

#### Number of connections in each tier of usage

| Month  | Up to 900 | 1000 - 3400 | above | Total |
|--------|-----------|-------------|-------|-------|
| Jul-22 | 106       | 102         | 32    | 240   |
| Aug-22 | 127       | 98          | 20    | 245   |
| Sep-22 | 140       | 88          | 17    | 245   |
| Oct-22 | 126       | 101         | 18    | 245   |
| Nov-22 | 170       | 72          | 3     | 245   |
| Dec-22 | 144       | 98          | 3     | 245   |
| Jan-23 | 179       | 63          | 3     | 245   |
| Feb-23 | 180       | 61          | 4     | 245   |
| Mar-23 | 194       | 50          | 1     | 245   |
| Apr-23 | 146       | 94          | 5     | 245   |
| May-23 | 127       | 105         | 13    | 245   |
| Jun-23 | 122       | 110         | 13    | 245   |

#### Volume of water in each tier of usage

| Month                     | Up to 900      | 1000 - 3400      | above          | Total            |
|---------------------------|----------------|------------------|----------------|------------------|
| Jul-22                    | 43,487         | 189,600          | 163,000        | 396,087          |
| Aug-22                    | 57,800         | 182,300          | 123,300        | 363,400          |
| Sep-22                    | 55,600         | 133,500          | 92,200         | 281,300          |
| Oct-22                    | 51,134         | 168,000          | 100,200        | 319,334          |
| Nov-22                    | 68,100         | 103,700          | 17,600         | 189,400          |
| Dec-22                    | 63,100         | 90,200           | 188,001        | 341,301          |
| Jan-23                    | 66,182         | 81,000           | 11,900         | 159,082          |
| Feb-23                    | 70,600         | 81,700           | 24,700         | 177,000          |
| Mar-23                    | 75,400         | 62,300           | 3,500          | 141,200          |
| Apr-23                    | 62,000         | 142,200          | 24,500         | 228,700          |
| May-23                    | 56,900         | 184,600          | 72,400         | 313,900          |
| Jun-23                    | 49,600         | 182,590          | 63,400         | 295,590          |
| <b>Total Annual Usage</b> | <b>719,903</b> | <b>1,601,690</b> | <b>884,701</b> | <b>3,206,294</b> |

#### Customer usage summary

|                               | Up to 900<br>CF | 1,000 - 3400 | 3500 and<br>above | Total   |
|-------------------------------|-----------------|--------------|-------------------|---------|
| <b>Average # of customers</b> | 147             | 87           | 11                | 245     |
| <b>Average Monthly usage</b>  | 59,992          | 133,466      | 59,625            | 253,083 |
| <b>% of Customers</b>         | 60%             | 36%          | 4%                | 100%    |
| <b>% of Usage</b>             | 24%             | 53%          | 23%               | 100%    |

#### Current rates

All AVFCWD customers have 1" meters. Customers are billed a base rate of \$22.15 plus a capital replacement reserve fee of \$24.37 and a monthly tank surcharge of \$14.37. Water use is measured and billed in units of 100 cubic feet (CCF). One hundred cubic feet is equal to 748 gallons.

| Monthly Base Rates |                              |                               |                         |
|--------------------|------------------------------|-------------------------------|-------------------------|
| Base Rate          | Water Storage Tank Surcharge | Capital Improvement Surcharge | Total Monthly Base Rate |
| \$22.15            | \$14.63                      | \$24.37                       | \$61.15                 |

| Usage Rate |         |
|------------|---------|
| Usage      | Rate    |
| 0+         | \$ 2.05 |

#### Current rates

In addition to monthly water rates, AVFCWD currently has the following fees:

| Fee Type                     | Fee Amount |
|------------------------------|------------|
| Late Fee                     | \$15.00    |
| Yellow Tag Notice            | \$25.00    |
| Customer Request Service Off | \$0.00     |
| Customer Request service On  | \$0.00     |
| Returned Check Fee           | \$20.00    |
| Customer Account Deposit     | \$204.26   |
| Non-Payment                  | \$50.00    |

#### Proposed rate structure

RCAC offered several rate adjustment options for AVFCWD's consideration. The AVFCWD's Board of Directors has determined to raise the base rate to \$61.15 and the usage rate to \$2.00 for the first year. Annual increases to both the base rates and the usage rates in the amount of the higher of the annual Consumer Price Index (CPI) or 2.6% will be implemented after the first year. The usage rate no longer includes tiers in order to be in line with current Proposition 218 case law.

|                    | 2024    | 2025    | 2026    | 2027    | 2028    |
|--------------------|---------|---------|---------|---------|---------|
| Base Rate          |         |         |         |         |         |
| Residential Base   | \$61.15 | \$62.74 | \$64.00 | \$65.47 | \$66.97 |
| Charge Per 100 CCF | \$2.00  | \$2.05  | \$2.09  | \$2.14  | \$2.19  |

#### Number of connections in each tier of usage

| Month          | 1-2000 | 2001-4000 | 4001+ | Total |
|----------------|--------|-----------|-------|-------|
| July 2025      | 109    | 56        | 57    | 222   |
| August 2025    | 129    | 27        | 28    | 184   |
| September 2025 | 145    | 30        | 14    | 189   |
| October 2025   | 146    | 38        | 17    | 201   |
| November 2025  | 188    | 25        | 5     | 218   |
| December 2025  | 132    | 22        | 10    | 164   |
| January 2026   | 159    | 17        | 9     | 185   |
| February 2026  | 184    | 15        | 7     | 206   |
| March 2026     | 177    | 31        | 8     | 216   |
| April 2026     | 171    | 35        | 7     | 213   |
| May 2026       | 163    | 32        | 18    | 213   |
| June 2026      |        |           |       | 0     |

#### Volume of water in each tier of usage

| Month                     | 1-2000           | 2001-4000      | 4001+          | Total            |
|---------------------------|------------------|----------------|----------------|------------------|
| July 2025                 | 97,400           | 157,000        | 177,300        | 431,700          |
| August 2025               | 112,400          | 71,500         | 186,400        | 370,300          |
| September 2025            | 113,900          | 80,300         | 74,800         | 269,000          |
| October 2025              | 122,100          | 110,800        | 53,300         | 286,200          |
| November 2025             | 158,000          | 67,800         | 28,000         | 253,800          |
| December 2025             | 98,300           | 56,800         | 65,000         | 220,100          |
| January 2026              | 109,500          | 49,000         | 59,600         | 218,100          |
| February 2026             | 146,300          | 39,000         | 41,600         | 226,900          |
| March 2026                | 145,500          | 89,600         | 47,300         | 282,400          |
| April 2026                | 136,500          | 100,000        | 40,900         | 277,400          |
| May 2026                  | 148,600          | 96,000         | 104,200        | 348,800          |
| June 2026                 |                  |                |                | 0                |
| <b>Total Annual Usage</b> | <b>1,388,500</b> | <b>917,800</b> | <b>878,400</b> | <b>3,184,700</b> |

#### Customer usage summary

|                               | 1-2000  | 2001-4000 | 4001+  | Total   |
|-------------------------------|---------|-----------|--------|---------|
| <b>Average # of customers</b> | 155     | 30        | 16     | 201     |
| <b>Average Monthly usage</b>  | 126,227 | 83,436    | 79,855 | 289,518 |
| <b>% of Customers</b>         | 77%     | 15%       | 8%     | 100%    |
| <b>% of Usage</b>             | 44%     | 29%       | 28%    | 100%    |

#### Current rates

All AVFCWD customers have 1" meters. Customers are billed a base rate of \$22.00 plus a capital replacement reserve fee of \$24.37 and a monthly Water Well surcharge of \$15.00. Water use is measured and billed in units of 100 cubic feet (CCF). One Hundred Cubic Feet = 1 unit of water. One hundred cubic

| Proposed Monthly Fixed Charges |                              |                      |                               |                         |
|--------------------------------|------------------------------|----------------------|-------------------------------|-------------------------|
| Base Rate                      | Water Storage Tank Surcharge | Water Well Surcharge | Capital Improvement Surcharge | Total Monthly Base Rate |
| \$20.00                        | \$14.00                      | \$15.00              | \$15.00                       | \$64.00                 |

| Proposed Usage Rate |        |
|---------------------|--------|
| Usage               | Rate   |
| Up to 900           | \$2.00 |
| 1,000 - 3,400       | \$2.50 |
| 3,500+              | \$3.00 |

#### Proposed Rates / Changes

In addition to monthly water rates, AVFCWD currently has the following fees:

| Fee Type                             | Fee Amount                |
|--------------------------------------|---------------------------|
| Late Fee                             | 10% of the months invoice |
| Yellow Tag Notice                    | \$25.00                   |
| Customer Request Service Off         | \$25.00                   |
| Customer Request service On          | \$25.00                   |
| Returned Check Fee                   | \$20.00                   |
| Customer Account Deposit             | \$200.00                  |
| Non-Payment Water Service Turned Off | \$100.00                  |

#### Proposed rate structure

The AVFCWD's Board of Directors has determined to lower the base rate to \$15.00 and add tiers to the water rates with \$2.00 for up to 9 units of water. Annual increases to both the base rates and the usage rates in the amount of the higher of the annual Consumer Price Index (CPI) or 2.6% rounding to the nearest whole dollar will be implemented after the first year.

|                  | 2026    | 2027    | 2028    | 2029    | 2030    |
|------------------|---------|---------|---------|---------|---------|
| Base Rate        |         |         |         |         |         |
| Residential Base | \$20.00 | \$21.50 | \$22.00 | \$22.50 | \$23.00 |
| Usage Rate       |         |         |         |         |         |
| Up to 900        | \$2.00  | \$2.05  | \$2.10  | \$2.15  | \$2.20  |
| 1,000 - 3,400    | \$2.50  | \$2.60  | \$2.70  | \$2.80  | \$2.90  |
| 3,500+           | \$3.00  | \$3.10  | \$3.20  | \$3.30  | \$3.40  |

# APPLE VALLEY FOOTHILL COUNTY WATER DISTRICT

## SALARY SCHEDULE

UPDATED: JUNE 2026

|       | 0 Days / 0-Months<br>Step 1 |         | 90 Days / 3-Months<br>Step 2 |         | 180 Days / 6-Months<br>Step 3 |         | 365 Days / 1-Year<br>Step 4 |         | 720 Days / 2-Years<br>Step 5 |         |       |
|-------|-----------------------------|---------|------------------------------|---------|-------------------------------|---------|-----------------------------|---------|------------------------------|---------|-------|
| Range | Monthly                     | Hourly  | Monthly                      | Hourly  | Monthly                       | Hourly  | Monthly                     | Hourly  | Monthly                      | Hourly  | Range |
| 25    | \$1,007                     | \$15.74 | \$1,058                      | \$16.53 | \$1,110                       | \$17.35 | \$1,166                     | \$18.22 | \$1,224                      | \$19.13 | 25    |
| 26    | \$1,032                     | \$16.13 | \$1,084                      | \$16.94 | \$1,139                       | \$17.79 | \$1,196                     | \$18.68 | \$1,255                      | \$19.61 | 26    |
| 27    | \$1,059                     | \$16.54 | \$1,111                      | \$17.36 | \$1,167                       | \$18.23 | \$1,225                     | \$19.14 | \$1,286                      | \$20.10 | 27    |
| 28    | \$1,085                     | \$16.95 | \$1,139                      | \$17.80 | \$1,196                       | \$18.69 | \$1,256                     | \$19.62 | \$1,318                      | \$20.60 | 28    |
| 29    | \$1,112                     | \$17.37 | \$1,167                      | \$18.24 | \$1,226                       | \$19.15 | \$1,287                     | \$20.11 | \$1,352                      | \$21.12 | 29    |
| 30    | \$1,140                     | \$17.81 | \$1,197                      | \$18.70 | \$1,256                       | \$19.63 | \$1,320                     | \$20.62 | \$1,386                      | \$21.65 | 30    |
| 31    | \$1,168                     | \$18.25 | \$1,227                      | \$19.17 | \$1,288                       | \$20.12 | \$1,352                     | \$21.13 | \$1,420                      | \$22.19 | 31    |
| 32    | \$1,197                     | \$18.71 | \$1,258                      | \$19.65 | \$1,320                       | \$20.63 | \$1,386                     | \$21.66 | \$1,455                      | \$22.74 | 32    |
| 33    | \$1,228                     | \$19.18 | \$1,289                      | \$20.14 | \$1,353                       | \$21.14 | \$1,421                     | \$22.20 | \$1,492                      | \$23.31 | 33    |
| 34    | \$1,258                     | \$19.66 | \$1,321                      | \$20.64 | \$1,387                       | \$21.67 | \$1,457                     | \$22.76 | \$1,529                      | \$23.89 | 34    |
| 35    | \$1,290                     | \$20.15 | \$1,354                      | \$21.16 | \$1,421                       | \$22.21 | \$1,492                     | \$23.32 | \$1,567                      | \$24.49 | 35    |
| 36    | \$1,322                     | \$20.65 | \$1,388                      | \$21.68 | \$1,457                       | \$22.77 | \$1,530                     | \$23.91 | \$1,606                      | \$25.10 | 36    |
| 37    | \$1,355                     | \$21.17 | \$1,423                      | \$22.23 | \$1,494                       | \$23.34 | \$1,569                     | \$24.51 | \$1,647                      | \$25.73 | 37    |
| 38    | \$1,389                     | \$21.70 | \$1,458                      | \$22.78 | \$1,531                       | \$23.92 | \$1,608                     | \$25.12 | \$1,688                      | \$26.37 | 38    |
| 39    | \$1,423                     | \$22.24 | \$1,494                      | \$23.35 | \$1,569                       | \$24.52 | \$1,648                     | \$25.75 | \$1,730                      | \$27.03 | 39    |
| 40    | \$1,459                     | \$22.80 | \$1,532                      | \$23.94 | \$1,608                       | \$25.13 | \$1,689                     | \$26.39 | \$1,773                      | \$27.71 | 40    |
| 41    | \$1,496                     | \$23.37 | \$1,570                      | \$24.53 | \$1,649                       | \$25.76 | \$1,731                     | \$27.05 | \$1,818                      | \$28.40 | 41    |
| 42    | \$1,533                     | \$23.95 | \$1,610                      | \$25.15 | \$1,690                       | \$26.41 | \$1,775                     | \$27.73 | \$1,863                      | \$29.11 | 42    |
| 43    | \$1,571                     | \$24.55 | \$1,650                      | \$25.78 | \$1,732                       | \$27.07 | \$1,819                     | \$28.42 | \$1,910                      | \$29.84 | 43    |
| 44    | \$1,610                     | \$25.16 | \$1,691                      | \$26.42 | \$1,775                       | \$27.74 | \$1,864                     | \$29.13 | \$1,958                      | \$30.59 | 44    |
| 45    | \$1,651                     | \$25.79 | \$1,733                      | \$27.08 | \$1,820                       | \$28.44 | \$1,911                     | \$29.86 | \$2,006                      | \$31.35 | 45    |
| 46    | \$1,692                     | \$26.44 | \$1,777                      | \$27.76 | \$1,866                       | \$29.15 | \$1,958                     | \$30.60 | \$2,056                      | \$32.13 | 46    |
| 47    | \$1,734                     | \$27.10 | \$1,821                      | \$28.45 | \$1,912                       | \$29.88 | \$2,008                     | \$31.37 | \$2,108                      | \$32.94 | 47    |
| 48    | \$1,777                     | \$27.77 | \$1,866                      | \$29.16 | \$1,960                       | \$30.62 | \$2,058                     | \$32.15 | \$2,161                      | \$33.76 | 48    |
| 49    | \$1,822                     | \$28.47 | \$1,913                      | \$29.89 | \$2,009                       | \$31.39 | \$2,109                     | \$32.96 | \$2,214                      | \$34.60 | 49    |
| 50    | \$1,868                     | \$29.18 | \$1,961                      | \$30.64 | \$2,059                       | \$32.17 | \$2,162                     | \$33.78 | \$2,270                      | \$35.47 | 50    |
| 51    | \$1,914                     | \$29.91 | \$2,010                      | \$31.41 | \$2,111                       | \$32.98 | \$2,216                     | \$34.63 | \$2,327                      | \$36.36 | 51    |
| 52    | \$1,962                     | \$30.66 | \$2,060                      | \$32.19 | \$2,163                       | \$33.80 | \$2,271                     | \$35.49 | \$2,385                      | \$37.27 | 52    |
| 53    | \$2,011                     | \$31.42 | \$2,112                      | \$33.00 | \$2,218                       | \$34.65 | \$2,328                     | \$36.38 | \$2,445                      | \$38.20 | 53    |
| 54    | \$2,061                     | \$32.21 | \$2,164                      | \$33.82 | \$2,273                       | \$35.51 | \$2,387                     | \$37.29 | \$2,506                      | \$39.15 | 54    |
| 55    | \$2,113                     | \$33.02 | \$2,219                      | \$34.67 | \$2,330                       | \$36.40 | \$2,446                     | \$38.22 | \$2,568                      | \$40.13 | 55    |

**Current Operating Hours:** 64 hours per month, 5 hours per day, 4 days per week

*Standard Over-Time Rates Apply.  
Minimum Callout Pay  
Hourly Rate Times (x) 2*

Ranges Separated by 2.5% Differential Steps  
Separated by 5% Differential

*16 working days per month used for Range/Step calculations using 208 working days per calendar year. Hourly rate = Monthly Rate/Monthly Hours*

**PROPOSED** Longevity Steps  
(Longevity is NOT cumulative)  
Longevity applies to all employees  
(exempt AND non-exempt)

5 year  
begins at the start of 5th year  
2%

8 year  
begins at the start of 8th year  
4%

11 year  
begins at the start of 11th year  
6%

15 year  
begins at the start of 14th year  
9%

20+ year  
begins at the start of 18th year  
14%

Proposed SWRCB Certification Stipends shall be a percentage based on certifications earned and apply to all employees (exempt AND non-exempt)

**D1**  
1%

**T1**  
1%

**D2 & T2**  
2%

**D2**  
2%

**T2**  
2%

**D2 & T2**  
3%



# APPLE VALLEY FOOTHILL COUNTY WATER DISTRICT

| RANGE | POSITION                | HOURLY                                     |         |         |         |         | ANNUAL      |             |
|-------|-------------------------|--------------------------------------------|---------|---------|---------|---------|-------------|-------------|
|       |                         | STEP 1                                     | STEP 2  | STEP 3  | STEP 4  | STEP 5  | MIN         | MAX         |
| 48    | Maintenance Worker      | \$27.77                                    | \$29.16 | \$22.78 | \$32.15 | \$33.76 | \$11,996.64 | \$14,584.32 |
| 35    | Office Secretary        | \$20.15                                    | \$21.16 | \$22.21 | \$23.32 | \$24.49 | \$8,704.80  | \$10,579.68 |
| 36    | Maintenance Worker w/D1 | \$20.65                                    | \$21.68 | \$22.77 | \$23.91 | \$25.10 | \$8,920.80  | \$10,843.20 |
| 49    | Office Secretary        | \$28.47                                    | \$29.89 | \$31.39 | \$32.96 | \$34.60 | \$12,299.04 | \$14,947.20 |
| **    | General Manager         | Monthly \$3,000-\$6,000                    |         |         |         |         | \$36,000.00 | \$72,000.00 |
| ***   | Board President         | \$60 Per Meeting @ 12-16 Meetings Annually |         |         |         |         | \$720.00    | \$960.00    |
| ***   | Board Member            | \$45 Per Meeting @ 12-16 Meetings Annually |         |         |         |         | \$540.00    | \$960.00    |

# Apple Valley Foothill County Water District

## Salary Schedule Placement

**POLICY TITLE:** Salary Schedule Placement

**POLICY NUMBER:** 3401

1. This policy shall apply to all employees.

1.1 Non-exempt employees are those employees who are considered non-exempt as defined by the Fair Labor Standards Act (Title 29, US Code). A non-exempt employee shall be considered not management nor supervisory as defined by California Government Code. A non-exempt employee shall be considered an employee paid at a standard hourly rate, eligible for overtime and not salaried on a monthly basis.

1.2 **FLSA Exempt\*\*** employees are those employees who are considered exempt as defined by the Fair Labor Standards Act (Title 29, US Code). Exempt employee shall be considered management or supervisory as defined by California Government Code. Exempt employees shall be considered an employee paid on a standard monthly salaried basis as negotiated by contract and are not eligible for overtime.

2. Employees hired under the following job descriptions shall be placed at the appropriate range as listed on the Salary Schedule.

### 2.1 Job Description Salary Placement

| Job Description                                   | Range | Proposed |
|---------------------------------------------------|-------|----------|
| Office Secretary                                  | 35    | 49       |
| Maintenance Worker w/o D1                         | 36    | 36       |
| Maintenance Worker w/D1                           | 44    | 44       |
| General Manager** - <b>FLSA Exempt</b> - Salaried | **    |          |

3. Employees hired prior to the effective date of this policy shall be placed at the appropriate Step on the Salary Schedule as calculated based on longevity (length of time of service, length of time of employment with the District). Employees hired by the District after the effective date of this policy shall routinely be hired in at Step 1 of the indicated range. The Board of Directors may authorize advanced step placement based on a variety of factors (higher education, extensive experience, advanced certifications, etc) for any current or new employees at the Board's discretion.

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