



Memo

To: Board of Directors
From: Alan E. Clanin
Date: July 21, 2020
Subject: Cost of Living Adjustment

In considering the annual Cost of Living Adjustment (COLA), the District has reviewed the change in the Consumer Price Index (CPI), as determined by the U.S. Department of Labor. The COLA is intended to adjust the wage schedules for the changes in purchasing power caused by inflation or deflation. The CPI increase for the year ending April 2020 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	1.50%	1.50%	1.50%
Los Angeles-Long Beach-Orange County	1.90%	2.20%	2.05%
Riverside-San Bernardino-Ontario	2.30%	2.50%	2.40%

Last year, the Board gave the employees a 2.80% Cost of Living Adjustment. The 2019 US City Average CPI was 1.95%, the Los Angeles Average CPI was 3.45% and the Riverside-San Bernardino-Ontario average was 2.95%. On the attached sheet, we have compared the annual CPI against the COLA given by the District over the past 10 years. We have included both the 2019 Approved Pay Schedule and the 2020 Proposed Pay Schedule.

Recommendation: Approve a 2.3% COLA and corresponding pay schedule dated June 25, 2020 for all current employees **including** for the General Manager effective June 25, 2020.

Financial Impact: Increases the gross, base payroll by approximately **\$24,960** per year. The 2020-21 approved budget includes a 6% increase in payroll costs.

Note: The Department of Labor has two Consumer Price Indexes

1. Consumer Price Index for All Urban Consumers (CPI-U)
2. Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)

The two indexes measure the price index for slightly different groups. For comparison purposes, both indexes are included and then averaged.

Crestline Village Water District
 10 Year History of COLA Increases
 07/21/20

YEAR	Average CPI for:			CVWD INCREASE	Difference from:		
	US City	LA-LB-OC	RIV-SB-ONT		US City	LA-LB-OC	RIV-SB-ONT
2010	2.65%	2.15%		2.20%	-0.45%	-0.05%	
2011	3.40%	3.60%		3.60%	0.20%	0.00%	
2012	2.80%	2.00%		2.00%	-0.80%	0.00%	
2013	1.40%	1.30%		1.30%	-0.10%	0.00%	
2014	2.00%	1.50%		1.50%	-0.50%	0.00%	
2015	0.50%	0.25%		0.25%	-0.25%	0.00%	
2016	1.45%	1.80%		1.80%	0.35%	0.00%	
2017	2.15%	2.60%		2.60%	0.45%	0.00%	
2018	2.55%	4.05%		4.00%	1.45%	0.05%	
2019	1.95%	3.45%	2.95%	2.80%	0.85%	0.65%	0.15%
Totals	20.85%	22.70%	2.95%	22.05%	1.20%	0.65%	0.15%
10 YEAR AVG	2.09%	2.27%		2.21%	0.12%	-0.07%	

Note: The Average CPI is the average of the CPI-U and CPI-W indexes for each area.

PROPOSED HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON June 25, 2019

Position Classification	RANGE NUMBER	STEP									
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	79.95									
	50	64.14	67.35	70.72	74.25	77.97	79.92	81.91	83.96	86.06	
	49	62.58	65.71	68.99	72.44	76.06	77.97	79.92	81.91	83.96	
	48	61.05	64.11	67.31	70.68	74.21	76.07	77.97	79.92	81.91	
	47	59.56	62.54	65.67	68.95	72.40	74.21	76.07	77.97	79.92	
	46	58.11	61.02	64.07	67.27	70.63	72.40	74.21	76.07	77.97	
	45	56.69	59.53	62.50	65.63	68.91	70.63	72.40	74.21	76.07	
	44	55.31	58.08	60.98	64.03	67.23	68.91	70.63	72.40	74.21	
	43	53.96	56.66	59.49	62.47	65.59	67.23	68.91	70.63	72.40	
	42	52.65	55.28	58.04	60.94	63.99	65.59	67.23	68.91	70.63	
	41	51.36	53.93	56.63	59.46	62.43	63.99	65.59	67.23	68.91	
		40	50.11	52.61	55.24	58.01	60.91	62.43	63.99	65.59	67.23
39		48.89	51.33	53.90	56.59	59.42	60.91	62.43	63.99	65.59	
38		47.69	50.08	52.58	55.21	57.97	59.42	60.91	62.43	63.99	
37		46.53	48.86	51.30	53.87	56.56	57.97	59.42	60.91	62.43	
36		45.40	47.67	50.05	52.55	55.18	56.56	57.97	59.42	60.91	
Office Manager Field Supervisor		35	44.29	46.50	48.83	51.27	53.83	55.18	56.56	57.97	59.42
	34	43.21	45.37	47.64	50.02	52.52	53.83	55.18	56.56	57.97	
	33	42.15	44.26	46.48	48.80	51.24	52.52	53.83	55.18	56.56	
	32	41.13	43.18	45.34	47.61	49.99	51.24	52.52	53.83	55.18	
	31	40.12	42.13	44.24	46.45	48.77	49.99	51.24	52.52	53.83	
	30	39.14	41.10	43.16	45.31	47.58	48.77	49.99	51.24	52.52	
Serviceman - Lead	29	38.19	40.10	42.10	44.21	46.42	47.58	48.77	49.99	51.24	
	28	37.26	39.12	41.08	43.13	45.29	46.42	47.58	48.77	49.99	
	27	36.35	38.17	40.08	42.08	44.18	45.29	46.42	47.58	48.77	
	26	35.46	37.24	39.10	41.05	43.11	44.18	45.29	46.42	47.58	
	25	34.60	36.33	38.14	40.05	42.05	43.11	44.18	45.29	46.42	
	24	33.75	35.44	37.21	39.08	41.03	42.05	43.11	44.18	45.29	
Serviceman Customer Service Representative	23	32.93	34.58	36.31	38.12	40.03	41.03	42.05	43.11	44.18	
	22	32.13	33.73	35.42	37.19	39.05	40.03	41.03	42.05	43.11	
	21	31.34	32.91	34.56	36.29	38.10	39.05	40.03	41.03	42.05	
	20	30.58	32.11	33.71	35.40	37.17	38.10	39.05	40.03	41.03	
	19	29.83	31.33	32.89	34.54	36.26	37.17	38.10	39.05	40.03	
	18	29.11	30.56	32.09	33.69	35.38	36.26	37.17	38.10	39.05	
	17	28.40	29.82	31.31	32.87	34.52	35.38	36.26	37.17	38.10	
	16	27.70	29.09	30.54	32.07	33.67	34.52	35.38	36.26	37.17	
	15	27.03	28.38	29.80	31.29	32.85	33.67	34.52	35.38	36.26	
	14	26.37	27.69	29.07	30.53	32.05	32.85	33.67	34.52	35.38	
	13	25.73	27.01	28.36	29.78	31.27	32.05	32.85	33.67	34.52	
	12	25.10	26.35	27.67	29.05	30.51	31.27	32.05	32.85	33.67	
	11	24.49	25.71	27.00	28.35	29.76	30.51	31.27	32.05	32.85	
	10	23.89	25.08	26.34	27.65	29.04	29.76	30.51	31.27	32.05	
	9	18.21	19.12	20.08	21.08	22.13	22.69	23.25	23.84	24.43	
	8	17.77	18.65	19.59	20.57	21.59	22.13	22.69	23.25	23.84	
	7	17.33	18.20	19.11	20.06	21.07	21.59	22.13	22.69	23.25	
	6	16.91	17.75	18.64	19.57	20.55	21.07	21.59	22.13	22.69	
Part Time/Seasonal	5	16.50	17.32	18.19	19.10	20.05	20.55	21.07	21.59	22.13	
	4	16.09	16.90	17.74	18.63	19.56	20.05	20.55	21.07	21.59	
	3	15.70	16.49	17.31	18.18	19.09	19.56	20.05	20.55	21.07	
	2	15.32	16.08	16.89	17.73	18.62	19.09	19.56	20.05	20.55	
	1	14.95	15.69	16.48	17.30	18.17	18.62	19.09	19.56	20.05	
	0	14.58	15.31	16.08	16.88	17.72	18.17	18.62	19.09	19.56	

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JULY 21, 2020

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	81.79									
	50	68.77	72.20	75.81	79.60	83.59	85.67	87.82	90.01	92.26	
	49	67.09	70.44	73.97	77.66	81.55	83.59	85.67	87.82	90.01	
	48	65.45	68.72	72.16	75.77	79.56	81.55	83.59	85.68	87.82	
	47	63.86	67.05	70.40	73.92	77.62	79.56	81.55	83.59	85.68	
	46	62.30	65.41	68.68	72.12	75.72	77.62	79.56	81.55	83.59	
	45	60.78	63.82	67.01	70.36	73.88	75.72	77.62	79.56	81.55	
	44	59.30	62.26	65.37	68.64	72.08	73.88	75.72	77.62	79.56	
	43	57.85	60.74	63.78	66.97	70.32	72.08	73.88	75.72	77.62	
	42	56.44	59.26	62.22	65.34	68.60	70.32	72.08	73.88	75.72	
	41	55.06	57.82	60.71	63.74	66.93	68.60	70.32	72.08	73.88	
		40	53.72	56.41	59.23	62.19	65.30	66.93	68.60	70.32	72.08
39		52.41	55.03	57.78	60.67	63.70	65.30	66.93	68.60	70.32	
38		51.13	53.69	56.37	59.19	62.15	63.70	65.30	66.93	68.60	
37		49.88	52.38	55.00	57.75	60.63	62.15	63.70	65.30	66.93	
36		48.67	51.10	53.66	56.34	59.16	60.63	62.15	63.70	65.30	
Office Manager Field Supervisor		35	47.48	49.85	52.35	54.96	57.71	59.16	60.63	62.15	63.70
	34	46.32	48.64	51.07	53.62	56.31	57.71	59.16	60.63	62.15	
	33	45.19	47.45	49.82	52.32	54.93	56.31	57.71	59.16	60.63	
	32	44.09	46.29	48.61	51.04	53.59	54.93	56.30	57.71	59.16	
	31	43.01	45.17	47.42	49.80	52.28	53.59	54.93	56.31	57.71	
	30	41.97	44.06	46.27	48.58	51.01	52.28	53.59	54.93	56.31	
Serviceman - Lead	29	40.94	42.99	45.14	47.40	49.77	51.01	52.28	53.59	54.93	
	28	39.94	41.94	44.04	46.24	48.55	49.77	51.01	52.28	53.59	
	27	38.97	40.92	42.96	45.11	47.37	48.55	49.77	51.01	52.29	
	26	38.02	39.92	41.92	44.01	46.21	47.37	48.55	49.77	51.01	
	25	37.09	38.95	40.89	42.94	45.09	46.21	47.37	48.55	49.77	
	24	36.19	38.00	39.90	41.89	43.99	45.09	46.21	47.37	48.55	
Serviceman Customer Service Representative	23	35.30	37.07	38.92	40.87	42.91	43.99	45.09	46.21	47.37	
	22	34.44	36.17	37.97	39.87	41.87	42.91	43.99	45.09	46.21	
	21	33.60	35.28	37.05	38.90	40.84	41.87	42.91	43.99	45.09	
	20	32.78	34.42	36.14	37.95	39.85	40.84	41.87	42.91	43.99	
	19	31.98	33.58	35.26	37.03	38.88	39.85	40.84	41.87	42.91	
	18	31.20	32.76	34.40	36.12	37.93	38.88	39.85	40.84	41.87	
	17	30.44	31.97	33.56	35.24	37.00	37.93	38.88	39.85	40.85	
	16	29.70	31.19	32.74	34.38	36.10	37.00	37.93	38.88	39.85	
	15	28.98	30.42	31.95	33.54	35.22	36.10	37.00	37.93	38.88	
	14	28.27	29.68	31.17	32.73	34.36	35.22	36.10	37.00	37.93	
	13	27.58	28.96	30.41	31.93	33.52	34.36	35.22	36.10	37.00	
	12	26.91	28.25	29.67	31.15	32.71	33.52	34.36	35.22	36.10	
	11	26.25	27.56	28.94	30.39	31.91	32.71	33.52	34.36	35.22	
	10	25.61	26.89	28.24	29.65	31.13	31.91	32.71	33.52	34.36	
	9	19.52	20.50	21.52	22.60	23.73	24.32	24.93	25.55	26.19	
	8	19.05	20.00	21.00	22.05	23.15	23.73	24.32	24.93	25.55	
	7	18.58	19.51	20.49	21.51	22.59	23.15	23.73	24.32	24.93	
	6	18.13	19.03	19.99	20.98	22.03	22.59	23.15	23.73	24.32	
Part Time/Seasonal	5	17.69	18.57	19.50	20.47	21.50	22.03	22.59	23.15	23.73	
	4	17.25	18.12	19.02	19.97	20.97	21.50	22.03	22.59	23.15	
	3	16.83	17.67	18.56	19.49	20.46	20.97	21.50	22.03	22.59	
	2	16.42	17.24	18.11	19.01	19.96	20.46	20.97	21.50	22.03	
	1	16.02	16.82	17.66	18.55	19.48	19.96	20.46	20.97	21.50	
	0	15.63	16.41	17.23	18.10	19.00	19.48	19.96	20.46	20.97	