

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

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	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
Total Annual Usage	719,903	1,601,690	884,701	3,206,294

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
Total Annual Usage	1,388,500	917,800	878,400	3,184,700

Customer usage summary

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

Customer usage summary

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

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
\$15.00	\$14.00	\$15.00	\$25.00	\$69.00

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

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 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

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

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	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00
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

Range	0 Days / 0-Months Step 1		90 Days / 3-Months Step 2		180 Days / 6-Months Step 3		365 Days / 1-Year Step 4		720 Days / 2-Years Step 5		Range
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
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	<i>Standard Over-Time Rates Apply.</i> <i>Minimum Callout Pay</i> <i>Hourly Rate Times (x) 2</i>	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

		HOURLY					ANNUAL	
RANGE	POSITION	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** - FLSA Exempt - 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.
