



Memo

To: Board of Directors
From: Josselyn Quine, Office Manager
Date: May 12, 2023
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 2023 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	4.90%	4.60%	4.75%
Los Angeles-Long Beach-Orange County	3.80%	5.20%	4.50%
Riverside-San Bernardino-Ontario	4.60%	4.20%	4.40%

Last year, the Board gave the employees a 9.00% Cost of Living Adjustment. The 2022 US City Average CPI was 8.35%, the Los Angeles Average CPI was 8.00% and the Riverside-San Bernardino-Ontario average was 9.60%. 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 2022 Approved Pay Schedule and the 2023 Proposed Pay Schedule.

Recommendation: Approve a **5.00%** COLA and corresponding pay schedule dated May 12, 2023 for all current employees effective June 22, 2023.

Financial Impact: Increases the gross, base payroll by approximately **\$62,218.81** per year. The 2023-24 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.

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON MAY 16, 2023

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	80.89									
	50	82.01	86.11	90.41	94.93	99.68	102.17	104.73	107.35	110.03	
	49	80.01	84.01	88.21	92.62	97.25	99.68	102.17	104.73	107.35	
	48	78.06	81.96	86.06	90.36	94.88	97.25	99.68	102.17	104.73	
	47	76.15	79.96	83.96	88.16	92.56	94.88	97.25	99.68	102.17	
	46	74.30	78.01	81.91	86.01	90.31	92.56	94.88	97.25	99.68	
	45	72.48	76.11	79.91	83.91	88.10	90.31	92.56	94.88	97.25	
	44	70.72	74.25	77.96	81.86	85.95	88.10	90.31	92.56	94.88	
	43	68.99	72.44	76.06	79.87	83.86	85.95	88.10	90.31	92.56	
	42	67.31	70.67	74.21	77.92	81.81	83.86	85.95	88.10	90.31	
	41	65.67	68.95	72.40	76.02	79.82	81.81	83.86	85.95	88.10	
Office Manager Operations Manager	40	64.06	67.27	70.63	74.16	77.87	79.82	81.81	83.86	85.95	
	39	62.50	65.63	68.91	72.35	75.97	77.87	79.82	81.81	83.86	
	38	60.98	64.03	67.23	70.59	74.12	75.97	77.87	79.82	81.81	
	37	59.49	62.46	65.59	68.87	72.31	74.12	75.97	77.87	79.82	
	36	58.04	60.94	63.99	67.19	70.55	72.31	74.12	75.97	77.87	
	35	56.62	59.45	62.43	65.55	68.83	70.55	72.31	74.12	75.97	
Lead Office Lead Serviceman	34	55.24	58.00	60.90	63.95	67.15	68.83	70.55	72.31	74.12	
	33	53.89	56.59	59.42	62.39	65.51	67.15	68.83	70.55	72.31	
	32	52.58	55.21	57.97	60.87	63.91	65.51	67.15	68.83	70.55	
	31	51.30	53.86	56.56	59.38	62.35	63.91	65.51	67.15	68.83	
	30	50.05	52.55	55.18	57.94	60.83	62.35	63.91	65.51	67.15	
Serviceman Customer Service Representative	29	48.83	51.27	53.83	56.52	59.35	60.83	62.35	63.91	65.51	
	28	47.64	50.02	52.52	55.14	57.90	59.35	60.83	62.35	63.91	
	27	46.47	48.80	51.24	53.80	56.49	57.90	59.35	60.83	62.35	
	26	45.34	47.61	49.99	52.49	55.11	56.49	57.90	59.35	60.83	
	25	44.23	46.45	48.77	51.21	53.77	55.11	56.49	57.90	59.35	
	24	43.16	45.31	47.58	49.96	52.46	53.77	55.11	56.49	57.90	
	23	42.10	44.21	46.42	48.74	51.18	52.46	53.77	55.11	56.49	
	22	41.08	43.13	45.29	47.55	49.93	51.18	52.46	53.77	55.11	
	21	40.07	42.08	44.18	46.39	48.71	49.93	51.18	52.46	53.77	
	20	39.10	41.05	43.10	45.26	47.52	48.71	49.93	51.18	52.46	
	19	38.14	40.05	42.05	44.16	46.36	47.52	48.71	49.93	51.18	
	18	37.21	39.07	41.03	43.08	45.23	46.36	47.52	48.71	49.93	
	17	36.31	38.12	40.03	42.03	44.13	45.23	46.36	47.52	48.71	
	16	35.42	37.19	39.05	41.00	43.05	44.13	45.23	46.36	47.52	
	15	34.56	36.28	38.10	40.00	42.00	43.05	44.13	45.23	46.36	
	14	33.71	35.40	37.17	39.03	40.98	42.00	43.05	44.13	45.23	
	13	32.89	34.54	36.26	38.08	39.98	40.98	42.00	43.05	44.13	
	12	32.09	33.69	35.38	37.15	39.00	39.98	40.98	42.00	43.05	
	11	31.31	32.87	34.52	36.24	38.05	39.00	39.98	40.98	42.00	
	10	30.54	32.07	33.67	35.36	37.12	38.05	39.00	39.98	40.98	
Part Time/Seasonal	9	23.28	24.44	25.67	26.95	28.30	29.01	29.73	30.47	31.24	
	8	22.71	23.85	25.04	26.29	27.61	28.30	29.01	29.73	30.47	
	7	22.16	23.27	24.43	25.65	26.93	27.61	28.30	29.01	29.73	
	6	21.62	22.70	23.83	25.03	26.28	26.93	27.61	28.30	29.01	
	5	21.09	22.15	23.25	24.42	25.64	26.28	26.93	27.61	28.30	
	4	20.58	21.61	22.69	23.82	25.01	25.64	26.28	26.93	27.61	
	3	20.07	21.08	22.13	23.24	24.40	25.01	25.64	26.28	26.93	
	2	19.59	20.56	21.59	22.67	23.81	24.40	25.01	25.64	26.28	
	1	19.11	20.06	21.07	22.12	23.23	23.81	24.40	25.01	25.64	
	0	18.64	19.57	20.55	21.58	22.66	23.23	23.81	24.40	25.01	

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON SEPTEMBER 29, 2022

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	77.04									
	50	78.10	82.01	86.11	90.41	94.93	97.31	99.74	102.23	104.79	
	49	76.20	80.01	84.01	88.21	92.62	94.93	97.31	99.74	102.23	
	48	74.34	78.06	81.96	86.06	90.36	92.62	94.93	97.31	99.74	
	47	72.53	76.15	79.96	83.96	88.16	90.36	92.62	94.93	97.31	
	46	70.76	74.30	78.01	81.91	86.01	88.16	90.36	92.62	94.93	
	45	69.03	72.48	76.11	79.91	83.91	86.01	88.16	90.36	92.62	
	44	67.35	70.72	74.25	77.96	81.86	83.91	86.01	88.16	90.36	
	43	65.71	68.99	72.44	76.06	79.86	81.86	83.91	86.01	88.16	
	42	64.10	67.31	70.67	74.21	77.92	79.86	81.86	83.91	86.01	
	41	62.54	65.67	68.95	72.40	76.02	77.92	79.87	81.86	83.91	
Office Manager Operations Manager	40	61.01	64.06	67.27	70.63	74.16	76.02	77.92	79.87	81.86	
	39	59.53	62.50	65.63	68.91	72.35	74.16	76.02	77.92	79.86	
	38	58.07	60.98	64.03	67.23	70.59	72.35	74.16	76.02	77.92	
	37	56.66	59.49	62.46	65.59	68.87	70.59	72.35	74.16	76.02	
	36	55.28	58.04	60.94	63.99	67.19	68.87	70.59	72.35	74.16	
	35	53.93	56.62	59.45	62.43	65.55	67.19	68.87	70.59	72.35	
	34	52.61	55.24	58.00	60.90	63.95	65.55	67.19	68.87	70.59	
	33	51.33	53.90	56.59	59.42	62.39	63.95	65.55	67.19	68.87	
	32	50.08	52.58	55.21	57.97	60.87	62.39	63.95	65.55	67.19	
	31	48.86	51.30	53.86	56.56	59.38	60.87	62.39	63.95	65.55	
Lead Office Lead Serviceman	30	47.66	50.05	52.55	55.18	57.94	59.38	60.87	62.39	63.95	
	29	46.50	48.83	51.27	53.83	56.52	57.94	59.38	60.87	62.39	
	28	45.37	47.64	50.02	52.52	55.14	56.52	57.94	59.38	60.87	
	27	44.26	46.47	48.80	51.24	53.80	55.14	56.52	57.94	59.38	
	26	43.18	45.34	47.61	49.99	52.49	53.80	55.14	56.52	57.94	
Serviceman Customer Service Representative	25	42.13	44.23	46.45	48.77	51.21	52.49	53.80	55.14	56.52	
	24	41.10	43.16	45.31	47.58	49.96	51.21	52.49	53.80	55.14	
	23	40.10	42.10	44.21	46.42	48.74	49.96	51.21	52.49	53.80	
	22	39.12	41.08	43.13	45.29	47.55	48.74	49.96	51.21	52.49	
	21	38.17	40.07	42.08	44.18	46.39	47.55	48.74	49.96	51.21	
	20	37.23	39.10	41.05	43.10	45.26	46.39	47.55	48.74	49.96	
	19	36.33	38.14	40.05	42.05	44.16	45.26	46.39	47.55	48.74	
	18	35.44	37.21	39.07	41.03	43.08	44.16	45.26	46.39	47.55	
	17	34.58	36.31	38.12	40.03	42.03	43.08	44.16	45.26	46.39	
	16	33.73	35.42	37.19	39.05	41.00	42.03	43.08	44.16	45.26	
	15	32.91	34.56	36.28	38.10	40.00	41.00	42.03	43.08	44.16	
	14	32.11	33.71	35.40	37.17	39.03	40.00	41.00	42.03	43.08	
	13	31.32	32.89	34.54	36.26	38.08	39.03	40.00	41.00	42.03	
	12	30.56	32.09	33.69	35.38	37.15	38.08	39.03	40.00	41.00	
	11	29.82	31.31	32.87	34.52	36.24	37.15	38.08	39.03	40.00	
	10	29.09	30.54	32.07	33.67	35.36	36.24	37.15	38.08	39.03	
Part Time/Seasonal	9	22.17	23.28	24.44	25.67	26.95	27.62	28.31	29.02	29.75	
	8	21.63	22.71	23.85	25.04	26.29	26.95	27.62	28.31	29.02	
	7	21.10	22.16	23.27	24.43	25.65	26.29	26.95	27.62	28.31	
	6	20.59	21.62	22.70	23.83	25.03	25.65	26.29	26.95	27.62	
	5	20.09	21.09	22.15	23.25	24.42	25.03	25.65	26.29	26.95	
	4	19.60	20.58	21.61	22.69	23.82	24.42	25.03	25.65	26.29	
	3	19.12	20.07	21.08	22.13	23.24	23.82	24.42	25.03	25.65	
	2	18.65	19.59	20.56	21.59	22.67	23.24	23.82	24.42	25.03	
	1	18.20	19.11	20.06	21.07	22.12	22.67	23.24	23.82	24.42	
	0	17.75	18.64	19.57	20.55	21.58	22.12	22.67	23.24	23.82	

Crestline Village Water District
 10 Year History of COLA Increases
 05/12/23

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%
2021	4.90%	4.20%	4.20%	4.20%	-0.70%	0.00%	0.00%
2022	8.35%	8.00%	9.60%	9.00%	0.65%	-1.00%	0.60%
2023	4.75%	4.50%	4.40%				
Totals	41.10%	41.45%	24.20%	37.25%	0.90%	-0.30%	-0.40%
10 YEAR AVG	2.31%	2.48%	*3.53%	2.41%	0.10%	-0.07%	-1.12%
* 4 YEAR AVG							

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