



Memo

To: Board of Directors
From: Larrie Ann Davis
Date: June 21, 2022
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 2022 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	7.8%	8.9%	8.35%
Los Angeles-Long Beach-Orange County	7.9%	8.1%	8.00%
Riverside-San Bernardino-Ontario	9.4%	9.8%	9.60%

Last year, the Board gave the employees a 4.10% Cost of Living Adjustment. The 2021 US City Average CPI was 4.90%, the Los Angeles Average CPI was 4.20% and the San Bernardino Average CPI was 4.10%. On the attached sheet, we have compared the annual CPI against the COLA given by the District over the past 10 years.

In 2019 the Bureau of Labor Statistics identified a designated region for Riverside, San Bernardino and Ontario. Staff feels this area best mirrors local costs and should hold more significance than the historically used Los Angeles, Long Beach and Orange County region. We have included both the 2021 Approved Pay Schedule and the 2022 Proposed Pay Schedule.

The COLA is an annual wage adjustment that attempts to maintain the employees' earnings at a comparable level from year to year. CPI has increased an additional 0.3% for the time period ending May 2022.

Recommendation: Approve a **9.0%** COLA and corresponding pay schedule dated June 23, 2022 for all current employees, **including** the General Manager and **excluding** Board Directors effective June 23, 2022.

Financial Impact: Increases the gross, base payroll by approximately **\$104,936** per year. The 2022-23 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)
3. 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
 06/21/22

YEAR	Average CPI for:			CVWD INCREASE	Difference from:		
	US City	LA-LB-OC	RIV-SB-ONT		US City	LA-LB-OC	RIV-SB-ONT
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	1.50%	2.05%	2.40%	2.30%	0.80%	-0.25%	0.10%
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%
Totals	21.20%	23.20%	9.55%	22.75%	1.55%	0.45%	0.08%
10 YEAR AVG	2.12%	2.32%	*3.18%	2.28%	0.16%	-0.05%	*0.90%
* 3 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 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	
	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	
Office Manager	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	
Field Supervisor	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 - Lead	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	
Serviceman	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	
Customer Service Representative	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	
	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	

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Crestline Village Water District

Effective June 23, 2022

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JUNE 21, 2022

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	73.37									
	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	
		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	
Office Manager		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	
	Field Supervisor	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 - Lead		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	
	Serviceman	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	
Customer Service Representative		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	