



## Memo

---

To: Board of Directors  
From: Josselyn Quine  
Date: June 4, 2024  
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 May 2024 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	3.30%	3.30%	3.30%
Los Angeles-Long Beach-Anaheim	3.90%	3.70%	3.80%
Riverside-San Bernardino-Ontario	4.00%	4.40%	4.20%

Last year, the Board gave the employees a 5.00% Cost of Living Adjustment. The 2023 US City Average CPI was 4.75%, the Los Angeles Average CPI was 4.50% and the Riverside-San Bernardino-Ontario average was 4.40%. We have included both the 2023 Approved Pay Schedule and the 2024 Proposed Pay Schedule.

**Recommendation:** Approve a **4.00%** COLA and corresponding pay schedule dated June 18, 2024, for all current employees effective June 6, 2024.

**Financial Impact:** Increases the gross base payroll by approximately **\$62,991.94** per year. The 2024-25 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.

*Providing our community with a reliable water system that delivers high quality water for its health and safety needs.*

**Crestline Village Water District**

Effective June 06, 2024

**HOURLY SALARY SCHEDULE**  
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE  
 BOARD OF DIRECTORS ON JUNE 18, 2024

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	95.40									
	50	85.29	89.55	94.03	98.73	103.67	106.26	108.92	111.64	114.43	
	49	83.21	87.37	91.74	96.32	101.14	103.67	106.26	108.92	111.64	
	48	81.18	85.24	89.50	93.97	98.67	101.14	103.67	106.26	108.92	
	47	79.20	83.16	87.32	91.68	96.27	98.67	101.14	103.67	106.26	
	46	77.27	81.13	85.19	89.45	93.92	96.27	98.67	101.14	103.67	
	45	75.38	79.15	83.11	87.26	91.63	93.92	96.27	98.67	101.14	
	44	73.54	77.22	81.08	85.14	89.39	91.63	93.92	96.27	98.67	
	43	71.75	75.34	79.10	83.06	87.21	89.39	91.63	93.92	96.27	
	42	70.00	73.50	77.18	81.03	85.09	87.21	89.39	91.63	93.92	
	41	68.29	71.71	75.29	79.06	83.01	85.09	87.21	89.39	91.63	
Office Manager Operations Manager	40	66.63	69.96	73.46	77.13	80.99	83.01	85.09	87.21	89.39	
	39	65.00	68.25	71.66	75.25	79.01	80.99	83.01	85.09	87.21	
	38	63.42	66.59	69.92	73.41	77.08	79.01	80.99	83.01	85.09	
	37	61.87	64.96	68.21	71.62	75.20	77.08	79.01	80.99	83.01	
	36	60.36	63.38	66.55	69.88	73.37	75.20	77.08	79.01	80.99	
	35	58.89	61.83	64.92	68.17	71.58	73.37	75.20	77.08	79.01	
Lead Office Lead Serviceman	34	57.45	60.32	63.34	66.51	69.83	71.58	73.37	75.20	77.08	
	33	56.05	58.85	61.80	64.89	68.13	69.83	71.58	73.37	75.20	
	32	54.68	57.42	60.29	63.30	66.47	68.13	69.83	71.58	73.37	
	31	53.35	56.02	58.82	61.76	64.85	66.47	68.13	69.83	71.58	
	30	52.05	54.65	57.38	60.25	63.27	64.85	66.47	68.13	69.83	
Serviceman Customer Service Representative	29	50.78	53.32	55.98	58.78	61.72	63.27	64.85	66.47	68.13	
	28	49.54	52.02	54.62	57.35	60.22	61.72	63.27	64.85	66.47	
	27	48.33	50.75	53.29	55.95	58.75	60.22	61.72	63.27	64.85	
	26	47.15	49.51	51.99	54.59	57.32	58.75	60.22	61.72	63.27	
	25	46.00	48.30	50.72	53.26	55.92	57.32	58.75	60.22	61.72	
	24	44.88	47.13	49.48	51.96	54.55	55.92	57.32	58.75	60.22	
	23	43.79	45.98	48.28	50.69	53.22	54.55	55.92	57.32	58.75	
	22	42.72	44.85	47.10	49.45	51.93	53.22	54.55	55.92	57.32	
	21	41.68	43.76	45.95	48.25	50.66	51.93	53.22	54.55	55.92	
	20	40.66	42.69	44.83	47.07	49.42	50.66	51.93	53.22	54.55	
	19	39.67	41.65	43.73	45.92	48.22	49.42	50.66	51.93	53.22	
	18	38.70	40.64	42.67	44.80	47.04	48.22	49.42	50.66	51.93	
	17	37.76	39.65	41.63	43.71	45.89	47.04	48.22	49.42	50.66	
	16	36.84	38.68	40.61	42.64	44.77	45.89	47.04	48.22	49.42	
	15	35.94	37.73	39.62	41.60	43.68	44.78	45.89	47.04	48.22	
	14	35.06	36.81	38.66	40.59	42.62	43.68	44.77	45.89	47.04	
	13	34.21	35.92	37.71	39.60	41.58	42.62	43.68	44.78	45.89	
	12	33.37	35.04	36.79	38.63	40.56	41.58	42.62	43.68	44.77	
	11	32.56	34.19	35.90	37.69	39.57	40.56	41.58	42.62	43.68	
	10	31.76	33.35	35.02	36.77	38.61	39.57	40.56	41.58	42.62	
	9	24.21	25.42	26.69	28.03	29.43	30.17	30.92	31.69	32.49	
Part Time/Seasonal	8	23.62	24.80	26.04	27.34	28.71	29.43	30.17	30.92	31.69	
	7	23.05	24.20	25.41	26.68	28.01	28.71	29.43	30.17	30.92	
	6	22.48	23.61	24.79	26.03	27.33	28.01	28.71	29.43	30.17	
	5	21.93	23.03	24.18	25.39	26.66	27.33	28.01	28.71	29.43	
	4	21.40	22.47	23.59	24.77	26.01	26.66	27.33	28.01	28.71	
	3	20.88	21.92	23.02	24.17	25.38	26.01	26.66	27.33	28.01	
	2	20.37	21.39	22.46	23.58	24.76	25.38	26.01	26.66	27.33	
	1	19.87	20.87	21.91	23.00	24.15	24.76	25.38	26.01	26.66	
	0	19.39	20.36	21.37	22.44	23.57	24.15	24.76	25.38	26.01	