



Memo

To: Board of Directors
From: Jordan Dietz, General Manager
Date: June 15, 2021
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 2021 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	4.20%	5.60%	4.90%
Los Angeles-Long Beach-Orange County	4.20%	4.20%	4.20%
Riverside-San Bernardino-Ontario	2.00%	4.10%	3.05%

Last year, the Board gave the employees a 2.80% Cost of Living Adjustment. The 2020 US City Average CPI was 4.90%, the Los Angeles Average CPI was 4.20% and the Riverside-San Bernardino-Ontario average was 3.05%. 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 2020 Approved Pay Schedule and the 2021 Proposed Pay Schedule.

Recommendation: Approve a **4.2%** COLA and corresponding pay schedule dated June 24, 2021 for all current employees effective June 24, 2021.

Financial Impact: Increases the gross, base payroll by approximately **\$51,251.20** per year. The 2021-22 approved budget includes a 9% 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
 10 Year History of COLA Increases
 06/15/21

YEAR	Average CPI for:			CVWD INCREASE	Difference from:		
	US City	LA-LB-OC	RIV-SB-ONT		US City	LA-LB-OC	RIV-SB-ONT
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%
2020	4.90%	4.20%	3.05%	4.20%	-0.70%	0.00%	-1.15%
Totals	23.10%	24.75%	6.00%	24.05%	0.95%	0.70%	-1.00%
10 YEAR AVG	2.31%	2.48%	*3.53%	2.41%	0.10%	-0.07%	-1.12%
* 2 YEAR AVG							

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

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	65.63									
	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	
Serviceman - Lead	30	41.97	44.06	46.27	48.58	51.01	52.28	53.59	54.93	56.31	
	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	
Serviceman	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	
	23	35.30	37.07	38.92	40.87	42.91	43.99	45.09	46.21	47.37	
Customer Service Representative	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	
Part Time/Seasonal	6	18.13	19.03	19.99	20.98	22.03	22.59	23.15	23.73	24.32	
	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	

Crestline Village Water District

Effective June 24, 2021

HOURLY SALARY SCHEDULE

REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
BOARD OF DIRECTORS ON JUNE 15, 2021

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	68.39									
	50	71.65	75.24	79.00	82.95	87.10	89.27	91.51	93.79	96.14	
	49	69.91	73.40	77.07	80.93	84.97	87.10	89.27	91.50	93.79	
	48	68.20	71.61	75.19	78.95	82.90	84.97	87.10	89.27	91.51	
	47	66.54	69.86	73.36	77.03	80.88	82.90	84.97	87.10	89.27	
	46	64.91	68.16	71.57	75.15	78.90	80.88	82.90	84.97	87.10	
Office Manager	45	63.33	66.50	69.82	73.31	76.98	78.90	80.88	82.90	84.97	
	44	61.79	64.88	68.12	71.53	75.10	76.98	78.90	80.88	82.90	
	43	60.28	63.29	66.46	69.78	73.27	75.10	76.98	78.90	80.88	
	42	58.81	61.75	64.84	68.08	71.48	73.27	75.10	76.98	78.90	
	41	57.38	60.24	63.26	66.42	69.74	71.48	73.27	75.10	76.98	
	40	55.98	58.77	61.71	64.80	68.04	69.74	71.48	73.27	75.10	
Field Supervisor	39	54.61	57.34	60.21	63.22	66.38	68.04	69.74	71.48	73.27	
	38	53.28	55.94	58.74	61.68	64.76	66.38	68.04	69.74	71.48	
	37	51.98	54.58	57.31	60.17	63.18	64.76	66.38	68.04	69.74	
	36	50.71	53.25	55.91	58.70	61.64	63.18	64.76	66.38	68.04	
	35	49.47	51.95	54.55	57.27	60.14	61.64	63.18	64.76	66.38	
	34	48.27	50.68	53.22	55.88	58.67	60.14	61.64	63.18	64.76	
Serviceman - Lead	33	47.09	49.45	51.92	54.51	57.24	58.67	60.14	61.64	63.18	
	32	45.94	48.24	50.65	53.18	55.84	57.24	58.67	60.14	61.64	
	31	44.82	47.06	49.42	51.89	54.48	55.84	57.24	58.67	60.14	
	30	43.73	45.91	48.21	50.62	53.15	54.48	55.84	57.24	58.67	
	29	42.66	44.79	47.03	49.39	51.86	53.15	54.48	55.84	57.24	
	28	41.62	43.70	45.89	48.18	50.59	51.86	53.15	54.48	55.84	
Serviceman	27	40.61	42.64	44.77	47.01	49.36	50.59	51.86	53.15	54.48	
	26	39.62	41.60	43.68	45.86	48.15	49.36	50.59	51.86	53.15	
	25	38.65	40.58	42.61	44.74	46.98	48.15	49.36	50.59	51.86	
	24	37.71	39.59	41.57	43.65	45.83	46.98	48.15	49.36	50.59	
	23	36.79	38.63	40.56	42.59	44.72	45.83	46.98	48.15	49.36	
	22	35.89	37.68	39.57	41.55	43.62	44.72	45.83	46.98	48.15	
Customer Service Representative	21	35.01	36.77	38.60	40.53	42.56	43.62	44.71	45.83	46.98	
	20	34.16	35.87	37.66	39.54	41.52	42.56	43.62	44.71	45.83	
	19	33.33	34.99	36.74	38.58	40.51	41.52	42.56	43.62	44.71	
	18	32.51	34.14	35.85	37.64	39.52	40.51	41.52	42.56	43.62	
	17	31.72	33.31	34.97	36.72	38.56	39.52	40.51	41.52	42.56	
	16	30.95	32.50	34.12	35.83	37.62	38.56	39.52	40.51	41.52	
Part Time/Seasonal	15	30.19	31.70	33.29	34.95	36.70	37.62	38.56	39.52	40.51	
	14	29.46	30.93	32.48	34.10	35.80	36.70	37.62	38.56	39.52	
	13	28.74	30.18	31.68	33.27	34.93	35.80	36.70	37.62	38.56	
	12	28.04	29.44	30.91	32.46	34.08	34.93	35.80	36.70	37.62	
	11	27.35	28.72	30.16	31.67	33.25	34.08	34.93	35.81	36.70	
	10	26.69	28.02	29.42	30.89	32.44	33.25	34.08	34.93	35.81	
Part Time/Seasonal	9	20.34	21.36	22.43	23.55	24.73	25.34	25.98	26.63	27.29	
	8	19.85	20.84	21.88	22.97	24.12	24.73	25.34	25.98	26.63	
	7	19.36	20.33	21.35	22.41	23.53	24.12	24.72	25.34	25.98	
	6	18.89	19.83	20.83	21.87	22.96	23.53	24.12	24.73	25.34	
	5	18.43	19.35	20.32	21.33	22.40	22.96	23.53	24.12	24.73	
	4	17.98	18.88	19.82	20.81	21.85	22.40	22.96	23.53	24.12	
Part Time/Seasonal	3	17.54	18.42	19.34	20.30	21.32	21.85	22.40	22.96	23.53	
	2	17.11	17.97	18.87	19.81	20.80	21.32	21.85	22.40	22.96	
	1	16.70	17.53	18.41	19.33	20.29	20.80	21.32	21.85	22.40	
	0	16.29	17.10	17.96	18.86	19.80	20.29	20.80	21.32	21.85	