



Memo

To: Board of Directors
From: Karl B. Drew
Date: May 22, 2014
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 2014 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	2.0%	2.0%	2.0%
Los Angeles-Riverside-Orange County	1.4%	1.6%	1.5%

Last year, the Board gave the employees a 1.3% Cost of Living Adjustment. The 2013 US City Average CPI was 1.4% and the Los Angeles Average CPI was 1.3%. On the attached sheet, we have compared the annual CPI against the COLA given by the District over the past 10 years. Based on this information, District employees have received a cumulative total equal to the Los Angeles-Riverside-Orange County average CPI.

The COLA is an annual wage adjustment that attempts to maintain the employees' earnings at a comparable level from year to year.

Recommendation: Approve a **1.50%** COLA for all current employees, including the General Manager effective May 23, 2014.

Financial Impact: Increases the gross, base payroll by approximately **\$11,877** per year. The 2014-15 proposed 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
 05/14/13

YEAR	Average CPI for:		CVWD INCREASE	Difference from:	
	US City	LA-Riv-OC		US City	LA-Riv-OC
2004	2.20%	2.50%	2.50%	0.30%	0.00%
2005	3.60%	4.85%	4.50%	0.90%	-0.35%
2006	3.60%	4.60%	4.00%	0.40%	-0.60%
2007	2.55%	3.55%	3.00%	0.45%	-0.55%
2008	4.05%	3.40%	3.70%	-0.35%	0.30%
2009	-1.00%	-1.70%	0.00%	1.00%	1.70%
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%
Totals	25.25%	26.25%	26.80%	1.55%	0.55%
10 YEAR AVG	2.53%	2.63%	2.68%	0.16%	0.06%
2014	2.00%	1.50%			

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