center">Unit 32 5%- Max for Accounting classes</p> <p align="center">Unit 50 None</p> <p align="center">Unit 80 None</p>
San Juan Water District	None
Amador Water Agency	None

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
City of Lodi	None
Stockton East Water District	Management None
Stockton MUD (City of Stockton)	None

**APPENDIX B - TABLE 4
Cash In Lieu of Medical Insurance
(New Hires)**

Survey Agency	Cash In Lieu of Medical Insurance per month
<i>Sacramento Suburban Water District</i>	<p align="center"><i>1/2 of the lowest cost plan premium</i> <i>For 2023, the lowest cost plan was Western Health so the amounts are:</i> <i>\$380.09 for EE only (1/2 of \$760.17)</i> <i>\$760.17 for EE +1 (1/2 of \$1,520.34)</i> <i>\$988.22 for EE + Family (1/2 of \$1,976.44)</i></p>
Carmichael Water District	\$400
Citrus Heights Water District	DNA
City of Davis	\$500
City of Folsom	\$250
City of Roseville	\$150
City of Sacramento	\$0
City of West Sacramento	<p align="center">Specialist/Professional/Management Confidential, Dept. Heads \$865</p> <p align="center">Local 39 \$400</p>
City of Woodland	\$405
El Dorado Irrigation District	\$275
Elk Grove Water District	\$0
Fair Oaks Water District	\$0
Placer County Water Agency	\$300
Sacramento County	\$0
San Juan Water District	\$450

**APPENDIX B - TABLE 4
Cash In Lieu of Medical Insurance
(New Hires)**

Survey Agency	Cash In Lieu of Medical Insurance per month
Amador Water Agency	\$0
City of Lodi	\$692.81 per month for family, \$532.92 for employee + 1 dependent or \$305.22 for employee only will be added to either the employee's deferred compensation account or cash
Stockton East Water District	\$0
Stockton MUD (City of Stockton)	\$0

APPENDIX B - TABLE 5
Vacation Leave
(Hours Per Year)

Agency	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual
Sacramento Suburban Water District²	96	96	120	152	192	400 (to age 55) Unlimited (over age 55)
Carmichael Water District ³	96	120	144	176	176	300
Citrus Heights Water District	96	120	144	168	216	200
City of Davis	120	136	160	216	224	1x
City of Folsom ⁴	192	224	256	288	288	320
City of Roseville	96	112	128	144	160	400
City of Sacramento	80	120	120	120	160	480
City of West Sacramento	80	80	120	160	200	300 – 456 (varies by unit)
City of Woodland	80 – 84	104 – 108	136	160	199 -200	352
El Dorado Irrigation District ⁵	176	216	256	296	296	280
Elk Grove Water District	40	120	160	200	208	320
Fair Oaks Water District	80	120	160	160	160	320
Placer County Water Agency	80 -120	120	160	160	200	320

² General Manager receives 240 hours with max of 500 hours

³ General Manager receives 200 hours per year

⁴ Annual Leave

⁵ Annual Leave

**APPENDIX B - TABLE 5
Vacation Leave
(Hours Per Year)**

Agency	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual
Sacramento County	80	120	160	200	200	400
San Juan Water District	96	120	144	168	192	240
Amador Water Agency	80	120	144	200	200	2x
City of Lodi	80	80	120	160	160	2x
Stockton East Water District	80	120	160	200	200	360
Stockton MUD (City of Stockton)	120	148	188	229	229	<p align="center">Management 424 @ year 27, but keeps increasing by 7 hours each year of service</p> <p align="center">Dept. Heads 431 @ year 29 but keeps increasing by 7 hours each year of service</p>

APPENDIX B - TABLE 6
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (holidays per year)	Administrative, Management Leave, Personal Leave (hours per year)
<i>Sacramento Suburban Water District</i>	<i>12</i>	<i>240 hours (under age 55) Unlimited (over age 55)</i>	<i>13 + 0 = 13</i>	<i>General Manager 80 Exempt 40 Non-exempt 0</i>
Carmichael Water District	12	Unlimited	11 + 1 = 12	Unrepresented 80 - some classes AFSCME 0
Citrus Heights Water District	12	Unlimited	9 +.5 +.5 = 11	Management 80 Others 0
City of Davis	12	Unlimited	12 + 2.5 = 14.5	Management 80 hours Others 0

APPENDIX B - TABLE 6
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (holidays per year)	Administrative, Management Leave, Personal Leave (hours per year)
City of Folsom	Included in vacation	NA	12 + 1 = 13	Local 39 0 FMMG and Unrepresented 80 if exempt
City of Roseville	12	Unlimited	10 + 2 = 12	Local 39 45 - Personal Leave Management Up to 100 hours IBEW 45 - Personal Leave
City of Sacramento	12	Unlimited	13 + 2 = 15	SCXEA 24 – 80 Engineers, Water/Sewer/IAMAW/ Local 39-Misc/Plant Operators 0 Local 39-Supervisory 24 hours Dept. Heads 80

APPENDIX B - TABLE 6
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (holidays per year)	Administrative, Management Leave, Personal Leave (hours per year)
City of West Sacramento	12	Unlimited	10 + 3.5 = 13.5 (Local 39 receives one additional floating holiday)	Management/Dept. Heads 80 All others 0
City of Woodland	12	Unlimited	10.5 + 2 = 12.5	Mid Management/Confidential 96 General 0
El Dorado Irrigation District	Included in vacation	NA	12.5 + 1 = 13.5	General 40 hours if exempt Management-Supervisory 80 Unrepresented 40 – 80 (varies)
Elk Grove Water District	12 (Called PTO)	320 hours	11 + 1 = 12	Exempt 80 Non-exempt 0

APPENDIX B - TABLE 6
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (holidays per year)	Administrative, Management Leave, Personal Leave (hours per year)
Fair Oaks Water District	10	Unlimited	10 + 1 = 11	Management 40 (Years 1-5) 64 (Year 6+) General Manager 104 Others 0
Placer County Water Agency	12	Unlimited	10 + 3 = 13	WSU/Confidential 0 Management/Dept. Heads 72
Sacramento County	15	Unlimited	14.5 + 0 = 14.5	Management No set hours, but receives Management Time Off
San Juan Water District	12	480 hours	11 + 1 = 12	Exempt 40 Others 0
Amador Water Agency	12	Unlimited	12 + 1 = 13	120
City of Lodi	12	Unlimited	10.5 + 4.5 = 15	80
Stockton East Water District	12	Unlimited	12 + 2 = 14	0

APPENDIX B - TABLE 6
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (holidays per year)	Administrative, Management Leave, Personal Leave (hours per year)
Stockton MUD (City of Stockton)	12	Unlimited	13 + 1 = 14	0 (exempt get higher vacation accruals)

**APPENDIX B - TABLE 7
Retiree Health - (New Hires)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
<i>Sacramento Suburban Water District</i>	\$0	<i>PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years</i>	<i>PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years</i>	<i>PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years</i>	<i>5 years of District service & 10 years with PERS</i>
Carmichael Water District	\$0	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Citrus Heights Water District	\$0	\$0	\$0	\$0	NA
City of Davis	\$0	= to Supplement/Managed Medicare Kaiser rate	= to Supplement/Managed Medicare Kaiser rate	No Additional Contribution	5 years
City of Folsom	\$25/per pay period	\$0	\$0	\$0	NA
City of Roseville	All \$100	All PEMHCA Minimum	All No additional contribution	All No additional contribution	All 5 years with Agency; 10 years with PERS
City of Sacramento	\$0	\$0	\$0	\$0	NA

**APPENDIX B - TABLE 7
Retiree Health - (New Hires)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
City of West Sacramento	All, but Dept Heads 0-5 years =\$25 5-9 years =\$100 10-19 years = \$150 20+ years = \$200 Dept. Heads \$0	All, but Dept Heads PEMHCA Minimum Dept Heads 5-10 years = \$75 +30% 10-14 years =\$100+ 50% 15-19 years = \$150 +75% 20+ years =100% up to \$1500	All, but Dept Heads No additional contribution Dept Heads 5-10 years = \$75 +30% 10-14 years =\$100+ 50% 15-19 years = \$150 +75% 20+ years =100% up to \$1500	All, but Dept Heads No additional contribution Dept Heads 5-10 years = \$75 +30% 10-14 years =\$100+ 50% 15-19 years = \$150 +75% 20+ years =100% up to \$1500	All, but Dept Heads 5 years with Agency; 10 years with PERS Dept Heads 5 years
City of Woodland	Mid Management \$100 General \$50 Confidential \$100	All PEMHCA Minimum	All No additional contribution	All No additional contribution	All 5 years with Agency; 10 years with PERS
El Dorado Irrigation District	\$0	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Elk Grove Water District	\$0	100% of cap with 15 years	100% of cap with 15 years	No additional contribution	15 years
Fair Oaks Water District	\$0	\$0	\$0	\$0	NA

**APPENDIX B - TABLE 7
Retiree Health - (New Hires)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
Placer County Water Agency	\$0	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Sacramento County	Units 1, 5, 6, 10, 17, 26, 28, 32,50,8 \$25/ppp Units 22/23 \$0	\$0	\$0	\$0	NA
San Juan Water District	\$0	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	PERS Vesting 10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Amador Water Agency	\$200	\$0	\$0	\$0	NA
City of Lodi	\$0	PEMHCA Minimum	No additional contribution	No additional contribution	5 years with Agency; 10 years with PERS
Stockton East Water District	\$0	\$0	\$0	\$0	NA
Stockton MUD (City of Stockton)	\$0	\$0	\$0	\$0	NA

Current Classification Title	Current Monthly Maximum Base	Current Total Compensation	Labor Market (Total Compensation)	% Above or Below Market (Total Compensation)	Recommended Max	Current Rel	\$ Difference	% Difference	Recommended Internal Relationship
General Manager's Office									
Assistant General Manager	\$15,833	\$19,327	\$21,652	-12.03%	\$15,833		\$0	0.00%	No change; maintain approx 20% below General Manager
Executive Assistant to the GM	\$7,815	\$10,801	\$12,264	-13.54%	\$8,627		\$812	10.39%	Set to within 5% of market
Engineering									
Engineering Manager	\$14,578	\$18,048	\$19,163	-6.18%	\$14,776		\$198	1.36%	Set to within 5% of market
Senior Engineer	\$12,862	---	---	---	\$12,862	15.00%	\$0	0.00%	Approx 15% above Associate Engineer
Associate Engineer	\$11,184	\$14,449	\$14,083	2.53%	\$11,184		\$0	0.00%	Set to within 5% of market; no change
Assistant Engineer	\$9,726	---	---	---	\$9,726	-13.04%	\$0	0.00%	Approx 15% below Associate Engineer
Senior Project Manager	\$12,250	---	---	---	\$12,250	15.00%	\$0	0.00%	Approx 15% above Project Manager
Project Manager	\$10,652	\$13,872	Insuff Data	---	\$10,652	-4.76%	\$0	0.00%	Approx 5% below Associate Engineer
Senior Inspector	\$8,270	\$11,423	\$10,878	4.77%	\$8,270		\$0	0.00%	Set to market; no change
Engineering Project Coordinator	\$7,972	\$11,014	Insuff Data	---	\$7,972	10.18%	\$0	0.00%	Approx 10% above Distribution/Production Operator II
Finance and Administration									
Director of Finance and Administration	\$15,350	\$18,835	\$20,154	-7.00%	\$15,703		\$353	2.30%	Set to within 5% of market
Controller	\$12,539	\$15,916	\$15,042	5.49%	\$12,539		\$0	0.00%	Set to within 5% of market; no change
Accountant II	\$8,476	\$11,517	\$11,371	1.26%	\$8,476		\$0	0.00%	Set to within 5% of market; no change
Accountant I	\$7,705	---	---	---	\$7,705	-9.10%	\$0	0.00%	Approx 10% below Accountant II
Purchasing Specialist	\$7,235	\$10,216	---	---	\$7,338	-6.09%	\$103	1.42%	Approx 5% below Accountant I
Customer Service Manager	\$12,886	\$16,292	\$16,658	-2.25%	\$12,886		\$0	0.00%	Set to within 5% of market; no change
Senior Customer Service Representative	\$6,525	---	---	---	\$6,525	10.02%	\$0	0.00%	Approx 10% above Customer Services Representative II
Customer Service Representative II	\$5,931	\$8,805	\$8,898	-1.07%	\$5,931		\$0	0.00%	Set to within 5% of market; no change
Customer Service Representative I	\$5,393	---	---	---	\$5,393	-9.08%	\$0	0.00%	Approx 10% below Customer Service Representative II
Information Technology Manager	\$12,279	\$15,635	\$17,147	-9.68%	\$12,922		\$643	5.23%	Set to within 5% of market
Information Technology Analyst	\$9,259	\$12,365	\$12,517	-1.23%	\$9,259		\$0	0.00%	Set to within 5% of market; no change
Information Technology Technician II	\$7,972	\$11,014	\$10,976	0.35%	\$7,972		\$0	0.00%	Set to within 5% of market; no change
Information Technology Technician I	\$7,247	---	---	---	\$7,247	-9.09%	\$0	0.00%	Approx 10% below Information Technology Technician II
GIS Coordinator	\$9,384	\$12,544	Insuff Data	---	\$9,547	13.04%	\$162	1.73%	15% above GIS Technician II
GIS Technician II	\$8,302	---	---	---	\$8,302	4.14%	\$0	0.00%	5% above Information Technology Technician II
GIS Technician I	\$7,547	---	---	---	\$7,547	-9.09%	\$0	0.00%	Approx 10% below GIS Technician II
Engineering Drafter	\$6,794	---	---	---	\$6,794	-14.78%	\$0	0.00%	Approx 15% below Engineering Project Coordinator
Conservation and Communications Superviso	\$10,453	---	---	---	\$10,453	1.41%	\$0	0.00%	Same as Human Resources Manager
Water Conservation Technician II	\$6,869	\$9,907	\$10,099	-1.94%	\$6,869		\$0	0.00%	Set to within 5% of market; no change
Water Conservation Technician I	\$6,246	---	---	---	\$6,246	-9.07%	\$0	0.00%	Approx 10% below Water Conservation Technician II
Human Resources									
Human Resources Manager	\$10,600	\$13,817	\$14,793	-7.07%	\$10,851		\$251	2.37%	Set to within 5% of market
Human Resources Technician	\$7,361	\$10,353	\$9,763	5.70%	\$7,361		\$0	0.00%	Set to within 5% of market; no change
Operations									
Operations Manager	\$14,328	\$17,793	\$17,817	-0.14%	\$14,328		\$0	0.00%	Set to within 5% of market; no change

<i>Current Classification Title</i>	<i>Current Monthly Maximum Base</i>	<i>Current Total Compensation</i>	<i>Labor Market (Total Compensation)</i>	<i>% Above or Below Market (Total Compensation)</i>	<i>Recommended Max</i>	<i>Current Rel</i>	<i>\$ Difference</i>	<i>% Difference</i>	<i>Recommended Internal Relationship</i>
Superintendent, Distribution	\$11,161	\$14,424	\$14,747	-2.24%	\$11,161		\$0	0.00%	Set to within 5% of market; no change
Superintendent, Production	\$11,161	\$14,424	Insuff Data	---	\$11,161	0.00%	\$0	0.00%	Same as Superintendent, Distribution
Foreman, Production	\$9,301	\$12,540	\$13,074	-4.26%	\$9,301		\$0	0.00%	Set to within 5% of market; no change
Production Operator II	\$7,235	\$10,303	\$9,939	3.53%	\$7,235		\$0	0.00%	Set to within 5% of market; no change
Production Operator I	\$6,578	---	---	---	\$6,578	-9.09%	\$0	0.00%	Approx 10% below Production Operator II
Foreman, Distribution	\$9,301	\$12,540	\$12,201	2.70%	\$9,301		\$0	0.00%	Set to within 5% of market; no change
Distribution Operator II	\$7,235	\$10,303	\$9,936	3.56%	\$7,235		\$0	0.00%	Set to within 5% of market; no change
Distribution Operator I	\$6,578	---	---	---	\$6,578	-9.09%	\$0	0.00%	Approx 10% below Distribution Operator II
SCADA Analyst	\$9,301	---	---	---	\$10,659	16.17%	\$1,358	14.61%	Approx 15% SCADA Technician II
SCADA Technician II	\$8,006	\$11,051	\$13,040	-17.99%	\$9,269		\$1,263	15.77%	Set to within 5% of market
SCADA Technician I	\$7,279	---	---	---	\$8,426	-9.09%	\$1,148	15.77%	Approx 10% below SCADA Technician II
Field Operations Coordinator	\$7,597	\$10,695	Insuff Data	---	\$7,597	5.00%	\$0	0.00%	Approx 5% above Distribution Operator II
Environmental Compliance Supervisor	\$11,381	\$14,662	Insuff Data	---	\$11,381	1.97%	\$0	0.00%	Same as Superintendent
Environmental Compliance Technician	\$7,176	\$10,152	Insuff Data	---	\$7,176	-0.82%	\$0	0.00%	Same as Production Operator II
Cross Connection Control Specialist	\$7,597	\$10,695	\$11,756	-9.92%	\$8,060		\$463	6.10%	Set to within 5% of market
Instrumentation Technician	\$8,798	\$11,996	\$11,812	1.53%	\$8,798		\$0	0.00%	Set to within 5% of market; no change
Safety/Risk Officer	\$11,043	\$14,296	\$13,873	2.96%	\$11,043		\$0	0.00%	Set to within 5% of market; no change
Facilities and Fleet Specialist	\$7,235	\$10,216	\$9,885	3.24%	\$7,235		\$0	0.00%	Set to within 5% of market; no change
Administrative Support									
Administrative Assistant II	\$6,760	\$9,702	\$8,478	12.61%	\$6,042		-\$718	-10.62%	Set to within 5% of market
Administrative Assistant I	\$6,146	---	---	---	\$5,493	-9.09%	-\$653	-10.62%	Approx 10% below Administrative Assistant II



Agenda Item: 4

Date: June 19, 2023

Subject: CIP Budget Amendment Request for New Well Projects

Staff Contact: Matt Underwood, Assistant General Manager
Jeff Ott, Director of Finance and Administration

Recommended Board Action:

Approve a CIP budget amendment in the amount of \$5,950,000 for the multi-year Wells 81, 82, and 83 project, and \$4,022,000 for the multi-year Well 84 project bringing the total budget for these two projects to \$25,837,000 and \$13,682,000, respectively

Discussion:

The 2023 CIP budget is under significant pressure from several areas. New Well projects (Wells 81, 82, and 83; and Well 84) have seen costs generally escalate, necessary change orders have been processed, and most significantly, the cost to construct new well facilities (both the groundwater well and the pump stations) has increased substantially since approval of the budget in October 2022. In addition, the Q Street Main Replacement Phase 1 construction project was cancelled for this year to release funds for new wells.

Although it is only mid-way through the 2023 Calendar Year, and acknowledging that the CIP is historically a dynamic program (with respect to progress of individual projects and their expenditures), it is staff's judgement that barring significant changes in the composition of costs and schedules of projects' progress it is nearly a certainty that there will be a funding shortfall this year for the New Well projects. Staff desires to inform the Board of this potential future need that will be dependent on current year actual expenditures, variations in projected revenues, and potential other funding sources.

These New Well projects are replacement groundwater capacity projects and are critical to maintaining adequate supply in the North Service Area (NSA). New Well projects have experienced cost increases above budgeted levels. Significant items of note:

1. Both projects have experienced very difficult conditions for construction of the groundwater wells. For example, loss of drilling fluids and unstable drill holes have been very challenging. This has resulted in both increased costs for all four groundwater wells, and significant schedule extensions on Wells 81, 82, and 83 projects in particular.
2. The Well 84 project was budgeted for a standard facility producing 1,500 gallons per minute (gpm) without treatment. However, testing of the constructed well shows that 3,000 gpm is a reasonable production rate. As a result, Well 84 is planned to have larger equipment (electrical, pumping, piping) to take advantage of the high capacity of the

aquifer - twice the typical well output, but the final production rate will be selected following completion of the water quality assessment. However, in any case, staff is anticipating a facility with a production capacity greater than 1500 gpm.

3. Well 84 is likely to require a manganese treatment plant based on water quality testing of the recently constructed groundwater well. More water quality testing will be conducted to better assess options to balance facility pumping capacity (see #2 above) with need for treatment. A placeholder budget (for CY2024) of \$1 million is included as contingency due to the long lead-time components of a treatment system. Note that this budget amount is a high-level estimate and will need to be refined later. Additional funds for a treatment plant may be required.
4. Wells 81, 82, and 83 projects may have a significant savings owing to recent refinements of the pump station design. A very preliminary order of magnitude savings of \$1 million is included in the revised project budget.

Budgets:

The current projected CY2023 budget shortfall for New Wells is shown below.

CY2023 Budget

Project	Funding Shortfall (\$ thousands)
Wells 81, 82, and 83	1,050
Well 84	150
<i>Total</i>	<i>1,200</i>

The amended budgets (the approved budget plus the funding request) for New Wells is shown below for the Multi-Year program. The Board-approved multi-year budget for the new wells is included in Attachment 1 for reference.

Multi-Year Budgets

Project	Augmented Budgets (\$ thousands)						
	2021	2022	2023	2024	2025	Total	Increase
Wells 81, 82, and 83	101	5,341	7,196	8,798	4,400	25,837	5,950
Well 84	-	1,481	4,905	5,947	1,350	13,682	4,022
<i>Total</i>	<i>101</i>	<i>6,822</i>	<i>12,101</i>	<i>14,745</i>	<i>5,750</i>	<i>39,519</i>	<i>9,972</i>

Conclusion:

If the present budget and potential current year funding shortfall is not resolved within approximately the next 30 days, staff will have to make schedule adjustments to reduce commitments (encumbrances) and CY2023 spending. The practical impact is most likely to be delayed project completion and potential increased costs.

Fiscal Impact:

Anticipated fiscal impacts are as follows:

1. An increase in the CY2023 budget of \$1.2 million.
2. An increase in the overall program cost (both projects) of an estimated \$10 million (through CY2025).

Strategic Plan Alignment:

Goal A Provide a High Quality Reliable Water Supply by Ensuring it is Sustainable, Clean, and Safe

Goal C Ensure Fiscal Responsibility and Affordable Rates

Attachment:

1. Board-approved multi-year budget for new wells (pages 26 and 27 excerpted from the *2023 Budget Workshop* presentation conducted at the Special Board Meeting which was held on October 5, 2022). The Workshop presentation can be accessed [here](#).

CIP Project Detail

Multi-Year Projects

1

Wells 81, 82, and 83 Antelope North/Poker

Project Status In Progress

Estimated Timeline: 2021 - 2024

What: Three 1,500 gpm wells (4,500 gpm total), building, chemical feed, generator
Why: Maintain sufficient groundwater supply
Need: Necessary to maintain adequate and redundant supply to meet Division of Drinking Water's (DDW's) Maximum Day Demand (MDD) and Peak Hour Demand (PHD)

Project Budget

	Design	Construction	Total	Descriptions
2021	\$ 100,756	\$ -	\$ 100,756	Initial planning and CEQA
2022	604,503	4,736,890	5,341,393	Continue design of pump station Construction of 3 groundwater wells
2023	646,000	5,500,500	6,146,500	Complete construction of groundwater wells. Complete design of pump station
2024	532,000	7,766,250	8,298,250	Complete construction of pump station Complete project
2021 - 2024	\$ 1,883,259	\$ 18,003,640	\$ 19,886,899	

CIP Project Detail

Multi-Year Projects

Well 84 Antelope /Don Julio

Project Status In Progress

Estimated Timeline: 2022 - 2024

What: 1,500 gpm well, building, chemical feed, generator

Why: Maintain sufficient groundwater supply

Need: Necessary to maintain adequate and redundant supply to meet Division of Drinking Water's (DDW's) Maximum Day Demand (MDD) and Peak Hour Demand (PHD)

Project Budget

	Design	Construction	Total	Descriptions
2022	\$ 240,445	\$ 1,240,438	\$ 1,480,883	Start design of pumpstation Start construction of groundwater well
2023	608,000	4,146,750	4,754,750	Complete construction of groundwater well Complete design of pump station Start construction of pump station
2024	218,500	3,206,250	3,424,750	Complete construction of pump station Complete project
2022 - 2024	\$ 1,066,945	\$ 8,593,438	\$ 9,660,383	



Agenda Item: 5

Date: June 19, 2023

Subject: 2024 Budget Preparation Timeline

Staff Contact: Jeffery S. Ott, Director of Finance and Administration

Recommended Board Action:

Approval of the proposed 2024 Budget Preparation Timeline as set forth in Attachment 1, or as amended by the Board of Directors.

Background:

In 2014, the Board adopted Budget Policy PL – Fin 012 that establishes an annual budget to be prepared by staff and approved by the Board of Directors. Each year at the inception of the annual budget process, staff provides the Board with a proposed budget schedule and certain key assumptions that are necessary to begin the Budget preparation process.

Discussion:

Attached for the Board's review and input is the proposed schedule for developing and adopting the 2024 Calendar Year Budget. Each year at the inception of the annual budget process, staff prepares a schedule of the needed budget preparation tasks and meetings with corresponding due dates. Per Board direction, the budget is scheduled for adoption at the November 2023 regular Board meeting. This schedule provides flexibility to ensure an adopted budget is in place before year-end.

Fiscal Impact:

Adoption of the 2024 Calendar Year Budget preparation timeline will have no effect on the District's financial position.

Strategic Plan Alignment:

Goal C - Ensure Fiscal Responsibility and Affordable Rates.

Attachments:

1 –2024 Budget Preparation Timeline



Date: June 19, 2023

Subject: 2024 Budget Preparation Timeline

Staff Contact: Jeff Ott, Director of Finance and Administration

Below is the proposed schedule for preparation of the 2024 Calendar Year Budget. The necessary preparation tasks and their corresponding due dates are detailed below. Please note the schedule presumes adoption of the budget in November 2023.

Meeting	Purpose	Date
Board Meeting	Approve Schedule	June 19, 2023
Kick-Off Meeting	Staff Training	August 2, 2023
Board Meeting	Review Assumptions	August 21, 2023
1st Draft Due	Send to Finance Dept	August 25, 2023
GM Review	GM's Initial Review	September 6, 2023
Ex Comm/CO	Review 1 st Draft – CIP	September 7, 2023
Ex Comm/CO	Review 1 st Draft – O&M	September 8, 2023
Budget Preparers	Informed of Changes	September 11, 2023
2 nd Draft Due	Send to Finance Dept	September 18, 2023
Board Meeting	Status Report	September 18, 2023
Ex Comm/CO	Review 2 nd Draft	September 22, 2023
Post Draft Budget	Post Draft Budget	September 28, 2023
Board Workshop	Budget Presentation	October 2, 2023
Ex Comm/CO	Review Final Draft	October 4, 2023
Board Meeting	Budget Presentation	October 16, 2023
Board Workshop**	Board Presentation	November 6, 2023
Ex Comm/CO	Review Final Draft	November 8, 2023
Board Meeting	Approve Final Budget	November 20, 2023

** If needed

Ex Comm – General Manager, Assistant General Manager & Director of Finance and Administration

CO – Controller

(Note: the budget is comprised of the Revenues and Sources of Funds Budget, Operating Budget (O&M), Capital Budget (CB) which is comprised of Capital Improvements Program (CIP) and Operating Capital Program (OCP), and the Debt Service Budget.



Agenda Item: 6

Date: June 19, 2023

Subject: Policy Review – Directors’ Compensation and Expense Reimbursement Policy

Staff Contact: Dan York, General Manager

Recommended Board Action:

Staff recommends one of the following options:

1. Approve a one-time increase this year by raising the annual limit to \$10,000.
2. Direct staff to revise the Policy to increase the annual limit to \$10,000 each year and bring the Policy back to the July 17, 2023, regular Board meeting for approval.

Background:

Directors’ Compensation and Expense Reimbursement Policy (PL – BOD 003) (Policy) was adopted by the Board on July 21, 2003, and was last approved with changes by the Board on September 19, 2022. This Policy is intended to provide guidelines concerning Directors’ compensation and the payment of actual and necessary expenses incurred in the performance of official duties and is intended to comply with the requirements of Government Code sections 53232 through 53232.4.

Discussion:

The District encourages Directors to attend conferences that provide an opportunity to be informed/educated on water related topics. Each Director is entitled to reimbursement for the amount of reasonable and prudent expenditures incurred in the performance of his or her official duties. Per the Policy, there is an annual budget that is set for the appropriate level of funding for payment of Directors’ expenses. Within Section 300.10, that annual limit is set at \$7,500 for reimbursable expenses, excluding registration fees. In September 2022, that amount was increased in the Policy from \$4,500 to the current amount of \$7,500. The subject increase was due to the trending increases in expenses related to attending conferences.

There are currently two Directors who are near the annual limit of \$7,500 and will exceed that limit by attending one more conferences this year. There are several upcoming conferences that may be of interest to Directors. Also, in Section 300.10 of the Policy, it states a Director will not be entitled to receive in excess of \$7,500 per fiscal year for reimbursable expenses unless the Board of Directors preapproves a Director’s request to increase this amount for the applicable fiscal year.

The General Manager is responsible for ensuring that the budgeted amount is not exceeded without prior approval of the Board. Due to a potential for two Directors to exceed the annual limit in the Policy, staff are proposing the following options for Board consideration:

1. Approve a one-time increase this year by raising the annual limit to \$10,000.
2. Direct staff to revise the Policy to increase the annual limit to \$10,000 each year and bring the Policy back to the July 17, 2023, regular Board meeting for approval.

Fiscal Impact:

Fiscal impact will be dependent on Board direction.

Strategic Plan Alignment:

Goal C: Ensure Fiscal Responsibility and Affordable Rates



Agenda Item: 7

Date: June 19, 2023

Subject: Set Public Hearing on July 17, 2023 - Resolution No. 23-04, A Resolution of the Board of Directors of the Sacramento Suburban Water District Setting a Public Hearing on the Report of Delinquent Water Charges as of June 1, 2023

Staff Contact: Julie Nemitz, Customer Services Manager
Jeffery S. Ott, Director of Finance and Administration

Recommended Board Action:

Approve setting a Public Hearing at the July 17, 2023, Regular Board meeting on the written report and proposed collection of listed delinquent charges on the County of Sacramento secured property tax roll; (2) directing the District Secretary to publish the Hearing Notice; and (3) directing staff to mail a personalized letter to each delinquent customer shown on the written report.

Discussion:

At the March 20, 2023, regular Board Meeting, the Board approved Ordinance No. 2023-01 (Ordinance), An Ordinance of the Board of Directors of Sacramento Suburban Water District Amending Regulations No. 2, 3, 5 and 6 of the Regulations Governing Water Service. In addition to other matters, the Ordinance established authority for the District to transfer delinquent water charges to the County of Sacramento secured property tax roll.

Staff has reviewed all outstanding accounts and identified 1,644 accounts that have been delinquent for greater than 60 days and have a balance greater than \$50 as of June 1, 2023. Delinquent charges for these accounts amount to \$753,997.60. The County of Sacramento accepts submission of direct levies once per year and sets the deadline in the first week of August for agencies to submit listings for the tax year.

Once staff has prepared the written report of delinquent water service charges aged at least 60 days, the District must adopt an ordinance or resolution: (1) setting a Public Hearing on the written report and proposed collection of listed delinquent charges on the County of Sacramento secured property tax roll; (2) direct the District Secretary to publish the Hearing Notice; and (3) direct staff to mail a personalized letter to each delinquent customer shown on the written report. The resolution must be approved by a two-thirds vote of the Board.

The District Secretary must publish notice of the written report and hearing information under Government Code section 6066 in a newspaper of general circulation. The publication must be once each week for two successive weeks. The two publications must occur at least five days apart, not counting the publication dates. The notice by publication period begins on the first

publication date and ends after 14 days. The Public Hearing on the report may not occur until the end of the notice period.

The personalized mailed written notice to each affected parcel owner must identify the nature and filing date of the written report, the amount of the charges proposed for collection on the secured property tax bill in the coming fiscal year, and the time and place of the hearing. The notice must be mailed to each person shown as having an ownership interest in the parcel on the most recent county equalized assessment roll available when the report is prepared. The mailing must be sent to the address shown on assessment roll or as shown in the District's records, if more recently obtained. If the Board adopts a report which includes a parcel for the first time and that same parcel appears in subsequent reports as having delinquent charges levied on it, then the individualized written notice does not have to be mailed in subsequent years. In such cases, notice by publication is deemed sufficient.

At the meeting designated on the written and published notice for the Public Hearing, the Board must hear all comments and protests made to the filed written report. If a majority of the delinquent property owners appear and protest the written report, then the Board must reject the report and direct staff to collect the delinquent charges in another manner. A successful protest also means that the delinquent charges cannot become a secured tax lien against the delinquent parcels. If no protest occurs or an attempted protest is unsuccessful, then the Board may overrule any protests and adopt the written report, with or without changes. The Board's determinations on the written report are final and become the delinquencies that staff forwards to the county for collection.

Fiscal Impact:

There is no fiscal impact resulting from the adoption of Resolution No. 23-04.

Strategic Plan Alignment:

Goal C: Ensure Fiscal Responsibility and Affordable Rates

Attachments:

1. Resolution No. 23-04, A Resolution of the Board of Directors of the Sacramento Suburban Water District Setting a Public Hearing on the Report of Delinquent Water Charges as of June 1, 2023
2. Delinquent Account Listing

RESOLUTION NO. 23-04

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE SACRAMENTO SUBURBAN WATER DISTRICT
SETTING A PUBLIC HEARING ON THE REPORT
OF DELINQUENT WATER CHARGES AS OF JUNE 1, 2023**

WHEREAS, staff of the Sacramento Suburban Water District (“District”) has prepared the Report on Delinquent Water Service Charges as of June 1, 2023, which contains a description of each parcel of real property within the District for which water charges are delinquent, along with the amount of such delinquent charges, together with interest and penalties thereon; and

WHEREAS, the Report on Delinquent Water Service Charges is attached hereto as Exhibit “A” (the “Report”).

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Sacramento Suburban Water District as follows:

1. A public hearing on the Report is set for July 17, 2023, at 6:00 p.m. The hearing will take place in the District’s boardroom located at 3701 Marconi Avenue, Sacramento, California. At the public hearing, the Board of Directors will hear and consider all objections and protests to the Report. If the Board of Directors adopts the Report, or revises, changes, reduces, or modifies any charge on the Report, the delinquent charges, together with penalties and interest thereon, as stated in the adopted Report, shall be added to the Sacramento County tax roll for the purpose of collecting such delinquent charges, shall constitute a lien against the respective parcels of real property described in the adopted Report, and shall be included by the County Tax Collector in property tax bills for taxes levied against the respective parcels of real property and be collected in the same manner, at the same time, and by the same person as taxes for the Sacramento Suburban Water District.

2. The Secretary of the Board of Directors is hereby directed to publish this Resolution in a newspaper of general circulation within the boundaries of the District. Such publication shall be for not less than once a week for two weeks prior to the date set for the hearing with the first publication at least 15 days prior to the public hearing. A notice of the public hearing shall be sent to each person listed on the Report. The published and mailed hearing notices shall detail the method by which the hearing will be held.

PASSED AND ADOPTED by the Board of Directors of the Sacramento Suburban Water District at its regular meeting held on June 19, 2023, by the following vote:

AYES:

NOES:

ABSENT:

By: _____

Jay N. Boatwright
President, Board of Directors
Sacramento Suburban Water District

I hereby certify that the foregoing resolution was duly and regularly adopted and passed by the Board of Directors of Sacramento Suburban Water District at a regular meeting hereof held on June 19, 2023.

(SEAL)

By: _____
Daniel R. York
General Manager/Secretary
Sacramento Suburban Water District

EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
27700640310000	Derek Sims	\$124.86	28200510070000	Brian Welch	\$170.49
23005800250000	Donald Brenner	\$127.12	25402530100000	Erik Paguio Espera	\$170.49
27800920050000	Alisha/Maalik Hazziez	\$128.01	27901100580000	Jesse D Barnes	\$170.49
28200510330000	Danelle L Moore	\$134.29	27702210020000	Lakeysha Williams	\$170.79
27801240080000	Leticia Valadez	\$139.37	22805500520000	Elias J/Jesus N Gonzalez	\$171.56
26603920090000	Erin Lewis	\$140.75	27900620010000	Patrick McGowan	\$171.56
27800630290000	Gabriela Carter	\$141.20	25402120040000	Mary Wood	\$171.57
	Zachary Giliberto Special		28201530130000	Joshua Mathisen	\$171.67
25401410110000	Needs Trust	\$143.32	27101110390000	Cesar Mardones	\$171.76
27702320040000	Caden G Sharp	\$146.91	26801910120000	Keri Kay Schuman	\$171.76
25502120380000	W Fitzpatrick	\$149.62	23005500100000	Julie Nervo	\$172.08
22802520130000	Badea Badila	\$152.40		Henning Mortens % Bond	
24004510110000	Kelly Ketcham	\$153.52	26803620190000	Driving	\$172.49
26603440010000	Letha Boatner	\$153.69	27901020120000	Jennifer Ridders	\$172.55
28903140030000	Quinn and Christy Monsma	\$156.08		Jill Morrison/Cody	
28200530080000	Charles Caplener	\$158.59	26900820100000	Tappan/Mark G Tappan	\$172.64
23007000030055	Lynetta Stephens	\$159.16	25402720340000	Vyacheslav/Oksana Zanko	\$172.64
28600220270000	Nicole A Maron	\$159.91	24002820260000	Forest Viehman	\$173.62
25500820190000	Brian/Jennifer Carlson	\$160.69			
27701230100000	Bethany Chavez	\$160.99	27900550010000	Nancy Motmans Living Trust	\$173.72
27800350080000	Mildred Gallen	\$160.99	26800250020000	K. Koslin	\$174.50
27900960050000	Rylee Thompson	\$160.99	27901930090000	James P Mills	\$174.77
24001010050000	Daniel/Ana Rocha	\$161.59	27901930130000	James P Mills	\$174.80
28102810120000	Jason C Bollinger	\$161.68			
26800910070000	Cheryl L Archer	\$162.06	27101700350000	Vladimir Akhramenko	\$174.80
25503020140000	Paul Rios	\$162.07	26800220020000	Jasmine Vollenweider	\$174.90
24004120020000	Stephanie Gonzales	\$162.07	25502230010000	Joshua Carvajal	\$175.29
27100830060000	Neil Johnson	\$162.76	24001110910000	Micaela Dine	\$175.68
26601700330000	Timothy Christie	\$162.80	26802020140000	Alexandrina Braica	\$175.78
27100510140000	Beverly K Becker	\$163.14	26801330050000	Sally L Guill	\$175.78
26602630070000	Joseph Schmitz	\$163.14	27101700360000	Timothy A Ahrk	\$175.88
25502310220000	Karen Davis	\$164.12	25502600440000	Mina Hamilton	\$176.17
23203420050000	Albert Navarro	\$164.13	26602330060000	WK/SK Lueth Family Trust	\$176.46
23205000070000	Christopher M Platz	\$164.81	27800520120000	Daniel J Nicholson	\$176.53
28201550030000	Thomas/Stacee Neff	\$164.96	25501820240000	Christian Stewart	\$176.56
25603300440000	Arthur Jenkins	\$165.20	29201610130000	Ilyas Guvelioglu	\$176.66
27100430020000	Whitney B Disney	\$165.29	27900760010000	Brittany/Fedros Yavrom	\$176.86
26801730120000	Serineh Karapetian	\$165.36	25402410200000	Christine Martinez	\$176.86
25803300080000	Jeffrey Cryderman	\$165.50	27801310110000	Michelle Aguilar	\$176.96
26900230180000	Angela Lee Howard	\$166.01	26600820290000	Barbara Brown	\$177.46
26600810220000	Dannial Roben	\$166.18	26803120140000	ITB Enterprises Inc	\$177.68
	Brittney Anderson/Adam		22802640070000	Selina Romero	\$177.84
27801320040000	Brownfield	\$166.37	25603300210000	Daniel Richardson	\$177.97
25401510020000	Chris Mendoza	\$166.37	26603440180000	Jimmy/Enoria Gilbert	\$178.04
	Mary Antonelli/Gary		25501710190000	Panagiotis Alevizos	\$178.28
23005700130000	Bernard	\$167.02	27701930180000	Brookes Hewell	\$179.12
27801640030000	Robert Muirhead	\$167.26	25602310170000	George Sawyer	\$179.30
26604020160000	Pedro Jimenez	\$167.36	27701810060000	Anka Zupan	\$179.70
	Laura/Helen Yasukochi		28601040140000	Akaninyeme Umoh	\$180.78
24003810080000	Compas	\$167.45		Cody Kenngott/Sarah Keyser	
27701830080000	Carmelita Garner	\$167.75	26802040040000	Alvis	\$181.27
25501310130000	Elliott J Elkhoury	\$169.51	25503920060000	Lori Gomez	\$181.36

¹ Names of all owners of each delinquent parcel as shown on the most recent Sacramento County equalized assessment roll available, or any more recent account information known to SSWD.

EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
23204600100000	Meghan Johnson	\$181.40	23203310080000	Steve Monkman	\$201.28
29203140160000	John Dickey	\$182.12	23601910020000	Micah Lacey	\$201.39
27702020080000	Andres Garcia	\$182.15	26800950010000	Aaron/Alexis Carter	\$201.65
22005900030001	Kathleen Mayberry	\$182.17	21902620230000	Robert T Gaut	\$201.76
28602700400000	Aaron/Byrne/Allison Day	\$182.25	26602630010000	Enrique Hernandez	\$202.24
25502260120000	David L Staten	\$183.08	27701940070000	Vincent Valenzuela	\$203.17
25503920190000	Ruben/Melissa Badalyan	\$183.13	20001920090000	Latricia Wise	\$204.36
26602220150000	Yarida Sanchez	\$183.14	25400310080000	Christine Nelson	\$204.38
26801220040000	Brayant Wood	\$183.23	25500420510000	Jennifer Dermon	\$204.56
22803910120000	Miguel Lucero	\$183.68			
27900130010000	Jill Holly Arrington	\$184.41	24003530070000	Graham L Greenfield and Keeley Lane Nickelson	\$205.19
26601700020000	Shahab Riahi	\$184.60	25803300160000	Maria Pietralunga	\$205.63
26601130190000	C Wanner	\$185.26	21904200260000	Carl Ohmer	\$205.76
27101910090000	Yolanda Santana Tejada	\$185.39	22003240070000	Roger Reed	\$206.41
24001110160000	Chirstopher Juell	\$185.58	27701770100000	Eric W Mackey	\$206.43
27801630140000	Lydia Castro	\$187.06	28103510070000	Brian/Sherry Haus	\$207.19
28905700090000	Edward Freidberg	\$187.31	21901310090000	Roshawn Walker	\$207.64
28201630010000	Greg Mace	\$187.35	28904910150000	Richard Biddle	\$208.03
27901230050000	Michele Volz	\$187.54	21902620040000	Pamela Dealy	\$208.80
26601310300000	Aren Jackson	\$187.72	28600610080000	Holly Roina	\$208.85
24000500370000	Mark Robinson	\$188.72	27100630100000	Jacob Ford	\$211.30
21700450100000	David A Sherril	\$188.78	20002510040000	Virsaviiia Kuznetsov	\$211.64
28600220260000	Orit/Yoram Ayalon	\$189.48	20000760270000	Peggy Turner	\$211.85
28601720270000	Polsanghi Living Trust	\$189.60	20317400840000	Salwa Abdul Karim	\$211.94
26802630110000	Trudi Solis	\$189.60	21701220070000	Alfred Smith	\$212.04
28902420030000	A Simpson	\$190.39	21802740120000	William and Linda Gibson	\$212.53
26900400080000	Timothy/Kristyn Martin	\$190.48	27900130050000	Richard Weimerskirch	\$212.69
26602240320000	Paul/Janet Williams	\$190.90	21905300540000	Jean Drew	\$212.82
25500310100000	James Henderson	\$192.07	25401040170000	Lori Peters	\$212.82
25402900210000	Raveendra Somarouthu	\$192.83	26803230310000	Kevin Mayugba	\$213.55
23007000010043	Charles Glover	\$192.88	21901110270000	Babylyn Estabillo	\$213.57
29201500190000	Stephanie Mainwaring	\$192.93	21702020140000	David Mercadal	\$213.90
27101700360000	Timothy A Ahrk	\$192.93	25401520180000	Tula Rhea	\$213.90
29203630110000	Alan Charles Calkin	\$193.23	27101700340000	Vladimir Akhramenko	\$213.95
27701950160000	Porfirio/Lind Guerra	\$193.72	22902820070000	Laura Scott	\$214.30
25401020040000	Richard Jaime	\$193.91	22004900160000	Raelynn Harrod	\$214.37
25402520010000	Patricia G Simpson	\$194.45	23005700310000	Linda Baston	\$214.68
24006700180000	Nicole Harrigan	\$194.59			
23007000010042	Hannah Harris	\$194.94	26801320040000	Richard Burton/Caitlyn Bailey	\$215.19
23005210190003	Stephen Koepke	\$194.94	21701210130000	Charlene Riley	\$215.33
26602110350000	S Hull	\$195.05	22005700040000	Manolo Cacella	\$215.56
27800630320000	Maria Martinez	\$195.25	20317500740000	Maria Gjura	\$215.96
28603400280000	Pyongil Kim/Karen Lee	\$196.86	21904600170000	Travis Barry	\$216.14
22005000020000	Richard Ransom	\$197.85	28502710040000	Pedro Lewis	\$216.37
26603810100000	Mohammad Alogaidi	\$197.92	27102940080000	Soleiman Rahel	\$216.84
25503430190000	Kayla/Cody Hilton	\$198.03	25400320070000	Trent Gray	\$216.93
27702330010000	Cynthia Martin	\$199.23	21903410110000	Gani M Sabeh	\$217.03
23205000400000	Helena A Raguro	\$200.24	21902100690000	G Freeman	\$217.12
25500640060000	John/Natalie Arndt	\$200.38	22004400080000	Aviante L Beasley	\$217.92
25501820150000	Aarti Bansal	\$200.98	22006800810000	Lauren Eller	\$217.92
25501020120000	Emmanuel/Cynthia Mojica	\$201.26	22909700080000	Todd M Cline	\$218.02
29203010150000	Rebecca Janicki	\$201.26	21702620260000	Raymond K Delong Jr	\$218.11

¹ Names of all owners of each delinquent parcel as shown on the most recent Sacramento County equalized assessment roll available, or any more recent account information known to SSWD.

EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
27901930030000	Mario V. Ming	\$218.12	22910100080000	Benjamin/Robin Lemay	\$228.69
26801040270000	Nathan Peralta Flores	\$218.47	27702030230000	Juan and Shaelyn Mosqueda	\$228.83
23006500380000	Brian Hooker	\$218.83	23005800280000	Brian Emerson	\$229.24
21800910060000	Isaak Stansfield	\$219.18	23005500230000	Greta Griffin	\$229.36
22005100450000	Russel Ballard	\$219.19		Mark Whitten/ Megan Marcoux	\$229.42
20309100930000	James Johnson	\$219.28	29203030020000		\$229.48
21107200100000	Warner Ratcliff	\$219.87	23007000030038	Saadia Haq	\$229.48
27102700210000	Thomas & Eline Mays	\$219.92	21903430470000	David Vashchenko	\$229.68
21702320140000	R Montoya	\$220.07	27802020140000	Kanran Nakhaee	\$229.86
21802710120000	Clements Carter Jr	\$220.08	27801620120000	Dana Perkins	\$229.87
24004510010000	Ion Loghin	\$220.15	21904400580000	Rebecca Donat	\$230.26
21905600070000	Maire/Ray Hubler	\$220.21	20000760030000	Camy or David Findley	\$230.65
21700440130000	Gil Rivas	\$220.42	21904920010000	George Costin	\$230.66
21903430130000	Alexander Bober	\$220.46	22904500100000	Candice Collins	\$230.75
28200230030000	Cherie Yip	\$220.78	28600640280000	Melanie B Tymes	\$230.75
25504300010000	Maria Apuya	\$220.96	22803310280000	Michael Jordan	\$230.75
23007900460000	Anand Janakiram	\$221.24	21903430010000	BRIO VENTURES LLC	\$231.14
			20321400380000	Mohammad Bhatti	\$231.63
25403000150000	Cassandra/Marissa Drysdale	\$221.34	22904400080000	Richard Schroder	\$231.64
20003810010000	Naeko Shoun	\$221.53	21700730050000	Arturo/Dianna Fernandez	\$231.94
21905700600000	Daniel Robinson	\$221.60	22007600450000	Svetlana Andreichenko	\$232.03
20003520020000	Suzanne Franciosi	\$222.12			
23005600230000	Timothy McRorey	\$222.21	24002530060000	David Deluca/Barbara Leach	\$232.25
23007400320000	Jana Wells	\$222.22	20319600950000	Michael Wright	\$232.32
20321901140000	Sharanpal Singh	\$222.22	27800740050000	Terri Lee Hutchinson	\$232.59
26801940080000	Alicia Hughes	\$222.23	23007000030041	Douglas Propst	\$232.62
25803900300000	Oliver/Natalie Moore	\$223.20	25601910190000	James Bloom	\$232.71
25601120190000	Anna Kays-Hoepker	\$223.30	23603210620000	Niloofar Nasri	\$232.71
23602430190000	Brandon Ferreira	\$223.30	21802420040000	Elsa Rodriguez	\$232.79
21702430380000	Jose Zaragoza	\$223.39	28201620090000	Juaquina Roman	\$233.00
23005600140000	Yolanda Bernabe	\$223.40	28600210050000	Ronald Martinez	\$233.00
20315700750000	Tammie Randall	\$223.42	24005900030000	Solomon Bartkovsky	\$233.01
21802620290000	Patrick H W Johnson	\$224.18	21801210050000	Catherine Henderson	\$233.10
27901940010000	Joe and Cindy Detrick	\$224.34	25401030160000	David Herbert	\$233.10
25503220190000	Richard Schroeder	\$224.34	23202530060000	Stanley Brangrove	\$233.30
21702850030000	Sharon Petersen	\$224.37	24000320060000	Lenard/Shawna Pot	\$233.63
22007600620000	Joshua Jozwiak	\$225.35	29201620080000	Ali Abrishamchi	\$233.98
22909300160000	M Glicksman/J Kleiman	\$225.45	20002720210000	Teresa Velasquez	\$234.57
21700520250000	Jonas Carr	\$225.46	21903430660000	Patrick Torrey	\$234.70
20000420150000	Christine Marie Balaoro	\$226.04	27902030040000	Darren/Kim Wagerman	\$234.86
20001430040000	Maria Moran	\$226.34	23203810140000	Megan Boardman	\$234.86
29203230060000	Brenda Deary	\$226.60	22004900360000	Marina Huettlinger	\$234.87
	Richard A Silva Living Trust	\$226.73	22909200440000	Jennifer Kendrick	\$235.03
23202010220000		\$226.73	28502800070000	Jerardo and Maria Amezcua	\$235.26
20317800420000	Tran Lai	\$227.12	21906600350000	Ajai Robinson	\$235.55
25801940100000	J Elvida Woodworth	\$227.22	22007600290000	Celedonio Deleon Jr	\$235.61
20317900410000	Bartow Riggs	\$227.32	20003530140000	Sally Brown	\$235.65
24002530040000	Matthew Gunther	\$227.42	21800810010000	Joseph Turner	\$236.04
26800460040000	Craig Higgins	\$227.61	27900560060000	Our Family Trust	\$236.23
27701720020000	David & Marion Gilbert	\$227.81	29202620020000	Carter English	\$236.24
26603920140000	Jalisa Coleman	\$228.60	28600620070000	Clarissa/Jonathan Alva	\$236.24
27800140110000	Alyssa Anda-Swaffor	\$228.69	23204700220000	Melissa Johnston	\$236.26

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
23202120070000	Ruslan Lakeev	\$236.46	21701610250000	Dodie Lopez	\$243.55
27101120060000	Peter/Gina Solis	\$236.49	26602420150000	Beatrice Lopez	\$243.59
23002820090000	RTED America LLC	\$236.52	26604010030000	Michael Willits	\$243.79
24002530150000	2016 Rader Family Trust	\$236.53	20000250040000	Robin M Lake	\$243.98
21904910140000	Baljinder Singh	\$236.73	23003820150000	Jordan Aguilar	\$244.38
20000820180000	Danny Sonevilay/Uyen Vo	\$236.77	21800820040000	Shawn Gregory	\$244.48
	Seyavsh Ghahfarokhi		24002510060000	Daniel/Stephanie Honaker	\$244.57
23006210040000	Torgoli	\$237.03	21903600290000	Maria Munoz	\$245.25
23200740020000	Benjamin Aylers	\$237.13	21801340140000	Gary E Hale	\$245.45
	Satyanarayana		28202470100000	Geoffrey/Kimberly Butler	\$245.74
28502800190000	Tota/Sudharanl Pallapothu	\$237.32	23000220190000	Maxim Tyshchenko	\$245.84
25400600330000	Christopher Reitz	\$237.41	27801830010000	Dean Perez	\$246.07
24003520080000	Angela Lyons	\$237.70	22800720030000	Michael Bauer	\$246.91
28103210060000	Gbadamosi	\$237.77	21700920040000	Merle Nash	\$246.95
21802720010000	Yonis Lara	\$237.91	27100630150000	Julio Ortiz	\$247.12
27900640200000	Jody Johnson	\$238.22	20001720190000	Kimberly McConico	\$247.41
21906200730000	Brandon Blackburn	\$238.30		Amelia Sanchez Living Trust	\$247.90
27803000390000	Stephanie Tran Van Nguyen	\$238.43	27901940030000	Erica J Gaddi	\$247.93
26801220350000	Jason Huck	\$238.48	25500910760000	Berry/Christopher Ranieri	\$248.88
27100900210000	Daniel and Susan Amaral	\$238.49	25501410090000	George H Oberle Jr	\$248.99
27701910060000	T Davy	\$238.59	22802440120000	Kurt or Victoria Swanson	\$249.07
21701330140000	Gary Parent	\$238.69	27103230170000	Yee Family 2017 Revocable Trust	\$249.08
27801900310000	VHZ Investments LLC	\$238.98	25501510200000	Luther Whaley	\$249.42
22002740260000	Kerrie Hartman	\$239.06	22802640320000	Ronald Rojas	\$250.05
21702140130000	Olga Garcia	\$239.07	25401030010000	Andrew Sanchez	\$250.20
25501240110000	Joseph Green	\$239.17	21107100010000	Abel or Gloria Gutierrez	\$250.45
21901440060000	High Sidel LLC	\$239.32	26803030140000	Todd/Julie Klinger	\$250.51
24001210040000	Heather Pearson	\$239.57	27900350120000	Laurie Rich	\$250.71
26602810200000	Anthony Schwartz	\$239.73	24001310960000	IHFC California LLC	\$251.01
25502120160000	Khiem Vu	\$240.03	22006400300000	Keith Walkup	\$251.33
22903230010000	Michael and Kathleen Meeks	\$240.06	27100830150000	David/Sarah Orens	\$251.51
23005210180004	Jennifer Brazell	\$240.08	21700320240000	Noe Hernandez Priego	\$251.82
27800130050000	Raul Gomez	\$240.10	21801330090000	Dustin Kuehne	\$252.22
25801930030000	Barry/Mae Daniel	\$240.26	27101110220000	Yanira Rodriguez	\$252.26
25501810090000	Maria/Gerald Capuchino	\$240.40	26603410180000	Cindy Luna	\$252.38
	Fredrick and Lindsey Billings		24002820070000	Cynthia Mojica	\$252.38
23601150070000	Jasuimder Chouhan	\$240.94	25501720430000	Marlon A Valenzuela	\$252.50
20318800570000	Jose Hernandez	\$241.03	20318600170000	John/Theodora Shtirbu	\$252.72
28601420050000	Scott Patterson	\$241.14	27801550100000	Mary Barry and Matthew Powell	\$252.72
23602220010000	William Mundy	\$241.62	28904140030000	Karendeeep Singh	\$253.39
28200820040000	Alejandro Quintana	\$241.63	20318600330000	Levi Vigna	\$253.58
22804700780000	Jill Stuart	\$241.63	25803200190000	Clarissa/Jonathan Alva	\$253.78
23002110300000	Liu Lamei	\$241.64	28602700200000	Bill Kelly	\$253.85
25800210040000	Irina Ganchenko	\$241.99	26603310260000	Francisco Contreras	\$253.85
21905000130000	Michael R Malpede Jr	\$242.13	21702320080000	Ryan Vantricht	\$254.17
23005220190002	Melissa Millinchamp	\$242.22	23203630190000	John/Maria Rodriguez	\$254.18
21702820070000	Salvador Guerra Jr	\$242.71	26600820280000	Jason Z Tabor	\$254.40
26802720100000	Miguel Tovar	\$243.36	24000500480000	Miguel Jiminez/Telvy	
20000210020000	David R Wiegel	\$243.46	20002710050000	Salgado Sotelo	\$254.62
28201530020000	Joann Spaulding	\$243.48			

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
25600630090000	Daniel Martin or Megan Martin	\$254.77	25503830130000	Mary Jane Apuya	\$266.64
21500610160000	Raymel Graves	\$255.16	25401820090000	Charles Kight	\$266.72
22805000500000	Cheryl Angeles	\$255.23	25401720170000	W Finch	\$267.19
27800360060000	Jonathan Levine	\$255.34	20317100470000	Michelle Serrato	\$267.25
20002320070000	Sandra Nino	\$256.52	29203130060000	Neda Afshar	\$267.56
24000610070000	Ride USA Cope's Auto Sales	\$256.73	23204110120000	Maria Hinayon	\$268.30
23601320090000	Vicky Neel	\$256.92	23003120220000	Susan Embry-Busch	\$269.16
21902900140000	Janice Bispham	\$257.31	27800530100000	Leonel Rivas/Diana Paz	\$269.35
26603510030000	Gazarrie M Stallworth Phillips	\$258.78	21700920100000	Richard Smoot	\$269.38
20319600690000	Adrian Braescu	\$258.90	26602640190000	Ricardo Mendoza	\$269.46
25803900050000	William Anderson	\$259.13	24003200480000	James Frasche	\$269.91
20000740030000	Benyamin Maor	\$259.36	23602830040000	Armando and Marina Navarro	\$270.47
23601660140000	Brenden Blom	\$259.36	26603410260000	Lloyd E Nunn	\$270.47
23203840010000	Emma Gill	\$259.36	22005100180000	Troy and Mary Redman	\$271.18
28103120060000	Aaron/Anita Cook Md	\$259.58	26603440170000	Robert Ferguson	\$271.35
27701770070000	Jehime Toro	\$260.01	27701840080000	Peter Perkins	\$271.92
25501820060000	Edina Cole	\$260.26	26603040020000	Jose Sanchez Yanez	\$272.49
21801720200000	Jason Mendonsa	\$260.29	23202930050000	Gertrude Strambi	\$272.56
20000620140000	Cecilia Martinez	\$260.51	20002630010000	Andrew Simon	\$272.58
27101920040000	Todd Bird	\$260.56	20801710170000	Jay W Johnson	\$272.74
20317800980000	Anatoliy Garilyuk	\$260.74	25803200210000	Hamid Ghasemiyeh	\$272.93
29202820280000	Arthur W Pannell	\$260.94	23601230090000	Cora Schager	\$273.09
22006230210000	Debra Hamilton	\$261.52	26602230120000	Khiem Vu	\$273.24
25401220070000	Antoinette Lewis	\$261.68	20003130250000	G Stadler	\$273.82
25602550090000	Marc Gonzalez	\$261.71	21904400560000	Natalia Dyachkova	\$274.73
27902420090000	Jennifer Rae	\$261.80	20317200430000	John Hynick	\$275.17
20001720130000	Marth Diaz Gomez	\$261.93	28502260070000	Olegario Rodriguez Herrera	\$275.45
22005400330000	Francisco/Maria Fernandez	\$262.07	26802620040000	Christopher Travlos	\$275.75
21905600410000	Chris Cortez/Isabel Vigil	\$262.20	26801750060000	Dennis and Elina Berrocal	\$275.84
21800410030000	Trumaine Lee	\$262.22		Alison and Christopher Corder	\$275.87
28900720020000	Sher Investment Group LLC	\$262.32	28603500150000	Dyshon Jones	\$276.06
22803330130000	George D Whipple	\$262.34	20318100250000	Evelyn Anderson	\$276.29
26800710130000	Jeffrey A and Christa L Morris	\$262.51	21903600110000	John P Johnson	\$276.55
22005900060031	Derick Seward	\$262.78	21904200120000	John/Mary Gray	\$276.66
20002510140000	John Gleason	\$263.06	20002860010000	Ashleigh Gaultney	\$276.79
22005900030015	Taylor Castorena Hicks	\$263.46	25402410030000	Sherri Walker	\$276.96
23007000040008	Mack/Felipa Pulido	\$263.58	22002740400001	Cody Freidenfelt	\$277.02
22800630200000	Pedro Robles	\$264.07	21801530120000	Matthew Petersen	\$277.21
25601920090000	Christina/Kyle Richardson	\$264.20	25501240160000	Christian Ludwig	\$277.32
23200720270000	Ty/Kerrie Joiner	\$264.20	22005900060009	Fusion Yoga Studio	\$277.66
21700520190000	Robert Martinez	\$264.50	28600220330000	Bradley Fisher	\$277.84
22005900090002	Megan Sanders	\$264.89	21903430270000	Maria Sevilla	\$278.19
25601130020000	Lisa Stanley	\$265.50	28201520270000	Masi Mojaddidi	\$278.22
21702700140000	R Tinucci	\$265.51	23005210040002	Ayala Melgar	\$278.40
23005230290001	Robert/Glenda Velon Family Rev	\$265.53	20002740040000	John Allen	\$278.53
29204510250000	R Juarez	\$265.63	20317200380000	Pranavkumar Shah	\$278.54
20003420220000	Robert Collins	\$266.28	25401010210000	Christiana or Daniel Kopf	\$278.59
			28904220190000	Jonathan Ganz	\$278.80
			27902430050000	Justin Gonsalves	\$279.25
			22006000650000		

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
23005210160003	Maria Hoyos	\$279.44	20001110310000	Donald and Amy Carson	\$291.57
23601660100000	Tyler Young	\$279.55	21700440020000	Dustin/Stephanie Buettner	\$291.58
27801320070000	Jennifer/Joseph Smith	\$279.60	27800640210000	Frank Boslet	\$291.62
27801900410000	P. Jeyhoun DBA Cars To Go	\$280.00	23601710060000	Bihai Peng	\$292.09
20002830020000	Danelle Crawford	\$280.58	20001210200000	Danielle Robbins	\$292.41
21800620070000	Doris Suazo	\$280.72	27800360080000	Charles Hoehn	\$292.69
23202110150000	Monica Costello	\$280.94	23205300130000	John S Coon	\$293.00
28102920170000	Grace Davis	\$281.13	21702700550000	Rebecca Mitchell	\$293.27
23005230070003	Cassidy Perkins	\$281.59	20317600630000	Mark/Oksana Logvin	\$293.30
25600310450000	Renee Cooper	\$281.70	25602710030000	Rebecca Goddard	\$293.37
20003330110000	Navishkaar Chaudhari	\$281.96	21905600060000	Barbara Curry	\$293.49
20001520030000	Mandy Sperber	\$282.00	20321600710000	Nick Asish Singh	\$293.52
23004320150000	Alexander White	\$282.28	21801820020000	Wesley Caruso	\$293.55
25501510420000	Gary E/Marion K Wehsels	\$282.39	25503910140000	Elizabeth Manthei	\$293.73
22909300510000	James and Mary Goetsch	\$282.57	22803410210000	Matthew Gutierrez	\$293.77
23005700020000	Eric Deletetsky	\$282.62	27702330150000	Walter Scott	\$293.88
28902950060000	Connor Holahan	\$282.99	23600510610000	Shane B Wilson	\$294.00
21900940020000	Jesus/Enrique Ramos	\$283.09	21702610010000	Danny Lagow	\$294.25
20003110300000	Phil Makin	\$283.86	21800550070000	Nicholas Fryer	\$294.46
21801920210000	Christine M Pumphrey	\$284.03		Diane Rivas/Edward Abeyta III	\$294.49
25401510120000	Adrian/Rachel Burt	\$284.21	20001620030000	Kari Whitney	\$294.76
22803600170000	Leona M Haverman	\$284.61	23602810360000	Dale Adams	\$295.11
22804020210000	Lluvia Viridiana Ramirez	\$284.66	23005210110003	Danielle Burke	\$295.41
23003150050000	Murat Alptekin	\$284.68	20318500090000	Kathryn Macias	\$296.30
27900720040000	Jody Fye	\$285.05	22904300050000	Patrick McMillen	\$296.49
20321500010000	Jurat Gulyamov	\$285.06	21802430100000	Eduardo Guerrero	\$296.72
26803110180000	Belyn Davi	\$285.22	21903520330000	Martin Payan	\$296.98
26801330090000	Sharon Sava	\$285.61	22007300480000	Michael Gage	\$297.32
22003320150000	David Silva	\$285.81	23006600390000	Sherry Nelson Beam	\$297.51
27801360030000	Melissa Quintana	\$286.19	27102930170000	Leonard/Gail Mayberry	\$297.67
23005230250003	Andrew S Fears	\$286.59	22904400090000	Clyde/Margo Payne	\$297.68
21702650010000	Cory Lee	\$286.89	22003410040000	Rudy Erends	\$297.80
23005700090000	Tyrone Moore	\$287.40	26602320050000	Sergey & Tatyana Vorobyev	\$297.91
28201620100000	Maxine Lor	\$287.59	21802830090000	Olena Kravchenko	\$297.99
23203660110000	Alexander Malaki	\$287.87	22005900030007	Ana Rodriguez	\$298.16
27801830050000	Miguel Sanchez	\$287.87	27801410090000	Douglas Randle	\$298.19
25602620050000	Karsznia Family Trust	\$288.04	22006100470000	Margaret Christian	\$298.32
21702050070000	Hector Maldonado	\$288.07	22903650050000	Grace Viray	\$298.54
24004530060000	Aimee Williams	\$288.39	21906200540000	Cesar Montiel	\$298.91
23005230150002	Tiffany Bush	\$288.80	21700320070000	Jacob Bernard Williams	\$298.97
21902400760000	Thuan Q Tat	\$288.98	25500820500000	Twonisha Bradley	\$300.00
21902060060000	Dearun Dumas	\$289.11	20321800880000	Neil Wheelock	\$300.38
29204520070000	Karena/ Mark Benskin	\$289.18	25402310120000	Daniel/Haleigh Couri	\$301.42
28600220150000	Ian Blackstad	\$289.27	24001120340000	Janine Caspersen	\$301.42
21801820140000	Raylene Jeffery	\$289.62	26800320090000	Raj/Brenda Mayberry	\$302.03
28202260090000	Joseph Johnston	\$290.02	21800920390000	Lauren Tariel	\$302.53
21903100030000	Anne Marie/John Vendetti	\$290.23	25400720040000	Barbara Drysdale	\$302.57
27100730080000	Debra Templeton	\$290.50	23205000680000	Imani Kahlil Thomas	\$302.57
21902640120000	Serene M Stadler	\$290.55	23007000030014	Sefilina Merina Lopa Tupou	\$303.13
24004510920000	Linda Demosthenes	\$290.58		Salvador Vargas	\$303.17
21902900120000	Ivan Yakimenko	\$290.94	22902930080000		
20003520080000	Elizabeth Lyle	\$291.25	20003110150000		

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
25401920150000	Celia/Jesus Vasquez	\$303.22	22900650140000	Joel Bieber	\$317.84
21701500230000	Jose Preciado Paz	\$303.31	21800510320000	Elaine Valadez	\$318.48
27900120030000	Jennin V Martinez	\$303.51		Al Amana Revocable Living Trust	\$318.70
27800130080000	Danielle/Ronald Garcia	\$303.60	26602510410000	Hector Ochoa	\$319.26
22803310410000	Cali/James Pearson	\$303.69	20317100830000	Miguel Mendoza	\$319.38
20319900080000	Bona Parlindungan	\$304.25	21700220140000	Preserved Assets LLC	\$319.81
27102340200000	Steven W Tuthill	\$304.36	27800120140000	Jose/Trisha Davila	\$320.16
25600540090000	Matthew P Baron	\$304.95	23204500080000	Jeremy Turner	\$321.09
24001410390000	Harjinder Kaur	\$305.03	21902400220000	RT Painting Inc	\$321.52
22004800130000	Kirpal Bhullar	\$305.03	22001710320000	Nelson Segura-Nunez	\$321.90
22802440050000	Roy Loving	\$305.46	25602730090000	Paul/Maritza Flores	\$321.98
20001110250000	Ezequiel Gonzalez	\$305.80	26602330030000	Jeena (Reid) Lewis	\$322.08
29203240070000	Nurdy Muny Incorporated	\$306.07	21702030160000	Elena Moon and Delores Andrade	\$322.60
23600830020000	Dorothy Nichols	\$306.11	20317500760000	James Lamell	\$322.93
26800460200000	Roberto Grau	\$306.18	24000320100000	Paul and Mcclina Woods	\$323.16
25803900420000	Walter C Krum	\$306.40	23003210060000	Christopher/Danielle Marsden	\$323.60
21800310060000	Garrett Prusse	\$306.80	24001030060000	Jennifer A Blakeney	\$324.21
27101110190000	Brandon Abell	\$307.02	26602110170000	Gerardo Sanchez Gallardo	\$324.43
22805400490000	Martina Escobar	\$307.48	21701720170000	Bryan/Shana Perry	\$325.76
23000220080000	Alice M Burrows	\$307.76	20318600350000	Neftali Hernandez	\$325.80
29204150020000	Stacy L Patton	\$308.35	21702110530000	John Rios	\$325.88
27101420080000	Daniel Casaddan	\$308.69	26600400370000	Gary and Janet Garland	\$325.98
23005210050002	Nicholas H Maniscalco	\$308.75	27101110020000	Tracy St John Revocable Trust	\$326.74
27801210050000	Amanda Juarez	\$309.43	25402330030000	Carmelita Santos	\$327.65
25502900630000	Kara Talaska	\$309.64	26803410170000	Jon Gardner	\$327.76
28601410160000	Amado/Carmelita Santos	\$309.66	23204300120000	Jose Rincon	\$328.37
28601310050000	Carmelita Santos	\$309.87	20003120260000	Jolanda William	\$328.53
20003710050000	Jaime Vasquez Rodriguez	\$310.12	20000760200000	Diana Garrison	\$328.60
22005900090011	Hien Vo	\$310.17	20001210010000	Guy C Williams	\$328.94
29203530020000	Victoria A Lee	\$311.02	21802440210000	Shannon Spotwood	\$329.51
29400600170000	Laura Powell	\$311.21	21904700300000	Ivan/Olga Balepin	\$329.65
28901720030000	Todd/Elizabeth Rufer	\$311.92	22806500100000	Gary Brown Jr	\$329.67
22005900090021	Rogelio Alcaraz Chavez	\$312.09	25501610380000	Scott/Angela Joseph	\$329.91
26601530160000	Johny Lam	\$312.13	22909300040000	William Patterson	\$330.32
21905700420000	Billie Lou Perez	\$312.49	27801320020000	Dave Walsh	\$330.45
26800430120000	Timothy Borge	\$313.01	27900320030000	Michael or Anastasia Boden	\$330.61
22800730020000	Ricki L Angers	\$313.06	29203740070000	Kevin/Yazmin Sanders	\$330.87
22800520030000	Megan Molnar	\$313.45	24002820110000	Richard Aviles	\$331.28
27801230060000	A Olsen	\$313.56	21902900060000	Leander T Perera	\$331.39
21801910040000	S Morford	\$313.63	27701820020000	Aniss Bakhshi	\$332.12
26602110350000	S Hull	\$313.65	27900730050000	David/La Toya Rossi	\$332.83
27100730040000	Victoria Fernandez	\$313.74	24001040100000	Tevita/Alrikka Hokafonu	\$333.16
21800410010000	Jennifer Marie Goodson	\$313.83	24001730010000	Zachary Holman	\$333.33
	Keyon R Mitchell/Emmy Aceves	\$314.18	25401120070000	Robert H Moyer Revocable Trust	\$334.23
26800710410000	Tyrone Curry	\$314.79	26800920080000	Amanda Vincent	\$334.37
22909300150000	David Chase	\$315.17	21901510200000	Faviola Aranda Valencia	\$334.93
26800730040000	Grant Shear	\$316.42	21904300310000		
20318600400000	Tracy Weston	\$316.87			
23003510070000	M Joya	\$316.94			
27701230060000	Martin Rivas	\$317.49			
26604010150000	Aleksandr Lyubasyuk	\$317.66			

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
20002420110000	Greg Turinsky	\$335.89	21700120240000	Lilialorenzo Watts	\$349.68
20318000850000	Lyubov Bolebrukh	\$336.13	25601240030000	Samia Salazar	\$349.73
22005900090013	Anne Graviet	\$336.32	21801340260000	Casey Pina	\$349.75
22006210410000	Mary Ann Simpson	\$336.50	23007000040014	David M Bluth	\$349.90
26603040030000	Edward Sanchez Bowen	\$336.62	27702020070000	Phillip Waldrop	\$349.99
26801720100000	H Yager	\$337.47	25401600050000	C Mues	\$350.08
25402530120000	Deanna Green	\$337.53		Vianney or Esteban	
20002630020000	Iris Aguilar	\$337.75	20003010170000	Irizarry	\$350.20
21901310120000	Carolyn Johnson	\$338.16		Rigoberto and Rosemary	
26803440070000	William Starr	\$338.18	21802730290000	Carmona	\$350.32
23005700300000	John B Adams	\$338.52	22800650010000	Patricia B Price	\$350.57
27801610040000	Laura Gonzalez	\$338.58	24004730030000	Mark Green	\$350.87
27900710120000	Jason Anderson	\$338.61	27900720290000	G Glacken	\$351.26
20003410210000	Michael Masayon	\$338.82	20320200640000	Ajay Kumar Lakha	\$351.59
22005900100006	Richard R Martin	\$339.15	27800940260000	Naeim Mahfroujaki	\$352.23
26603930200000	Derrick Walker	\$339.32	21906900410000	Cheryl Norton	\$352.25
22901230010000	Eileen Kayaer	\$339.76	20317200570000	Michael Corrie	\$352.37
21905000320000	Cheri L Acton	\$340.19	25500820210000	John Manning	\$353.81
26602320070000	Shaquille D Thompson	\$340.23	21906200190000	Daniel Knouse	\$353.85
21903520760000	Som Keola Praseuth	\$340.45		Debra Fletter and James	
	Rose M Blea Living		26803030030000	Ward	\$354.03
21702640010000	Trst/Henry V Blea	\$340.59	21903600220000	Davis Nguyen	\$354.19
23203640030000	Evan Harris	\$340.87	21700930100000	Mariela Silva	\$354.22
	Christian Locsin/Angelo		27103230310000	John Cody/Julia Murphy	\$354.32
23007000030045	Cortes	\$340.93	26800210030000	Ryan/Maria Machen	\$354.43
20002200210000	Golden Hands Salon	\$341.40	25501130060000	Lillian G Fulton	\$354.70
24004120010000	James Baker	\$341.72	22803800260000	Jose/Lisa Zambrano	\$354.86
26801220300000	Tyler Monk	\$341.74	22909300120000	Maureen Gwarada	\$354.89
22002330040000	Dale Cadger	\$342.02	23005220110004	Carol Peterson	\$354.91
22902610070000	Gwen Walker	\$342.16	21902700350000	Bryan S Gibson	\$355.17
25500510320000	Angela Taylor	\$342.72	25401220090000	Autumn Reede	\$355.62
22005400140000	Michael Morgan	\$344.37	25500820120000	Siale Sikei Niakili Suka	\$355.76
21905100060000	Alicia Madera	\$344.82	25600540030000	David Fox	\$356.07
22904500220000	Yvonne Debique	\$345.67	23009000090000	Leshawn Yang	\$356.60
26803310010000	Debra Lazzarini	\$345.97		Jorge Losz/Brenda Saelee-	
	Christine Boyle Living		24000410260000	Loza	\$357.89
27801640010000	Trust	\$346.16	21905700550000	Dulce Lopez	\$357.94
21701830070000	Jacqueline Marler	\$346.28	23005210090002	Natalie Gelly	\$358.84
23006900040000	Eric/Anette Saxe	\$346.29	22005100060000	Shannon Miller Roach	\$359.99
23004320010000	Jeanette Smith	\$346.53	23601150010000	Richard S Schultz	\$360.07
25601240010000	Robert E Rickman	\$346.54	24002540040000	Frank Leyva	\$360.25
21701620200000	Rebecca Taylor	\$346.62	22003420040000	Gabriel/Debra Kamakani	\$360.28
22005900060024	Jonathan Marlin	\$347.05	26800240080000	Kamal Mansoor	\$360.72
21700430060000	Zachary Freels	\$347.09	23600830040000	Lorraine Espinosa	\$360.73
20001830070000	Nazary Bolebrukh	\$347.34	20000510100000	Gabriel Valverde	\$361.12
25503910100000	Matthew Laporta	\$347.60	20003210270000	Rochelle Alvir	\$361.12
27801900220000	Mohammad/Reza/Idean Farid	\$347.94	28600650170000	Austin Smiley	\$361.22
23202910190000	Michael Martin	\$348.49	28102630060000	D Glum	\$361.31
23202260110000	James Rothery	\$348.74	26801330120000	Noel Panganiban	\$361.87
23600510510000	Norman E Gerity	\$349.31	26604040080000	Weldon Velosa	\$361.91
	Ken D Lobner Revocable		20321600490000	William L Monks	\$362.10
23002530020000	Trust	\$349.56	21802440070000	Sandra Johnson	\$362.24

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
23000110040000	Benjamin D Beaver	\$362.43	27900220180000	Jesus Ochoa Jordan	\$375.86
23602120070000	Valerie Diprima	\$362.46	27801630020000	Scott J Yocum	\$375.98
21902500460000	Jorge Arellano	\$362.48	21901440020000	Patricia Galvez	\$376.02
27102950050000	Jacquie Dillard	\$362.62	25401330180000	Alma Padilla	\$376.21
			26801010270000	Albert Camargo	\$376.44
28200830120000	Brian or Heather Hendricks	\$362.65	21701500100000	Connie Reitman	\$376.97
26803110030000	Stacy Warzecha	\$362.70	21904910340000	Sarah E Manley	\$377.61
22806100280000	Esther Edwards	\$362.87	22802010070000	Scott Wiggen	\$377.81
20318000210000	Mayuran Kulaveerasigam	\$363.21	26803240020000	Ava Smith	\$378.09
20003410200000	Ronald D Andrade	\$363.33	22800720140000	Korinna Gish	\$378.45
26900820010000	Brooke A Lowman	\$363.41	25400820460000	Claudia & George Wilson	\$378.62
21107200340000	Mirnes Sisic	\$363.50	21801710140000	David Daniels	\$379.33
20001760050000	Emilio Barrera	\$363.64	25801940010000	Joyce R Eastin	\$379.35
21901520090000	Davin E Brown	\$364.56	21906601440000	Jose Mercado	\$379.79
23202010390000	Sarah Straub	\$364.72	25502900520000	Benjanette Ward	\$380.08
22002860100000	Luciano and Gloria Monroy	\$365.56	21801220080000	Jonathan Stuscavage	\$380.18
			28202450100000	Mario Debernardo	\$380.31
25600920130000	Donald and Christi Freeman	\$365.84	21900620020000	J Glaeser	\$380.36
20002640010000	Rebecca Gower	\$366.29	28905700140000	Christopher Chiu	\$381.04
21902900760000	Jeannie Bixby	\$366.66	25503430300000	Heidi Komlofske-Rojek	\$381.10
27902040020000	Jon and Sheryl Kennedy	\$367.15	27800630040000	Julian Aguilar	\$381.20
21802520020000	Alisha T Cherry	\$367.57	20000720230000	Solidad Unsiog	\$381.20
	Jacqueline Langworthy		27801010180000	Abren Delvis	\$381.37
21800910430000	Smith	\$367.60	20001630030000	Dennis Smith	\$382.67
25600800310000	Collin Overman	\$368.03	25602630130000	Daniel Spackman	\$384.11
27900320050000	Cody Wilcox /Erica Young	\$368.07	21901820030000	Anthony J Marhx	\$384.47
20001720170000	Oscar Gomez	\$368.14	23202010320000	Felicia Kamber	\$384.49
21902800680000	Pensco Fbo Sheryl Rothery	\$368.83	25402530060000	Mike J Monasmith	\$384.67
25502720120000	Jason Guthrie	\$370.21	21901110120000	Ladd Family Trust	\$384.71
23203640010000	Cynthia Anders-Silva	\$370.53	27701840130000	P Neubauer	\$385.15
23202420070000	Gloria Dupras	\$370.64	21802720180000	Linda Crawford	\$385.41
			23202530120000	Gordon Graf	\$385.66
21901630090000	Della/Scott/William Crites	\$370.93		Yared Negussie & Lia	
25502740100000	Serry Dumbuya	\$371.63	22806500020000	Futuwi	\$385.95
22007000100000	Carlos Regalado	\$372.33	21800630030000	Tamara L Dorsey	\$386.23
21901640020000	Cory Hanson	\$372.39	24001740150000	Leticia Valadez	\$387.27
23600940150000	April Godwin	\$372.66	26603010030000	Brandon James	\$387.28
21904700080000	Jacinta Escobar	\$372.75	24000620080000	Vadim Bachinsky	\$387.73
	Lucas and Catherine		27102320110000	Tiffany Pelton	\$387.77
25601310040000	Matthews	\$372.75	22002920050000	Corey Chase	\$388.25
21902620180000	John D Wagner	\$372.99	22806500260000	Lois Campos	\$388.25
22006100650000	David E Caldwell	\$373.37	25602040010000	W Keslar	\$388.29
21900810060000	Thrifty Trust	\$373.49	20000440010000	Denise Dodson	\$388.41
21801210080000	Milissa Hughes	\$373.78	27800140120000	Roger Cannady	\$388.70
22004400130000	Billy R Graham	\$374.16	22804430070000	Reta Habibeh	\$388.73
22005600540000	Gregorio/Loida Locquiao	\$374.55	21700420100000	Crystal Beaugez	\$388.88
21801440020000	Brenda Mendoza	\$374.60		Melanie Frier/Christopher	
21802430050000	Semilla Muellner	\$374.76	21702700610000	Walker	\$389.13
26801910230000	Justin Young	\$375.18	21901130060000	Andrew Johnson	\$389.14
28904920070000	A Olsen	\$375.77	23202720070000	Suzanne Goff	\$389.24
	Christine/Steven/Tyler		22006900230000	Saman Malganji	\$389.51
25501010160000	Allen	\$375.78	25502600420000	Travis D Cassidy	\$389.64

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EXHIBIT A

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FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
21904800560000	Charlene Delap	\$389.68		James Willis/Timothy Willis	\$401.11
21905200030006	Linda L Sanchez	\$389.73	27801520100000	Willis	\$401.12
21701330110000	Santiago Ruiz	\$389.80	25400410060000	AK Investments LLC	\$401.48
20317400450000	Delbert Duncan	\$390.67	28600210120000	Melanie S Day	\$401.55
20001720200000	Earl Stevenson	\$390.84	25501530140000	Arthur Jenkins	\$401.91
26801730040000	Rodney Daniel	\$390.90	22900630060000	Jasper LLC	\$403.11
27900930070000	Charles A Villa	\$391.50	23602420080000	Eric R Carleson	\$403.35
26900600160000	Mohammad Mansori	\$391.73	21700940040000	Avedan J Ellefson	\$403.35
21801210030000	Anthony J Brown II	\$392.37	22802320270000	Avenir/Liliya Slivinskiy	\$403.41
28102040010000	Mark Grotewohl	\$392.37		Ricardo Perez and Elida Valdes	\$403.57
23202910170000	Rochelle Delet	\$392.52	24001110850000	Natalie I Kirkhouse Rev Trust	\$403.68
26602330330000	Azucena Romero	\$392.53		Michael Law	\$403.77
23005800060000	Ezra Otieno	\$392.62	25401210030000	Suzanne J Lopez	\$404.29
23008900260000	Saroj Bardewa	\$392.64	21904800660000	Golden Revocable Living Trust	\$404.47
26801340030000	Ryan/Taylor Olin	\$392.90	27701940090000	David Akins	\$405.04
28200910220000	Jeff Latus	\$393.05		Francisco Navarro Vasquez	\$405.15
20320200020000	Agustus Lei Remigio	\$393.16	25601120220000	Anthony Coleman	\$405.29
23005230290003	Michelle Niko Wells	\$393.21	20001820070000	Martin Family Trust	\$405.43
22806300450000	Elgen Wood	\$393.36	21702320500000	Lamont Barlow	\$405.69
28902430070000	Jon R Salas	\$394.03	20320100460000	Lisa Mace	\$406.32
23000220100000	Wade Iuete	\$394.58	23007100010000	Zachery/MeaganTucker	\$406.40
20000630140000	Judith Hurley	\$394.67	22804010180000	Kalu Obi Ekeh	\$406.44
27902300050000	Ardenway Wireless	\$394.71	25600310070000	Lopaka Salazar	\$406.49
21801410140000	George and Roseanne Alm	\$394.91	21902100280000	J Schoenenberger	\$406.62
25400330060000	Angelique Wind	\$395.08	22002910210000	Desmond Cadian	\$406.66
			25502120180000	Glenn/Michelle Mason	\$406.75
23203410070000	Ryan Weaver and Amber Taft	\$396.46	29204160040000	Micaela Hamilton	\$406.78
20318900310000	Pardeep Vajwa	\$396.76	25401720280000	Nathan Sinsel	\$406.81
20316200130000	Gheron Poston	\$396.83	21800330060000	Debra Trollope	\$408.64
21802030030000	Christian Smith	\$396.84	25601310010000	Sarah Abbott	\$408.80
23204700150000	Trisha Huie	\$396.99	25601310070000	Kamalpreet Khaira	\$409.88
28202750100000	Jodi Kaplan	\$397.07	24004510070000	Deric Isaacson	\$410.53
26800250100000	Tatiana Miller	\$397.27		Joseph Vergara/Jacob Porter	\$411.09
22802010450000	Michael Nims	\$397.40	27801020470000	M Field	\$411.35
27702220190000	Jorge Flores Romero	\$397.46	26802610100000	Kenneth Alexander	\$411.48
22002450130000	Alex Torres	\$397.76	22005900070018	Patrick Healy	\$411.73
23203410090000	H J Cleary	\$397.89	20001210050000	Saul Yanez	\$412.00
21902100390000	Jean Gaines	\$398.25	25401520230000	Alisa Bazan	\$412.29
21906700160000	Samantha/Edgar Quio	\$399.36	25601310070000	Olivia Rios-Acuna	\$412.42
20309100710000	Vikrant Jain	\$399.62	27100430340000	Felipe J Trevino	\$412.94
22001800150000	Brandy Rea-Sotelo	\$399.81	26900530130000	Jeaneal Carrera	\$414.58
23006230140000	Judith Reon	\$399.92	27701920080000	Andrea Gomez Contreras	\$415.16
24000410110000	Michael Diaz/Steven Palma	\$400.00	20000920280000	Mehrizi Props LLC	\$415.34
21902670080000	Jerry Albanese	\$400.27	26802040140000	April/Dean Pinsoneault	\$415.68
27100220390000	Jerry Garner	\$400.27	22902910190000	Laura Lagge	\$415.82
21906600380000	Rajbir Singh Bathla	\$400.45	21901750050000	Lane Nicholas	\$416.18
21801330080000	Franklin Shelton	\$400.47	25601920070000	F Lindahl	\$416.64
21900830060000	Kahlanie Alarcon	\$400.51	20000620040000	Jerry Uhl	
21702850260000	Trevor Doyle	\$400.64	25501110070000		
22902740120000	Donald Arnold	\$400.77			
21901510140000	James Godbold Jr	\$401.03			

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
21800330130000	Luis Olivarez	\$416.66	23601670060000	Gholemreza Manavirad	\$432.35
20801310210000	Edgar Castaneda	\$416.70	25602620090000	Byron Cavell	\$432.61
21702820130000	Patricia Lopez	\$416.72	22805500420000	Jon and Sara Belk	\$432.63
21800510300000	Hector Galarza Lucero	\$418.81	21701310050000	Gordon Family Trust	\$432.93
24001110190000	Maeve G Hardy	\$419.30	20317400800000	Erika Alva	\$433.35
22006210130000	Carlos Maestas	\$419.46	21905400430000	Natalia Dmitriev	\$433.36
20003330120000	Silverstre Lara	\$419.79	20321600230000	Randy Banzon	\$433.46
23004320090000	Anthony Pawich	\$419.82	21903520300000	Adela Neft	\$433.69
20000210150000	Craig M Lester	\$420.33	21801220050000	Edward Bates	\$434.07
22004400190000	Andres Sandoval	\$420.36	23602240040000	Sherah Hernandez	\$434.08
21906400010000	Derrick Osborne	\$421.05	22004700040000	Delores A Kester	\$434.45
29401700160000	Freedom Mortgage Corp	\$421.20	21800210050000	David Reynolds	\$434.89
21904700010000	Tyreece Galloway	\$421.57	21801440130000	Taranjot Dhanjal	\$435.01
24001120040000	Frances Samano	\$421.63	21906300800000	Tracey Vitale	\$435.13
	Wilven Tampubolon/Yuniar Wahyun	\$422.35	22803320750000	Greg Borg	\$435.44
27701820080000	Olivia Amaro	\$423.26	25503550090000	M Umene	\$435.74
25501020310000	Sheila Panglinan	\$423.27	26603410160000	Rebecca Day	\$435.76
23203730130000	Rowser and Kristine Seraspi	\$423.44	25502810020000	Elizabeth Edgington	\$435.97
23003030080000	Chad Lewis and Katherine Quiles	\$423.49	27901020030000	Kathleen Dedman	\$436.41
20001210240000	Junior Williams	\$423.72	25400500080000	Carlos Villicana Gaona	\$436.57
25400810050000	Joshua M Coyle	\$423.81	27900110120000	Kerri Marr	\$436.82
23002010250000	Sara Wallace	\$423.85	22903620240000	K R Franklin	\$438.25
21901430020000	Capital City Management Inc	\$423.99	26802040050000	Gailhord Melendres	\$438.61
21906700460000	Edlene Leathers	\$424.73	25601820580000	Yomara Castrillion	\$438.70
27801020630000	Douglass/Jane Wilner	\$424.75	26803310100000	Dean A and Stephanie M Stern	\$438.90
28201220020000	Jaymes Thierry	\$424.81	29202750040000	Katayoun Aflatouni	\$439.45
21802460060000	Victor Reyes	\$425.34	28600510020000	Lance Haines	\$439.89
21800310130000	Corey Faria	\$425.67	21700820140000	Rosemary Thompson	\$439.89
21901420140000	W Laffey	\$425.68	20003120140000	Rich Coulson	\$440.00
20003310210000	Christi/Ryan Sadler	\$425.70	26800320110000	Harpreet Singh	\$440.75
22901240020000	Kim Hart	\$425.98	26802610220000	Maria Elena Cuamatzi	\$440.85
21905300420000	Graham Jackson	\$426.34	23006230260000	John/Margi Herzog	\$440.87
20001420040000	Bar Benbenisty	\$426.36	26802720020000	Kristin Isaacson	\$440.89
22002450050000	Donald L England Jr	\$426.44	28905100050000	Mark Simas	\$440.89
21900810100000	Mia Sha Helton	\$427.01	26601530070000	E Visser	\$441.08
21906600290000	Zoila Marleny Bor	\$427.07	21700710040000	Dana Palmquist	\$441.12
22805600360000	Harjinder/Rumjit Singh	\$427.35	22005900060020	Jennifer Streets-Casias	\$441.94
20321900990000	Ryan Fairchild	\$427.63	20319600800000	Kathleen Connelly	\$442.20
23600110200000	Andrey/Olga Bondaruk	\$427.87	20003530070000	Howard Birmingham II	\$442.65
22804600800000	Mark/Stephanie Gilkey	\$428.23	28201870010000	Jenovino Family Trust	\$442.66
24002920060000	Ricardo B Calma	\$428.31	23203640040000	Tim Lister	\$442.66
23202830110000	Larry Antoine Turner	\$428.34	26800410160000	Steve Fenton	\$442.79
20001910110000	Wendy Beseda	\$428.65	24006000020000	Colleen Donald	\$443.15
28901220040000	Nicholas Morey	\$429.40	21800530090000	Jose Arreola	\$443.46
22005200110000	Joseph William Baza	\$429.45	21901720140000	Augustina Ryan	\$443.83
26601310290000	Judah Joslyn	\$429.58	25502450190000	Craig Martin	\$443.98
27702310240000	Alexander Knyazkov	\$430.18	21902050100000	Sean Kercher	\$444.08
22804600120000	Funda Kivran	\$430.75	21801830040000	Angela Albertson	\$444.47
26900300410000			27100720220000	Ellita Goedecke	\$444.81
			21906601550000	Frank Anderson Jr	\$445.36
			22802520300000	Antonio Vasquez	\$445.67

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FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
28202030030000	Cecil L/Robin M Watson	\$445.96	20000660140000	Dana Scarlett	\$459.62
26604040040000	Mark Adams	\$446.16	22803420160000	Duane/Deborah Clemons	\$460.33
24000920190000	Marilois P Barragan	\$446.29	20321900050000	Mollie TiangRineman	\$460.34
27800360090000	Anna Hagus Tabarez	\$446.34	20318600360000	Vadim Vronskiy	\$460.46
21902050110000	Enrique Zermeno	\$447.09	23204110060000	Nathanial Brooks	\$460.92
21702010070000	Benjamin Nelson	\$447.16	21904700230000	Claudia Flory Werner	\$461.39
28600510090000	Philip Thomas	\$447.34	23600810140000	Rich Dung Quac Le	\$461.62
20000940010000	Lasalle Vandoren	\$447.62	25500520040000	Elias Garcia	\$461.91
29201500270000	Thomas Knox	\$447.96	27900320150000	Bryan Tolentino	\$462.01
27101320130000	Thomas Molmen	\$447.97	27101530290000	KiKis Chicken	\$462.14
29401700390000	Dale/Jane Means	\$448.43	27702320350000	R Mitsumori	\$462.40
23005500080000	Angela Thomas	\$448.50	28902010310000	Edwin Hayes	\$462.84
22900500560000	Parratopia	\$448.62	21903600070000	Steven Scott	\$463.16
22901220180000	Nolan Wootan	\$448.73		Cecilia Rivera or William Urice	\$463.73
			21700120090000		
22802520500000	Gretel Maria Davila-Lacayo	\$448.84	21802440080000	Michael Finuf	\$464.06
28502620070000	Bonnie Gonzales	\$450.01	22806500090000	Aaron/Victoria Singh	\$464.18
24002530110000	Lynne Valdez	\$450.15	23008900280000	Lyubomyr Kontsemal	\$464.18
20318700560000	Jorge/Lolita Terrazas	\$450.26	23008600020000	Valerie Golovko	\$464.29
20000130030000	Keisha D Jones	\$450.54	22004610100000	Jorge Nunez	\$464.44
27901320140000	JASPER LLC	\$450.76	20000930010000	Juan Guzman	\$464.49
21906300280000	Jacqueline Mead	\$451.19	21901440030000	Lisa Delgado	\$464.55
			23003230140000	Alesandra Wheeler	\$465.81
22005000600000	David Taylor/Kathryn Bishop	\$451.21	22902520130000	Robert M Smith Vivanco	\$466.87
25402720160000	Jose/Belia Castillo	\$451.63		Devontae Booker/Destiny Mathews	\$466.88
21901630380000	Taisir Shurafa	\$451.94	22004900150000		
20003130310000	Dominique Turner	\$452.13	21800930120000	Gilbert Ochoa Tinoco	\$466.93
25501240080000	Thomas/Cynthia Dewey	\$452.30	25601340070000	Andrew Deal	\$467.57
21702320100000	Brittany/Melissa Green	\$452.39			
26803110190000	Jennifer Carvalho	\$452.50	22909600060000	Paval/Lyudmila Palamarchuk	\$467.69
21107100160000	Kerry Dahlin	\$452.79	22803510100000	Brenda Kearney	\$467.81
28903120110000	David/Kristine Reed	\$453.21	27801540060000	Juan Garcia	\$467.82
24001010230000	Jordan Lee A E Junior	\$453.37	23008300050000	Karen Uribe	\$468.98
22003410030000	Michael/Sonya Ables	\$453.76	28201230010000	Inga Olsen	\$469.59
23602430010000	John Scott	\$453.96	26803330040000	Katherine/Michael Leon	\$470.16
25801940040000	Justin Bomben	\$454.03	26601700320000	Julieta Zekaryan	\$470.20
			26604020130000	Aline Marcadier	\$470.38
25503610100000	Sergio Pinto/Tracie Moreno	\$454.44	21904800150000	Faith M Patterson	\$470.66
21901750090000	Michael Riley	\$454.45	22003220040000	Jorge Gonzales	\$471.82
21904700110000	Viktor/Svetlana Galay	\$454.61	21800520030000	Agave Transport Inc	\$472.10
28201530200000	Megan Vogeli	\$454.82			
20000320130000	Emelia Mendoza	\$455.26	20000930020000	Richard A Frakes/Kelley M Williams	\$472.19
21801220240000	David A Jones	\$456.03	23200720080000	Andrew Farren	\$472.37
26802100960000	Sam's Sub Shop	\$456.18	27102520060000	Alison Hastings	\$473.26
22002730090000	Angelina/Corey Alexander	\$456.99	21702430200000	Turrina and James Hogan	\$473.66
21904200210000	Maureen Mann	\$457.09	20317100040000	Debra McCastle	\$474.05
			20319800020000	Ivan Caudillo	\$474.30
22806200020000	Franklin Thompson and Alma Joahna Padilla	\$457.32	20000720020000	Howard L Crawford	\$475.56
28903610270000	Nikolas Pikios	\$457.44	27800140020000	Jowell Bell	\$475.66
21902400790000	Heather Duran	\$458.11	21901730100000	Mikhail Nagorny	\$476.14
21904400410000	Jose De Leon	\$458.90	21905200060006	Joelle Toston	\$476.33
20000550270000	Alyssa/Vanessa Delgado	\$459.04	26601700300000	Sally C Marana	\$476.95

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
26600810080000	Dewayne Brown	\$478.15	22005100100000	Ralph/Verlene Williams	\$497.12
22005100750000	Thomas A Ponder	\$478.34	22005300150000	Andrey/Tamara Tagintsev	\$497.17
22804350140000	Vachagan Darbinyan	\$478.97	21904400280000	Samuel/Michelle Wingard	\$497.34
26801340110000	Eliseo Garcia Duran	\$479.05	27800630150000	Carmen Ramos	\$497.37
20003520050000	Terrence Randle	\$479.32	25601820660000	Jesus Ramirez	\$498.27
21701830060000	Miriam Aide Plascencia	\$479.98	21801820230000	Jeffrey Leedy	\$498.51
27900720240000	Christina Michelinia	\$480.03	24000110150000	Fredy Lopez	\$498.72
21902030120000	Dina Ostapyuk	\$480.03	22002910340000	Diana Lyons	\$499.83
21902040060000	William Smith	\$480.19	21902300150000	Kenneth Levenson	\$499.98
23601110130000	Robert Knoll	\$480.49	26800420040000	Stephen Michaud	\$500.20
21906500640000	Joshua/Serena Phelan	\$480.72	22800720170000	Kimberly Connelly	\$500.37
20318600560000	Raed Bakir	\$480.88	23602420090000	Mary Holton	\$500.58
23602810110000	Raul/Crystal Magallanes	\$481.27	27800630080000	Miriam Mah	\$500.73
22803800300000	Irakliy Pachuliya	\$481.55	21903420310000	Colleen K Bolles	\$501.41
22002430010000	Lori Shepherd	\$481.62	21902100300000	Jacob Lopez	\$501.49
22909700680000	Debra Vincent	\$482.03	22005600390000	Colin/Melanie Arnold	\$502.11
20001120020000	Ayanna Spikes	\$482.04	21701810030000	Nicole Blackledge	\$502.25
21802730210000	Ruth Hale	\$482.35	27702230090000	Mike Curtis	\$503.31
23601910040000	Belwood Investments LLC	\$483.10	27100720290000	Cynthia S Silveria	\$504.32
23005420060000	Oscar H Neumann	\$483.30	21900810010000	Susan Ker/Kenya Sanders	\$504.38
26800930060000	Mandeep Kang	\$483.96	22804110040000	Kenneth D Hall	\$504.48
22803800600000	Lamont Barlow	\$485.00	21800410410000	Kathleen Crowley	\$505.05
23007000030062	Wayne Moore	\$485.23	20002850090000	Judith Moreno Ortiz	\$506.42
24004510260000	Jim Heyes	\$485.78	21800620080000	Kenneth E Williams Sr	\$506.43
22803220050000	Robert Davis	\$486.56	21901710230000	Jeffery/Susan Moore	\$506.88
27102220230000	Delia/Eisen Lim	\$487.29	22004700470000	Stephanie Walters	\$507.28
20002540120000	Jessica/Miguel Colon	\$487.36	21801210040000	Margaret Peska	\$507.61
23006600470000	Ronald Dingman	\$488.51	27902420130000	Edgar/Marina David	\$507.85
21801230040000	Timothy Preble	\$488.54	21800320040000	Gil Cobos	\$509.31
20003420140000	Jaime Ruiz Ramos	\$488.69	21107000030000	John Glasgow	\$509.74
23008900180000	Nelya/Yaroslav Slivinskiy	\$488.73	22803530040000	Fe Orriah Jones	\$510.35
22904400110000	Gloria Fernandez	\$488.78	21701320030000	Patresha King	\$510.79
24005110060000	Aurash Sadeghi	\$488.89	21901040090000	Luis/Kaila Vazquez	\$510.82
26602940050000	Anita Jessen	\$488.95	27900840280000	A Wheeler	\$513.11
22005100300000	Art/Mary D Vargas	\$488.99	21702620160000	Cheng Saetern	\$513.74
26600810160000	Niko Hernandez	\$489.46	22002740200000	Pamela Leyden	\$514.08
21902100830000	John Dsupin	\$489.50	26803210100000	The Car Czar Inc.	\$514.12
27901920050000	Brandon C Conley	\$489.96	28203020010000	Richard Santana	\$514.25
25601110100000	Kathleen Stedman	\$491.06	22006800590000	Joanna Billingsy	\$516.37
26800220100000	Keith B Day	\$491.53	23601840030000	Vera Holdings LLC	\$516.50
21700450010000	Diana Flores	\$491.55	23601340050000	Melissa Finley	\$516.73
26900820130000	Joseph/Lucy Ann Nemecc	\$491.89	21800910320000	Delores Bermudez	\$516.89
27900110100000	Byron Cavell	\$492.54	25503210040000	Jason Cooper	\$517.03
23002520160000	Joseph Hemmer	\$493.01	22902820050000	Samantha Castillo	\$517.66
23203660100000	Nelson K Senft	\$493.01		Starlene Lisa Hernandez-	
21902700610000	Andrew J Howard	\$493.48	21702810040000	Barriault	\$518.04
	Anthony Beebout Karen		23600940120000	Omid Azimzadeh	\$518.15
25502900580000	Richardson	\$493.93	21901520120000	Sally M Tuggle	\$518.41
20002110130000	Stacy Gonzales	\$493.99	26602730100000	N Markeson	\$518.47
21700110220000	Carmen Herrera	\$494.46		Volodymyr/Svetlana	
22909300020000	Saraba Ljubinka	\$494.75	21906700480000	Goncharov	\$519.23
28904400050000	Bryan Cheah	\$494.88	25603900520000	Josefa Cardena	\$519.30

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EXHIBIT A

**REPORT OF DELINQUENT WATER ACCOUNTS THROUGH JUNE 1, 2023
FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
22803210040000	Ramon Moraga	\$520.59			
21702640060000	David/Julia Broyles	\$520.96	25401600060000	Kimberley Cox/Bency Joseph	\$547.55
28601440170000	Schmall Family Trust	\$522.99	22806300030000	Maria Aguilar	\$547.87
26800420180000	Mihai Radu	\$523.64	24001040050000	Gerald R Tatterson	\$548.17
23006600120000	Louise Roysdon	\$523.89	27900740070000	Nicholas A Kopac	\$549.32
27702220280000	Jenny Charvet	\$524.00	27100630230000	Tracy Mccarron	\$550.81
21107200480000	Villalovos Family Trust	\$524.01	28900740030000	Nicholas & Chri Bonanno	\$551.41
21702620300000	George Graham	\$524.38	28200210030000	Steven Li	\$551.54
22003020030000	James Trinkkeller	\$524.49		David E and Maria	
21901630410000	Jose/Lydia Deleon	\$525.00	22003320030000	Christina Cortez	\$551.93
21800430160000	Matthew Ramirez	\$525.88	21107000310000	Cheryl Geary	\$552.48
21702630060000	George Williams	\$526.49		Capital Real Estate	
20318600590000	Gupreet Singh	\$526.90	26602730110000	Solutions	\$552.92
23007400300000	Jonatthan Sabadlab	\$527.32	23601750070000	Juan Roldan	\$553.18
21905500460000	Tommy Nguyen	\$527.90	25801920020000	Lorna Patterson	\$553.74
23202260070000	Jolanta Jonczyk	\$528.75	25502260160000	Pok Teh	\$554.12
22806200030000	Franklin Thompson	\$529.73	23202740070000	David London	\$555.06
	Mike Collin Curtis Living		21905200030010	Christine Isaman	\$555.39
21800810100000	Trust	\$531.17	21900720150000	Trent Jensen	\$555.95
21801440090000	Rosa Gonzalez	\$532.65	25502600370000	Alicia Garcia	\$556.50
27100120050000	Sonja Lopez	\$533.40	26602220160000	4021 Renick Way LLC	\$557.03
21700730140000	Rocio Vieyra	\$533.49			
21700120200000	Daniel Martin	\$534.09	20309101080000	Khrystyna/Yaroslav Yatskiv	\$557.68
21801810040000	Vera Holdings LLC	\$535.91	21901130040000	Randy/Vanessa Bell	\$558.44
23204110140000	Donna Lynch/James Detmers	\$535.95	26803610070000	JAIME TOBANACHE CARDONA	\$558.89
29203010190000	Michael Moore	\$536.48	23003230270000	Scott Kirkeeng	\$559.83
	Samad P Janfeshan/ Mitra		21902800820000	Aletta Maria Shedenhelm	\$560.06
21702200130000	Ashrafi	\$536.50	26800710290000	Jason Murphree	\$560.20
22802020230000	Jason Adams	\$536.81	21802710070000	Gensis Santos	\$561.07
20320000140000	Huy Tran	\$537.13	22802320320000	Integrated Motors	\$561.26
24005700150000	Diane Enderle	\$537.30	22006230050000	Vincent Delgado	\$561.39
21902700550000	James W Hallissy	\$537.78	21800930170000	Mohammad Kabir	\$562.46
22803800470000	Michael Goossens	\$537.96	20318900840000	Paul Corbett	\$563.68
25503220020000	Khudir Abdulhaq	\$540.13	25401420180000	Dennis Larsen	\$567.58
21701430280000	Gina Snarr	\$540.43	26802340060000	Anita Crawford	\$567.88
27702130130000	James Pisano	\$540.78	21702140030000	Juan C Munoz	\$568.00
24001110600000	Pho Phongmany	\$541.25	22005700300000	Severiano Vega	\$568.08
26900230160000	Richard Resch	\$541.51	21801210090000	John and Lisa Webster	\$569.79
22902630090000	Richard Mc Greevy	\$541.60	21800220080000	Eric Reyes	\$570.04
24003520200000	Lafmairta Aziz Quattrone	\$541.78	27701830180000	Michael/Rachel Davies	\$571.60
21901920080000	Judy/Austin Teng	\$542.26	21801710040000	Robert Rosker	\$572.27
21902800170000	Brian/Cherice Shumaker	\$542.54	22005200300000	Judy/Tom D'Agostini	\$572.75
21801710190000	Katie Knittel	\$543.38	22003620120000	Asa Kmt Simien	\$573.03
28202640180000	G&J Boise LLC	\$543.58			
25401510160000	Benjamin Banahene	\$543.64	21902700470000	Elizabeth and Robert Frith	\$574.89
22803410420000	Wallace or Linda Elane	\$544.51	20001210260000	E Nieto	\$575.03
23004130010000	Bonnie J Vail	\$544.56	25601330040000	Daniel Chapman	\$576.92
20003220200000	Sean Mcmanigal	\$544.78	22900610080000	Michael Mullen	\$576.98
28902420050000	Eric Curtis	\$545.34	22006500450000	Allan L Mccreary	\$577.54
25501320320000	Brian K Lewis	\$546.40	22002730060000	Asha Jones	\$577.99
21801920020000	Saburette A. M. DeMatties	\$546.96	22002320190000	Juanita Sawyer	\$579.81
			20000720110000	Gillian Eppinette	\$580.60

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EXHIBIT A

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FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
20321400200000	Rajneel/Shomita Raj	\$581.14	27101110470000	Andrew Olsufka	\$642.37
20000330220000	Robert Jackson	\$581.90	28603400360000	Robert Dewar	\$643.46
21800810140000	Jessica Rubio Munoz	\$583.05	22002730200000	Robert J Gavia	\$648.11
25401520100000	Xiaoxia Huang	\$584.14	21800910310000	Frank Bermudez	\$649.39
21906500310000	Brandyn Roberts	\$585.51	22006000560000	James Rothery	\$652.20
21702630150000	Tyronda Hogan/Charles Richardson	\$585.59	22900630030000	Sacramento Self-Help Housing	\$652.90
23602730130000	Brian Lowry	\$585.65	28603500030000	Patrick Keith Reding	\$653.03
25400200180000	Maher Atayas	\$587.39	27101020070000	Randal Lucas	\$653.49
21701210110000	Daniel Pletcher	\$590.76	22006800470000	George Stutes	\$655.05
22900240010000	Horizon Smog	\$591.70	23203310150000	Common Spirit Health	\$656.52
21801420190000	Antonio Paniagua/Ruby Moreno	\$593.21	22903650140000	Marcus Hayes	\$657.89
20000630200000	Kiyono S Martinson Revocable Living TR	\$593.28	22803510090000	Jason Mcguire	\$658.90
22803410530000	William Frias	\$594.18	25501610360000	Joshua Keele	\$660.56
22806100230000	Passion Alston	\$594.68	26802610130000	Isidora Ceralde	\$662.02
21801510120000	Pavel Badaliy	\$596.77	25601710190000	Senior Carelink	\$665.58
26601530200000	Tracy White	\$597.11	21801330120000	L Denton	\$668.05
22909700770000	James Takahashi	\$599.46	21702850110000	Andrade Family Trust	\$670.28
20000920290000	Sonia Castaneda Rivera	\$601.24	20318700530000	Huong Tran/Tra Le	\$671.04
21702140070000	Rebecca Cook	\$602.13	22005000450000	Abhilash Itharaju	\$671.75
21905300220000	Ana Perdomo	\$606.25	22806800120000	David Clark	\$672.96
25600630130000	Melissa Irene Starks	\$606.54	21702160020000	Desmond/Jennifer Hatch	\$673.27
25800320250000	Jill Bennett	\$607.45	21802020150000	Leona Burns-Smith	\$675.99
28202630120000	Diane L Casillas	\$607.64	28502620040000	Ram Sah	\$676.59
28600130320000	Gilbert Garcia Herrera	\$607.79	26900210370000	James Baker	\$678.43
21701220010000	Tanisha N Hunter	\$608.57	26800430060000	Hafiz Rezaei Ismaeel	\$683.68
23001610180000	Michael A Morgan	\$609.45	27902020010000	Pimpun Pongchandr	\$685.92
27102510110000	Kien Du Phung	\$611.09	20003010140000	Jesus Ramierz	\$686.72
27100810110000	Mary Econome	\$611.30	21700410110000	Phil Makin	\$689.80
21801930040000	Ericka Butler	\$611.81		Waffle Square Attn Imab Jund	\$691.37
26802420070000	W Anderson	\$612.03	27801640190000	Maryam Haidari	\$691.77
27902620140000	2235 Park Towne LLC	\$618.91	24001111050000	Aysha Sheppard	\$700.21
21800810530000	Gina/Corey Faria	\$619.49	22007600060000	Aysha Sheppard	\$700.21
21702430110000	Judith/Michael Nugent	\$619.77	22805400020000	Christopher Keener	\$702.69
26800410110000	Qamar Suboh	\$621.50	26601600070000	Harbagh/Salma Jagur	\$704.33
21905800200000	Xzavier Harris	\$621.79	20003530250000	Lews De Filppis	\$704.42
21702870010000	Tara Noland	\$623.54	22800650090000	Ignacio Gutierrez	\$705.91
21702110200000	Colette Wolf	\$625.10	20001760020000	Carlos and Marlene Morales	\$706.88
21700320310000	Flavio Rivas	\$626.55	23006500140000	Mohammadata Karimi	\$710.78
22803320770000	Inga Olsen	\$631.57	25601710200000	Lafmairta Aziz Quattrone	\$713.22
20001840010000	Carrie Tharp	\$632.55		Gwendolyn Spears Revocable Trust	\$714.64
23001410040000	Bailey Family Trust	\$634.25	25802610010000	Sheila B Barker	\$714.73
22804420080000	Loay Al Dandan and Firyal Abu Mahmoud	\$634.40	27102320070000	Robert/Catherine Barnes	\$718.93
21500710010000	Dorothy Flaherty	\$634.62	23006700080000	Foy/Nai/Saeng Saelee	\$720.68
24006700040000	Sarfraz Ahmed	\$635.94	20003510020000	Tyrone Keller	\$726.68
20003520090000	Pedro/Eliana Alvarez	\$639.02	20000620070000	Yen Wang	\$727.44
23602130090000	David/Nicole Freeman	\$639.58	22005900100002	Rafael Mariano	\$728.23
28903120070000	Betty R Axup 2009 Living Trust	\$640.31	27701930050000	Iris Agis	\$731.03
			24001810260000	Zenith Endeavors LLC	\$733.09
			22800530060000	Marisa Salas	\$737.97
			21800430040000		

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EXHIBIT A

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FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
			21901110200000	Edgar Castro Ferrer	\$879.46
23203610140000	Richard/Christie Terranova	\$738.07	21800520190000	Emma White	\$884.29
23004800160000	Vyacheslav Shkrovanets	\$739.90	28904210110000	Sean McBride	\$890.11
28600120080000	Kyngs BBQ	\$742.39	23601610040000	Mark Bray	\$890.49
			20319800210000	Daniel Lujan	\$895.75
27801010120000	Juan Ruiz or Ismael Vargas	\$750.24		Wiseman-Coe 2002 Family Trust	\$902.30
21906800220000	Madline Russell	\$760.25	22803600280000		
23601220120000	William De Visscher	\$761.84	25400600240000	Michael Iyasere	\$904.37
22002460240000	William Hixson	\$764.57	25501720510000	VARE LLC	\$904.89
22903620370000	Robert/Sonya Reyes	\$771.17	20000630260000	David Hardy	\$906.38
27103220050000	Fernando Chavez	\$773.06	21500620060000	E Jbeily	\$908.93
21701850080000	Anthony R. Dazo	\$778.25	22006000750000	Sharmain Pepper	\$911.00
20001510070000	Edward/Sherrie Nuzman	\$782.82		William Brundidge or Celina Galindo	\$914.21
23005600040000	David Barzelay	\$783.79	20001420230000		
	Ryan Morgan/Jennifer Mullen	\$796.59	21800530190000	Maria Guadalupe Quiroz/Ruperto Carrillo	\$920.24
20319800370000	Igor Bondar	\$800.35	26603450140000	Rickie Walker	\$930.05
26802100230000	Maksim/Irina Vlasov	\$800.59	22900100370000	Itrucking Capital LLC	\$930.22
22805500390000	Roger Krier	\$805.71	20318200380000	Margarita Prokopovich	\$936.70
21902200460000	Carmen Martinez	\$805.98		Strategic Rstrt Acquisition Co	\$941.60
24002550110000	Juan Cruz	\$812.60	27701600470000		
23600920140000	John/Whitney Webb	\$814.63	21107000500000	Jerry Kelley	\$942.26
20001210100000	Christina Fletcher	\$816.45	21903600140000	Krista Eklund	\$943.01
25500620050000	Dale Boston	\$817.13	21903520030000	Richard Sherman	\$950.46
20319600660000	David M Cunkelman	\$817.14	22804500340000	Tim Tyler	\$952.59
28904400390000	Zafar and Vanessa Alikhan	\$818.43	28601310320000	Star Dog LLC	\$952.90
21802430120000	Michael Radosevich	\$819.89	22800730120000	Natalie Van Der Ven	\$953.60
25600310010000	James Hall	\$821.91	27702330140000	Hosea Wheeler	\$959.65
21700930170000	Dalila K Tobin	\$822.99	22900500110000	3M Motors	\$975.84
21501900460000	Middle Eastern Market	\$824.62	27702330080000	Judith Esguerra Sheldon	\$982.89
20317100070000	Jeremy Smith	\$824.70	27702030240000	Deborah O' Brien	\$983.04
	Angelina Harris/Kenneth Robinson	\$826.33	27701950150000	Francis Galiney III	\$983.41
21905200050005			22000130340000	Creations Hair Salon	\$983.65
28103730150000	Dong/Soo Kim	\$829.44	20001720040000	Tibbits Family Trust	\$986.66
21904600150000	Gino Dascenzi	\$835.16	21700220040000	Clifton Frazee	\$991.46
20317100730000	Joshua and Melissa Porter	\$838.32	20317600450000	Kimberly Contreras	\$996.17
27902420130000	Edgar/Marina David	\$843.61	21900610070000	Mulbah Kerkula	\$997.72
23003650120000	Michael McQueen	\$845.52	22802810310000	Ramon Lerma	\$998.81
22806200090000	Keisha Green	\$847.58	20000730060000	Timothy Linda Arias	\$1,006.52
20002010080000	Chris McGuire	\$847.95	22804020170000	Jovita Brunotte	\$1,008.96
23601220100000	Mitchel Anderson	\$848.04	27900840120000	Chemseddine Haddane	\$1,013.77
	Carmen Juslin/Michelle Weatherford	\$850.19	22909700690000	Melvin Caballero	\$1,018.94
23008900230000			20000920260000	Darren/Janeth Drew	\$1,019.22
21901460650000	Lindsay Quirarte	\$853.87	21901460550000	James Reyes	\$1,024.42
23005500350000	Ayauna Ford	\$854.32	22006800430000	Barbara J Clay	\$1,025.28
21904600080000	Paul Hamilton	\$856.13	27800940250000	3D Inv Group LLC	\$1,030.20
21800810040000	Mary Dispensa	\$856.92	21904200020000	Ryan Fuller	\$1,040.29
24004900090000	Hollister Partners LLC	\$860.81	21902100220000	Clarence Hillard	\$1,047.77
25601340050000	Scott Cartwright	\$861.82	22800720200000	Daisha Jackson	\$1,049.46
	Shawna Marie Alcantar-Gavin	\$863.62	21800910210000	Iosif Maciuca	\$1,056.37
21900940040000			25500220050000	Jason H Mallory	\$1,058.60
22800610040000	Michael Buescher	\$865.94	22002920120000	Carl L Palmer	\$1,058.72

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FOR PLACEMENT ON SACRAMENTO COUNTY TAX ROLL**

APN #	Property Owner's Name ⁽¹⁾	Amount	APN #	Property Owner's Name ⁽¹⁾	Amount
21901040160000	Pedro Figueroa	\$1,058.82	23000310150000	William Walter	\$1,390.80
21905300200000	Joshua Scott	\$1,070.11	21701610140000	Ricardo Grajeda	\$1,403.95
21101530060000	Sequoia IRR Trust CBO	\$1,071.34	20319900060000	Rochelle Wynes	\$1,449.19
26601310230000	Dulip Prasad/Cheree Caron	\$1,071.74		Natalie M	
25400710240000	Arthur McCombs	\$1,074.12	26602110310000	Geiskopf/Johnathan E Lee	\$1,475.29
21902500190000	Maria Frey	\$1,074.88	29202410230000	Marinell Hunt	\$1,477.11
20801410220000	Mary J Bright	\$1,077.79	21901950030000	Joseph Martinez	\$1,495.14
20000310080000	Guy and Lori Raper	\$1,085.44	28905100240000	Stephanie Macon	\$1,499.76
22803220140000	Jose Magallon	\$1,091.07	23006100160000	Miro Ilic	\$1,529.97
27102800160000	Kathy Hedgpeth	\$1,098.94		Wanda Stephenson Attorney-	
28906000110000	Scott Wetch	\$1,099.67	21700440060000	in-Fact	\$1,531.55
23200310080000	Lucas Family Partners LP	\$1,102.91	28905900220000	Arden Bluffs HOA	\$1,534.66
21701220160000	Joshua Estampa	\$1,115.81	21902100180000	Jeaninemarie Hart	\$1,543.35
23601330030000	Jason Roe	\$1,125.24	21904200430000	Sazo Ernest	\$1,557.85
21801220270000	Cosme/Edith Burciaga	\$1,127.99	28601720030000	Jerry Martinez	\$1,587.09
28905600250000	Chris & Stacey Griggs	\$1,136.87	20003120240000	Jamal Carlisle	\$1,630.32
21901430120000	Marta Garcia	\$1,148.25	28103120010000	Michelle Chan	\$1,643.87
27902430100000	Habaybna Kitchen	\$1,158.33	20002310170000	Annie or Lee McNabb	\$1,710.28
			27902420130000	Edgar/Marina David	\$1,712.58
25402710010000	Luis Juarqui & C Garibaldi	\$1,166.63	21802010080000	Robert Mccoin	\$1,750.21
21801930050000	Deborah Como	\$1,182.05	22800720010000	Kristina Compber	\$1,776.73
27801520030000	Reynando A Accooe	\$1,186.83	20003410050000	Melvin Lyons	\$1,778.92
21702320350000	Peni Koka/Lesieli Nau	\$1,210.20	20801220470000	Sris Ram	\$1,809.08
21702820060000	Darryl Lawrence	\$1,211.65		Americorp Nat Civilian	
21702430350000	Keianna Laguna	\$1,225.39	21503100180000	Comm Co	\$1,833.01
21701330120000	Beau Reynolds	\$1,225.91		Harvey M Mercer Family	
20003600180000	Kalinka Kachka Trust	\$1,233.68	26800820040000	Trust	\$1,894.73
22803510140000	Pedro Gutierrez	\$1,234.67	22803220110000	Albert Gaynor	\$1,900.95
25502220090000	Lia Futuwi	\$1,235.99	22003110130000	Isam Alazzawi	\$1,909.56
23602520110000	Theodore Brintz	\$1,245.87	22805900060000	Thomas Herbst	\$1,916.76
22800710160000	Kim Flink	\$1,247.12	21801120030000	Candyce Brown	\$2,010.11
	Acclaim Trust Muang		22800630120000	Christina Bujanda	\$2,020.54
21905000110000	Saephan	\$1,250.06	22806100520000	Elaine Johnson Demitro	\$2,055.42
22006100480000	Priinda Hoohuli	\$1,276.07	20003530200000	Gretchen Gantz	\$2,066.07
23007200100000	Anosheh Satvat	\$1,284.70	27800940270000	Lions Auto Sales	\$2,136.59
20318500790000	Mary/Paul Grimes	\$1,291.58	22004400340000	Friendly Hernandez	\$2,162.94
21701850020000	Timothy Forrest	\$1,323.75	24001120170000	Alisia J Navarro	\$2,268.79
21905200060010	Margaretha Muryadi	\$1,329.82	20301100460000	Antelope Christian Center	\$2,537.02
24005110120000	Candice Kramer	\$1,333.89	27800200080000	CBS El Camino, LLC	\$2,625.84
	Ursula Martinez and Jose		22801820330000	Francisco/Rosita Orozco	\$2,900.83
20000630290000	Palacios	\$1,336.20	25402600010000	Janene E Love	\$3,047.54
26801400240000	Town and Country West LLC	\$1,338.43		Augusta Legacy Properties	
21801320150000	Brandon Rodigo	\$1,369.25	24000110210000	LLC	\$3,437.99
20002040130000	Clarence Hillard	\$1,374.48	26802800520000	Tuscana Court Apartments	\$4,104.02
27801230140000	Christopher Holtzman	\$1,379.62		APA CA LLC RE Better	
25401520110000	Michael Giles	\$1,380.81	25502810520000	Plumbing Company	\$4,733.85
20000420080000	Jose Moreno	\$1,386.32	22801410280000	4317 Madison LLC	\$7,522.65

¹ Names of all owners of each delinquent parcel as shown on the most recent Sacramento County equalized assessment roll available, or any more recent account information known to SSWD.



Agenda Item: 8

Date: June 19, 2023

Subject: Annual Fraud Prevention Presentation

Staff Contact: Jeffery S. Ott, Director of Finance and Administration

Recommended Board Action:

No Action. Receive staff presentation on fraud prevention and overview of the Auditors Management Letter.

Summary:

In 2007, the District adopted the Workplace Dishonesty Policy (PL-Adm 006) and a related Procedure (PR-Adm 004) that identify various types of fraudulent activities that may occur in the normal course of District operations with accompanying mitigation practices. The purpose of this agenda item is for staff to present to the Directors the District's established policies and procedures related to fraud deterrence, prevention and detection and to discuss risks to the District resulting from potential fraudulent activities. An annual review was recommended by the District's independent auditor as a best practice.

Please note that the Workplace Dishonesty Policy and Procedure and risks resulting from potential fraudulent activities were discussed and reviewed with all District staff on Thursday, June 1, 2023.

Discussion:

Fraud is a broad legal concept and is subject to legal determination. For the District, fraud is primarily defined as prohibited conduct or activities of its directors, officers, employees, and those doing business with the District that would be considered dishonest, corrupt, or deceitful. For financial reporting purposes, fraud is further defined as intentional act(s) that result in a material misstatement of the financial statements.

The District has implemented various tools to deter, prevent and detect fraudulent activities. These tools primarily consist of the internal control procedures that have been adopted, implemented, and regularly updated. District internal control procedures have been established by way of the District's Ordinances, Resolutions, Policies, Procedures, and practices.

In order to deter, prevent or detect fraudulent activities from occurring or perpetuating, it is necessary to understand the conditions under which fraud may occur. Typically, in order for fraud to exist, three conditions must be present:

1. Incentive/pressure to perpetrate fraud.
2. An attitude/rationalization to justify the fraudulent action.
3. An opportunity to carry out the fraud.

Established District internal control procedures primarily address risks in condition 3, the opportunity to carry out fraud, and provide specific procedures to be followed to mitigate such risks. The first two conditions in the fraud triangle are more difficult for the District to assess and manage, however, the District's culture and values can help identify risks in the first two conditions.

Annually, as part of the financial statement audit, the General Manager and Director of Finance and Administration are required to make various assertions regarding District internal controls and their awareness of any fraudulent activities (see Attachment 1, parts 3, 4, 12, 13, 14, and 23). As an update to these assertions made to the Auditors on April 10, 2023, District officers are currently unaware of any fraudulent activities that are occurring in District operations or activities.

Fiscal Impact:

None.

Strategic Plan Alignment:

Goal C Ensure Fiscal Responsibility and Affordable Rates

District customers benefit by ensuring all District employees and Directors are aware of the circumstances under which fraudulent actions may occur so the chances and opportunities for fraud are minimized.

Attachments:

- 1) Management Representation Letter to Auditors
- 2) PowerPoint Presentation



April 10, 2023

David Alvey, CPA
Maze and Associates
Certified Public Accountants
3478 Buskirk Avenue, Suite 215
Pleasant Hill, CA 94523

Dear Mr. Alvey,

This representation letter is provided in connection with your audit of the financial statements of the Sacramento Suburban Water District (District), which comprise the respective financial position of the business-type activities as of December 31, 2022 and 2021, and the respective changes in financial position and, where applicable, cash flows for the year then ended, and the related notes to the financial statements, for the purpose of expressing opinions as to whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

We confirm, to the best of our knowledge and belief, as of the date of this letter the following representations made to you during your audit.

Financial Statements

1. We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated September 12, 2022 including our responsibility for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP and for preparation of the supplementary information in accordance with the applicable criteria.
2. The financial statements referred to above are fairly presented in conformity with U.S. GAAP and include all properly classified funds and other financial information of the primary required by generally accepted accounting principles to be included in the financial reporting entity.
3. We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
4. We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
5. Significant assumptions we used in making accounting estimates, including those measured at fair value, are reasonable.
6. There are no known related-party relationships or transactions that need to be accounted for or disclosed in accordance with U.S. GAAP.



7. Adjustments or disclosures have been made for all events, including instances of noncompliance, subsequent to the date of the financial statements that would require adjustment to or disclosure in the financial statements.
8. The effects of all known actual or possible litigation, claims, and assessments have been accounted for and disclosed in accordance with U.S. GAAP.
9. Guarantees, whether written or oral, under which the District is contingently liable, if any, have been properly recorded or disclosed.

Information Provided

10. We have provided you with:
 - a. Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records (including information obtained from outside of the general and subsidiary ledgers), documentation, and other matters and all audit or relevant monitoring reports, if any, received from funding sources.
 - b. Additional information that you have requested from us for the purpose of the audit.
 - c. Unrestricted access to persons within the District from whom you determined it necessary to obtain audit evidence.
 - d. Minutes of the meetings of District Board or summaries of actions of recent meetings for which minutes have not yet been prepared.
11. All material transactions have been recorded in the accounting records and are reflected in the financial statements.
12. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
13. We have no knowledge of any fraud or suspected fraud that affects the District and involves:
 - Management,
 - Employees who have significant roles in internal control, or
 - Others where the fraud could have a material effect on the financial statements.
14. We have no knowledge of any allegations of fraud or suspected fraud affecting the District's financial statements communicated by employees, former employees, regulators, or others.
15. We have no knowledge of instances of noncompliance or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements, or waste or abuse, whose effects should be considered when preparing financial statements.
16. We have disclosed to you all known actual or possible litigation, claims, and assessments whose effects should be considered when preparing the financial statements.



17. We have disclosed to you the names of the District's related parties and all the related party relationships and transactions, including any side agreements, of which we are aware.

Government – specific

18. There have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.

19. We have identified to you any investigations or legal proceedings that have been initiated with respect to the period under audit.

20. The District has no plans or intentions that may materially affect the carrying value or classification of assets, liabilities, deferred outflows/inflows of resources or equity.

21. We are responsible for compliance with the laws, regulations, and provisions of contracts and grant agreements applicable to us, including tax or debt limits and debt contracts, and legal and contractual provisions for reporting specific activities in separate funds.

22. We have appropriately disclosed all information for conduit debt obligations.

23. We have identified and disclosed to you all instances of identified and suspected fraud and noncompliance with provisions of laws, regulations, contracts and grant agreements that we believe have a material effect on the financial statements

24. There are no violations or possible violations of budget ordinances, laws and regulations (including those pertaining to adopting, approving, and amending budgets), provisions of contracts and grant agreements, tax or debt limits, and any related debt covenants whose effects should be considered for disclosure in the financial statements, or as a basis for recording a loss contingency, or for reporting on noncompliance.

25. The District has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.

26. The District has complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance.

27. The financial statements include all component units, appropriately present majority equity interests in legally separate organizations and joint ventures with an equity interest, and properly disclose all other joint ventures and other related organizations.

28. The financial statements include all fiduciary activities required by GASB Statement No. 84.

29. The financial statements properly classify all funds and activities in accordance with GASB Statement Nos. 34 and 54, as amended.

30. Components of net position (net investment in capital assets; restricted; and unrestricted) and classifications of fund balance (nonspendable, restricted, committed, assigned and unassigned) are properly classified and, if applicable, approved.

31. Investments, derivative instruments, and land and other real estate held by endowments are properly valued.




32. Provisions for uncollectible receivables have been properly identified and recorded.
33. Expenses have been appropriately classified in or allocated to functions and programs in the statement of activities, and allocations have been made on a reasonable basis.
34. Interfund, internal, and intra-entity activity and balances have been appropriately classified and reported.
35. Deposits and investment securities and derivative instruments are properly classified as to risk and are properly disclosed.
36. Arrangements with financial institutions involving repurchase, reverse repurchase, or securities lending agreements, compensating balances, or other arrangements involving restrictions on cash balances and line-of-credit or similar arrangements, have been properly recorded or disclosed in the financial statements.
37. The fact that “uncollateralized” deposits or “uninsured, unregistered securities held by the counterparty, or by its trust department or agent but not in the District’s name” during the period significantly exceeded the amounts in those categories as of the financial statement date was properly disclosed in the financial statements.
38. The methods and significant assumptions used to determine fair value of financial instruments are properly disclosed in the financial statements. The methods and significant assumptions used result in a measure of fair value appropriate for financial statement measurement and disclosure purposes.
39. Capital assets, including infrastructure and intangible assets, are properly capitalized, reported, and, if applicable, depreciated or amortized.
40. Capital assets, including intangible assets, have been evaluated for impairment as a result of significant and unexpected decline in service utility. There are no impairment losses or insurance recoveries to record or disclose.
41. Derivative instruments are properly recorded and the characteristics of the hedges are properly disclosed.
42. We have appropriately disclosed the District’s policy regarding whether to first apply restricted or unrestricted resources when an expense is incurred for purposes for which both restricted and unrestricted net position are available and have determined that net position is properly recognized under the policy.
43. We are following our established accounting policy regarding which resources (that is, restricted, committed, assigned, or unassigned) are considered to be spent first for expenditures for which more than one resource classification is available. That policy determines the fund balance classifications for financial reporting purposes.
44. Agreements to repurchase assets previously sold have been properly disclosed.



45. Unused lines of credit, collateral pledged to secure debt, certain contractual debt terms (such as significant defaults or termination events), and direct borrowings and private placements have been properly disclosed.
46. Participation in a public entity risk pool has been properly reported and disclosed in the financial statements.
47. We believe that the actuarial assumptions and methods used to measure pension and OPEB liabilities and costs for financial accounting purposes are appropriate in the circumstances.
48. We acknowledge our responsibility for the required supplementary information (RSI). The RSI is measured and presented within prescribed guidelines and the methods of measurement and presentation have not changed from those used in the prior period. We have disclosed to you any significant assumptions and interpretations underlying the measurement and presentation of the RSI.
49. With respect to the Supplementary Information included in the financial statements referred to above:
 - a. We acknowledge our responsibility for presenting the Supplementary Information in accordance with accounting principles generally accepted in the United States of America, and we believe the Supplementary Information, including its form and content, is fairly presented in accordance with accounting principles generally accepted in the United States of America. The methods of measurement and presentation of the Supplementary Information have not changed from those used in the prior period, and we have disclosed to you any significant assumptions or interpretations underlying the measurement and presentation of the Supplementary Information.
 - b. If the Supplementary Information is not presented with the audited financial statements, we will make the audited financial statements readily available to the intended users of the Supplementary Information no later than the date we issue the Supplementary Information and the auditor's report thereon.
50. Expenditures of federal awards were below the \$750,000 threshold for the year ended December 31, 2022 and the District is not required to have an audit in accordance with Uniform Guidance.

Signed:  _____

Title: General Manager

Signed:  _____

Title: Director of Finance and Administration



FRAUD
PREVENTION

BOARD MEEETING
June 19, 2023

What is Fraud?

Fraud is any intentional act or omission designed to deceive others, resulting in the victim suffering a loss and/or the perpetrator achieving a gain, usually, monetary.

- Definition:

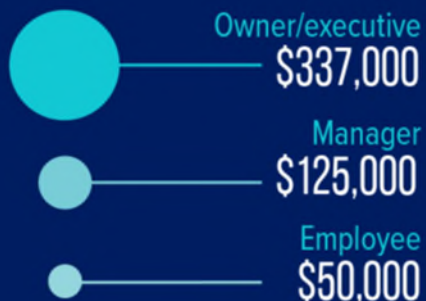
Wrongful or criminal deception intended to result in financial or personal gain.

Three Common Types of Fraud

- Corruption
- Asset Misappropriation
- Financial Statement Fraud

Who Commits Fraud?

Owners/executives committed only 23% of occupational frauds, but they caused the largest losses.



85% of fraudsters displayed at least one BEHAVIORAL RED FLAG OF FRAUD

PERPETRATORS Occupational Fraud 2022: A Report to the Nations

Department*	Number of cases	Percent of cases	Median loss
Operations	273	15%	\$74,000
Accounting	230	12%	\$155,000
Executive/upper management	206	11%	\$500,000
Sales	203	11%	\$100,000
Customer service	140	8%	\$40,000
Purchasing	131	7%	\$129,000
Administrative support	131	7%	\$90,000
Finance	95	5%	\$160,000

Department*	Number of cases	Percent of cases	Median loss
Board of directors	58	3%	\$500,000
Information technology	53	3%	\$150,000
Warehousing/inventory	58	3%	\$116,000
Manufacturing and production	63	3%	\$100,000
Facilities and maintenance	49	3%	\$58,000
Marketing/public relations	35	2%	\$112,000
Human resources	29	2%	\$100,000
Research and development	17	1%	\$75,000

Source: legacy.acfe.com – 2022 Report to the Nations

Who Commits Fraud

BEHAVIORAL RED FLAGS OF FRAUD

Recognizing the behavioral clues displayed by fraudsters can help organizations more effectively detect fraud and minimize their losses.

8 KEY WARNING SIGNS

85%

OF ALL FRAUDSTERS
displayed at least one
**BEHAVIORAL
RED FLAG**

These are the 8 most common behavioral clues of occupational fraud. **At least one of these red flags** was observed in 76% of all cases.



39%

Living beyond means



25%

Financial difficulties



20%

Unusually close association with vendor/customer



13%

Control issues, unwillingness to share duties



12%

Irritability, suspiciousness, or defensiveness



12%

Bullying or intimidation



11%

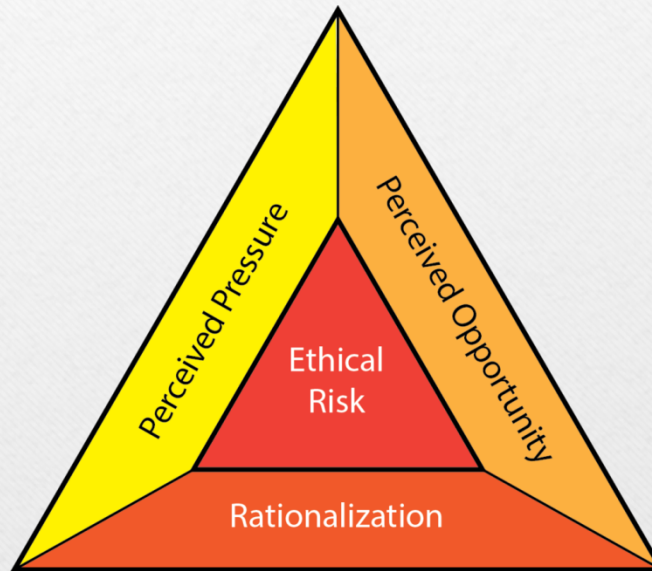
Divorce/family problems



10%

"Wheeler-dealer" attitude

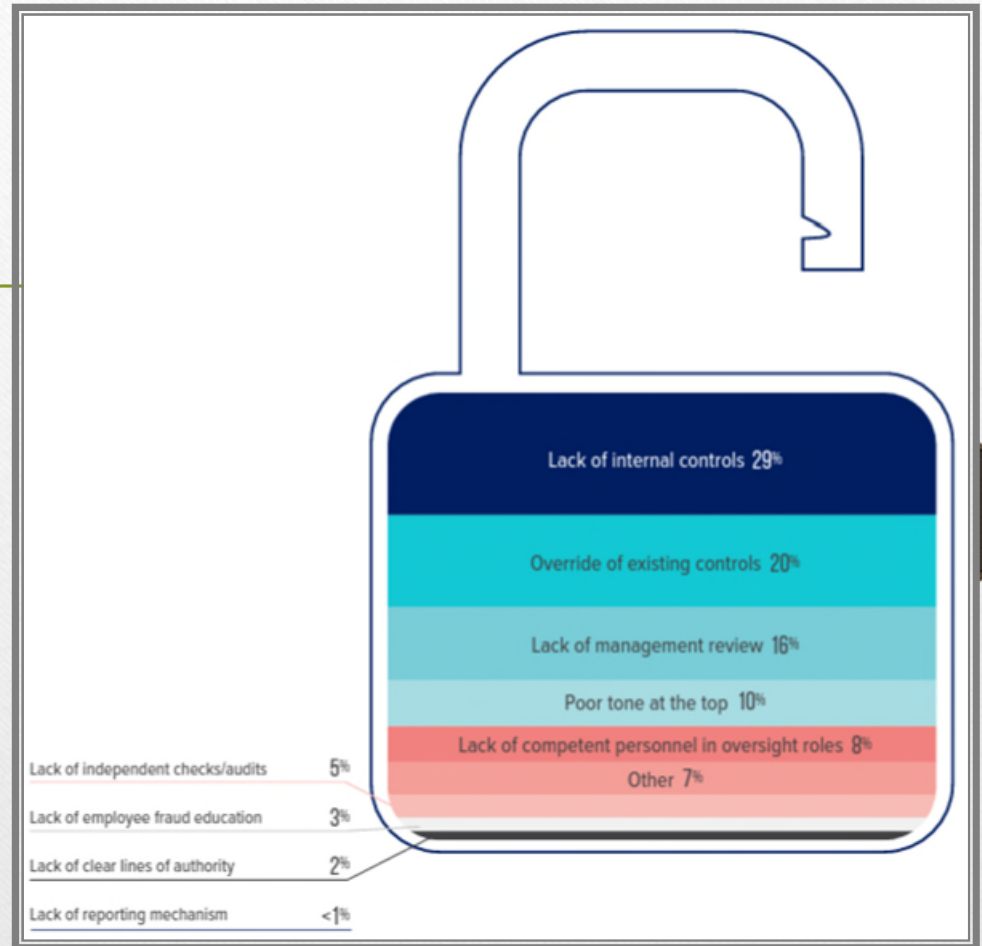
FRAUD TRIANGLE



Breaking the Fraud Triangle is the key to fraud deterrence. Breaking the Fraud Triangle implies that the District must remove one of the elements in the fraud triangle in order to reduce the likelihood of fraudulent activities

INTERNAL CONTROLS

- CONTROL ENVIRONMENT
- RISK ASSESSMENT
- CONTROL ACTIVITIES
- INFORMATION & COMMUNICATION
- MONITORING



DISTRICT CONTROLS

- WORKPLACE DISHONESTY POLICY (PL-ADM 006)
- WORKPLACE DISHONESTY PROCEDURE (PR-ADM 004)
- DISTRICT ACCOUNTING, INVENTORY AND OTHER POLICIES AND PROCEDURES
- APPROVALS & REVIEWS
- SECURITY (Physical & Cyber)
- ANNUAL AUDIT
- BUDGET-TO-ACTUAL REVIEWS
- CONTRACT REVIEW

Deter, Prevent, Detect

- Deterrence involves having consequences that will dissuade someone from wanting to committing fraud, whereas Prevention involves eliminating factors that may cause fraud.
- Detection involves identifying and stopping existing fraud.

QUESTIONS



Agenda Item: 9

Date: June 19, 2023

Subject: Sacramento Local Agency Formation Commission Call for Nominations for Special District Commissioner (Office #7)

Staff Contact: Dan York, General Manager

Recommended Board Action:

Nominate a Sacramento Suburban Water District Board of Director, at pleasure. A nomination is not required.

Discussion:

Sacramento Local Agency Formation Commission (LAFCo) has an open invitation to independent Special Districts within Sacramento County to recommend a member of a Board to join the Special District Commissioner (Office #7).

The Special District Selection Committee (Committee) is electing a regular representative to serve a new 4-year term beginning January 1, 2024. This office is currently held by Lindsey Liebig of Herald Fire Protection District, however, her term will expire on December 31, 2023.

Due to the size of the Committee, it has been difficult for LAFCo to establish a quorum when meeting in person. Therefore, the Executive Officer has determined that the business of the Committee will be conducted in writing to elect a regular Special District Representative to LAFCo.

The nomination period will be 45 days; all nominations are due in writing on or before 5:00 p.m. on July 1, 2023. Nominations received after that date cannot be accepted and will be returned to the nominating District.

The nomination form is attached with further information. Should the Board choose to nominate a Director, the form must be signed by the presiding officer of the District’s Board of Directors, or the record of nomination made by majority vote at an official meeting of the District’s Board, certified by the District’s General Manager, along with a one page statement of qualifications.

Fiscal Impact:

Special District Commissioner (Office 7) members serve a 4-year terms without LAFCo compensation. Reimbursement for service, if selected, will amount to a standard meeting stipend and eligible expenses in accordance with District Policy.

Attachments:

- 1. Memorandum from LAFCo
- 2. Special District Nomination Form




SACRAMENTO LOCAL AGENCY FORMATION COMMISSION
 1112 I Street, Suite 100 • Sacramento, CA 95814 • (916) 874-6458
 www.saclafco.org

MEMO

DATE: May 19, 2023

TO: Special District Presiding Officer

FROM: José C. Henríquez, Executive Officer 
 Sacramento Local Agency Formation Commission

SUBJECT: Election of Special District Representatives to Sacramento LAFCo
 Nominations for Special District Commissioner

The Special District Selection Committee is electing a regular representative to serve a new 4-year term beginning in January 1, 2024.

Due to the size of the Special District Selection Committee, it has been difficult to establish a quorum when meeting in person. Therefore, pursuant to the provisions of Government Code §56332(f), the Executive Officer has determined that the business of the Special District Selection Committee will be conducted in writing to elect a regular Special District Representative to Sacramento LAFCo.

Special District Commissioner (Office #7)

This office is currently held by Lindsey Liebig of Herald Fire Protection District. Her term will expire December 31st, 2023. The term of office is four years.

Nomination Requirements

The nomination period will be 45 days; all nominations are due in writing on or before 5:00 pm on July 1, 2023. Nominations received after that date cannot be accepted and will be returned to your District. A nominee must be a Director from an independent special district within Sacramento County. To be valid, all nominations must include the following:

- 1) Name and district of the nominee;
- 2) Name of the nominating district; and

Commissioners

Sue Frost, Rich Desmond, County Members ■■ *Patrick Hume, Alternate*
Sean Loloee, Iva Walton, City Members ■■ *Katie Valenzuela, Jay Vandenburg, Alternates*
Chris Little, Public Member ■■ *Timothy Murphy, Alternate*
Lindsey Liebig, Gay Jones, Special District Members ■■ *Charlea Moore, Alternate*

Staff

José C. Henríquez, Executive Officer ■■ *Desirae Fox, Policy Analyst*
Nancy Miller, DeeAnne Gillick, Commission Counsel

- 3) Signature of the Presiding Officer of the District's Board of Directors or the record of nomination made by majority vote at an official meeting of your District's Board (Resolution or Minute Order can be attached), certified by the Board Secretary, Clerk of District Manager.

Please submit a statement of qualifications (not to exceed one page) for each nominee.

Special District Representative Election (to be held after July 1, 2023)

Once the nomination period is closed, the Executive Officer will prepare and distribute by certified mail, one ballot listing valid candidates and voting instructions to each Independent Special District. The one-page statement of qualifications will be included as submitted. The ballot will include the names of all nominees submitted for Office #7. The Districts must return their ballot to the Executive Officer by the date specified in the voting instructions, which will be at least 30 days from the date the ballots were distributed. Any ballot received after the specified date will not be valid.

Within 14 days of the election date, the Executive Officer will announce the winner of the most votes.

If you have any questions, please contact the LAFCo office at (916) 874-6458.

Enclosure: Election Nomination Ballot

Government Code §56332

Public member restrictions

No person appointed as a public member or alternate public member pursuant to this chapter shall be an officer or employee of the county or any city or district with territory in the county, provided, however, that any officer or employee serving on January 1, 1994, may complete the term for which he or she was appointed.

Alternative member; one vote

56331.3. If two or more members are absent or disqualify themselves from participating in a meeting of the commission, any alternate member who is authorized to serve and vote in the place of a member shall only have one vote.

Independent special district selection committee

56332. (a) The independent special district selection committee shall consist of the presiding officer of the legislative body of each independent special district. However, if the presiding officer of an independent special district is unable to participate in a meeting or election of the independent special district selection committee, the legislative body of the district may appoint one of its members as an alternate to participate in the selection committee in the presiding officer's place. Those districts shall include districts located wholly within the county and those containing territory within the county representing 50 percent or more of the assessed value of taxable property of the district, as shown on the last equalized county assessment roll. Each member of the committee shall be entitled to one vote for each independent special district of which he or she is the presiding officer or his or her alternate as designated by the governing body. Members representing a majority of the eligible districts shall constitute a quorum.

Meetings

(b) The executive officer shall call and give written notice of all meetings of the members of the selection committee. A meeting shall be called and held under one of the following circumstances:

Anticipated vacancy

(1) Whenever the executive officer anticipates that a vacancy will occur within the next 90 days among the members or alternate member representing independent special districts on the commission.

(2) Whenever a vacancy exists among the members or alternate member representing independent special districts upon the commission.

(3) Upon receipt of a written request by one or more members of the selection committee representing districts having 10 percent or more of the assessed value of taxable property within the county, as shown on the last equalized county assessment roll.

(4) Upon the adoption of a resolution of intention pursuant to Section 56332.5.

(5) Upon receipt of a written request by one or more members of the selection committee notifying the executive officer of the need

Appointment of special district members

to appoint a member representing independent special districts on an oversight board pursuant to paragraph (3) of subdivision (j) of Section 34179 of the Health and Safety Code.

(c) The selection committee shall appoint two regular members and one alternate member to the commission. The members so appointed shall be elected or appointed members of the legislative body of an independent special district residing within the county but shall not be members of the legislative body of a city or county. If one of the regular district members is absent from a commission meeting or disqualifies himself or herself from participating in a meeting, the alternate district member may serve and vote in place of the regular district member for that meeting. Service on the commission by a regular district member shall not disqualify, or be cause for disqualification of, the member from acting on proposals affecting the special district on whose legislative body the member serves. The special district selection committee may, at the time it appoints a member or alternate, provide that the member or alternate is disqualified from voting on proposals affecting the district on whose legislative body the member serves.

District member disqualification

Call for nominations

(1) The executive officer may prepare and deliver a call for nominations to each eligible district. The presiding officer, or his or her alternate as designated by the governing body, may respond in writing by the date specified in the call for nominations, which date shall be at least 30 days from the date on which the executive officer mailed the call for nominations to the eligible district.

(2) At the end of the nominating period, if only one candidate is nominated for a vacant seat, that candidate shall be deemed appointed. This paragraph shall be operative only if the written notice of the meeting provided pursuant to subdivision (b) discloses that, if nominations are received for only one candidate by the end of the nominating period, the candidate shall be deemed appointed and the meeting may be cancelled.

(d) If the office of a regular district member becomes vacant, the alternate member may serve and vote in place of the former regular district member until the appointment and qualification of a regular district member to fill the vacancy.

Elections by mailed ballot

(e) A majority of the independent special district selection committee may determine to conduct the committee's business by mail, including holding all elections by mailed ballot, pursuant to subdivision (f).

(f) If the independent special district selection committee has determined to conduct the committee's business by mail or if the executive officer determines that a meeting of the special district selection committee is not feasible, the executive officer shall conduct the business of the committee by mail. Elections by mail shall be conducted as provided in this subdivision.

(1) The executive officer shall prepare and deliver a call for nominations to each eligible district. The presiding officer, or his or her alternate as designated by the governing body, may respond in writing by the date specified in the call for nominations, which date shall be at least 30 days from the date on which the executive officer mailed the call for nominations to the eligible district.

(2) At the end of the nominating period, if only one candidate is nominated for a vacant seat, that candidate shall be deemed appointed. If two or more candidates are nominated, the executive officer shall prepare and deliver one ballot and voting instructions to each eligible district. The ballot shall include the names of all nominees and the office for which each was nominated. Each presiding officer, or his or her alternate as designated by the governing body, shall return the ballot to the executive officer by the date specified in the voting instructions, which date shall be at least 30 days from the date on which the executive officer mailed the ballot to the eligible district.

Ballot and voting instructions

(3) The call for nominations, ballots, and voting instructions shall be delivered by certified mail to each eligible district. As an alternative to the delivery by certified mail, the executive *** **officer may transmit materials by electronic mail. All notices and election materials shall be addressed to the presiding officer, care of the clerk of the district.**

(4) *****Nominations and ballots may be returned** to the executive officer by electronic mail.

(5) Each returned nomination and ballot shall be signed by the presiding officer or his or her alternate as designated by the governing body of the eligible district.

Quorum

(6) For an election to be valid, at least a quorum of the special districts must submit valid ballots. The candidate receiving the most votes shall be elected, unless another procedure has been adopted by the selection committee. Any nomination and ballot received by the executive officer after the date specified is invalid, provided, however, that if a quorum of ballots is not received by that date, the executive officer shall extend the date to submit ballots by 60 days and notify all districts of the extension. **If ballots from a quorum of the districts have not been received at the end of the 60-day extension period, the executive officer shall extend the period to return ballots for a length of time at his or her discretion until a quorum is achieved, unless another procedure has been adopted by the selection committee.** The executive officer shall announce the results of the election within seven days of the date specified.

(7) For a vote on special district representation to be valid, at least a quorum of the special districts must submit valid ballots **to the executive officer by the date specified in the voting instructions, which date shall be at least 30 days from the date on which the executive officer mailed the ballot to the eligible**

district. If ballots from a quorum of the districts have not been received at the end of the 60-day extension period, the executive officer shall extend the period to return ballots for a length of time at his or her discretion until a quorum is achieved, unless another procedure has been adopted by the selection committee. By a majority vote of those district representatives voting on the issue, the selection committee shall either accept or deny representation. **The executive officer shall announce the results of the election within seven days of the date specified.**

(8) All election materials shall be retained by the executive officer for a period of at least six months after the announcement of the election results.

"Executive officer"

(g) For purposes of this section, "executive officer" means the executive officer or designee as authorized by the commission.

(Amended by Stats. 2018, Ch. 86)

Representation of independent special districts

56332.5. (a) If the commission does not have representation from independent special districts on or before January 1, 2001, the commission shall initiate proceedings for representation of independent special districts upon the commission if either of the following occur:

Proceedings

(1) Upon receipt of a written request by one or more members of the selection commission representing districts having 10 percent or more of the assessed values of taxable property within the county, as shown on the last equalized county assessment roll.

(2) Upon adoption of a resolution by the commission proposing representation of special districts upon the commission.

Meeting

(b) The commission, at its next regular meeting, shall adopt a resolution of intention. The resolution of intention shall state whether the proceedings are initiated by the commission or by an independent special district or districts, in which case, the names of those districts shall be set forth. The commission shall order the executive officer to call and give notice of a meeting of the independent special district selection committee to be held within 15 days after the adoption of the resolution in order to determine whether independent special districts shall accept representation on the commission and appoint independent special district representation pursuant to Section 56332.

Appointment of public member when commission includes special district representation

56333. When a commission is enlarged to seven members as provided in Section 56332, the public members appointed pursuant to Sections 56325 and 56329 shall thereafter be appointed by members of the commission representing cities, counties, and special districts. Those appointments shall be made at the times and in the manner provided in Section 56334.



SACRAMENTO LOCAL AGENCY FORMATION COMMISSION
1112 I Street, Suite 100 • Sacramento, CA 95814 • (916) 874-6458
www.saclafco.org

SPECIAL DISTRICT NOMINATION

Special District Representative to LAFCo, Seat #7

Position	Nominee's Name	Originating District

SIGNATURE OF PRESIDING OFFICER: _____
(Original Signature Required)

Note: *Presiding Officer is the Chair/President. Any other signature invalidates this ballot, unless accompanied by Meeting Minutes designating an alternate.*

PRINTED NAME OF PRESIDING OFFICER: _____
(Required)

NAME OF NOMINATING DISTRICT: _____

MINUTES ATTACHED (Optional): Yes No

Attest:

District Secretary, Clerk or General Manager

**Nominations must be received by LAFCO before
5:00 p.m. on July 1, 2023**

Return to:

**Sacramento LAFCo
1112 I Street, Suite 100
Sacramento, CA 95814**

Commissioners

Sue Frost, Rich Desmond, County Members *Patrick Hume, Alternate*
Iva Walton, Sean Loloee, City Members *Jay Vandenburg, Katie Valenzuela, Alternates*
Chris Little, Public Member *Timothy Murphy, Alternate*
Lindsey Liebig, Gay Jones, Special District Members *Charlea Moore, Alternate*

Staff

José C. Henríquez, Executive Officer *Desirae Fox, Policy Analyst*
Nancy Miller, DeeAnne Gillick, Commission Counsel



Agenda Item: 10

Date: June 19, 2023

Subject: Transmission Main Asset Management Plan – Status Update

Staff Contact: Dana Dean, P.E., Engineering Manager
Mitchell McCarthy, P.E., Senior Project Manager

Recommended Board Action:
Receive presentation and direct staff as appropriate.

Background:
The Board adopted a *Water Transmission Main Asset Management Plan* (Plan) on July 18, 2011. It was anticipated that the Plan would be amended periodically as it was recognized that new information would be made available that might influence the ranking of the transmission mains and alter priorities. The Plan was updated most recently in 2020 and renamed the *Transmission Main Asset Management Plan*.

Discussion:

Summary

Implementation Status:	On-Track
Last Update:	2020
Planned Update:	2024

The Plan can be accessed here:
<https://www.sswd.org/home/showpublisheddocument/9617/637368897371370000>

Implementation

Implementation is on-track.

The need for transmission main replacement projects is being assessed through a two-step process: a desktop analysis (also known as the *Indirect Method*) and when needed a follow-up physical (the *Direct Method*) Condition Assessment (CA) based on the prioritization order of the Indirect Method of risk assessment provided in the Plan’s Appendix A. The following bullets provide summary information on implementation efforts to date:

- Yearly monitoring of corrosion protection system utilizing existing test stations.
- Maintaining appurtenances (e.g., air release valves, combination air release valves, and blow-offs) in accordance with industry standards.

As recommended in the Plan, which is supported by current conditions, the Direct Method of CA is not recommended or anticipated for another 5-10 years based on pipe leak history and age.

Next Update

This Plan is on a 4 to 6 year update cycle and the next update is scheduled for 2024. As discussed at the April 2023 regular Board meeting, staff is considering combining the Distribution Main Asset Management Plan (AMP) and the Transmission Main AMP into a single AMP at the next update cycle. This combination would continue to analyze and separate the distribution and transmission mains separately, but they would be updated concurrently going forward.

Also discussed at the April 2023 regular Board meeting regarding the 2024 update, staff plans to retain the services of a subject matter expert (consultant). The District's Mission Statement and Values contribute to staff's plan to utilize a consultant.

- Mission Statement: With increased cost in every aspect of construction, receiving an outside recommendation from a consultant will provide supporting direction on how the District should replace future Main Replacement Areas, allowing SSWD to provide water at the lowest responsible water rate.
- Value: This AMP update will be a major work product that would benefit from internal and external collaboration with a consultant, who has increased knowledge on the ever changing and evolving asset management field.
- Value: Having the support of a consultant will allow staff to continue to execute CIP and development projects more efficiently, therefore continue to provide superior customer service as we strive to meet our CIP spending and development plan review goals.

Staff plans to begin soliciting consultant interest in the AMP update project in mid/late-2023 time frame with the intent to have a consultant under contract early 2024 so as to provide maximum time in the year with a goal to complete the project in late 2024 or early 2025.

Fiscal Impact:

As stated in the Plan, the Plan does not represent a financial commitment by the Board. The Plan will be used as a planning tool during annual budget discussions with the Board.

Strategic Plan Alignment:

Goal B: Optimize Operational and Organizational Efficiencies

Goal C: Ensure Fiscal Responsibility and Affordable Rates



Agenda Item: 11

Date: June 19, 2023

Subject: General Manager’s Report

Staff Contact: Dan York, General Manager

a. AWWA Top Ops Competition in Toronto Update

By winning the CA-NV AWWA Top Ops Competition, the District’s Top Ops Team qualified as the one team to represent the CA-NV AWWA Section at AWWA’s Annual Conference and Exposition (ACE), being held in Toronto, June 11-14, 2023. The competition begins with preliminary rounds on Tuesday, June 13, 2023, and concludes with the final rounds on June 14, 2023.

b. ACWA Elections Committee Update

As previously reported, ACWA has launched a new election process for the 2024-’25 term. As a result of bylaw changes approved by the ACWA membership in 2022, the way in which ACWA members elect the President and Vice President has changed.

An ACWA Election Committee has been appointed to facilitate the election of the President and Vice President, including confirming that candidates’ eligibility criteria have been met and endorsing preferred candidates. The 11-member Election Committee includes one representative appointed by the current ACWA President and 10 Region representatives appointed by each of the Region Boards. General Manager York was selected to the Election Committee representing ACWA Region 4.

The biggest change to the election process is that voting will no longer take place during an ACWA Conference. Instead, voting will take place electronically. In 2023, voting will be between July 17th and September 15th. Ballots will include all qualified candidates, in addition to the committee’s preferred candidates. All candidates will also be listed on the ACWA website and invited to participate in a town hall style webinar in which members can ask the candidates questions.

Below are key dates:

- Deadline to receive Authorized Voting Representative Form: Friday, June 16th (SSWD has submitted its representative)
- Deadline to receive candidate nominations: Friday, June 16th
- Candidate interviews: Friday, June 23rd
- Election Begins: Monday, July 17th
- Candidate Townhall Webinar: Wednesday, July 19th at 2:00 p.m.
- Election Ends: Friday, September 15th
- Election Committee Chair Oversees Ballot Count: Monday, September 25th



Agenda Item: 12

Date: June 19, 2023
Subject: Groundwater Well Status Report
Staff Contact: Dana Dean, P.E., Engineering Manager

Introduction

The purpose of this report is to give a comprehensive overview of the current condition and capacity of the Active groundwater wells within the District. Historically, many of the Active but off-line wells in the District did not fit into any of the existing regular/standing reporting categories. This report aims to identify all of the off-line Active sources, their project status, and when they are expected to be operational (on-line). This information is categorized by the following sections: A) Capacity Status Summary; and B) Off-Line Capacity Detail.

NOTE: New capacity projects in construction are addressed in the Engineering Report. This report addresses projects pertaining to existing Active sources.

Definitions

Active – A well is defined as an Active source within the District’s Drinking Water Permit.

On-line – A well is considered on-line when it is Active and available for operation into the distribution system.

Off-line – A well is considered off-line when it is Active and locked-out and tagged-out. As a result, it cannot and will not be used as a source of supply. There are various reasons why a well may be off-line, such as maintenance, power supply, and water quality, among others.

Background

Groundwater well contractor availability was a critical challenge facing the District given its dependence on groundwater. The lack of availability of groundwater well contractors has been a chronic problem, not only for the District, but for all public and private water agencies operating groundwater pumping facilities throughout the state of California. Many of these agencies operate wells that are of a similar age to the District’s, and therefore require a similar level of maintenance and repair to maintain both their production capacity and reliability to serve customer demands and provide return on investment.

At the August 2022 regular Board meeting, all five Directors supported the approach presented by staff to enter into a long-term contract with a groundwater well contractor to help ensure an ongoing and adequate groundwater supply for the District to meet system demands.

On September 29, 2022, the District executed a long-term exclusive work contract (Agreement) with Kirby’s Pump and Mechanical, Inc. (KPM). The Agreement provided the District a dedicated crew and equipment to perform well rehabilitation, maintenance, and destruction services. In return, the District pays a daily rate to KPM for their exclusive service to the District during the term of the Agreement.

KPM started work for the District under the Agreement on March 1, 2023. Work has been initiated on numerous facilities and steady progress is underway as indicated below in Section B. Unless specified differently, KPM is the contractor for a project.

A. CAPACITY STATUS SUMMARY

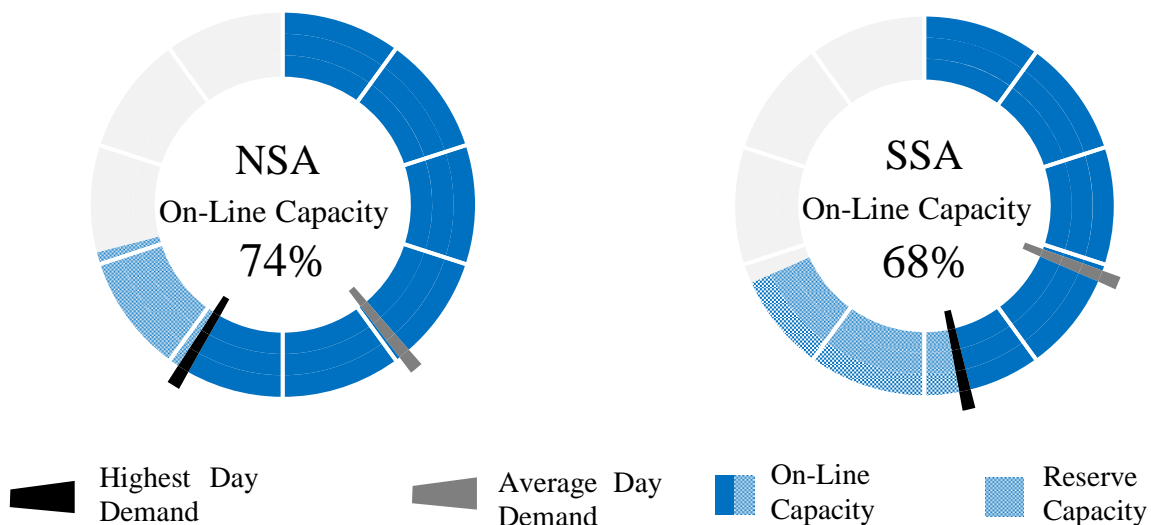
Table 1 below lists the District’s groundwater supply capacity for Active wells, the On-Line amount and percentage, the current month’s projected daily demand based on a 3-year rolling average (*Average Day*), and the current month’s projected highest day demand calculated using a factor of 1.5 applied to the Average Day demand (*Highest Day*). Figure 1 below presents the capacity and demand data graphically.

Table 1. Status Summary of Groundwater Supply Capacity by Service Area

Area	Groundwater Supply Capacity			Monthly Demand Projection	
	Active (MGD)	On-Line (MGD)	On-Line (%)	Average Day (MGD)	Highest Day (MGD)
NSA	58.6	43.4	74%	22.9	34.4
SSA	57.6	39.4	68%	17.9	26.8
Total	116.2	82.8	71%	40.8	61.2

MGD = Million Gallons per Day

Figure 1. Capacity vs. Demand by Service Area



B. OFF-LINE CAPACITY DETAIL

The District generally has numerous wells undergoing some type of typical lifecycle activity – from preventive maintenance to component repair/replacement. Current off-line wells are listed below:

NORTH SERVICE AREA

Total Active capacity off-line for listed projects: 10,600 gpm / 15.2 MGD
(12,200 gpm last report)

CONDITION ASSESSMENT AND INVESTIGATIVE PROJECTS

Listed below are current Condition Assessment (CA) and preliminary investigative projects. A CA is the initial step in assessing a well's physical condition necessary to monitor the well's health, and is used in planning any further work efforts.

Projects in this category frequently move to the *Repair and Rehabilitation Projects* or the *Water Quality* category following completion of the CA and/or investigative project before moving to the *Completed* category.

In-Progress Projects: 800 gpm

52 Weddigen/Gothberg

Capacity / Status: 800 gpm / Off-line 5/16/2023

Reason: Pump noise

Project Phase: Pump condition assessment

Expected Completion: July 2023

Planned Projects: 1,100 gpm

N8 Field

Capacity / Status: 1,100 gpm / Off-line 5/2/2023

Reason: Water quality (bacteriological)

Project Phase: Water quality investigation

Tentative Start: July 2023

Expected Completion: August 2023

REPAIR AND REHABILITATION PROJECTS

Listed below are current projects of well casing repair / rehabilitation, pump repair / replacement, and other significant activities.

In-Progress Projects: 0 gpm
None

Planned Projects: 1,100 gpm

N7 Rosebud

Capacity / Status: 1,100 gpm / Off-line 9/24/2021
Reason: Electrical upgrade (incoming power from 3- to 4-wire)
Contractor: Frisch Engineering (design); KPM (construction)
Project Phase: Ready for construction
Tentative Start: July 2023 (based on anticipated SMUD schedule)
Expected Completion: August 2023

HYDRO-PNEUMATIC TANK PROJECTS

Background

In 2012, the District's insurance carrier, ACWA/JPIA, alerted its member agencies of the hazards concerning aging hydro-pneumatic (HP) tanks and the potential for catastrophic failure (with potential for major damage, injury, and death). They recommended regular preventive maintenance and inspections be conducted.

The process of performing HP tank inspections involves the following. The well and tank are isolated from the distribution system and the tank is drained. The tank is then cleaned and an inspection is performed which consists of visual inspection and metal thickness measurements. If needed, appurtenances like safety relief valves are replaced and coating repairs are completed.

Tanks are returned to service if the inspection shows that it is in serviceable condition. However, a tank may need to be recoated and/or repaired, or even replaced.

Projects

Listed below are current HP tank projects and inspections. An inspection is the initial step in assessing a tank's coating and physical condition and is used in planning work efforts.

Recent inspections have revealed significant deficiencies in several HP tanks that may have reached the end of their service life and require removal from service or need to be remediated prior to returning to service. District staff and KPM have been evaluating facilities with HP tanks where inspections have identified deficiencies. To determine the optimum solution for each facility, various factors are taken into consideration, including: coating composition, tank age and structural certification, operational considerations, as well as the cost and lead-times for new tanks.

In-Progress Projects: 900 gpm

N3 Engle

Capacity / Status: 900 gpm / Off-line 1/13/2023
Reason: Inspection (off-line due to safety concerns)
Contractor: Superior Tank Solutions
Project Phase: Investigation complete
Expected Completion: July 2023 (receive inspection report)

Planned Projects: 2,100 gpm

N9 Cameron

Capacity / Status: 1,200 gpm / Off-line 1/13/2023

Reason: Structural deficiencies, needs new HP tank (offline due to safety concerns)

Project Phase: Alternatives assessment for either replacement with new HP tank or other equipment

Tentative Start: August 2023

Expected Completion: August 2024

N22 River College

Capacity / Status: 900 gpm / Off-line 1/13/2023

Reason: Structural deficiencies (offline due to safety concerns)

Project Phase: Alternatives assessment for either replacement with new HP tank or other equipment

Tentative Start: August 2023

Expected Completion: August 2024

WATER QUALITY PROJECTS

Listed below are current water quality investigation and remediation projects.

Wells in this category tend to require significant downhole modifications, chemical rehabilitation, and/or treatment plants. The probability of inactivation is higher for a well in this category than for those in the previous categories.

In-Progress Projects: 2,400 gpm

N6A Palm

Capacity / Status: 1,700 gpm / Off-line 3/4/2020

Reason: Water quality (bacteriological)

Project Phase: Water quality investigation

Expected Completion: August 2023

N32C Poker C

Capacity / Status: 700 gpm / Off-line 10/27/2014

Reason: Water quality (hexavalent chromium)

Contractor: KPM

Project Phase: Construction of in-line mixer

Expected Completion: July 2023

Planned Projects: 2,200 gpm

N1 Evergreen

Capacity / Status: 1,100 gpm / Off-line 6/1/2021

Reason: Water quality (PFAS). Well modification in an attempt to mitigate PFAS contamination.

Contractor: Pacific Coast Well Drilling or Roadrunner

Project Phase: Ready for construction

Tentative Start: March 2024 (waiting for well contractor availability)

Expected Completion: April 2024

N20 Cypress

Capacity / Status: 1,100 gpm / Off-line 8/23/2018

Reason: Water quality (manganese)

Project Phase: Ready for construction

Tentative Start: July 2023

Expected Completion: September 2023

COMPLETED PROJECTS

Restored Capacity: 3,500 gpm

N25 Sutter

Capacity / Status: 1,700 gpm / Off-line 1/17/2023

Reason: Variable Frequency Drive failure

Resolution: Variable Frequency Drive replaced

N34 Cottage

Capacity / Status: 1,800 gpm / Off-line 4/27/2023

Reason: Relay failure

Resolution: Relay replaced

SOUTH SERVICE AREA

Total Active capacity off-line for listed projects: 12,700 gpm / 18.2 MGD
(13,800 gpm last report)

CONDITION ASSESSMENT AND INVESTIGATIVE PROJECTS

In-Progress Projects: 0 gpm

None

Planned Projects: 600 gpm

28 Red Robin/Darwin

Capacity / Status: 600 gpm / Off-line 9/21/2020
Reason: Capacity loss; pump breaking suction
Project Phase: Condition Assessment
Tentative Start: July 2023
Expected Completion: September 2023

REPAIR AND REHABILITATION PROJECTS

In-Progress Projects: 5,000 gpm

41 Albatross/Iris

Capacity / Status: 500 gpm / Off-line 11/5/2018
Reason: Site electrical power supply line replacement
Contractor: Auburn Constructors
Project Phase: Construction of new electrical service
Expected Completion: July 2023 (based on anticipated SMUD schedule)

60 Whitney/Concetta

Capacity / Status: 500 gpm / Off-line 5/13/2021
Reason: Motor failure and pump worn out; station improvements
Contractor: KPM and Loewen
Project Phase: Construction (pump and motor); Design (station improvements)
Expected Completion: July 2023 (pump and motor); June 2024 (station improvements)

72 River Walk/NETP

Capacity / Status: 1,400 gpm / Off-line 8/25/2022
Reason: Capacity loss; pump breaking suction
Project Phase: Construction (casing/screen cleaning)
Expected Completion: July 2023 (for cleaning)

74 Riverwalk/NETP South

Capacity / Status: 2,600 gpm / Off-line 5/25/2023
Reason: Electrical component failure
Contractor: Tesco
Project Phase: Construction: presently waiting on delivery of equipment
Expected Completion: September 2023

Planned Projects: 2,400 gpm

13 Calderwood/Marconi

Capacity / Status: 700 gpm / Off-line 7/16/2020
Reason: Capacity loss; pump breaking suction
Project Status: Ready for construction
Tentative Start: July 2023
Expected Completion: September 2023

20A Watt/Arden

Capacity / Status: 1,100 gpm / Off-line 3/1/2022
Reason: Electrical failure (incoming power from 3- to 4-wire)
Project Status: Ready for construction
Tentative Start: August 2023
Expected Completion: October 2023 (based on anticipated SMUD schedule)

70 Sierra/Blackmer

Capacity / Status: 600 gpm / Off-line 5/10/2019
Reason: Capacity loss (total); HP tank structural deficiencies (removed from service due to safety concerns)
Project Phase: Ready for construction (condition assessment of well)
Tentative Start: August 2023
Expected Completion: September 2023

HYDRO-PNEUMATIC TANK PROJECTS

In-Progress Projects: 1,900 gpm

18 Riding Club/Ladino

Capacity / Status: 900 gpm / Off-line 4/8/2022
Reason: Fluoride failure/HP tank inspection (offline due to safety concerns)
Contractor: Superior Tank Solutions
Project Phase: Investigation complete
Expected Completion: July 2023 (receive inspection report). Any future work will hinge on the report's recommendations.

25 Thor/Mercury

Capacity / Status:

600 gpm / Off-line 12/12/2022

Reason:

HP tank structural deficiencies (offline due to safety concerns)

Project Phase:

Construction (tank removal, and by-pass piping modifications)

Expected Completion:

July 2023

77 Larch/Northrop

Capacity / Status:

400 gpm / Off-line 12/21/2022

Reason:

HP tank inspection (offline due to safety concerns)

Contractor:

Superior Tank Solutions

Project Phase:

Investigation complete

Expected Completion:

July 2023 (receive inspection report). Any future work will hinge on the report's recommendations.

Planned Projects:

0 gpm

None

WATER QUALITY PROJECTS

In-Progress Projects:

0 gpm

None

Planned Projects:

2,800 gpm

46 Jonas/Sierra

Capacity / Status:

700 gpm / Off-line 7/16/2018

Reason:

Exceeded PFAS Response Level

Contractor:

N/A

Project Phase:

Evaluation for inactivation

Tentative Start:

N/A

Expected Completion:

August 2023

68 Northrop/Dornajo

Capacity / Status:

1,600 gpm / Off-line 11/3/2021

Reason:

Water quality (entrained gas, manganese)

Project Phase:

Ready for construction

Tentative Start:

December 2023 (KPM will begin as schedule allows)

Expected Completion:

April 2024

69 Hilldale/Cooper

Capacity / Status: 500 gpm / Off-line 1/25/2017
Reason: Water quality (bacteriological)
Contractor: N/A
Project Phase: Evaluation for inactivation
Tentative Start: N/A
Expected Completion: August 2023

COMPLETED PROJECTS

Restored Capacity: 3,700 gpm

40A Auburn/Yard

Capacity / Status: 2,500 gpm / Off-line 3/24/2023
Reason: Motor failure
Resolution: Motor rebuilt

47 Copenhagen/Arden

Capacity / Status: 1,200 gpm / Off-line 4/28/2023
Reason: Discharge modifications
Resolution: Discharge piping modified



Agenda Item: 13

Date: June 19, 2023

Subject: Engineering Report

Staff Contact: Dana Dean, P.E., Engineering Manager

Summarized below are Engineering Department activities. The report is separated into the following sections: A) Major Capital Improvement Program (CIP) Projects; B) Planning Documents; and C) Other Projects.

A. MAJOR CAPITAL IMPROVEMENT PROGRAM PROJECTS

The District continues to deliver CIP projects consistent with the Board’s approved funding program.

SUPPLY – NEW WELLS

The table below shows stages of the current projects.

	DESIGN AND CONSTRUCTION		
	Approximate Completion		Change in Completion Status Since Last Report
	Design	Construction	
Well 78 Butano / Cottage	<i>Production Well</i>		
	Complete	Complete	n/a
	<i>Pump Station</i>		
	Complete	Complete	n/a
	FACILITY COMMISSIONING		
	Start	End	Notes
	May 2023	August 2023	Note 1

1. *Well 78*
Commissioning has been extended into August to allow the contractor time to complete programming and equipment swap-out: Additional time is required by the integrator to complete final programming steps. In addition, a manufacturing defect was identified for a flow meter and a new flow meter will be installed when delivered. Both of these are keeping the contractor from initiating the commissioning phase. At this time the contractor anticipates being able to initiate commissioning in mid to late July, and possibly complete commissioning by the end of August.

Well 80 Walnut / Auburn	DESIGN AND CONSTRUCTION		
	Approximate Completion		Change in Completion Status Since Last Report
	Design	Construction	
	<u>Production Well</u>		
	Complete	Complete	n/a
	<u>Pump Station</u>		
	Complete	May 2023 (original) September 2023	No Change Note 1
	FACILITY COMMISSIONING		
	Start	End	Notes
	September 2023	November 2023	n/a

1. *Well 80*

As reported at the December 22, 2022, regular Board meeting, pump station completion has been extended to September due to delays in delivery of electrical components and the backup electrical generator. An additional factor in the schedule extension has been a very lengthy and cumbersome County plan review process.

Wells 81, 82, and 83 Antelope North / Poker	DESIGN AND CONSTRUCTION		
	Approximate Completion		Change in Completion Status Since Last Report
	Design	Construction	
	<u>Production Well</u>		
	Complete (81)	Complete	n/a
	Complete (82)	July 2023 (prior) September 2023	No Change
	Complete (83)	September 2023 (prior) November 2023	No Change
	<u>Pump Station</u>		
	Complete	December 2024 (prior) August 2025	Design has been completed
	FACILITY COMMISSIONING		
Start	End	Notes	
n/a	n/a	n/a	

Well 84 Antelope / Don Julio	DESIGN AND CONSTRUCTION		
	Approximate Completion		Change in Completion Status Since Last Report
	Design	Construction	
	<i>Production Well</i>		
	Complete	Complete	Construction has been completed. Testing is underway.
	<i>Pump Station</i>		
	Complete	June 2024 (prior) March 2025	Design has been completed. Note 1
	FACILITY COMMISSIONING		
	Start	End	Notes
	n/a	n/a	n/a

1. *Well 84*

As reported at the April 17, 2023, regular Board meeting, pump station completion has been extended to March of 2025 due to the integrator’s proposed schedule. To assess potential for cost and schedule benefits to the New Wells program, staff has initiated a pilot program to allow the contractor more latitude in selection of an integrator. It is anticipated that the pilot program will result in at least some improvement to the project schedule.

DISTRIBUTION

MAIN REPLACEMENT PROGRAM

The table below shows stages of the current major main replacement/improvement projects.

Project	Approximate Completion		Change in Completion Status Since Last Report
	Design	Construction	
Watt Main Extension	Complete	August 2023	No Change

B. PLANNING DOCUMENTS

The District has planning documents (e.g., Asset Management Plans (AMPs) and Master Plans (MPs)) for all of its infrastructure categories. AMPs are generally updated on a staggered schedule and the update frequencies range from 4 to 6 years.

The table below lists all of the District’s Asset Management Plans (AMPs) and Master Plans (MPs) and their update status.

Plan	Last Update	Next Update
Buildings and Structures AMP	2020	2026
Distribution Main AMP	2019	2024
Fleet AMP	2020	2025
Groundwater Well AMP	2020	2025
Meter AMP	2023	2028
Reservoir and Booster Pump Station AMP	2011	Note 1
SCADA AMP	2021	2026
Transmission Main AMP	2020	2024
Water System MP (Note 2)	2017	2024

1. *Reservoir and Booster Pump Station AMP*

Updating this AMP has been deferred until resolution of the Combination Study with Carmichael Water District.

2. *Water System MP*

Updating of the Water System MP has been directed by the Board to start in CY2024. Staff anticipates including this project in the draft CY2024 budget presented to the Board in late 2023.

C. OTHER PROJECTS

Enterprise Reservoir and BPS – Operational Upgrades

This project will allow turnover of the reservoir during groundwater deliveries to City of Sacramento, and optimized energy efficiency during peak-hour demand periods. Project extended into June 2023 as additional time is required by the consultant to complete operational programming.



Agenda Item: 14

Date: June 19, 2023

Subject: Financial Report

Staff Contact: Jeffery S. Ott, Director of Finance and Administration

Summary:

This staff report contains summarized information on the District’s financial condition for the period ended April 30, 2023. More detailed information can be found in the following attached financial reports:

- Financial Statements – April 2023
- Budget to Actual Reports – April 2023

Financial Statements

Financial Statement Highlights – April 2023

Financial Highlights from the Statements of Net Position and Statements of Revenues, Expenses, and Changes in Net Position are presented in the following table. They are gleaned from the financial statements attached to this report.

	Statements of Net Position		
	<u>Year-To-Date</u>	<u>Year-To-Date</u>	<u>Variance</u>
	<u>4/30/2023</u>	<u>4/30/2022</u>	
LIQUIDITY	\$16,004,105.53	\$13,230,573.95	2,773,531.58
INVESTMENT	36,302,062.08	38,858,938.13	(2,556,876.05)
CAPITAL ASSETS	323,914,893.21	309,292,207.77	14,622,685.44
LIABILITIES	54,652,854.18	60,896,502.30	(6,243,648.12)
NET POSITION	306,281,232.05	285,617,333.03	20,663,899.02

Statements of Revenues, Expenses and Changes in Net Position

	Year-To-Date 4/30/2023	Year-To-Date 4/30/2022	Variance
Operating Revenue	14,644,575.40	14,693,977.53	(49,402.13)
Operating Expense	(6,514,464.35)	(5,795,111.20)	(719,353.15)
Other, Net	(4,305,224.88)	(6,983,089.71)	2,677,864.83
NET INCOME	3,824,886.17	1,915,776.62	1,909,109.55

Key information from this report indicates that combined the District’s cash balance is \$2.8 million more than balance on April 30, 2022 while investments are \$2.6 million less than on April 30, 2022; long-term debt has decreased by \$6.2 million; and net position has increased by \$20.5 million in the last 12 months as the District continues to invest in capital infrastructure replacements while decreasing its outstanding debt. Operating revenues decrease was minimal, operating expenses increased \$0.7 million and other, net expenses decreased \$0.6 million, year to date compared to the same period a year ago. A minimal decrease in operating revenues primarily due to a 16% decrease in water consumption. Operating expense increase is primarily related to various increases in pumping costs, T&D repairs, labor, licenses & permits fees. Other, net expenses decreased \$2.7 million primarily related to a \$2.6 million increase in the fair market value of the investment portfolio.

Budgets:

Budget Item	Actual Amount YTD	Budget Amount YTD	Variance YTD
Revenues and Sources of Funds	14,767,748	15,882,400	(1,114,652)
Operations and Maintenance	6,514,464	8,019,529	(1,505,065)
Capital Expenditures *	3,942,566	9,341,221	(5,398,655)
Debt Service - Principal	-	-	-
Debt Service - Interest	694,964	694,960	4

*Capital budget includes rollover budget from previous years.

The District’s revenues for first four months of 2023 were \$1.1 million less than budgeted amount primarily due to the combined effects of: 1) water consumption sales were less than budgeted amount due primarily to cooler temperatures and Spring rains that resulted in a corresponding reduction in demand; 2) no capacity fees were recognized for the first four months as there were no developer projects completed during this time; 3) investment losses resulting from investment repurchases discussed in previous reports.

The District's operating and maintenance expenditures as of April 30, 2023 came in less than the approved budget by \$1.5 million. Most of this positive variance is due to limited availability of surface water, reduced usage through April, and timing differences.

The District's adjusted Capital Improvement Program (CIP) budget for 2023 is \$22.8 million plus \$5.2 million in rollover funds from previous years' budgets for a total of \$28.0 million. As of April 30, 2023, \$3.4 million has been spent while an additional \$16.8 million is under commitment. Expenditures continue to be primarily in new well construction, well rehabilitation, distribution system replacements, and meter reading system projects.

The District's adjusted Operating Capital Program (OCP) for 2023 is \$0.7 million plus \$1.4 million in rollover funds from previous years' budgets for a total of \$2.1 million. As of April 30, 2023, \$0.5 million has been spent while an additional \$0.8 million is under commitment.

Scheduled 2023 principal payments of \$4.9 million are not due until the end of October. Total principal outstanding as of April 30, 2023, is \$54.8 million. The District's debt service budget for 2023 is \$7.0 million consisting of \$4.9 million for principal and \$2.1 for interest payments. Interest payments are in line with the 2023 budget.

Attachments:

1. Financial Statements – April 30, 2023
2. Budget to Actual Reports – April 30, 2023

**Sacramento Suburban Water District
Statements of Net Position**

	As Of	Month End <u>4/30/2023</u>	Month End <u>4/30/2022</u>
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		\$16,004,078.73	\$13,209,977.64
Restricted Cash and cash equivalents		26.82	20,596.31
Accounts receivable, net of allowance for uncollectible accounts		3,132,051.87	3,383,152.16
Interest receivable		165,438.87	125,897.02
Grants receivables			22780.41
Other receivables			1.45
Inventory		811,328.31	948,957.15
Prepaid expenses and other assets		854,470.81	762,201.39
TOTAL CURRENT ASSETS		<u>20,967,395.41</u>	<u>\$18,473,563.53</u>
NONCURRENT ASSETS			
Investments		36,302,062.08	38,858,938.13
TOTAL NONCURRENT ASSETS		<u>36,302,062.08</u>	<u>38,858,938.13</u>
Property, plant and equipment		552,585,000.50	525,774,400.85
Accumulated depreciation		(228,670,107.29)	(216,482,193.08)
TOTAL CAPITAL ASSETS		<u>323,914,893.21</u>	<u>309,292,207.77</u>
TOTAL ASSETS		<u>381,184,350.70</u>	<u>366,624,709.43</u>
DEFERRED OUTFLOWS OF RESOURCES			
Deferred amount on long-term debt refunding		3,809,925.87	4,768,404.27
Pension contribution subsequent to measurement date		4,842,834.00	1,720,366.00
Other post-employment benefits		1,300,500.00	578,563.00
Deferred outflow of Asset Obligation		981,339.87	966,186.87
TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES		<u>392,118,950.44</u>	<u>374,658,229.57</u>
LIABILITIES			
CURRENT LIABILITIES			
Current portion of long-term debt and capital leases		4,910,000.00	5,390,000.00
Current portion of Compensated Absences		1,000,000.00	1,000,000.00
Accounts payable		823,583.76	475,352.10
Accrued interest		0.03	10,016.69
Deferred revenue and other liabilities		4,294,085.20	3,957,795.93
Accrued expenses		326,989.80	642,702.54
TOTAL CURRENT LIABILITIES		<u>11,354,658.79</u>	<u>11,475,867.26</u>
NONCURRENT LIABILITIES			
Long-term debt		49,742,854.18	55,506,502.30
Compensated absences		314,000.40	169,460.98
Net pension liability		12,721,219.00	5,806,835.00
Net other post-employment benefits liability		3,139,340.00	3,590,451.00
Asset Retirement Obligation		5,133,984.00	5,080,865.00
TOTAL NONCURRENT LIABILITIES		<u>71,051,397.58</u>	<u>70,154,114.28</u>
TOTAL LIABILITIES		<u>82,406,056.37</u>	<u>81,629,981.54</u>
DEFERRED INFLOWS OF RESOURCES			
Employee pensions		705,650.00	5,448,430.00
Other post-employment benefits		2,726,012.00	1,962,485.00
NET POSITION			
Invested in capital assets, net of related debt		270,541,612.06	247,827,877.16
Restricted		2,358.84	15.77
Unrestricted		35,737,261.17	37,789,440.10
TOTAL NET POSITION		<u>306,281,232.07</u>	<u>285,617,333.03</u>
TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION		<u>392,118,950.44</u>	<u>374,658,229.57</u>

Sacramento Suburban Water District
Statements of Revenues, Expenses and Changes in Net Position
Period Ended

	<u>Year-To-Date</u> <u>4/30/2023</u>	<u>Year-To-Date</u> <u>4/30/2022</u>
OPERATING REVENUES		
Water consumption sales	\$ 2,972,325.72	\$ 3,488,135.46
Water service charge	11,405,227.25	11,051,687.12
Wheeling water charge	1,060.09	1,749.87
Other charges for services	265,962.34	152,610.85
TOTAL OPERATING REVENUES	14,644,575.40	14,694,183.30
OPERATING EXPENSES		
Source of supply	338,679.14	634,717.23
Pumping	1,467,636.90	1,047,019.04
Transmission and distribution	1,362,654.71	1,162,102.01
Water conservation	210,770.81	137,259.37
Customer accounts	449,259.39	404,474.65
Administrative and general	2,685,463.40	2,409,538.90
TOTAL OPERATING EXPENSES	6,514,464.35	5,795,111.20
Operating income before depreciation	8,130,111.05	8,899,072.10
Depreciation and amortization	(4,580,568.24)	(4,594,606.90)
OPERATING INCOME	3,549,542.81	4,304,465.20
NON-OPERATING REV. (EXP.)		
Rental income	112,836.10	84,070.90
Interest and investment income	897,499.62	(1,398,589.13)
Interest expense and debt related costs	(751,795.84)	(1,077,214.65)
Other non-operating revenues	16,794.45	3,044.30
Other non-operating expenses	9.05	
NON-OPERATING REV. (EXP.)	275,343.38	(2,388,688.58)
NET INCOME (LOSS) BEFORE CAPITAL	3,824,886.19	1,915,776.62
CAPITAL CONTRIBUTIONS		
CHANGE IN NET POSITION	3,824,886.19	1,915,776.62
Net position at beginning of year	302,456,345.88	283,701,556.41
NET POSITION AT END OF PERIOD	\$ 306,281,232.07	\$ 285,617,333.03

**Sacramento Suburban Water District
Schedule of Net Revenues
As Of**

	Actual Year-To-Date <u>4/30/2023</u>	Budget Year-To-Date <u>4/30/2023</u>	Variance Year-To-Date
REVENUES			
Water consumption sales	\$2,972,325.72	\$3,770,000.00	(\$797,674.28)
Water service charge	11,405,227.25	11,294,000.00	111,227.25
Wheeling water charge	1,060.09	2,400.00	(1,339.91)
Other charges for services	265,962.34	326,000.00	(60,037.66)
Capacity fees		210,000.00	(210,000.00)
Interest and investment income	(6,458.26)	164,000.00	(170,458.26)
Rental & other income	<u>129,630.55</u>	<u>116,000.00</u>	<u>13,630.55</u>
TOTAL REVENUES	<u>14,767,747.69</u>	<u>15,882,400.00</u>	<u>(1,114,652.31)</u>

**Sacramento Suburban Water District
Operations and Maintenance Budget
Period Ended**

	4/30/2023 - YTD			2023
	Actual	Budget	Variance	Annual Budget
BUDGETED OPERATING EXPENSES				
Board of Directors	\$28,510.33	\$31,217.44	\$2,707.11	\$98,552.32
Administrative	780,395.57	888,542.80	108,147.23	2,665,665.40
Finance	383,703.70	444,302.28	60,598.58	1,312,902.84
Customer Services	415,693.76	563,111.64	147,417.88	1,689,344.92
Field Operations	157,917.55	184,600.16	26,682.61	553,798.44
Production	1,584,053.03	2,237,921.17	653,868.14	7,546,330.79
Environmental Compliance	222,263.01	296,415.01	74,152.00	889,248.04
Distribution	949,471.81	962,734.76	13,262.95	2,888,204.64
Field Services	413,182.90	515,043.32	101,860.42	1,545,130.12
Maintenance	256,679.57	242,441.12	(14,238.45)	727,324.00
Water Conservation	210,770.81	227,246.60	16,475.79	683,394.80
Engineering	437,033.91	595,473.08	158,439.17	1,768,859.24
GIS/CAD	140,780.88	158,927.52	18,146.64	476,770.56
Human Resources	91,463.53	140,552.96	49,089.43	421,672.88
Information Technology	408,978.36	423,843.56	14,865.20	1,271,530.68
Community Outreach	33,565.63	107,156.00	73,590.37	321,450.00
TOTAL OPERATING EXPENSES	6,514,464.35	8,019,529.42	1,505,065.07	24,860,179.67

Sacramento Suburban Water District
Capital Budget
4/30/2023

Project Name	Original Budget	Adjusted Budget	Roll-Over From Prior Year Budget	Total Budget Available	Current Month Expenditures	Expenditures Year-To-Date	Committed Year- To-Date	Remaining Balance
CIP-Well Rehad/Pump St Improv	\$3,801,000.00	\$2,691,000.00	\$947,482.84	\$3,638,482.84	\$10,057.28	\$106,156.76	\$1,874,683.18	\$1,657,642.90
CIP-SCADA/Communication Improv	\$266,000.00	\$266,000.00	\$195,497.03	\$461,497.03	\$1,292.50	\$46,154.39	\$149,537.35	\$265,805.29
CIP-Well Destruction	\$253,500.00	\$3,500.00	-	\$3,500.00	-	-	-	\$3,500.00
CIP-Well New Construction	\$13,898,500.00	\$14,698,500.00	\$1,835,195.67	\$16,533,695.67	\$1,836,571.60	\$2,662,958.86	\$11,537,861.96	\$2,332,874.85
CIP-Trans & Dist Improvements	\$1,847,750.00	\$2,279,750.00	\$632,313.17	\$2,912,063.17	\$1,195.00	\$43,011.26	\$2,533,435.50	\$335,616.41
CIP-Meter Retrofit Program	\$5,000.00	\$5,000.00	-	\$5,000.00	-	-	-	\$5,000.00
CIP-Reservoir/Tank Improv	\$337,000.00	\$445,000.00	\$170,506.67	\$615,506.67	-	\$24,726.38	\$330,099.97	\$260,680.32
CIP-Corrosion Control	\$57,000.00	\$57,000.00	\$16,800.00	\$73,800.00	-	-	\$16,800.00	\$57,000.00
CIP-Valve/Hydrant/Service Repl	\$380,000.00	\$589,805.00	\$24,882.75	\$614,687.75	\$43,114.32	\$150,433.77	\$148,965.43	\$315,288.55
CIP-Large Meter Replacement	\$38,000.00	\$38,000.00	-	\$38,000.00	-	-	\$37,270.00	\$730.00
CIP-Meter Replacement PM	\$294,500.00	\$294,500.00	-	\$294,500.00	-	\$14,991.37	\$15,341.25	\$264,167.38
CIP-AMI Endpoints	\$665,000.00	\$436,195.00	-	\$436,195.00	\$116,933.11	\$338,600.86	\$38,175.00	\$59,419.14
CIP-Special Projects	\$14,250.00	\$14,250.00	\$33,913.81	\$48,163.81	-	-	\$33,663.57	\$14,500.24
CIP-Water Related Street Imprv	\$237,500.00	\$237,500.00	\$12,665.46	\$250,165.46	-	-	\$56,745.46	\$193,420.00
CIP Subtotal	\$22,095,000.00	\$22,056,000.00	\$3,869,257.40	\$25,925,257.40	\$2,009,163.81	\$3,387,033.65	\$16,772,578.67	\$5,765,645.08
OCP - Equipment	-	-	\$6,100.00	\$6,100.00	-	\$6,026.67	-	\$73.33
OCP - Fleet & Facilities	\$118,000.00	\$137,000.00	\$169,000.00	\$306,000.00	\$5,936.29	\$110,871.87	\$98,809.97	\$96,318.16
OCP - Information Technology	\$316,000.00	\$316,000.00	\$111,269.27	\$427,269.27	\$40,886.19	\$255,647.50	\$37,680.76	\$133,941.01
OCP - Maintenance	\$20,000.00	\$20,000.00	\$250,000.00	\$270,000.00	-	\$28,529.91	\$25,209.44	\$216,260.65
OCP - Operations	\$256,000.00	\$276,000.00	\$375,219.15	\$651,219.15	\$7,909.13	\$134,416.83	\$217,986.53	\$298,815.79
OCP - Property Acquisition	-	-	\$437,818.15	\$437,818.15	\$727.00	\$20,040.00	\$378,170.53	\$39,607.62
OCB Subtotal	\$710,000.00	\$749,000.00	\$1,349,406.57	\$2,098,406.57	\$55,458.61	\$555,532.78	\$757,857.23	\$785,016.56
Total	\$22,805,000.00	\$22,805,000.00	\$5,218,663.97	\$28,023,663.97	\$2,064,622.42	\$3,942,566.43	\$17,530,435.90	\$6,550,661.64



Agenda Item: 15

Date: June 19, 2023

Subject: District Activity Report

Staff Contact: Todd Artrip, Operations Manager

This report describes significant District Activities and milestones over the past month. Included in this report are:

1. Water Operations Monthly Activity and Exceptions Report

This shows the types and number of activities that are in the Field Operations Department.

2. District Claims Update Report

This summarizes claims received by the District. Under the District's Claims Processing Policy, the Board of Directors grants the General Manager, or his or her designee, the authority to review and to approve or reject a claim. The processing of all claims will be conducted in accordance with the Government Claims Act and Ordinance 02-02, including the time limits on claims processing and requirements for presenting claims. All claims will be presented as information to the Board of Directors at a regularly scheduled Board Meeting.

3. Customer Service Monthly Activity Report

This shows the total number of Customer Service phone calls received.

4. Distribution Operator Networking Event

Information about the 2nd Annual Water Distribution Operator Vendor Showcase.

5. Community Outreach Report

This provides a copy of the monthly bill insert.

1. Water Operations Monthly Activity Report

	May 2023	Monthly Average CY 2023	Total CY 2023	Total # in System	Goal CY 2023	% of Goal Completed in CY 2023
Preventive Maintenance Program - Distribution						
Fire Hydrants Inspected	116	114	571	6490	1298	44%
Fire Hydrant Valves Inspected	120	116	582	5869	1174	50%
Mainline Valves Inspected	224	227	1133	11255	2251	50%
Blow Off Valves Inspected	28	36	179	1049	210	85%
ARV/CARV Inspected	-	2	12	283	57	21%
Preventive Maintenance Program - Meters						
Meters Tested (3 - 10 inch)	17	22	112	450	120	93%
Meters Replaced (⁵ / ₈ - 1 inch)	-	8	40	41167	826	5%
Meter Re-Builds (1 ¹ / ₂ - 2 inch)	55	34	168	2449	245	69%
Preventive Maintenance Program - Production						
Air Release Valves	7	5	24	96	32	75%
Chemical Systems - Sodium Hypochlorite	9	9	44	67	67	66%
Chemical Systems - Hydrofluorosilicic Acid	-	0	1	29	29	3%
Generator Inspection & Maintenance	-	-	-	23	23	0%
Generator Load Bank Testing	-	-	-	23	10	0%
Generator Battery Replacement	-	-	-	23	6	0%
Hydraulic Control Valves	2	6	32	48	48	67%
Level Transducers	2	6	31	35	35	89%
Motors (Vertical Turbine)	21	10	51	81	81	63%
Pressure Transducers	-	18	92	95	95	97%
Sumps and Associated Pumps	2	2	11	17	17	65%
	May 2023	Monthly Average	YTD Completed	Total With GPS	Total Assets	Percentage Completed
Global Positioning System						
GPS Coordinates Marked	*114	261	1045	25945	84541	31%

*Due to technical difficulties the numbers for May could be adjusted on the June report

	May 2023	Monthly Average CY 2023	Total CY 2023
Service Requests			
Main Leaks	8	6	32
Service Line Leaks	11	6	28
Customer Pressure Inquiries	9	6	32
Water Main Shutdown			
-- Unscheduled	3	5	25
-- Scheduled	9	6	28
Water Quality			
Complaints	3	2	8
Taste & Odor Complaints	1	0	1

2. District Claims Update Report

This summarizes claims received by the District. Under the District’s Claims Processing Policy, the Board of Directors grants the General Manager, or his or her designee, the authority to review and to approve or reject a claim. The processing of all claims will be conducted in accordance with the Government Claims Act and Ordinance 02-02, including the time limits on claims processing and requirements for presenting claims. All claims will be presented as information to the Board of Directors at a regularly scheduled Board Meeting.

CLAIMS UNDER REVIEW/INVESTIGATION

No new claims filed in May.

3. Customer Service Monthly Activity Report

Customer Service Activity Report for the month of May 2023.

Total Calls	Calls Abandoned	% of Calls Abandoned	Average Wait on Queue	Max Wait on Queue	Average Talk Time
2,062	28	1.36%	18s	6m, 37s	2m, 45s

4. Distribution Operator Networking Event

On May 18, 2023, the City of Sacramento (City) held its 2nd Annual Water Distribution Operator Vendor Showcase. The event was held at the City’s Robla Training Center and provided District staff the opportunity to network with other Northern California Distribution Operators. In addition, other district’s brought and showcased their agencies specialized trucks and equipment, various industry manufacturers were on hand to demonstrate and showcase their products, and a friendly Agency Operator Challenge was held.

This year, five District Operators attended the event. They brought with them a District leak truck, provided a show and tell of the District’s new cordless valve and hydrant exercising tool, and competed in the friendly Agency Operator Challenge. This is the only event in the Sacramento Region that is designed specifically for Distribution Operators and it continues to receive high marks from those that attend. Moreover, these types of events provide staff with a level of job satisfaction and appreciation that only comes from being a part of a larger water community.



SSWD staff demonstrating the District's new cordless valve and hydrant exerciser.



SSWD staff participating in the friendly Agency Operator Challenge.

5. Community Outreach Report

May Bill Insert

A sample of the July 2023 bill insert is shown below.

00281487



H₂O on the GO

July 2023



Level Up Your Watering Game with Help from SSWD

July is Smart irrigation month and SSWD has rebates available to help make your sprinkler system operate at its best.

Working Together | Connecting with Neighboring Water Providers to Strengthen Water Reliability

Over the years, SSWD has made improving the infrastructure and resiliency of the water system a top priority. One strategy has been establishing and improving interties with neighboring water providers.

Interties are connections between water systems that allow the transfer of water. They are a vital part of the District's Mutual Aid and Assistance Program and our conjunctive use program, which allows SSWD to shift between surface water and groundwater according to availability.

SSWD has 48 interties with neighboring water providers, including California American Water, Carmichael Water District, Del Paso Manor Water District, Rio Linda/Elverta Community Water District, San Juan Water District, the City of Sacramento, and Sacramento County Water Agency (SWCA).

Most of the interties are unmetered and are opened only in case of an emergency. Some of the metered interties are opened at various times.

Working Together | page 2

Consumer Confidence Report Now Available



SSWD's 2022 Consumer Confidence Report (CCR) is now available for viewing on the District's website. The CCR is an annual drinking water quality report based on water supply samples taken throughout the year. You can view the newest CCR and previous reports online at <https://tinyurl.com/asvr9d3v>.

Sprinkler System Upgrades

SSWD has rebates of up to \$500 to help with the cost of upgrading your sprinkler system with high-efficiency rotator sprinklers and drip irrigation. Replacing traditional pop-up sprinklers with high-efficiency rotator sprinklers can reduce the amount of water used by 30 percent and help you have a healthier yard.

Weather-Based Sprinkler Timers

Rebates of up to \$150 are available for upgrading your old sprinkler timer with a weather-based model. The U.S. EPA estimates that switching to a weather-based sprinkler timer can help the average homeowner save nearly 15,000 gallons of water a year.

Complete details are available at sswd.org/rebates.

sswd.org

Phone: 916.972.7171

Fax: 916.972.7639

3701 Marconi Avenue, Suite 100

Sacramento, CA 95821-5346

Hours: M-F, 8:00 a.m. to 4:30 p.m.



The Leak Brothers Never Stop

This past March, SSWD began giving away Leak Brother figures to customers who posted their leak fighting story on Facebook or scheduled a Leak Investigation. There were many great photos and stories shared on the District's new Facebook page.

Stories included a customer that needed help finding a leak in their irrigation system. A Water Conservation Technician went to the customer's home and discovered two of their 14 sprinkler valves had been inadvertently left open and were leaking 37 gallons of water an hour.

At another customer's home, a Water Conservation Technician discovered the toilet float was set too high, causing water to run nonstop into the toilet's overflow tube wasting close to 15 gallons of water per hour. The technician adjusted the float, stopping the leak, and saving 360 gallons of water per day.

Have you received a Leak Notification postcard, text, or email? They are sent to customers whose connections have been flagged as having an uninterrupted flow of water of 7.48 gallons of water per hour—for 72 consecutive hours. Leaks not only waste a lot of water, leaks can also damage your home or yard. If you need help figuring out the source of a leak, set up a free Leak Investigation by calling 916.972.7171.

Sacramento Suburban Water District and Carmichael Water District Held Public Workshops on Combination Opportunities

SSWD and Carmichael Water District (CWD) held public workshops in June to discuss a study by an independent consulting firm on the potential benefits and disadvantages to combination. The first workshop was held by CWD on Thursday, June 15th and the second workshop was held by SSWD on Wednesday, June 21st.

The study and additional information, including fact sheets, Frequently Asked Questions, and a recording of the public workshop presentation, are available online at <https://tinyurl.com/4w4m96jw>.

Discussions and an additional technical analysis are ongoing. Updates will be posted to the SSWD website as they become available.

Customers are encouraged to attend SSWD's regular monthly Board meetings and meetings of the CWD/SSWD 2x2 meetings either in person or virtually. Complete details on how to attend are available online at <https://www.sswd.org/about/meeting-agendas-packets-minutes>.

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throughout the year if SSWD is receiving water from or supplying water to another agency.

Last October, for example, SCWA experienced a major water main break near an intertie with SSWD. SCWA requested assistance with providing water to customers impacted by the break. SSWD opened the intertie, helping to keep water service to SCWA customers until they were able to fix the break.

In 2021, after the City of Sacramento had to unexpectedly remove one of its water treatment plants from service, they requested an immediate delivery of groundwater to aid in meeting demand. SSWD was able to open an intertie and supply water to the City until the treatment plant could return to service.

Working together with neighboring water providers in times of need, and through the Sacramento Groundwater Authority and Regional Water Authority, improves service and reliability throughout the Sacramento region.





Agenda Item: 16

Date: June 19, 2023

Subject: Carmichael Water District/Sacramento Suburban Water District 2x2 Committee Update

Staff Contact: Dan York, General Manager

A Carmichael Water District (CWD) and Sacramento Suburban Water District (SSWD) 2x2 Committee Meeting was held on June 8, 2023. Below is a briefing on the items discussed at that meeting:

Combination Discussions - Draft Outline Report

Staff provided an update to the Committee on the status of the Draft Outline Report, but most importantly, one of the most critical components in that report, the process and timeline components. District legal counsel provided guidance on the process, decisions, and timeline for making a final determination on whether to proceed with a combination of SSWD and CWD, either by a consolidation or reorganization. Below is a brief outline of the components within the process and timeline of a combination:

Group 1 – Public Outreach and Initial Decision to Proceed with or Terminate Combination Proposal (Now to Completion of Public Outreach and Joint Board Meeting 1 – Estimated completion time, 2 months after end of outreach activities). Joint Board Meeting #1 to be held in July/August 2023.

Group 2 – District Form and Governance Decisions (Assuming decision to proceed at Joint Meeting 1 to Joint Board Meeting 2 – Estimated completion time, 3-4 months). Joint Board Meeting #2 to be held in November 2023.

Group 3 – Operational and Financial Decisions (After Group 2 governance decisions – Estimated completion time, continuing effort into implementation)

Group 4 – Final decision (Joint Board Meeting 3 – During course of Group 3 activities, but after those activities required to make decisions for LAFCo application requirements). Joint Board Meeting #3 to be held in February/March 2024.

Group 5 – LAFCo Application and Approval Process (LAFCo estimates one year to complete from date of filing resolutions of application and application)

Group 6 – Post-Consolidation Actions to Implement New Agency (Complete as soon as possible after LAFCo records Certificate of Completion)

Combination Discussions - Communications Plan Update

Below are status updates on the Communications Plan outreach items for May and June:

Public Information Workshops Scheduled:

- Carmichael Water District: Thursday, June 15, 2023, at 6:30 p.m.
- Sacramento Suburban Water District: Wednesday, June 21, 2023, at 6:30 p.m.

Completed/Scheduled Outreach Activities:

- May 11: Press release distributed to media outlets with early deadlines
- May 17: CWD postcard received in mailboxes
- May 18: Letter to HOAs/Neighborhood Associations into the mail
- May 18: Story posted in the Carmichael Times: <https://www.carmichaeltimes.com/back-issues/currentissue.php>
- May 22: Outreach to elected officials and other influencers on the stakeholder list
- May 24: SSWD postcard received in mailboxes
- May 30: LAFCo Special District's Advisory Committee meeting. SSWD GM York conducted a verbal presentation on the overview and current status of the CWD and SSWD Combination Discussions.

June Outreach Activities:

- Continued outreach to stakeholder list to offer presentations and request their assistance with sharing information about the workshops
- Workshop preparation: Materials (approved fact sheets) in final review by 2x2 Committee
- Continued outreach via existing CWD and SSWD communication channels, including websites, bill inserts, bill messages, etc.
- News media outreach (press release) resend week of June 5
- Digital Advertising (Facebook and news/weather sites via the Google Display Network) in June
- Social media monitoring (ongoing) and outreach beginning late May through workshop dates
- June 9: 1/4 page print ad in Carmichael Times and 1/2 page print ad in Arden Carmichael Newspaper
- June 13, 10:00 a.m.: SSWD scheduled presentation to the Women's Group, at the St. Mark's United Methodist Church in Sacramento)
- June 16: 1/4 page print ad in Carmichael Times

Carmichael Water District and Sacramento Suburban Water District Board of Directors Interviews

One of the tasks for the facilitating consultant was to conduct an interview with each Director of CWD and SSWD, with focus on expectations for process and outcomes, visions of success, what is going well and/or what is not going well, impediments to process and outcomes. The subject interviews have been completed. The facilitating consultant provided the feedback from the Directors at the Committee meeting.

Rate Comparison Analysis Update

At the May 4, 2023, CWD/SSWD 2X2 Committee Meeting, the Committee asked staff for additional information on comparison of CWD and SSWD rates. Specifically, the Committee asked to see the comparison of ¾” and 1” meter billings with various usages. Staff have calculated billings for both ¾” and 1” meters utilizing 10 ccf and 20 ccf usage amounts. The table below shows the comparison for both CWD and SSWD. Staff also calculated the average monthly billing for residential and non-residential in total and per account. The average is based on 11,633 accounts for CWD; 11,053 residential, 580 non-residential. and 45,322 accounts for SSWD; 42,496 residential, 2,826 non-residential.

Residential Billing, ¾" and 1" meters:

	<u>CWD</u>		<u>SSWD</u>	
	<u>Dollars</u>	<u>Units</u>	<u>Dollars</u>	<u>Units</u>
<u>¾" Meter</u>	\$ 55.65	10 ccf	\$ 58.79	10 ccf
	76.25	20 ccf	70.09	20 ccf
<u>1" Meter</u>	75.50	10 ccf	86.14	10 ccf
	96.10	20 ccf	97.44	20 ccf

Average Billing per month, by customer type:

	<u>Residential</u>		<u>Non-Residential</u>	
	<u>Dollars</u>	<u>Percent</u>	<u>Dollars</u>	<u>Percent</u>
<u>CWD</u>	\$ 954,364	83%	\$ 199,487	17%
<u>(average bill)</u>	86.34		343.94	
<u>SSWD</u>	3,246,459	77%	959,022	23%
<u>(average bill)</u>	76.39		339.36	

As a reminder, CWD’s main revenue structure is based on a 1” meter, whereas, SSWD’s main revenue structure is based on a ¾” meter.

Setting Future Meetings of the 2x2 Committee

To maintain efficiencies/progress in the Combination Discussions between CWD and SSWD, staff was directed to schedule monthly 2x2 Committee meetings. The following dates have been set for CWD/SSWD 2x2 Committee meetings for the remainder of the 2023 calendar year. Unless otherwise posted, all meetings will be held at 3:00 p.m. in the SSWD Boardroom and available via Zoom for the public.

- July 11, 2023
- August 14, 2023
- September 11, 2023
- October 11, 2023
- December 13, 2023

Note: There may be a point and time in the subject process that the 2x2 Committee meetings will no longer be necessary due to the fact particular items will need to be addressed at a CWD/SSWD Joint Board Meeting.



Agenda Item: 17

Date: June 19, 2023

Subject: Upcoming Water Industry Meetings/Conferences

Staff Contact: Heather Hernandez-Fort, Executive Assistant to the General Manager

Note that the Board adopted Policy PL – BOD 003 governing Director compensation and expense reimbursement section 200.20(g) states that Directors may receive a meeting stipend for “meetings, water industry events or office visits of a substantial duration concerning substantive District business as requested and approved for payment by the General Manager or the Board President...” Information provided on upcoming water industry events, or regularly scheduled meetings of other water districts, does not imply that approval for a compensable meeting or reimbursement of expenses are triggered.

Below is a list of upcoming water industry meetings/conferences:

Upcoming Meetings:

1. RWA Board Meeting
June 29, 2023
In-Person for voting Board Directors, virtual option for all public participants <https://rwah2o.org/meetings/board-meetings/>

2. ACWA Board Meeting
July 28, 2023
In-Person and Virtual
<https://www.acwa.com/>

3. LAFCo Meeting
August 2, 2023
In-Person and Virtual
<https://sacrafcogov.com/Pages/default.aspx>

4. SGA Board Meeting
August 10, 2023
In-Person for voting Board Directors, virtual option for all public
<https://www.sgah2o.org/meetings/board-meetings/>

Upcoming Water Industry Meetings/Conferences

June 19, 2023

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5. LAFCo Meeting
September 6, 2023
In-Person and Virtual
<https://saclafco.saccounty.gov/Pages/default.aspx>
6. RWA Board Meeting
September 14, 2023
In-Person for voting Board Directors, virtual option for all public
<https://rwah2o.org/meetings/board-meetings/>
7. ACWA Board Meeting
September 29, 2023
In-Person and Virtual
<https://www.acwa.com/>
8. LAFCo Meeting
October 4, 2023
In-Person and Virtual
<https://saclafco.saccounty.gov/Pages/default.aspx>
9. SGA Board Meeting
October 12, 2023
In-Person for voting Board Directors, virtual option for all public
<https://www.sgah2o.org/meetings/board-meetings/>
10. LAFCo Meeting
November 1, 2023
In-Person and Virtual
<https://saclafco.saccounty.gov/Pages/default.aspx>
11. RWA Board Meeting
November 9, 2023
In-Person for voting Board Directors, virtual option for all public
<https://rwah2o.org/meetings/board-meetings/>
12. ACWA Board Meeting
November 17, 2023
In-Person and Virtual
<https://www.acwa.com/>
13. LAFCo Meeting
December 6, 2023
In-Person and Virtual
<https://saclafco.saccounty.gov/Pages/default.aspx>

Upcoming Water Industry Meetings/Conferences

June 19, 2023

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14. SGA Board Meeting

December 8, 2023

In-Person for voting Board Directors, virtual option for all public

<https://www.sgah2o.org/meetings/board-meetings/>

Upcoming Conferences:

15. CSDA Annual Conference and Exhibitor Showcase

August 28-31, 2023

Monterey, CA

https://www.csdanet.org/annualconference/home?_ga=2.82718422.1926552485.1686238904-546131451.1686238904

16. CA-NV AWWA Fall Conference

October 23-26, 2023

Las Vegas, NV

https://www.ca-nv-awwa.org/canv/CNS/Events_Classes/Future_Events/CNS/EventsandClasses/Events.aspx?hkey=40976128-710b-4097-b27b-e35fe6133849

17. ACWA 2023 Fall Conference & Exhibition

November 27 - 30, 2023

Indian Wells, CA

<https://www.acwa.com/events/page/3/>

Below is a partial list of local Water Purveyors Regular Board Meeting information and websites:

- Carmichael Water District: <http://carmichaelwd.org/> - Every 3rd Tuesday of the month at 6:00 p.m.
- Citrus Heights Water District: <http://chwd.org/> - Every 3rd Wednesday of the month at 6:30 p.m.
- Del Paso Manor Water District: <https://www.delpasomanorwd.org/> - Every 1st and 3rd Monday of the month at 6:00 p.m.
- El Dorado County Water Agency - <http://www.edlafco.us/> - Every 2nd Wednesday of the month at 10:00 a.m.
- El Dorado Irrigation District - <http://www.eid.org/> - Every 2nd and 4th Mondays of the month at 9:00 a.m.
- Fair Oaks Water District: <http://www.fowd.com/> - Every 3rd Monday of the month at 6:30 p.m.
- Natomas Mutual Water Company - <http://natomaswater.com/> - Every 2nd Tuesday of the month at 9:00 a.m.
- Orangevale Water Company - <https://orangevalewater.com/> - Every 1st Tuesday of the month at 4:00 p.m.
- Placer County Water Agency: <https://pcwa.net/> - Every 1st and 3rd Thursdays of the month at 2:00 p.m.
- Rio Linda/Elverta Community Water District: <http://www.rlecwd.com/> - Every 3rd Monday of the month at 6:30 p.m.
- San Juan Water District: <http://www.sjwd.org/> - Every 4th Wednesday of the month at 6:00 p.m.

**REGIONAL WATER AUTHORITY****REGULAR MEETING OF THE BOARD OF DIRECTORS**

**Thursday, May 18, 2023
at 9:00 a.m.**

**City of Roseville - Corporation Yard
2005 Hilltop Circle
Roseville, CA 95747**

IMPORTANT NOTICE REGARDING VIRTUAL PUBLIC PARTICIPATION:

The Regional Water Authority currently provides in person as well as virtual public participation via the Zoom link below until further notice. The public shall have the opportunity to directly address the Board on any item of interest before or during the Board's consideration of that item. Public comment on items within the jurisdiction of the Board is welcomed, subject to reasonable time limitations for each speaker.

Join the meeting from your computer, tablet or smartphone

<https://us06web.zoom.us/j/86838749365?pwd=TW8zS0xDY2MxUHFudllaeTl0c3RuQT09>

Phone: 1-669-900-6833

Meeting ID: 868 3874 9365 Passcode: 059342

Public documents relating to any open session item listed on this agenda that are distributed to all or a majority of the members of the Board of Directors less than 72 hours before the meeting are available for public inspection in the customer service area of the Authority's Administrative Office at the address listed above.

In compliance with the Americans with Disabilities Act, if you have a disability and need a disability related modification or accommodation to participate in this meeting, please contact the Executive Director of the Authority at (916) 967-7692. Requests must be made as early as possible, and at least one full business day before the start of the meeting. The Board of Directors may consider any agenda item at any time during the meeting.

AGENDA**1. CALL TO ORDER AND ROLL CALL**

2. PUBLIC COMMENT: Members of the public who wish to address the Board may do so at this time. Please keep your comments to less than three minutes.

3. CONSENT CALENDAR: All items listed under the Consent Calendar are considered and acted upon by one motion. Board Members may request an item be removed for separate consideration.

- 3.1 Approve the draft meeting minutes of March 9, 2023 regular board and April 12 special board meetings.
- 3.2 Rescind RWA Board Resolutions 2021-03 and 2022-02 regarding the Statewide 2021-2022 drought conditions.
- 3.3 Authorize approval of the Executive Director to execute Task Order #T-02 under Professional Services Agreement with Woodard Curran for the Sacramento Regional Water Bank.
- 3.4 Approve Resolution 2023-04 Supporting Cathy Green for Association of California Water Agencies President.
- 3.5 Approve RWA Resolution 2023-05 Supporting Michael Saunders for Association of California Water Agencies Vice President.

4. Information/Presentation: BOARD MEETING VIRTUAL PROTOCOLS

Chair: Tony Firenzi

5. FY 2023-24 BUDGET

Staff: Josette Reina-Luken, Finance and Administrative Services Manager

Discussion/Action: Approve Fiscal Year 2023-2024 Budget

6. Information/Presentation: UPDATE ON FUNDING AGREEMENT BETWEEN THE STATE OF CALIFORNIA NATURAL RESOURCES AGENCY AND DEPARTMENT OF WATER RESOURCES AND RWA FOR VOLUNTARY AGREEMENT EARLY IMPLEMENTATION FOR THE AMERICAN RIVER

Staff: Michelle Banonis, Manager of Strategic Affairs

7. OPPORTUNITY FOR PUBLIC TO ADDRESS CLOSED SESSION MATTERS

8. CLOSED SESSION

8.1 Public Employee Performance Evaluation Pursuant to Government Code Section 54957

Title: Executive Director

8.2 Closed session regarding labor negotiations (Gov. Code, § 54957.6.)

Agency Representative(s): Directors Firenzi and Ewart

Unrepresented employee: Executive Director

9. RETURN TO OPEN SESSION - ANNOUNCEMENT OF REPORTABLE ACTION IN CLOSED SESSION

10. CONSIDER APPROVAL OF ADJUSTMENT TO EXECUTIVE DIRECTOR COMPENSATION

11. EXECUTIVE DIRECTOR'S REPORT

12. DIRECTORS' COMMENTS

ADJOURNMENT

Posted on May 12, 2023



Ashley Flores, CMC, Board Secretary

Next RWA Board of Director's Meeting:

June 29, 2023, 9:00 a.m. at the Sacramento Regional County Sanitation District, 10060 Goethe Road, Sacramento, CA 95827. The location is subject to change.

Next RWA Executive Committee Meeting:

May 30, 2023, 1:30 p.m. at the RWA/SGA office, 5620 Birdcage Street, Ste. 110, Citrus Heights, CA 95610. The location is subject to change.

Notification will be emailed when the RWA electronic packet is complete and posted on the RWA website at: <https://www.rwah2o.org/meetings/board-meetings/>.

Agenda Item 18 c.

Jay Boatwright
Attended meetings
May 2023

- 05/01/2023: Attended SJWD ribbon cutting, spoke on behalf of the SSWD Board of Directors.
- 05/02/2023: Met with Heather Hernandez to sign updated 215 contract. Met with GM York to discuss various items and to get an update.
- 05/08/2023: Attended the ACWA – JPIA board meeting in Monterey. I am the voting director for SSWD with this organization and participated in the election of new executive board members.
- 05/09/2023: ACWA-JPIA committee meetings. ACWA Spring Conference committee meetings, including the Groundwater committee. Monterey.
- 05/10/2023: ACWA Spring Conference Day 1. Keynote presentations and breakout sessions.
- 05/11/2023: ACWA Spring Conference Day 2. Keynote presentations, various breakout sessions.
- 05/12/2023: Met with GM York to review the agenda for the upcoming Board meeting.
- 05/15/2023: SSWD Regular board meeting
- 05/22/2023: SSWD/DPMWD joint board meeting. Updates on potential combination. Decision was made to not proceed with combination discussions until the DPMWD 218 process is complete.
- 05/23/2023: Per my request, I wanted to visit some well sites under construction to help me to understand the process of drilling and constructing a well. Mitchell met me at well site 84, which was having draw down testing underway. We then went to well site 81-82-83. One well was drilled, cased and capped. On one well the drilling contractor was trying to remove the large casing they drill down. One well drilling had not yet commenced. Observed the three test wells. Learned about casings and how they are engineered. Discussed next steps.
- 05/24/2023: SSWD/CWD combination interview with consultant Ellen. Discussed my thoughts on combination, what may be impediments, and my thoughts on the process.
- 05/30/2023: LAFCo Special District Advisory Council meeting. I have been appointed to this council by LAFCo through 2024. Of interest, GM York presented an update on the current combination discussions with both CWD and DPMWD.

Craig Locke
Attended Meetings
May 2023

May 31st
SJWD Special Meeting

May 25th
Meet w Director Nelson – Outreach talking points

May 24th
Administrator Policy Handbook

This meeting is part of the State Water Board's Safe and Affordable Funding for Equity and Resilience (SAFER) Drinking Water program, generally referred to as SAFER. SAFER is designed to ensure Californians who lack safe and affordable drinking water receive it as quickly as possible. SAFER is helping water systems achieve this goal through a set of tools, funding sources, regulatory authorities, and community outreach and education. The SAFER Advisory Group is a consultative body that advises the Board on the Fund Expenditure Plan, and other key analyses and policies as needed.

PURPOSE- This meeting will bring together the SAFER Advisory Group to discuss items on the following agenda. Items on this agenda are numbered for identification purposes only; the SAFER Advisory Group may consider the items out of the listed order. **AGENDA** -Discussion on the Needs Assessment Results, Discussion on the draft funding process for Operations & Maintenance, Discussion on the draft priorities for the Fund Expenditure Plan, Discussion on SAFER website updates, SAFER program updates, Advisory Group Member Announcements, Public Comment

May 22th
SSWD joint meeting with DPM

May 17th
AeroJet CAG

May 11th
ACWA

May 10th
ACWA

May 9th
ACWA

May 8th
Travel ACWA

May 4th
SSWD 2x2 Meeting

May 4th
RWA Sacramento Regional Water Bank Program Advisory Committee

May 2nd**2023 Drinking Water Needs Assessment Results Confirmation**

The State Water Board is implementing the Safe and Affordable Funding for Equity and Resilience (SAFER) Drinking Water Program with a set of tools, funding sources, and regulatory authorities designed to ensure that the approximately one million Californians who currently lack safe drinking water receive safe and affordable drinking water as soon as possible. The SAFER Program is responsible for conducting an annual Needs Assessment, which consists of three components: (1) Affordability Assessment, (2) Risk Assessment, and (3) Cost Assessment. Results of the Needs Assessment are used to inform the prioritization of projects in the annual Fund Expenditure Plan for the Safe and Affordable Drinking Water Fund. The State Water Board's Needs Analysis Unit in the Division of Drinking Water leads the implementation of the Needs Assessment in coordination with the Division of Water Quality (DWQ) and Division of Financial Assistance (DFA).

May 1st**DPM Board Meeting / SJWD – FOWD 2x2**



Minutes

Carmichael Water District/Sacramento Suburban Water District 2x2 Committee Meeting May 4, 2023

Location:

3701 Marconi Avenue, Sacramento, CA 95821, and Audio Conference at 1-669-900-6833, and Video Conference using Zoom at Meeting Id #859 9405 9811

Call to Order – Videoconference/Audioconference Meeting

SSWD Director Craig Locke (Chair Locke) called the meeting to order at 3:00 p.m.

SSWD Directors

Present: Dave Jones and Craig Locke.

SSWD Directors

Absent: None.

CWD Directors

Present: Mark Emmerson and Jeff Nelson.

CWD Directors

Absent: None.

SSWD Staff Present: Sacramento Suburban Water District (SSWD) General Manager Dan York (SSWD GM York), Matt Underwood, Jeff Ott, Susan Schinnerer, and Heather Hernandez-Fort.

CWD Staff Present: Carmichael Water District (CWD) General Manager Cathy Lee (CWD GM Lee) and Debbie Martin.

Public Present: William Eubanks, Ellen Cross, Carl Jones, Tom Gray, Christine Kohn, Bruce Hartzel, Kevin Thomas, Paul Selsky, Paul Helliker, Cody Brown, Ron Davis, and Rod Wood.

Public Comment

Tom Gray, General Manager with Fair Oaks Water District (FOWD), requested the 2x2 Committee (Committee) to consider removing the pre 1914 Water Rights language in the Business Case for a Potential Combination Report (Report), expressing that FOWD was willing to pay the consultant fees to have the language removed. He expressed if there was ever an issue with receiving water, FOWD would be willing to help serve water to the two districts if needed.

Rod Wood, representing Citrus Heights Water District, additionally requested the Committee to consider removing the pre 1914 Water Rights language in the Report.

Consent Items

1. **Minutes of the March 28, 2023, Carmichael Water District/Sacramento Suburban Water District 2x2 Committee Meeting**

CWD Director Nelson moved to approve the Consent Item; CWD Director Emmerson seconded. The motion passed by unanimous vote.

AYES:	Emmerson, Jones, Locke, and Nelson.	ABSTAINED:	
NOES:		RECUSED:	
ABSENT:			

Items for Discussion and/or Action

2. **Combination Discussions – Draft Outline Report**

SSWD GM York presented the staff report and provided an overview of the Draft Outline Report.

Jeff Ott presented the financial analysis portion of the Draft Outline Report.

CWD Director Nelson requested a more simplistic way to compare CWD’s monthly rates with SSWD’s monthly rates.

CWD Director Emmerson requested a listing of some of the primary categories such as CIP, revenue, and debt to O&M ratio.

Chair Locke requested a percentage of how many meters in the districts are 1” and below, or if they could be listed by size.

Discussion ensued over fluoridation in the SSWD South Service Area.

CWD GM Lee provided an overview of the CWD water rights.

Mr. Eubanks asked clarifying questions.

3. **Combination Discussions – Communications Plan Update**

SSWD GM York presented the staff report.

Chair Locke requested to ensure that the Arden Oaks Estates Home Owners Association was included in the stakeholders list.

CWD Director Nelson commented on Exhibit 2, the Perceived Advantages and Disadvantages to Combination, page 2, 4th bullet from the top, noting he was unsure what “Transparent and well precedented” meant.

SSWD GM York expressed he would have that wording clarified at the next meeting of the 2x2 Committee.

CWD Director Nelson suggested looking into other events to attend as a part of the outreach efforts, such as Creek Week, Carmichael Founders Day, Kiwanis Club, and even Rotary Clubs.

Mr. Eubanks asked clarifying questions and additionally inquired who would be collecting and monitoring customer feedback.

SSWD GM York expressed staff would keep track of all customer correspondence regarding the Combination Discussions and report it back to the Committee and Boards.

4. **Consultant Services**

SSWD GM York and CWD GM Lee presented the staff report.

SSWD GM York reminded the Committee that at the April 10, 2023, Joint Board Meeting, the Boards authorized the 2x2 Committee to oversee the process to develop a Request for Proposal, pursue consultant services, approve the scope of work, select a consultant, and authorized staff to sign the agreement, not to exceed the amount of \$75,000.

CWD Director Nelson moved to approve the staff recommendation; Chair Locke seconded.

Mr. Eubanks asked clarifying questions.

The motion passed by unanimous vote.

AYES:	Emmerson, Jones, Locke, and Nelson.	ABSTAINED:	
NOES:		RECUSED:	
ABSENT:			

5. **Next Meeting of 2x2 Committee**

The Committee agreed to hold the next meeting on June 8, 2023, at 3:00 p.m.

6. **Public Comment**

None.

Adjournment

Chair Locke adjourned the meeting at 4:38 p.m.

Dan York
General Manager/Secretary
Sacramento Suburban Water District



Minutes

Del Paso Manor Water District/Sacramento Suburban Water District Joint Board Meeting

Monday, May 22, 2023

Location:

3701 Marconi Avenue, Sacramento, CA 95821, and Audio Conference at 1-669-900-6833, and Video Conference using Zoom at Meeting ID #831 6153 3780

Call to Order – Videoconference/Audioconference Meeting

Sacramento Suburban Water District (SSWD) Board President Jay Boatwright (Chair Boatwright) called the meeting to order at 6:00 p.m.

Pledge of Allegiance

Chair Boatwright led the Pledge of Allegiance.

Del Paso Manor Water District (DPMWD) Board President Ryan Saunders (DPMWD Director Saunders) called the meeting to order at 6:00 p.m.

Roll Call

SSWD Directors

Present: Jay Boatwright, Dave Jones, Craig Locke, Kevin Thomas, and Robert Wichert.

SSWD Directors

Absent: None.

DPMWD Directors

Present: Carl Dolk, Robert Matteoli, Gwynne Pratt, David Ross, and Ryan Saunders.

DPMWD Directors

Absent: None.

SSWD Staff Present: General Manager Dan York, Assistant General Manager Matt Underwood, and Heather Hernandez-Fort.

DPMWD Staff Present: Acting General Manager Victoria Hoppe.

Public Present: William Eubanks, Max Scherer, Jose Henriquez, Trish Harrington, Roy Wilson, and Carol Rose.

Public Comment

DPMWD Director Saunders introduced Acting General Manager Victoria Hoppe.

Items for Discussion and/or Action

1. Overview of Del Paso Manor Water District/Sacramento Suburban Water District 2x2 Committee Meetings

SSWD GM York presented the staff report and PowerPoint Presentation.

William Eubanks (Mr. Eubanks), ratepayer for SSWD, inquired what the intent of the meeting was.

DPMWD Director Saunders expressed that the DPMWD/SSWD 2x2 Committee got to a point where they felt it would be appropriate to hold the first Joint meeting to allow all directors an opportunity to provide comments and direction on next steps.

Roy Wilson (Mr. Wilson), ratepayer for DPMWD, suggested the Boards let the ratepayers know that there are combination discussions happening between the two districts, as he feels that they were not aware.

SSWD Director Wichert commented that he felt there were economies of scale, and pointed out that a larger organization could be more efficient.

DPMWD Director Dolk expressed that he was very impressed with the professionalism of SSWD, and he felt SSWD is a high-quality organization.

DPMWD Director Ross asked clarifying questions.

DPMWD Director Mattioli provided a brief history of DPMWD and expressed there was some concern over the impression of someone telling DPMWD what is good for them. He additionally expressed he was in favor of keeping service lines at 1 inch in DPMWD, noting that the previous comparison made between the two Districts was only $\frac{3}{4}$ inches.

Director Wichert expressed that he requested an average comparison between the two districts regardless of the pipe size, and is what was provided.

2. Del Paso Manor Water District Proposition 218 Process Update

SSWD GM York presented the staff report.

DPMWD Director Saunders provided an update on DPMWD's 218 process, noting they were projecting a 5-year rate increase whereby the end of the 5th year, the rates would be roughly \$110 per month. He additionally provided an overview of their current financial positions, and informed the Boards of the potential grant funding opportunity they had.

Mr. Eubanks expressed he was unaware of any outreach happening regarding DPMWD's prop 218.

SSWD Director Jones expressed he was concerned that DPMWD was underbudgeting for the amount of work that he felt they needed.

DPMWD Director Saunders expressed that the way they structured their approach was to get a section of their steel water mains replaced, as well as some refurbishment of existing wells, but that he was aware they would not be able to construct any new wells.

SSWD Director Locke asked clarifying questions on DPMWD's CIP.

SSWD Director Thomas asked clarifying questions on DPMWD's wells.

Chair Boatwright inquired if metering was included in DPMWD's prop 218 figures.

DPMWD Director Saunders expressed that metering was not included in their prop 218 figures.

DPMWD Director Mattioli expressed concern over a copper/lead ruling he heard about.

SSWD Director Locke conclude by expressing he liked how DPMWD was approaching their situation, noting it was methodical and rational, stating that depending on how their ratepayers support their 218 recommendations, it would assist in how the future of combination discussions proceed.

3. **Carmichael Water District and Sacramento Suburban Water District Combination Discussions Update**

SSWD GM York presented the staff report and provided a brief history of the combination discussions with Carmichael Water District (CWD) and SSWD and summarized the current status.

SSWD Director Locke expressed support for combination discussions, noting there are economies of scale, there are benefits to sharing resources, and valued more effective way of organizing, and pointed out that all districts in the region share the same water and he was in support of working together. He noted that he is optimistic going forward.

SSWD Director Jones appreciated getting both boards together in order to ensure that every Director was on the same page, as he felt it was beneficial for all.

DPMWD Director Mattioli supported previous merger discussions amongst regional districts in the past, as well as the current discussions between SSWD and CWD.

4. **Comments and/or Concerns from the Del Paso Manor Water District and Sacramento Suburban Water District Board of Directors**

SSWD GM York presented the staff report.

DPMWD Director Pratt expressed she was interested in what was in the best interest of the DPMWD ratepayers. She expressed she didn't feel there was enough information yet to take a position, and stated she was neither for nor against combination and would like to see the conversations continue to collect further information.

DPMWD Director Ross believes it was important to continue discussions and expressed interest in a side-by-side comparison of the pros and cons.

DPMWD Director Dolk expressed support for combination discussions, noting DPMWD was a small district, with limited staff and resources.

DPMWD Director Saunders expressed there were significant benefits and economies of scale with combination discussions. He expressed concern for water supply, noting DPMWD did not have access to conjunctive use, and expressed concern over the impact of the 218 proposal on the rate payers. He stated he was generally in favor of combination efforts, but was worried about the timing of it all.

SSWD Director Locke echoed DPMWD Director Saunders, noting DPMWD had limited staff, and expressed concern for how all of the proposed projects in their 218 proposal would get done. He expressed a combination would be beneficial to DPMWD, as it would open additional resources for them, and noted overall it would benefit the region to combine. He additionally pointed out though, that he was not in support of long-term contractual work for DPMWD.

SSWD Director Jones reminded the Board to look at the short and long-term benefits, and expressed he was in support of combination with DPMWD, as he felt the entire water basin should eventually be under only one district.

SSWD Director Wichert stated he was not in favor of rates increasing, unless it was to benefit of all ratepayers, noting overall he was not in support of combination unless it saved the ratepayers money.

SSWD Director Thomas expressed its mostly about what is most important for each District.

Chair Boatwright expressed he believed the outcome of the 218 would direct how to proceed with combination discussions. He further expressed that meters should be a topic to discuss as things progress, and stated he was in favor of continuing combination discussions after DPMWD's 218 process.

SSWD GM York expressed he was most interested in what was best for all ratepayers, noting cost are increasing.

5. **Combination Discussions - Next Steps**

SSWD GM York presented the staff report.

Mr. Eubanks expressed he felt positive about the SSWD Board, and was pleased by their input.

Carol Rose (Ms. Rose) stated she was interested in the big picture and recommended the DPMWD Board focus more on the customer outreach for their 218 process and provide them with all of the facts. She suggested to hold off on further discussions with the combination until they get through the 218 process.

Chair Boatwright requested for the Board to provide their input on next steps.

SSWD Director Thomas expressed he was in favor of continuing discussions.

SSWD Director Wichert recommended a side-by-side comparison and to hold another Joint Board meeting in the future, with that information provided.

SSWD Director Jones noted that DPMWD's 218 process will be a good gauge, and recommended to hold off until that process was completed.

SSWD Director Locke agreed to hold off until DPMWD's 218 process was completed.

Chair Boatwright additionally supported holding off until DPMWD's 218 process was completed, and develop a side-by-side comparison.

DPMWD's Board echoed the recommendations of the SSWD Board, reiterating that the Board was interested in staff working on the side-by-side comparison document now.

Trish Harrington asked clarifying questions about the 218 process.

DPMWD Director Saunders provided clarification on how the DPMWD 218 process would work.

Discussion ensued over the potential outcomes of DPMWD's 218 process.

Mr. Wilson pointed out that some of the ratepayers of DPMWD might inquire about the status of the combination discussions during the 218 process, and cautioned the DPMWD Board to be prepared to answer questions.

SSWD GM York pointed out that LAFCo would be monitoring the status of the combination discussions between DPMWD and SSWD.

DPMWD Director Saunders inquired how long a combination could take if SSWD and CWD decided to combine.

Jose Henriquez (Mr. Henriquez) Executive Officer of LAFCo expressed it could take roughly a year for the two districts to combine.

Mr. Henriquez commented that the term combination is a generic term that is not legally defined. Merger and reorganization have very distinct legal terms. There is a provision under the law, that if you do a dissolution, that would go to a vote of the ratepayers, unless it's a unanimous vote by the board to dissolve, which would bypass an election. When doing a reorganization, which would be one district votes to dissolve, the other district votes to annex, that service area has to go to a vote unless it's done unanimously by the board. Otherwise, that board is going to incur the cost of upholding an election for the voters to decide whether or not to dissolve. If you do a consolidation, specific meanings under the law is you dissolve both districts and you form a new one in its place, and in that case that does goes to the vote, noting there are different parts in the law as to who gets to vote on what. But generally speaking, it goes to a vote because you are forming a new district.

If you are doing a consolidation, because you are technically dissolving both districts, you now have to address the issue of contracts, personnel contracts, and other contracts, pension system with who you are going to go with. There is a lot more at stake when you do a consolidation versus a reorganization. But the reorganization is contingent upon one district agreeing to dissolve.

Mr. Henriquez commended both Boards on how methodical they are with this consideration. You are answering all of the questions that are a part of the action. You have done a lot of the work leading up to this point, and by resolving all of the issues, the time you spend at LAFCo is a lot shorter because all of the questions have been answered.

Adjournment

Chair Boatwright adjourned the meeting at 8:04 p.m.

Adjournment

DPMWD Director Saunders adjourned the meeting at 8:04 p.m.

Dan York
General Manager/Secretary
Sacramento Suburban Water District



Agenda

Carmichael Water District/Sacramento Suburban Water District 2x2 Committee Meeting

3701 Marconi Avenue
Sacramento, CA 95821

Thursday, June 8, 2023
3:00 p.m.

This meeting will be conducted both in-person in the Sacramento Suburban Water District's Boardroom at the address above, and by videoconference and teleconference using the information provided below. The public is invited to listen, observe, and provide comments during the meeting by any method provided. The Chairperson will call for public comment on each agenda item at the appropriate time. If a member of the public chooses to participate in this public meeting via videoconference and/or teleconference, please see the instructions below.

For members of the public interested in viewing and having the ability to comment at the public meeting via Zoom, an internet enabled computer equipped with a microphone and speaker or a mobile device with a data plan is required. Use of a webcam is optional. You also may call in to the meeting using teleconference without video. Please use the following login information for videoconferencing or teleconferencing:

Join the meeting from a computer, tablet or smartphone:

<https://us02web.zoom.us/j/81336729624?pwd=Z3d5QWxJSnBYOTU0TzI4WTM4bjNXZz09>

Meeting ID: 813 3672 9624

Password: 841195

You can also dial in using your phone: 1 (669) 900-6833

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Please mute your line.

Where appropriate or deemed necessary, the Committee may take action on any item listed on the agenda, including items listed as information items. Public documents relating to any open session item listed on this agenda that are distributed to all or a majority of the members of the Committee less than 72 hours before the meeting are available for public inspection at each Agency's Administrative Offices.

The public may address the Committee concerning an agenda item either before or during the Committee's consideration of that agenda item. Persons who wish to comment on either agenda

or non-agenda items should fill out a Comment Card and give it to either one of the General Managers. The Chairperson will call for comments at the appropriate time. Comments will be subject to reasonable time limits (3 minutes).

In compliance with the Americans with Disabilities Act, if you have a disability, and you need a disability-related modification or accommodation to participate in this meeting, then please contact Sacramento Suburban Water District Human Resources at 916.679.3972. Requests must be made as early as possible, and at least one full business day before the start of the meeting.

Call to Order

Roll Call

Public Comment

This is an opportunity for the public to comment on non-agenda items within the subject matter jurisdiction of the Committee. Comments are limited to 3 minutes.

Consent Items

The Committee will be asked to approve all Consent Items at one time without discussion. Consent Items are expected to be routine and non-controversial. If any Committee member, staff, or interested person requests that an item be removed from the Consent Items, it will be considered with the Items for Discussion and/or Action.

1. **Minutes of the May 4, 2023, Carmichael Water District/Sacramento Suburban Water District 2x2 Committee Meeting**

Recommendation: Approve the draft minutes of the May 4, 2023, Carmichael Water District/Sacramento Suburban Water District 2x2 Committee Meeting.

Items for Discussion and/or Action

2. **Combination Discussions – Draft Outline Report**

Recommendation: No recommended action. Receive an update on the Further Analysis Report and direct staff as appropriate regarding Combination Discussions between Carmichael Water District and Sacramento Suburban Water District.

3. **Combination Discussions – Communications Plan Update**

Recommendation: No recommended action. Receive an update on the Communications Plan's outreach materials and upcoming public outreach efforts/events.

4. **Carmichael Water District and Sacramento Suburban Water District Board of Directors Interviews**

Recommendation: Receive an overview on interviews conducted by the facilitating consultant with Carmichael Water District and Sacramento Suburban Water District Board of Directors.

5. **Rate Comparison Analysis Update**

Recommendation: No recommended action. Receive updated rate analysis information and direct staff as appropriate.

6. **Setting Future Meetings of the 2x2 Committee**

Recommendation: No recommended action. Receive an update on current status of future meetings of the 2x2 Committee.

7. **Public Comment**

Adjournment

I certify that the foregoing agenda for the June 8, 2023, meeting of the Carmichael Water District/Sacramento Suburban Water District 2x2 Committee was posted by June 5, 2023 in a publicly-accessible location at the Sacramento Suburban Water District office, 3701 Marconi Avenue, Suite 100, Sacramento, California, and at the Carmichael Water District office, 7837 Fair Oaks Boulevard, Carmichael, CA 95608, and was made available to the public during normal business hours.

Dan York
General Manager/Secretary
Sacramento Suburban Water District