



**SPECIAL BOARD MEETING AGENDA  
TRABUCO CANYON WATER DISTRICT  
ADMINISTRATIVE FACILITY  
32003 DOVE CANYON DRIVE, TRABUCO CANYON, CALIFORNIA  
MAY 30, 2024 AT 5:30 PM**

---

**NOTICE OF SPECIAL BOARD MEETING**

*NOTICE IS HEREBY GIVEN PURSUANT TO GOVERNMENT CODE SECTION 54956 THAT A SPECIAL MEETING OF THE BOARD OF DIRECTORS OF THE TRABUCO CANYON WATER DISTRICT WILL BE HELD ON THURSDAY, MAY 30, 2024, AT 5:30 P.M. AND WILL BE CONDUCTED IN PERSON BUT WILL BE AVAILABLE FOR PARTICIPATION BY THE PUBLIC BY TELEPHONE AUDIO AS DESCRIBED BELOW.*

---

**BOARD OF DIRECTORS**

Stephen Dopudja, President  
Edward Mandich, Vice President  
Glenn Acosta, Director  
Don Chadd, Director  
Michael Safranski, Director

**DISTRICT STAFF**

Fernando Paludi, General Manager  
Michael Perea, District Secretary  
Cindy Byerrum, District Treasurer  
Hanson Bridgett LLP, District General Legal Counsel

---

**AGENDA NOTE:**

*Trabuco Canyon Water District (District) will make this Special Board Meeting available by telephone audio as follows:*

**Telephone Audio:** 1 (669) 900-6833 (Toll Free)      **Access Code:** 913-8681-1652

*Persons desiring to monitor the Board meeting agenda items may download the Board meeting agenda and documents on the internet at [www.tcwd.ca.gov](http://www.tcwd.ca.gov). You may submit public comments by email to the Board at [mperea@tcwd.ca.gov](mailto:mperea@tcwd.ca.gov). In order to be part of the record, emailed comments on meeting agenda items must be received by the District, at the referenced e-mail address, not later than 2:00 p.m. (PDT) on the day of the meeting.*

**CALL MEETING TO ORDER & PLEDGE OF ALLEGIANCE**

**VISITOR PARTICIPATION**

*Members of the public wishing to address the Board regarding a particular item on the agenda are requested to submit public comments by email to the Board at [mperea@tcwd.ca.gov](mailto:mperea@tcwd.ca.gov). Public comments may also be submitted by teleconference during the meeting. The Board President will call on the visitor following the Board's discussion about the matter. Members of the public will be given the opportunity to speak prior to the Board taking action on that item. For persons desiring to make verbal comments and utilizing a translator to present their comments into English reasonable time accommodations, consistent with State law, shall be provided. Please limit comments to three minutes.*

**ORAL COMMUNICATION**

*Members of the public who wish to make comment on matters not appearing on the agenda are requested to submit oral communication by email to the Board at [mperea@tcwd.ca.gov](mailto:mperea@tcwd.ca.gov). Public comments may also be submitted by teleconference during the meeting. Under the requirements of State Law, Directors cannot take action on items not identified on the agenda and will not make decisions on such matters. The Board President may direct District Staff to follow up on issues as may be deemed appropriate. For persons desiring to make verbal comments and utilizing a translator to present their comments into English reasonable time accommodations, consistent with State law, shall be provided. Please limit comments to three minutes.*

**DIRECTORS' COMMENTS AND MEETING REPORTS**

**REPORT FROM THE GENERAL MANAGER**

## ACTION CALENDAR

All matters under the Action Calendar have been reviewed by the General Manager and Staff prior to the Board's consideration.

### ADMINISTRATION MATTERS

#### ITEM 1: ADOPTION OF RESOLUTION NO. 2024-1331 – ESTABLISHING A POLICY REGARDING HEALTH INSURANCE BENEFIT DETERMINATION METHODOLOGY

**RECOMMENDED ACTION:**

1. Adopt Resolution No. 2024-1331 – Resolution of the Board of Directors of Trabuco Canyon Water District Establishing a Policy Regarding the Determination Methodology of Health Insurance Premium Benefit Available to District Health Insurance Benefit Recipients.
2. Establish a Health Benefit Opt-Out Provision for District staff consistent with State and CalPERS rules that establishes a monthly stipend indexed at 50% of the Kaiser Health Plan -Single.

#### ITEM 2: REVIEW OF DISTRICT TOTAL COMPENSATION SURVEY RESULTS AND PROPOSED SALARY ADJUSTMENTS

**RECOMMENDED ACTION:**

1. Receive and file Draft Total Compensation Survey Results prepared by Ralph Andersen & Associates
2. Authorize the General Manager to implement the proposed salary adjustments consistent with the Total Compensation Survey Results effective July 1, 2024.

#### ITEM 3: TRABUCO CANYON WATER DISTRICT FISCAL YEAR 2024-25 BUDGET WORKSHOP

**RECOMMENDED ACTION:**

Receive information and presentation at the time of the meeting and take action(s) as deemed appropriate.

### END ACTION CALENDAR & ADJOURNMENT

#### AVAILABILITY OF AGENDA MATERIALS

Agenda exhibits and other writings that are disclosable public records distributed to all or a majority of the members of the Trabuco Canyon Water District Board of Directors in connection with a matter subject to discussion or consideration at an open meeting of the Board of Directors are available for public inspection at the Trabuco Canyon Water District Administrative Facility, 32003 Dove Canyon Drive, Trabuco Canyon, California (District Administrative Facility) and will be posted online on the District's website located at [www.tcwd.ca.gov](http://www.tcwd.ca.gov). If such writings are distributed to members of the Board less than 72 hours prior to the meeting, they will be available online at [www.tcwd.ca.gov](http://www.tcwd.ca.gov) at the same time as they are distributed to the Board Members, except that, if such writings are distributed immediately prior to or during the meeting, they will be posted online on the District's website located at [www.tcwd.ca.gov](http://www.tcwd.ca.gov).

#### COMPLIANCE WITH THE REQUIREMENTS OF CALIFORNIA GOVERNMENT CODE SECTION 54954.2

In compliance with California law and the Americans with Disabilities Act, if you need special disability-related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, or if you need the agenda provided in an alternative format, please contact the District Secretary at (949) 858-0277, at least 48 hours in advance of the scheduled Board meeting. Notification at least 48 hours prior to the meeting will assist the District in making reasonable arrangements to accommodate your request. The Board Meeting Room is wheelchair accessible.



**TRABUCO CANYON WATER DISTRICT  
SPECIAL BOARD MEETING | MAY 30, 2024**

**ACTION CALENDAR**

**ADMINISTRATIVE MATTERS**

**ITEM 1: ADOPTION OF RESOLUTION NO. 2024-1331 – ESTABLISHING A POLICY REGARDING HEALTH INSURANCE BENEFIT DETERMINATION METHODOLOGY**

**Background**

In early 2024, the District engaged Ralph Andersen & Associates (Andersen) to perform an independent survey on several compensation-based items to keep pace with the market following several years of anomalous price inflation. One of the areas of analysis was employer-paid health benefits coverage and methodologies.

**Health Benefits Methodology**

The Board directed staff to work with Andersen to identify the health benefit contribution methodologies of each comparator agency to present options for Board consideration in the development of a policy for determining ongoing health benefits contribution levels for staff. Included with the staff report are the determination methodologies of each comparator agency. District staff recommends adopting the following determination methodology: ***The District contribution to employee premiums will be based on the calculation methodology of 90% of the highest enrollment PPO plan offered.*** Currently, the highest enrollment PPO plan offered is PERSPlatinum.

Staff has performed an internal analysis of the potential impacts with this proposed methodology which may result in potential savings to the District in the amount of approximately \$18,771 or 3% for Fiscal Year 2024-25 as demonstrated below:

A	B	C	D	E	PERSPlatinum Enrollees	
					FY 2024-25	
Active Member	Health Jul-Dec	Health Jan-Jun	90% Jul-Dec	90% Jan-Jun	90% Jul-Dec	90% Jan-Jun
Monthly	\$ 50,630.40	\$ 55,187.14	\$ 49,133.45	\$ 53,555.46	\$ 1,496.95	\$ 1,631.68
6 Months	\$ 303,782.40	\$ 331,122.82	\$ 294,800.70	\$ 321,332.76	\$ 8,981.70	\$ 9,790.05
<b>Annual</b>		<b>\$634,905.22</b>		<b>\$616,133.46</b>		<b>\$18,771.75</b>

**Opt-Out Provision**

District staff was asked to consider a Health Plan Opt-Out Provision for staff as it is standard policy at other agencies that can result in savings for the District. This provision would allow for District staff that have an alternative health benefits provision that meets State regulations to choose to opt-out of District-provided health benefits. Based on the premise of developing a monthly stipend indexed to 50% of the Kaiser Health Plan – Single, there is potential for avoided health costs for the District as indicated below:

Party Rate	Health Plan Rate - Single	Stipend	Stipend Annualized	% of Plan
Kaiser	904.95	452.48	5,429.70	50%

For every employee that opts out of District-provided health benefits at the highest benefit rate, the District would experience a cost savings of over \$26,000 or approximately 4.3% of District health benefit costs. If five such employees were to opt-out, District cost savings potential would exceed 20% of the total health benefit budget.

**TRABUCO CANYON WATER DISTRICT  
SPECIAL BOARD MEETING | MAY 30, 2024**

**District staff recommends implementing a Health Benefits Opt-Out Policy consistent with State and CalPERS rules that establishes a monthly stipend indexed at 50% of the Kaiser Health Plan – Single.**

**FUNDING SOURCE:**

General Fund

**FISCAL IMPACT**

Projected FY 2024-25 health benefits costs: \$616,134

Opt-Out Provision may result in health benefit cost savings for the District depending on employee participation.

**COMMITTEE STATUS:**

This matter was reviewed with the Executive Committee.

**RECOMMENDED ACTION:**

- 1. Adopt Resolution No. 2024-1331 – Resolution of the Board of Directors of Trabuco Canyon Water District Establishing a Policy Regarding the Determination Methodology of Health Insurance Premium Benefit Available to District Health Insurance Benefit Recipients.*
- 2. Establish a Health Benefit Opt-Out Provision for District staff consistent with State and CalPERS rules that establishes a monthly stipend indexed at 50% of the Kaiser Health Plan -Single.*

**EXHIBITS:**

1. Health Benefits Determination Survey Results prepared by Ralph Andersen & Associates
2. Draft Resolution No. 2024-1331 – Resolution of the Board of Directors of Trabuco Canyon Water District Establishing a Policy Regarding the Determination of Health Insurance Premium Benefit Available to District Health Insurance Benefit Recipients.

**CONTACTS (staff responsible): PALUDI/PEREA**

### Method for Deriving Health Benefit

Carlsbad Municipal Water District	Effective the pay period that includes January 1, 2023, January 1, 2024, and January 1, 2025 the city monthly Benefits Credits will be set to a dollar amount that equates to 80% of the average health (medical, dental and vision) premium for Employee, Employee + 1 and Family coverage levels, rounded to the nearest whole dollar based on the premiums that will take effect on January 1 of the respective calendar year.
El Toro Water District	Pay 90% of family plan for Anthem HMO and Anthem PPO and 95% of family plan for Kaiser
Irvine Ranch Water District	The District contribution to employee premiums will be based on the calculation methodology of 90% of the highest enrollment PPO plan offered.
Mesa Water District	Mesa Water's Cafeteria Plan provides benefited employees a fixed monthly Flex Credit amount to spend on available benefit programs.
Moulton-Niguel Water District	The District and employees agree to continue to share future cost increases for HMO and PPO plans on a 50/50 basis as first established in 2013.
Santa Margarita Water District	the District shall pay 100% of the premium costs for the insurance benefits noted above with the following EXCEPTION: the District will pay 100% of single party medical insurance up to the highest cost HMO. In addition, he District shall pay 50% of the medical insurance premium cost in excess of the single party cost for Two-Party and Family coverage up to value associated with the highest cost HMO.
South Coast Water District	District pays 88% for family health insurance.
South Orange County Wastewater Authority	Employees of the Agency shall be eligible for a monthly health insurance allowance from the Agency equal to an amount that is 95% of the average of all health plans CalPERS makes available to the Agency, excluding the PERS Platinum Plan, at the appropriate level of coverage selected by the employee.
Yorba Linda Water District	District pays 100% of the premium for medical for employees and their dependents.

**RESOLUTION NO. 2024-1331**  
**RESOLUTION OF THE BOARD OF DIRECTORS OF THE TRABUCO CANYON WATER DISTRICT**  
**ESTABLISHING A POLICY REGARDING HEALTH INSURANCE BENEFIT DETERMINATION**  
**METHODOLOGY OF HEALTH BENEFIT INSURANCE PREMIUM BENEFIT AVAILABLE TO**  
**DISTRICT HEALTH INSURANCE BENEFIT RECIPIENTS**

---

- WHEREAS,** (1) Trabuco Canyon Water District is a contracting agency under Government Code Section 22920 and subject to the Public Employees’ Medical and Hospital Care Act (the “Act”); and
- WHEREAS,** (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS,** (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- RESOLVED,** (a) That the employer contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, based on the calculation methodology of **90% of the highest enrollment PPO Plan offered**, plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED,** (b) Trabuco Canyon Water District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED,** (c) That the participation of the employees and annuitants of Trabuco Canyon Water District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Trabuco Canyon Water District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
- RESOLVED,** (d) That the executive body appoint and direct, and it does hereby appoint and direct, the District Secretary to file with the Board a verified copy of this resolution, and to perform on behalf of Trabuco Canyon Water District all functions required of it under the Act.

Adopted at a Regular Board meeting of the Board of Directors of the Trabuco Canyon Water District at 32003 Dove Canyon Drive, Trabuco Canyon, CA 92679, this 30<sup>th</sup> day of May 2024.

[Reminder of this page intentionally left blank]

**ADOPTED, SIGNED AND APPROVED** this 30<sup>th</sup> day of May 2024.

**TRABUCO CANYON WATER DISTRICT:**

---

President/Vice President

---

Secretary/Assistant Secretary

DRAFT

STATE OF CALIFORNIA        )  
  ) ss.  
COUNTY OF ORANGE        )

I, Michael Perea, District Secretary of the Trabuco Canyon Water District, do hereby certify that the foregoing resolution was duly adopted by the Board of said District at a meeting of said Board held on the 30<sup>th</sup> day of May 2024, of which meeting all of the members of the Board had due notice and at which a quorum thereof were present and acting throughout and for which notice and an agenda was prepared and posted as required by law and that at such meeting such resolution was adopted by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

\_\_\_\_\_  
District Secretary,  
Trabuco Canyon Water District

STATE OF CALIFORNIA        )  
  ) ss.  
COUNTY OF ORANGE        )

I, Michael Perea, District Secretary of the Trabuco Canyon Water District, do hereby certify that the foregoing is a full, true and correct copy of Resolution No. 2024-1331 of such Board and that the same has not been amended or repealed.

Dated this 30<sup>th</sup> day of May 2024.

\_\_\_\_\_  
District Secretary,  
Trabuco Canyon Water District



**TRABUCO CANYON WATER DISTRICT  
SPECIAL BOARD MEETING | MAY 30, 2024**

**ACTION CALENDAR**

**ADMINISTRATIVE MATTERS**

**ITEM 2: REVIEW OF DISTRICT TOTAL COMPENSATION SURVEY RESULTS AND PROPOSED SALARY ADJUSTMENTS**

---

**Background**

In early 2024, the District engaged Ralph Andersen & Associates (Andersen) to perform an independent survey on several compensation-based items to keep pace with the market following several years of anomalous price inflation. The areas of review included: (1) Total Compensation Labor Market Summary; (2) Employer-paid health benefits coverage & methodologies; (3) Standby Duty compensation. Andersen has provided survey results for each of these areas of review, and this matter was reviewed with the Executive Committee in the months of April and May. The

**Salary Survey Results**

Staff followed the same approach used for the total compensation survey conducted in 2021, also performed by Andersen. For that survey, the Board of Directors set up an ad hoc committee to determine the specific criteria to perform an updated salary survey included the following criteria:

- PEPRA based survey – does not include pension as a factor.
- 55<sup>th</sup> Percentile – 5% higher than the market median.
- 9 Comparator Agencies – predominantly South OC agencies.
- 2.0% Floor – establish a minimum increase for position adjustments of less than 2.0%.

The updated total compensation survey results were reviewed with the Executive Committee in April. On base salary alone, the District’s salaries are approximately -10.1% lower than the market at the 55<sup>th</sup> percentile level, and -4.2% lower at the total compensation level including health benefits. District staff recommends the implementation of the salary survey results.

**Standby Duty Compensation**

Staff requested Andersen to identify the current levels and associated methodology for staff standby duty compensation. The District current stipend for standby duty is a flat \$500 for a seven-day period; this is independent of any emergency response/call-back pay which is described in the personnel policy. The current stipend has been set at this amount for approximately ten years. Eight of the nine comparator agencies provided their respective standby duty compensation methodologies for review and consideration.

<b>I. Standby Duty Comps &amp; Averages</b>			
	<b>Agency</b>	<b>Daily</b>	<b>Period</b>
1	ETWD	\$ 60.71	\$ 425.00
2	IRWD	1.86H/1.5x	
3	Carlsbad	\$ 35.00	\$ 245.00
4	Mesa WD	\$ 70.00	\$ 490.00
5	MNWD	\$ 75.00	\$ 525.00
6	SMWD	\$ 71.43	\$ 500.00
7	SCWD	\$ 50.00	\$ 350.00
8	SOCWA	\$ 71.43	\$ 500.00
9	YLWD	\$50 / \$75	\$ 350.00
	TCWD	\$ 71.43	\$ 500.00

**TRABUCO CANYON WATER DISTRICT  
SPECIAL BOARD MEETING | MAY 30, 2024**

The General Manager has met with operations and maintenance staff to discuss their standby duty impacts, including the current stipend amount and the associated residence/response time requirements detailed in the personnel policy. After reviewing the comparator agency responses, District staff recommends a 5.0% increase to the standby duty flat fee for a total of \$525 per seven-day period (or \$75 per day of standby duty).

**FUNDING SOURCE:**

General Fund

**FISCAL IMPACT:**

Approximately 4.2% increase in salaries and benefits costs for FY 2024-25

FY 2023-24 Salaries Budget: \$2,679,408

Projected Increase, \$: \$ 118,652

Projected Increase, %: 4.2%

**COMMITTEE STATUS:**

This matter was reviewed with the Executive Committee.

**RECOMMENDED ACTION(S):**

1. *Receive and file Draft Total Compensation Survey Results prepared by Ralph Andersen & Associates*
2. *Authorize the General Manager to implement the proposed salary adjustments consistent with the Total Compensation Survey Results effective July 1, 2024.*

**EXHIBITS:**

1. Draft Total Compensation Survey Results prepared by Ralph Andersen & Associates
2. Draft Salary Ranges with Range Table prepared by Ralph Andersen & Associates

**CONTACTS (Staff Responsible): PALUDI/PEREA/BYERRUM**

**Trabuco Canyon Water District  
Labor Market Summary - 55th Percentile**

Class Title	# of Obs.	Base	Base + Insurance	Gain/Loss	Total Gain/Loss
Accountant	9	-3.0%	2.6%	5.6%	5.6%
Accounting Technician II	8	-6.6%	-2.1%	4.5%	4.5%
Administrative Assistant	8	-0.1%	2.0%	2.1%	2.1%
Assistant General Manager	6	-6.4%	-3.0%	3.4%	3.4%
CMMS-SCADA Administrator	7	-2.0%	0.8%	2.8%	2.8%
Cross Connection Specialist - Drift	5				
Customer Service Field Technician II	8	-11.4%	-4.5%	6.9%	6.9%
Customer Service Representative II	8	-15.0%	-4.9%	10.1%	10.1%
District Engineer	9	-3.1%	-0.7%	2.4%	2.4%
Electrical/Instrumentation Technologist II	6	-11.2%	-6.1%	5.1%	5.1%
Engineer	8	-6.1%	-1.2%	4.9%	4.9%
Executive Assistant	9	-8.1%	-1.4%	6.7%	6.7%
Lead Mechanical Technologist-SCADA	6	-27.5%	-17.0%	10.5%	10.5%
Maintenance Superintendent	7	-17.5%	-12.4%	5.1%	5.1%
Management Analyst II	4	-3.3%	4.8%	8.1%	8.1%
Mechanical Technologist II	7	-14.9%	-6.3%	8.5%	8.5%
Principal Accountant	7	-16.9%	-9.8%	7.1%	7.1%
Principal Engineer	5	-6.8%	-3.9%	2.9%	2.9%
Senior Engineer	8	-8.0%	-3.2%	4.8%	4.8%
Wastewater Chief Plant Operator	5	-12.4%	-8.2%	4.2%	4.2%
Wastewater Operator III	5	-8.4%	-1.7%	6.8%	6.8%
Wastewater Superintendent	7	-13.6%	-9.5%	4.1%	4.1%
Wastewater System Operator II	5	-13.8%	-4.4%	9.4%	9.4%
Water Chief Plant Operator	3	0.0%	2.3%	2.3%	2.3%
Water Operator III	5	-19.7%	-8.5%	11.2%	11.2%
Water Superintendent	6	-10.9%	-8.8%	2.1%	2.1%
Water System Operator II	7	-17.8%	-5.7%	12.1%	12.1%
Water System Operator III	2				
Water Use Efficiency Specialist - Drift	6				
<b>Average</b>		<b>-10.2%</b>	<b>-4.3%</b>	<b>5.9%</b>	<b>5.9%</b>

**Trabuco Canyon Water District**  
**Salary Range Recommendations**  
**Benchmark Classes set to Market 55th Percentile**

Line	Classification Job Title	Current Range Max	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	Assistant General Manager	\$ 22,547	\$ 23,220	3.0%	Benchmark; set to market
2					
3	Executive Assistant	\$ 7,780	\$ 7,887	1.4%	Benchmark; set to market
4	Administrative Assistant	\$ 7,072	\$ 7,072	0.0%	Benchmark; set to market; SCS*
5					
6	Principal Accountant	\$ 11,706	\$ 12,850	9.8%	Benchmark; set to market
7	Senior Accountant	\$ 10,641	\$ 10,641	0.0%	Approx. 15% above Accountant; SCS*
8	Accountant	\$ 9,176	\$ 9,176	0.0%	Benchmark; set to market; SCS*
9	Account Specialist	\$ 8,414	\$ 8,414	0.0%	Approx. 10% below Accountant; SCS*
10	Senior Accounting Technician	\$ 7,898	\$ 8,062	2.1%	Approx. 15% above Accounting Technician II
11	Accounting Technician II	\$ 6,867	\$ 7,011	2.1%	Benchmark; set to market
12	Accounting Technician I/Administrative Assistant	\$ 6,540	\$ 6,677	2.1%	Approx. 5% below Accounting Technician II
13	Accounting Technician I	\$ 6,244	\$ 6,373	2.1%	Approx. 10% below Accounting Technician II
14					
15	Management Analyst II	\$ 9,493	\$ 9,493	0.0%	Benchmark; set to market; SCS*
16	Management Analyst I	\$ 8,629	\$ 8,630	0.0%	Approx. 10% below Management Analyst II
17					
18	Lead Customer Service Representative	\$ 7,503	\$ 7,868	4.9%	Approx. 10% above Customer Service Representative III
19	Customer Service Representative III	\$ 6,822	\$ 7,153	4.8%	Approx. 10% above Customer Service Representative II
20	Customer Service Representative II	\$ 6,201	\$ 6,502	4.9%	Benchmark; set to market
21	Customer Service Representative I	\$ 5,638	\$ 5,911	4.8%	Approx. 10% below Customer Service Representative II
22					
23	Customer Service Field Technician III	\$ 6,826	\$ 7,134	4.5%	Approx. 10% above Customer Service Field Technician II
24	Customer Service Field Technician II	\$ 6,204	\$ 6,485	4.5%	Benchmark; set to market
25	Customer Service Field Technician I	\$ 5,642	\$ 5,896	4.5%	Approx. 10% below Customer Service Field Technician II
26					
27	District Engineer	\$ 17,855	\$ 18,201	1.9%	Approx. 15% above Principal Engineer
28	Principal Engineer	\$ 15,334	\$ 15,827	3.2%	Approx. 10% above Senior Engineer
29	Senior Engineer	\$ 13,940	\$ 14,388	3.2%	Benchmark; set to market
30	Engineer	\$ 12,340	\$ 12,487	1.2%	Benchmark; set to market
31					
32	CMMS/SCADA System Administrator	\$ 12,884	\$ 12,884	0.0%	Benchmark; set to market; SCS*
33					
34	Wastewater Superintendent	\$ 14,389	\$ 15,750	9.5%	Benchmark; set to market
35	Wastewater Chief Plant Operator	\$ 12,820	\$ 13,877	8.2%	Benchmark; set to market
36	Lead Wastewater System Operator	\$ 11,435	\$ 11,629	1.7%	Approx. 15% above Wastewater Operator III
37	Wastewater Operator III	\$ 9,945	\$ 10,112	1.7%	Benchmark; set to market
38	Wastewater System Operator II	\$ 8,439	\$ 8,807	4.4%	Benchmark; set to market
39	Wastewater Operator II (Entry Level)	\$ 7,672	\$ 8,006	4.4%	Approx. 10% below Wastewater System Operator II
40	Wastewater System Operator I	\$ 7,672	\$ 8,006	4.4%	Same as Wastewater Operator II (Entry Level)
41	Wastewater Operator I (Entry Level)	\$ 6,973	\$ 7,279	4.4%	Approx. 10% below Wastewater System Operator I
42	Wastewater Operator In Training (Entry Level)	\$ 6,340	\$ 6,617	4.4%	Approx. 10% below Wastewater Operator I (Entry Level)
43					
44	Water Superintendent	\$ 14,389	\$ 15,662	8.8%	Benchmark; set to market
45	Water Chief Plant Operator	\$ 12,820	\$ 12,820	0.0%	Benchmark; set to market; SCS*
46	Lead Water System Operator	\$ 11,435	\$ 11,655	1.9%	Approx. 10% below Water Chief Plant Operator
47	Water System Operator III	\$ 8,827	\$ 9,334	5.7%	Approx. 15% above Water System Operator II
48	Water System Operator II	\$ 7,676	\$ 8,117	5.7%	Benchmark; set to market
49	Water Operator III	\$ 8,702	\$ 9,443	8.5%	Benchmark; set to market
50	Water Operator II (Entry Level)	\$ 7,566	\$ 8,211	8.5%	Approx. 15% below Water Operator III
51					
52	Maintenance Superintendent	\$ 12,968	\$ 14,576	12.4%	Benchmark; set to market
53	Lead Mechanical Technologist-Maintenance	\$ 9,335	\$ 9,925	6.3%	Approx. 5% above Lead Mechanical Technologist-SCADA
54	Lead Mechanical Technologist-SCADA	\$ 8,890	\$ 9,452	6.3%	Approx. 10% above Mechanical Technologist III
55	Mechanical Technologist III	\$ 8,082	\$ 8,593	6.3%	Approx. 10% above Mechanical Technologist II
56	Mechanical Technologist II	\$ 7,347	\$ 7,812	6.3%	Benchmark; set to market
57	Mechanical Technologist I	\$ 6,680	\$ 7,102	6.3%	Approx. 10% below Mechanical Technologist II
58	Maintenance Technologist (Entry Level)	\$ 6,072	\$ 6,456	6.3%	Approx. 10% below Mechanical Technologist I
59					
60	Lead Electrical/Instrumentation Technologist	\$ 10,185	\$ 10,806	6.1%	Approx. 10% above Electrical/Instrumentation Technologist III
61	Electrical/Instrumentation Technologist III	\$ 9,259	\$ 9,823	6.1%	Approx. 5% above Electrical/Instrumentation Technologist II
62	Electrical/Instrumentation Technologist II	\$ 8,818	\$ 9,355	6.1%	Benchmark; set to market
63	Electrical/Instrumentation Technologist I	\$ 8,016	\$ 8,505	6.1%	Approx. 10% below Electrical/Instrumentation Technologist II
64					

**TRABUCO CANYON WATER DISTRICT  
SPECIAL BOARD MEETING | MAY 30, 2024**

**ACTION CALENDAR**

**ADMINISTRATIVE MATTERS**

**ITEM 3: TRABUCO CANYON WATER DISTRICT FISCAL YEAR 2024-25 BUDGET WORKSHOP**

---

District staff will provide a presentation and overview of the Fiscal Year 2024-25 budgetary assumptions and planned capital improvement projects for Board consideration and review.

**RECOMMENDED ACTION:**

*Receive information and presentation at the time of the meeting and take action(s) as deemed appropriate.*

**CONTACTS (staff responsible): PALUDI/PEREA/BYERRUM**