

AGENDA REGULAR BOARD MEETING

**FAIR OAKS WATER DISTRICT OFFICE
10326 FAIR OAKS BLVD, FAIR OAKS
JULY 20, 2026
6:30 PM**

The Board of Directors of the Fair Oaks Water District holds its Regular Board Meetings on the third Monday of each month at 6:30 p.m. The meetings are held at the District Offices located at 10326 Fair Oaks Blvd., Fair Oaks, CA 95628. The Board may discuss any item on the agenda and may act on any of those items.

The Board of Directors welcomes public participation in its meetings. Public comments relating to matters within jurisdiction of the District, and not included on the posted agenda, may be addressed under "public comment," both at the beginning and at the end of the meeting, subject to reasonable time limitations for each speaker. Please note that State law prevents the Board from discussing or acting on items not listed on the agenda. Public comments relating to matters listed on the agenda may be provided at the time when that agenda item is heard.

Agenda items are numbered for identification purposes only and will not necessarily be considered in the indicated order. Items appearing on the Consent Calendar are considered routine and may be acted upon by the Board by one motion, without discussion; however, any item may be considered separately at the request of any Board member or any member of the public.

In compliance with the American with Disabilities Act, if you have a disability and need a disability-related modification or accommodation to participate in this meeting, please contact the Human Resource Administrator at (916) 967-5723. Requests must be made as early as possible, and at least one full business day before the start of the meeting.

I. CALL TO ORDER

II. PUBLIC COMMENT

III. CONSENT CALENDAR

1. Approval of Minutes
 - a. Regular Board Meeting of June 15, 2026
2. Accept and File Treasurer's Report for the month of June 2026
3. File Investment Report for the month of May 2026
4. Accept and File Financial Expense Report for the month of June 2026
5. Approval of Warrants
6. Approval of Cal-Card Statements for the month of June 2026

7. Approval of Board Expense Report for the month of June 2026

IV. PRESENTATIONS AND CORRESPONDENCE

1. Presentation of the 2026 FOWD Total Compensation Study by Bryce Consulting
2. Correspondence dated June 12, 2026 from the University of California Agriculture and Natural Resources Department

V. DISCUSSION AND ACTION ITEMS: OLD BUSINESS

1. Discussion and possible action on acceptance and approval of the 2026 Fair Oaks Water District Total Compensation Study
2. Update and discussion on grant funding for the FOWD Northridge Well Project
3. Update and discussion on the financial reconciliation of the FOWD 2025 Urban Water Management Plan Project
4. Update and discussion on the New York Avenue Water Main Replacement Project – Phase II
5. Update and discussion on the FOWD Field Services Center Project located at 10317 Fair Oaks Boulevard
6. Update and discussion on the FOWD Fall 2026 Customer Newsletter (verbal - no written staff report)

VI. DISCUSSION AND ACTION ITEMS: NEW BUSINESS

1. Discussion on FOWD Water Supply for the month of June 2026
2. Discussion on Board direction for the development of a 2026 FOWD Annual Budget and budget development schedule
3. Discussion and possible action on the required payment of the employer accrued unfunded liability for pension benefits
4. Discussion and possible action on additional funding for 2026 expenses
5. Discussion and possible action on awarding contract for the installation of water service and air release valve upgrades required due to a County of Sacramento paving project

VII. UPCOMING EVENTS

1. July 21, 2026 / RWA Executive Committee Meeting / Sacramento
2. August 13, 2026 / SGA Board Meeting / Sacramento
3. August 25, 2026 / RWA Executive Committee Meeting / Sacramento

VIII. REPRESENTATIVE REPORTS

1. Sacramento Groundwater Authority (SGA)
2. Regional Water Authority (RWA)
3. Sacramento Water Forum
4. Other

IX. DIRECTORS' REPORTS & COMMENTS

1. Budget Committee – (Sarkovich, Marx)
2. Technical Advisory Committee – (Marx, Petersen)

3. Capital Improvement Committee – (Sarkovich, Petersen)
4. Personnel Committee – (Babcock, Dolby)
5. Public Relations Committee – (Babcock, Dolby)
6. FOWD and SJWD 2x2 Ad-Hoc Committee – (Petersen, Marx)

X. GENERAL MANAGER'S REPORT

1. Maintenance Work Report
2. Capital Projects Status Report
3. Authorizations of Additional Funding
4. Water Transfer Status Report
5. Claims Against the District
6. Employee Update
7. Water Issues – Update on Regional Involvement
8. Other

XI. PUBLIC COMMENT

XII. CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTIONS 54954, 54956 AND 54957

1. Conference with legal counsel on existing litigation; Government Code Sections 54954.5 and 54956.9; Citrus Heights Water District & Fair Oaks Water District v. San Juan Water District; Sacramento Superior Court Case No. 23WM000064
2. Conference with legal counsel on existing litigation; Government Code Sections 54954.5 and 54956.9; Corcos & FOVEC v. Fair Oaks Water District; Sacramento Superior Court Case No. 26VVM000022

XIII. REPORT FROM CLOSED SESSION

XIV. PUBLIC COMMENT

I, Tom R. Gray, Secretary of the Fair Oaks Water District, do hereby certify that this agenda has been posted at 10326 Fair Oaks Blvd., Fair Oaks, California 72 hours prior to the regular meeting of the Board of Directors in accordance with Government Code Section 54950.5, the Ralph M. Brown Act.



Tom R. Gray / Secretary
General Manager



7-16-2026

Date

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM III.1a

Approval of Minutes of the Regular Board Meeting of June 15, 2026



AGENDA ITEM III.1a
Regular Board Meeting
Unapproved Minutes
June 15, 2026

District Attendees

Randy Marx	Board President
Chris Petersen	Board Member
George Babcock	Board Member
Tom R. Gray	General Manager
Chi Ha-Ly	Finance Manager
Shawn Huckaby	Operations Manager
Paul Siebensohn	Water Supply Superintendent
Blake Chetcuti	Engineer
Rebecca Simon	Human Resource Administrator
Nick Kepler	Operations Superintendent

Other Attendees

Absent

Mark Dolby	Board Vice President
Misha Sarkovich	Board Member

AGENDA ITEMS

I. CALL TO ORDER

- President Marx called the FOWD Regular Board Meeting to order at 6:33 p.m., noting that Vice President Dolby and Director Sarkovich were absent. A quorum was present with three Board Members in attendance.

II. PUBLIC COMMENT

- None.

III. CONSENT CALENDAR

The following consent calendar items were considered and acted upon as follows:

1. Approval of Minutes
 - a. Regular Board Meeting of May 18, 2026
2. Accept and File Treasurer's Report for the month of May 2026
3. File Investment Report for the month of April 2026
4. Accept and File Financial Expense Report for the month of May 2026

5. Approval of Warrants
6. Approval of Cal-Card Statements for the month of May 2026
7. Approval of Board Expense Report for the month of May 2026

Director Babcock moved to approve the consent calendar.

Director Marx seconded the motion.

Motion carried with the following votes: Babcock – aye, Marx – aye, and Petersen – aye.

IV. PRESENTATIONS AND CORRESPONDENCE

1. None.

V. DISCUSSION AND ACTION ITEMS: OLD BUSINESS

1. Update and discussion on Rollingwood Homeowners Association items related to FOWD (verbal – no written staff report)

- Staff reported that the air release valve at the entrance to the Rollingwood neighborhood was successfully lowered on May 22, 2026. The HOA President reported that the improvement was immediately noticeable and described it as the best possible outcome.
- Director Petersen expressed appreciation for staff and noted that the project significantly impacted the appearance of the installation while avoiding the cost and disruption associated with relocation.

2. Update and discussion on obtaining two future water well sites from the FORPD (verbal – no written staff report)

- General Manager Gray reported that no progress was made since the previous Board Meeting due to competing priorities.

3. Update and discussion on the FOWD Fall 2026 Customer Newsletter (verbal – no written staff report)

- Board discussed preparation of the Fall 2026 customer newsletter with potential topics of District wells, lowest rates in the region, and legal matters affecting water agencies.
- General Manager Gray stated that staff will develop content internally to manage costs.

VI. DISCUSSION AND ACTION ITEMS: NEW BUSINESS

1. Discussion on FOWD Water Supply for the month of May 2026

- Water Supply Superintendent Siebensohn presented the May 2026 water supply report.

2. Close public hearing on the FOWD 2025 Urban Water Management Plan and Water Shortage Contingency Plan

- General Manager Gray reported that the public hearing was opened on May 18, 2026 and remained open through June 15, 2026 to allow for public review.
- No public comments were received on either the draft Urban Water Management Plan or the Water Shortage Contingency Plan.
- President Marx formally closed the public hearing.

3. Discussion and possible action on FOWD Resolution No. 26-03: “A Resolution Adopting the 2025 Urban Water Management Plan”

- General Manager Gray presented FOWD Resolution No. 26-03: “A Resolution Adopting the 2025 Urban Water Management Plan.”

President Marx moved to approve the FOWD Resolution No. 26-03: “A Resolution Adopting the 2025 Urban Water Management Plan.”

Director Petersen seconded the motion.

Motion carried with the following votes: Babcock – aye, Marx – aye, Petersen – aye.

4. Discussion and possible action on FOWD Resolution no. 26-04: “A Resolution Adopting the 2025 Water Shortage Contingency Plan”

- General Manager Gray presented FOWD Resolution No. 26-04: “A Resolution Adopting the 2025 Water Shortage Contingency Plan.”

President Marx moved to approve the FOWD Resolution No. 26-04: “A Resolution Adopting the 2025 Water Shortage Contingency Plan.”

Director Babcock seconded the motion.

Motion carried with the following votes: Babcock – aye, Marx – aye, Petersen – aye.

5. Discussion and possible action on awarding the New York Avenue Main Replacement Phase II Project construction contract

- Engineer Chetcuti presented the bid results and recommended awarding the contract to ARB Incorporated.
- President Marx inquired if staff used different criteria to rank besides lowest cost and whether ARB Incorporated met the basic requirements.
- General Manager Gray stated that criteria listed in the bid was used and ARB Incorporated was determined to meet all of the requirements within the request for proposal.

Director Babcock moved to approve the selection of ARB Incorporated for the New York Well Avenue Main Replacement Phase II Project construction contract at a cost of \$942,622 plus 10% contingency of \$94,262.

President Marx seconded the motion.

Motion carried with the following votes: Babcock – aye, Marx – aye, Petersen – aye.

6. Discussion and possible action on awarding the New York Well Phase II Project geotechnical services contract

- General Manager Gray recommended selection of ENGEO to provide geotechnical inspection services at a cost of \$66,500.
- Board discussion focused on the complexity of the retaining walls, constrained site conditions, and the need for expanded geotechnical oversight during construction.
- General Manager Gray stated that ENGEO is already familiar with the site and proposed the most comprehensive level of support.

Director Babcock moved to approve the selection of ENGEO for the New York Well Phase II Project geotechnical services contract at \$66,500.

President Marx seconded the motion.

Motion carried with the following votes: Babcock – aye, Marx – aye, Petersen – aye.

7. Discussion and possible action on Amendment No. 1 to the ARTESIAN Project Agreement

- General Manager Gray presented Amendment No. 1 to the ARTESIAN Project Agreement with a recommendation to direct General Manager Gray to sign the agreement memorializing that the Board achieved adding the Madison Avenue Main Project Replacement to this grant as a priority one project.
- Board discussion focused on regional groundwater substitution efforts, grant funding requirements, and incorporations of the Madison Avenue Main Replacement Project into the grant-funded work.
- Director Petersen asked General Manager Gray to provide an update at the July 2026 Board Meeting on the ARTESIAN Project Agreement.

President Marx moved to approve Amendment No.1 to the ARTESIAN Project Agreement.

Director Petersen seconded the motion.

Motion carried with the following votes: Babcock – aye, Marx – aye, Petersen – aye.

8. Discussion and possible action on additional funding for 2026 expenses

- The Board authorized the General Manager to transfer \$79,600 from the contingency fund to cover hydrant upgrades, meter downsize work, and additional geotechnical services.
- Director Petersen inquired whether staff will be spending the budget for New York Well Phase II Project.
- General Manager Gray stated yes and if not it will roll over to the general fund.

President Marx moved to approve transferring \$79,600 from contingency fund to cover 2026 expenses.

Director Babcock seconded the motion.

Motion carried with the following votes: Babcock – aye, Marx – aye, Petersen – aye.

VII. UPCOMING EVENTS

- 1. June 17, 2026 / SJWD Board Meeting / Granite Bay**
- 2. June 23, 2026 / RWA Executive Committee Meeting / Sacramento**
 - Director Petersen asked General Manager Gray to provide an update at next Board Meeting.
- 3. June 30, 2026 / SJWD Special Board Meeting / Granite Bay**
- 4. July 9, 2026 / RWA Board Meeting / Sacramento**
- 5. August 13, 2026 / SGA Board Meeting / Sacramento**

VIII. REPRESENTATIVE REPORTS

- 1. Sacramento Groundwater Authority (SGA)**
 - Director Petersen stated that he would be attending SGA Board Meeting.
- 2. Regional Water Authority (RWA)**
 - None.
- 3. Sacramento Water Forum**
 - None.
- 4. Other**
 - None.

IX. DIRECTORS' REPORTS & COMMENTS

- 1. Budget Committee – (Sarkovich, Marx)**
 - None.
- 2. Technical Advisory Committee – (Marx, Petersen)**
 - None.
- 3. Capital Improvement Committee – (Sarkovich, Petersen)**
 - None.
- 4. Personnel Committee – (Babcock, Dolby)**
 - None.

5. Public Relations Committee – (Babcock, Dolby)

- None.

6. FOWD and SJWD 2x2 Ad-Hoc Committee – (Petersen, Marx)

- None.

X. GENERAL MANAGER’S REPORT

1. Maintenance Work Report

- Report provided.

2. Capital Projects Status Report

- General Manager Gray reported that the column title for the Capital Projects Status Report was changed based on feedback from the Board at the May 2026 Board Meeting.
- Director Petersen inquired about the percentage expended and completion percentage for projects on the report.
- General Manager Gray clarified the difference between project dollars committed and project percentage complete. Discussion focused on how large construction contracts may be obligated before substantial field work occurred.

3. Authorizations of Additional Funding

- Report provided.

4. Water Transfer Status Report

- None.

5. Claims Against the District

- Report provided.

6. Employee Update

- Human Resource Administrator Simon reported a draft report of the Salary and Total Compensation Study has been received from the consultant and anticipates the final report will be ready to present at the July 2026 Board Meeting.
- Additional discussion included total compensation, employee benefits, and workforce retention.

7. Water Issues – Update on Regional Involvement

- None.

8. Other

- None.

XI. PUBLIC COMMENT

- None.

President Marx closed the open session meeting at 7:29 p.m.

President Marx opened the closed session meeting at 7:35 p.m.

XII. CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTIONS 54954, 54956 AND 54957

1. Conference with legal counsel on existing litigation; Government Code Sections 54954.5 and 54956.9; Citrus Heights Water District & Fair Oaks Water District v. San Juan Water District; Sacramento Superior Court Case No. 23WM000064
2. Conference with legal counsel on existing litigation; Government Code Sections 54954.5 and 54956.9; Corcos & FOVEC v. Fair Oaks Water District; Sacramento Superior Court Case No. 26VVM000022
3. Public Employee Performance Evaluation Involving the General Manager; Government Code Sections 54954.5(e) and 54957

President Marx closed the closed session meeting at 8:06 p.m.

President Marx reopened the meeting to the public at 8:06 p.m.

XIII. REPORT FROM CLOSED SESSION

- None.

XIV. PUBLIC COMMENT

- None.

XV. ADJOURNMENT

With no further business to come before the Board, President Marx adjourned the meeting at 8:06 p.m.

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM III.2

Accept and File Treasurer's Report for the month of June 2026

AGENDA ITEM III.2

REGULAR Board Meeting July 20, 2026

To: Board of Directors
From: Chi Ha-Ly
Date: July 15, 2026
Subject: Accept and File Treasurer's Report for the month of June 2026

Recommendation:

None.

Discussion:

Attached you will find the Treasurer's report for the month of June 2026.

Policy Implications:

None.

Fiscal Impact:

None.



Fair Oaks Water District

Treasurer's Report - June 30, 2026

Agenda Item III.2

Description	LAIF - remaining	General Fund U.S. Bank	Payroll Fund U.S. Bank (I)	Cash	Balance
Designated and Undesignated Cash, May 31, 2026	\$7,755,964	\$178,101	\$18,192	\$2,450	\$7,954,707
Receipts					
Deposit: Water Service		\$1,148,894			\$1,148,894
Deposit: Other		\$19,482			\$19,482
Interest Earnings					\$0
Subtotal Receipts	\$0	\$1,168,376	\$0	\$0	\$1,168,376
Expenses					
General Expenses		\$ (331,860)			(\$331,860)
General Warrants		(\$238,578)			(\$238,578)
Payroll			(\$164,734)		(\$164,734)
Service Charges and Fees		(\$4,994)			(\$4,994)
Subtotal Expenses	\$0	\$ (575,432)	(\$164,734)	\$0	(\$740,166)
Transfers and Allocations					
Net Transfer from or to LAIF	\$525,000	(\$525,000)			\$0
Transfer to Payroll		(\$165,400)	\$165,400		\$0
Subtotal Transfers and Allocations	\$525,000	(\$690,400)	\$165,400	\$0	\$0
Designated and Undesignated Cash, June 30, 2026	\$8,280,964	\$80,645	\$18,858	\$2,450	\$8,382,917

I, Chi Ha-Ly, deposes and says, the foregoing is a true and accurate accounting of the Special Funds in my custody showing the amount of money received by me for said accounts, and the amount and items of expenditure from those accounts during the preceding month, pursuant to Section 24392 of the Water Code.


 Chi Ha-Ly, Finance Manager


 Date

FAIR OAKS WATER DISTRICT
Check Register
June 2026

<u>Check Number</u>	<u>Check Date</u>	<u>Vendor Name</u>	<u>Check Amount</u>	<u>Description</u>
General Expenses				
52221	6/3/2026	AVALON CUSTODIAL CARE	\$ 1,700.00	Janitorial Services
52222	6/3/2026	BUCKMASTER OFFICE SOLUTIONS	1,979.01	Printing Costs
52223	6/3/2026	CARLSON'S TREE CARE	3,000.00	New York Well - Site Maintenance
52224	6/3/2026	COUNTY OF SACRAMENTO	138.70	Utilities
52225	6/3/2026	CUSTOMER	139.62	Customer Refund
52226	6/3/2026	CALIFORNIA STATE CONTROLLER	4,118.84	Unclaimed Property
52227	6/3/2026	ELEVATOR TECHNOLOGY, INC.	338.00	Elevator Maintenance
52228	6/3/2026	IRON MOUNTAIN RECORDS MANAGEMENT	2,987.67	Document Storage
52229	6/3/2026	INTEGRITY DATA, INC.	39.00	Dues & Subscription
52230	6/3/2026	OLD VILLAGE LANDSCAPING, INC.	681.00	Landscaping
52231	6/3/2026	CUSTOMER	59.85	Customer Refund
52232	6/3/2026	PAPE MATERIAL HANDLING	343.25	Equipment Maintenance
52233	6/3/2026	SMUD	16,130.18	Utilities
52234	6/3/2026	SACRAMENTO VALLEY ALARM SECURITY	55.74	Security
52235	6/3/2026	CUSTOMER	424.96	Customer Refund
52236	6/3/2026	VERIZON WIRELESS	350.66	Communications
52237	6/3/2026	EDUCATION & OUTREACH COMPANY	396.62	Conservation Outreach
52238	6/3/2026	LOEWEN PUMP MAINTENANCE, LLC.	4,800.00	Skyway Well - Repairs/Maintenance
52239	6/3/2026	SMUD	286.89	Utilities
52240	6/10/2026	AFLAC	404.18	Aflac Premium
52241	6/10/2026	AT&T MOBILITY	1,202.07	Communications
52242	6/10/2026	BARE BONES WORKWEAR	3,153.18	Safety
52243	6/10/2026	BRYCE CONSULTING, INC.	6,700.00	Compensation Study
52244	6/10/2026	CUSTOMER	175.00	Toilet Rebate
52245	6/10/2026	P G & E	39.12	Utilities
52246	6/10/2026	TPX COMMUNICATIONS	5,695.79	Communications
52247	6/10/2026	VERDANTAS, INC.	20,695.00	Urban Water Management Plan
52248	6/10/2026	WASTE MANAGEMENT	617.24	Utilities
52249	6/10/2026	WYJO SERVICES CORP.	1,987.35	Equipment Maintenance
52252	6/16/2026	MFS 529 SAVING PLAN	200.00	529 Education Fund
* 52253 (Voided)	6/16/2026	CUSTOMER	-	Voided
52254	6/17/2026	A. TEICHERT & SON, INC.	950.18	Sand & Aggregate
52255	6/17/2026	BUCKMASTER OFFICE SOLUTIONS	958.38	Printing Costs
52256	6/17/2026	COUNTY OF SACRAMENTO	1,287.00	Inspections
52257	6/17/2026	COUNTY OF SACRAMENTO	341.61	Utilities
52258	6/17/2026	FUSE 3 COMMUNICATIONS	15,128.85	IT Consulting
52259	6/17/2026	CUSTOMER	94.18	Customer Refund

<u>Check Number</u>	<u>Check Date</u>	<u>Vendor Name</u>	<u>Check Amount</u>	<u>Description</u>
52260	6/17/2026	CUSTOMER	314.70	Customer Refund
52261	6/17/2026	IPROMOTEU	5,067.17	Water Conservation/Poster Contest
52262	6/17/2026	CUSTOMER	158.18	Customer Refund
52263	6/17/2026	CUSTOMER	302.20	Customer Refund
52264	6/17/2026	VERDANTAS, INC.	17,254.28	Urban Water Management Plan
52265	6/18/2026	CUSTOMER	128.74	Customer Refund (Reissue of Check #52130)
52266	6/18/2026	T&S CONSTRUCTION CO, INC./ESCROW	4,030.00	New York Well Equipping and Site Improvements (Retention)
52267	6/24/2026	A. TEICHERT & SON, INC.	3,682.42	Sand & Aggregate
52268	6/24/2026	CORE & MAIN, LP.	7,973.50	Hydrants
52269	6/24/2026	CUSTOMER	92.11	Customer Refund
52270	6/24/2026	RED WING BUSINESS ADVANTAGE ACCOUNT	251.26	Safety Boots
52271	6/30/2026	MFS 529 SAVING PLAN	200.00	529 Education Fund
52272	6/30/2026	USA BLUE BOOK	61.21	Water Testing/Sampling
* 52119 (Voided)	4/9/2026	PITNEY BOWES GLOBAL FINANCIAL SERVICES, LLC.	(433.01)	Equipment Lease (Voided)
* 52130 (Voided)	4/14/2026	CUSTOMER	(128.74)	Customer Refund (Voided and Reissued w/ Check #52265)
REMIT000000000004806	6/3/2026	BSK ASSOCIATES	1,486.00	Water Testing/Sampling
REMIT000000000004807	6/3/2026	CRAYON SOFTWARE EXPERTS, LLC.	2,350.44	Azure Overages
REMIT000000000004808	6/3/2026	STREAMLINE	569.10	Website Maintenance
REMIT000000000004809	6/3/2026	GRAINGER	470.16	District Site Maintenance
REMIT000000000004810	6/3/2026	PACE SUPPLY CORP.	4,597.11	Inventory Parts/Hydrant Upgrades/ARV's and Blow-offs
REMIT000000000004811	6/3/2026	SIERRA CHEMICAL COMPANY	2,119.77	Chemicals
REMIT000000000004812	6/3/2026	TESCO CONTROLS, INC.	1,533.75	SCADA Telemetry
REMIT000000000004813	6/3/2026	HUNT & SONS, LLC.	1,957.54	Gas & Oil
REMIT000000000004814	6/10/2026	BSK ASSOCIATES	378.61	Water Testing/Sampling
REMIT000000000004815	6/10/2026	CLARK PEST CONTROL	142.00	Pest Services
REMIT000000000004818	6/17/2026	BSK ASSOCIATES	650.00	Water Testing/Sampling
REMIT000000000004819	6/17/2026	CLARK PEST CONTROL	127.00	Pest Services
REMIT000000000004820	6/17/2026	HUNT & SONS, LLC.	2,593.83	Gas & Oil
REMIT000000000004821	6/17/2026	SIERRA CHEMICAL COMPANY	851.40	Chemicals
REMIT000000000004822	6/17/2026	PACE SUPPLY CORP.	10,077.73	Minor Main Upgrades/Hydrant and Inventory Parts
REMIT000000000004823	6/17/2026	PITNEY BOWES BANK INC-RESERVE	5,000.00	Postage
REMIT000000000004824	6/18/2026	WANGER JONES HELSLEY, PC.	2,970.74	Legal Fees
REMIT000000000004825	6/18/2026	KRONICK MOSKOVITZ TIEDEMANN & GIRARD	315.00	Legal Fees
REMIT000000000004826	6/18/2026	KLINEDINST, PC.	19,121.00	Legal Fees
REMIT000000000004827	6/18/2026	WANGER JONES HELSLEY, PC.	1,334.00	Legal Fees
REMIT000000000004828	6/24/2026	BSK ASSOCIATES	274.00	Water Testing/Sampling
REMIT000000000004829	6/24/2026	CRAYON SOFTWARE EXPERTS, LLC.	2,406.14	Azure Overages
REMIT000000000004830	6/24/2026	PACE SUPPLY CORP.	5,593.50	Inventory and Meter Parts
REMIT000000000004831	6/26/2026	I.M.P.A.C. GOVERNMENT SERVICES	12,922.55	See Cal-Card Statement Summary for Details
REMIT000000000004832	6/30/2026	BSK ASSOCIATES	240.00	Water Testing/Sampling
REMIT000000000004833	6/30/2026	HUNT & SONS, LLC.	2,363.83	Gas & Oil
WDL000007162	6/15/2026	IRS EFTPS	30,748.54	Federal Payroll Taxes

<u>Check Number</u>	<u>Check Date</u>	<u>Vendor Name</u>	<u>Check Amount</u>	<u>Description</u>
WDL000007163	6/15/2026	EDD	6,126.75	State Payroll Taxes
WDL000007164	6/12/2026	PERS- RETIREMENT	20,018.87	Retirement Contributions
WDL000007169	6/25/2026	PERS-RETIREMENT	20,172.76	Retirement Contributions
WDL000007170	6/26/2026	EDD	5,891.84	State Payroll Taxes
WDL000007180	6/30/2026	IRS EFTPS	29,903.52	Federal Payroll Taxes
Total General Expenses			\$ 331,860.62	
General Warrants				
REMIT0000000000004817	6/15/2026	ACWA JPIA	\$ 68,692.73	Health/Dental/Vision/EAP/Life Ins.
52250	6/15/2026	NOR-CAL PUMP & WELL DRILLING, INC.	93,315.27	Northridge Well Equipping and Site Improvements
52251	6/15/2026	T & S CONSTRUCTION CO., INC.	76,570.00	New York Well Equipping and Site Improvements
Total General Warrants			\$ 238,578.00	
Service Charges and Fees				
WDL000007157	6/1/2026	US BANK	\$ 100.06	Service Charges
REMIT0000000000004816	6/10/2026	INVOICE CLOUD, INC.	2,669.65	Invoice Cloud Fees
WDL000007161	6/9/2026	US BANK	2,224.28	Analysis Fees
Total Service Charges and Fees			\$ 4,993.99	
Total Expenses			\$ 575,432.61	

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM III.3

File Investment Report for the month of May 2026

AGENDA ITEM III.3

REGULAR Board Meeting on July 20, 2026

To: Board of Directors
From: Chi Ha-Ly
Date: July 1, 2026
Subject: File Investment Report for the month of May 2026

Recommendation:

None.

Discussion:

Attached are the May 2026 LAIF monthly statement and LAIF monthly performance report. The June 2026 LAIF monthly performance report is not available for inclusion this month due to the timing of the Board meeting. The June 2026 LAIF monthly statement and LAIF monthly performance report will be included in the August 2026 Board Consent Calendar.

The District's cash flow is sufficient to meet the next six months of budgeted District expenses (Govt. Code 53646(b)(3)). The District's investment portfolio is in compliance with the investment policy (Govt. Code 53646(b)(2)).

Policy Implications:

None.

Fiscal Impact:

None.



Local Agency Investment
Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

June 01, 2026

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

FAIR OAKS WATER DISTRICT

TOM R. GRAY, GENERAL MANAGER
10326 FAIR OAKS BLVD
FAIR OAKS, CA 95628

[Tran Type Definitions](#)

⚡

Account Number:

May 2026 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Web Confirm Number	Authorized Caller	Amount
5/13/2026	5/13/2026	RD	1800006	N/A	CHI HA-LY	100,000.00
5/21/2026	5/21/2026	RW	1800292	N/A	CHI HA-LY	-200,000.00

Account Summary

Total Deposit:	100,000.00	Beginning Balance:	7,855,963.69
Total Withdrawal:	-200,000.00	Ending Balance:	7,755,963.69



PMIA/LAIF Performance Report as of 06/10/26



Quarterly Performance Quarter Ended 03/31/26

LAIF Apportionment Rate ⁽²⁾ :	3.98
LAIF Earnings Ratio ⁽²⁾ :	0.00010906180047888
LAIF Administrative Cost ^{(1)*} :	0.24
LAIF Fair Value Factor ⁽¹⁾ :	0.999980831
PMIA Daily ⁽¹⁾ :	3.82
PMIA Quarter to Date ⁽¹⁾ :	3.92
PMIA Average Life ⁽¹⁾ :	261

PMIA Average Monthly Effective Yields⁽¹⁾

May	3.810
April	3.811
March	3.826
February	3.871
January	3.931
December	4.025

Pooled Money Investment Account Monthly Portfolio Composition ⁽¹⁾ 05/31/26 \$177.4 billion

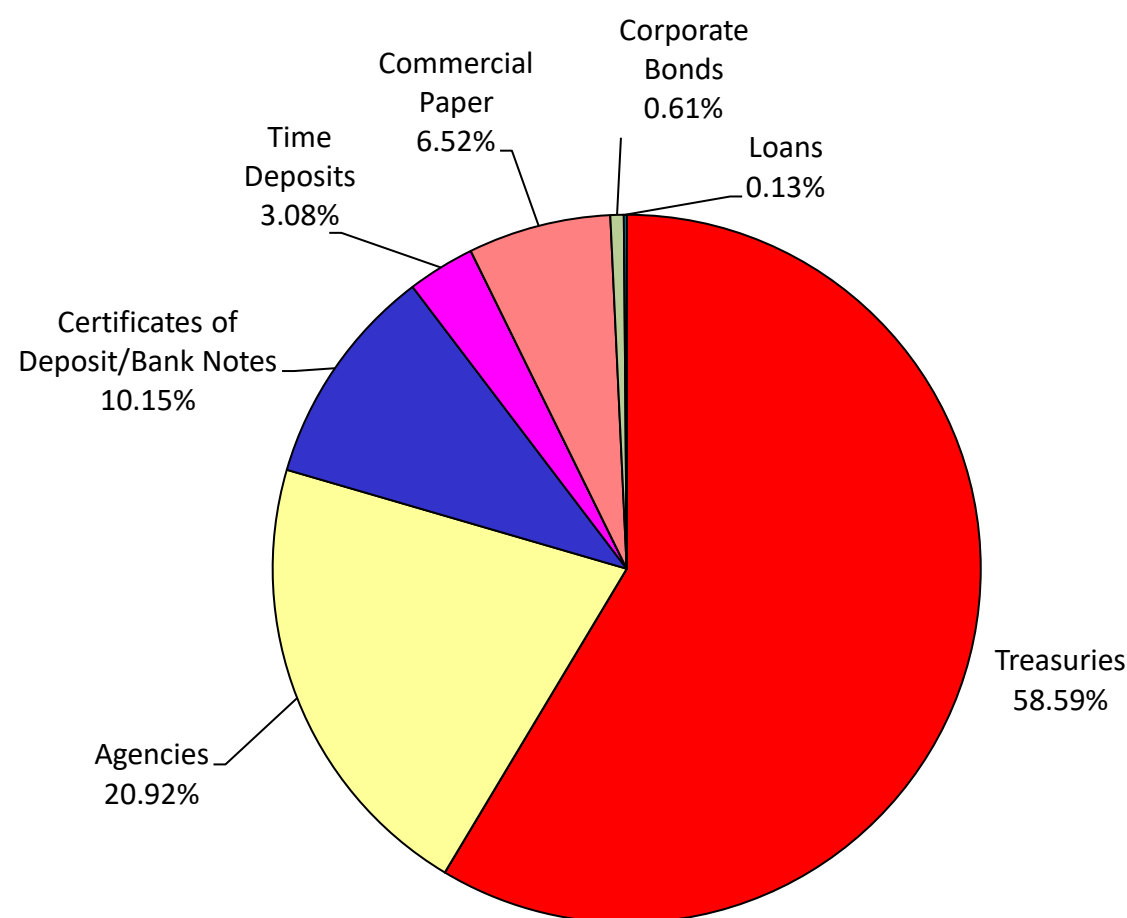


Chart does not include \$776,000.00 in mortgages, which equates to 0.001%. Percentages may not total 100% due to rounding.

Daily rates are now available here. [View PMIA Daily Rates](#)

Notes: The apportionment rate includes interest earned on the CalPERS Supplemental Pension Payment pursuant to Government Code 20825 (c)(1).

*The percentage of administrative cost equals the total administrative cost divided by the quarterly interest earnings. The law provides that administrative costs are not to exceed 5% of quarterly EARNINGS of the fund. However, if the 13-week Daily Treasury Bill Rate on the last day of the fiscal year is below 1%, then administrative costs shall not exceed 8% of quarterly EARNINGS of the fund for the subsequent fiscal year.

Source:

⁽¹⁾ State of California, Office of the Treasurer

⁽²⁾ State of California, Office of the Controller

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM III.4

Accept and File Monthly Financial Expense Report for the month of June 2026

AGENDA ITEM III.4

REGULAR Board Meeting July 20, 2026

To: Board of Directors
From: Chi Ha-Ly
Date: July 15, 2025
Subject: Accept and File Financial Expense Report for the month of June 2026

Recommendation:

None at this time. Monthly financial expenses are presented for informational purposes.

Discussion:

Attached is the financial report for the month of June 2026.

Please note that the monthly financial report is primarily on a cash basis; therefore, a budgeted line item could be 100% expended as of June 2026.

As of June 2026, the District has 59.04% of remaining adjusted budget.

This report provides a quick snapshot of the operating expenses incurred by the District and does not include items that are capitalized (i.e. costs of construction jobs, fixed assets). The capital projects are reported separately under the “Capital Projects Status Report.”

Policy Implications:

None as a result of recommended action.

Fiscal Impact:

None as a result of recommended action.

FAIR OAKS WATER DISTRICT
Company Consolidation
For the Six Months Ending Tuesday, June 30, 2026

Labor

	June Actual	YTD Actual	Original Annual Budget	Adjusted Annual Budget	Remaining Adjusted Budget	% Remaining Adjusted Budget
Salaries and Wages						
Salaries	\$236,662	\$1,587,298	\$3,461,700	\$3,461,700	\$1,874,402	54.15%
Salaries and Wages Subtotal	\$236,662	\$1,587,298	\$3,461,700	\$3,461,700	\$1,874,402	54.15%
Benefits and Insurance						
Auto Fringe Benefits	\$300	\$1,800	\$3,600	\$3,600	\$1,800	50.00%
Dental Insurance	2,639	18,584	47,500	47,500	28,916	60.88%
FICA	14,685	101,650	214,600	214,600	112,950	52.63%
Medicare	3,434	23,773	50,200	50,200	26,427	52.64%
Health Insurance	64,294	454,244	864,600	864,600	410,356	47.46%
Disability Insurance		4,808	11,700	11,700	6,892	58.90%
Life Insurance	752	5,288	10,200	10,200	4,912	48.16%
Pension Plan	23,324	151,032	772,600	772,600	621,568	80.45%
Deferred Compensation		49,314	54,000	54,000	4,686	8.68%
Unemployment Insurance			15,000	15,000	15,000	100.00%
Vision Care	703	4,996	9,300	9,300	4,305	46.28%
Worker's Compensation		14,888	67,100	67,100	52,212	77.81%
Benefits & Insurance Subtotal	\$110,132	\$830,375	\$2,120,400	\$2,120,400	\$1,290,025	60.84%
Salaries & Benefits Capitalized	(\$48,266)	(\$314,462)	(\$672,700)	(\$672,700)	(\$358,238)	53.25%
Salaries & Benefits Non-Operating Expenses	(1,825)	(2,818)	(9,900)	(9,900)	(7,082)	71.54%
Salaries & Benefits to Damages		(6,094)	(11,600)	(11,600)	(5,506)	47.47%
Labor Total	\$296,703	\$2,094,299	\$4,887,900	\$4,887,900	\$2,793,601	57.15%

Materials and Services

Water Supply

Surface Water Supply, SJWD		\$1,125,201	\$2,455,500	\$2,455,500	\$1,330,299	54.18%
Chemicals	2,971	6,064	18,500	18,500	12,436	67.22%
Division of Drinking Water Annual Permit		72,700	76,500	76,500	3,800	4.97%
Energy Cost, Wells	14,815	61,777	195,000	195,000	133,223	68.32%
Energy Cost, Other	232	1,173	3,400	3,400	2,227	65.50%
Testing & Sampling	2,992	13,493	35,000	35,000	21,507	61.45%
SCADA Support & Maintenance	1,534	1,585	11,000	11,000	9,415	85.59%
Cathodic Protection			3,500	3,500	3,500	100.00%
Hydrant Testing & Flushing			1,000	1,000	1,000	100.00%
Water Supply Subtotal	\$22,544	\$1,281,994	\$2,799,400	\$2,799,400	\$1,517,406	54.20%

District Facilities and Maintenance & Repairs

Wells and Pump Repairs and Maintenance**	\$4,800	\$10,105	\$24,000	\$38,000	\$27,895	73.41%
Skyway Booster #1 Inspection and Repair			5,100	5,100	5,100	100.00%
Annual Pump Efficiency Testing			5,500	5,500	5,500	100.00%
Tank Repairs and Maintenance		2,047	15,500	15,500	13,453	86.79%
District Site Maintenance	2,158	11,400	30,000	30,000	18,600	62.00%
Janitorial	1,753	10,622	23,200	23,200	12,578	54.21%
Elevator Maintenance	338	2,028	8,200	8,200	6,172	75.27%
Security Costs	79	2,148	4,600	4,600	2,452	53.30%
District Facilities Maint. Subtotal	\$9,129	\$38,351	\$116,100	\$130,100	\$91,749	70.52%

Vehicle and Equipment Maintenance

Vehicle Maintenance	\$2,026	\$9,339	\$42,500	\$42,500	\$33,161	78.02%
Other Equipment Maintenance	6,303	22,877	42,700	42,700	19,823	46.42%
Vehicle & Equip. Maint. Subtotal	\$8,329	\$32,216	\$85,200	\$85,200	\$52,984	62.19%

Insurance

Auto and General Liability Insurance		\$948	\$191,000	\$191,000	\$190,052	99.50%
Bonding		1,500	1,600	1,600	100	6.25%
Property Insurance**		61,038	60,000	61,038		0.00%
Insurance Subtotal		\$63,486	\$252,600	\$253,638	\$190,152	74.97%

Printing and Postage

Advertisements & Legal Notices	\$162	\$1,441	\$5,000	\$5,000	\$3,559	71.18%
Online Bill Pay/Payment Processing	2,670	16,268	31,000	31,000	14,732	47.52%
Customer Bill Printing		13,187	16,200	16,200	3,013	18.60%
Customer Bill Postage	4,250	25,500	47,000	47,000	21,500	45.74%
Customer Collection Postage	700	4,200	7,500	7,500	3,300	44.00%
General Postage	50	372	1,000	1,000	628	62.82%
General Printing		319	1,800	1,800	1,481	82.27%
Collection Expense Printing		590	900	900	310	34.43%
Printing and Postage Subtotal	\$7,832	\$61,877	\$110,400	\$110,400	\$48,523	43.95%

Office Expense and Other

Office Equipment Rental	(\$433)	\$433	\$1,800	\$1,800	\$1,367	75.94%
Office Supplies	885	5,224	23,000	23,000	17,776	77.29%
Office Equipment less than \$500	268	227	3,000	3,000	2,773	92.42%
Office Furniture less than \$500		721	4,000	4,000	3,279	81.97%
Office Equipment Maintenance			500	500	500	100.00%
Office Equipment Maintenance Agreements	2,937	8,068	16,000	16,000	7,932	49.58%
Office Expense & Other Subtotal	\$3,658	\$14,674	\$48,300	\$48,300	\$33,627	69.62%

Professional Services

Coop. Trans. Pipeline O&M			\$7,000	\$7,000	\$7,000	100.00%
Meter Testing Service			2,000	2,000	2,000	100.00%
Dues and Subscription		23,653	52,000	52,000	28,347	54.51%
RWA Regional Water Bank Phase 4			50,000	50,000	50,000	100.00%
Grant Application			5,000	5,000	5,000	100.00%

FAIR OAKS WATER DISTRICT
Company Consolidation
For the Six Months Ending Tuesday, June 30, 2026

	June Actual	YTD Actual	Original Annual Budget	Adjusted Annual Budget	Remaining Adjusted Budget	% Remaining Adjusted Budget
Urban Water Management Plan*	37,949	43,326	60,000	70,000	26,674	38.11%
Emergency Response Plan			500	500	500	100.00%
Banking Fees	2,677	14,197	32,000	32,000	17,803	55.63%
Annual Audit Fees		21,600	21,600	21,600		0.00%
Actuarial Services for Pension Calculation			400	400	400	100.00%
Legal Fees	23,741	45,687	125,000	125,000	79,313	63.45%
Regional Support			174,200	174,200	174,200	100.00%
IT Consulting Service	8,687	63,359	113,600	113,600	50,241	44.23%
Website Design and Public Outreach		183	5,000	5,000	4,817	96.34%
Annual IT Audit			5,700	5,700	5,700	100.00%
Answering Service	171	1,046	2,600	2,600	1,554	59.77%
Professional Consulting Fees	6,700	7,570	100,000	100,000	92,430	92.43%
Other Services Fees	3,028	4,234	9,500	9,500	5,266	55.44%
Professional Fees Subtotal	\$82,954	\$224,854	\$766,100	\$776,100	\$551,246	71.03%
System Maintenance/Repairs						
Aggregate/Sand/Cutback	\$4,633	\$18,152	\$26,000	\$26,000	\$7,848	30.19%
Paving		16,496	75,000	75,000	58,504	78.01%
Equipment and Tool Rental		729	2,000	2,000	1,271	63.57%
General Maint., Supplies & Consumables	1,027	6,709	16,000	16,000	9,291	58.07%
Distribution Repairs	1,237	12,259	40,000	40,000	27,741	69.35%
Distribution System Maintenance Programs		7,530	11,000	11,000	3,470	31.55%
T-Main Repairs			25,000	25,000	25,000	100.00%
Damages		6,419	25,000	25,000	18,581	74.32%
Backflow Testing and Supplies	736	1,592	2,700	2,700	1,108	41.04%
Meter Downsize Repairs/Upgrades**		552	600	1,200	648	54.01%
Inventory Replenishment			10,000	10,000	10,000	100.00%
Gas & Oil	6,814	29,993	55,000	55,000	25,007	45.47%
Equipment & Tools less than \$500	247	3,955	12,200	12,200	8,245	67.58%
Safety, Signs & Cones	3,679	8,625	13,500	13,500	4,875	36.11%
System Maint./Repairs Subtotal	\$18,373	\$113,010	\$314,000	\$314,600	\$201,590	64.08%
Fees						
State and County Fees			\$1,300	\$1,300	\$1,300	100.00%
Air Quality			16,000	16,000	16,000	100.00%
NPDES Permit			4,100	4,100	4,100	100.00%
Haz-mat Disposal	73	842	5,000	5,000	4,158	83.15%
Haz-mat Permit			9,100	9,100	9,100	100.00%
Fees Subtotal	\$73	\$842	\$35,500	\$35,500	\$34,658	97.63%
Utilities						
Telephone/Communication	\$8,786	\$54,359	\$93,000	\$93,000	\$38,641	41.55%
District Site Utilities	2,507	14,279	42,600	42,600	28,321	66.48%
Utilities Subtotal	\$11,293	\$68,638	\$135,600	\$135,600	\$66,962	49.38%
Information Technology						
Computer Software Maint. & Agreements	\$4,850	\$33,761	\$151,600	\$151,600	\$117,839	77.73%
Computer Hardware <\$500	153	511	6,500	6,500	5,989	92.14%
Information Technology Subtotal	\$5,003	\$34,272	\$158,100	\$158,100	\$123,828	78.32%
Water Efficiency						
Conservation Outreach	\$5,464	\$6,313	\$20,000	\$20,000	\$13,687	68.44%
Conservation Toilet Rebate Program	100	700	6,000	6,000	5,300	88.33%
Conservation Toilet Rebate Program (Reimb.)	75	525	4,000	4,000	3,475	86.88%
Washing Machine Rebate Program		50	300	300	250	83.33%
Conservation Irrigation Efficiency Rebate		1,269	2,000	2,000	2,000	100.00%
Conservation Materials			6,000	6,000	4,731	78.85%
Conservation Subtotal	\$5,639	\$8,857	\$38,300	\$38,300	\$29,443	76.87%
Training & Uniforms						
DMV/Physicals		\$531	\$8,500	\$8,500	\$7,969	93.75%
Employee Recognition Program	916	1,721	11,000	11,000	9,279	84.36%
Training, Travel and Expenses		2,420	20,500	20,500	18,080	88.20%
Uniforms*	206	9,013	17,800	31,600	22,587	71.48%
Training & Uniforms Subtotal	\$1,122	\$13,684	\$57,800	\$71,600	\$57,916	80.89%
Board						
Election Expense			\$30,500	\$30,500	\$30,500	100.00%
Director's Fees	\$300	\$3,500	\$12,500	\$12,500	\$9,000	72.00%
Miscellaneous Board Expenses	145	913	2,700	2,700	1,787	66.20%
Travel and Seminars			10,000	10,000	10,000	100.00%
Board Subtotal	\$445	\$4,413	\$55,700	\$55,700	\$51,287	92.08%
Materials & Services Total	\$176,395	\$1,961,167	\$4,973,100	\$5,012,538	\$3,051,371	60.87%
GRAND TOTAL	\$473,097	\$4,055,466	\$9,861,000	\$9,900,438	\$5,844,972	59.04%

CONTINGENCY FUND	\$79,600	\$94,638	\$200,000	\$200,000	\$105,362	52.68%
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*The Board approved the following Project Fund to be carried forward from 2025 to 2026 at the January 26, 2026 Regular Board Meeting.

FAIR OAKS WATER DISTRICT
Company Consolidation
For the Six Months Ending Tuesday, June 30, 2026

	June Actual	YTD Actual	Original Annual Budget	Adjusted Annual Budget	Remaining Adjusted Budget	% Remaining Adjusted Budget
<u>Operating Expenses Projects (Reflected above):</u>						
\$10,000 from Urban Water Management Plan.						
\$13,800 from Uniforms.						
<u>Capital Projects (Reflected in Project Status Report):</u>						
\$98,117.32 from New York Well Equipping.						
\$2,872.98 from Skyway Site Improvements.						
\$67,685.84 from Northridge Well Replacement- Design.						
\$150,468.44 from Northridge Well Replacement- Equipping.						
\$44,808.39 from 12-Inch Main Replacement on New York Avenue.						
\$984.48 from Riverfront Lane Services Upgrade.						
\$324,962.21 from T-Main Replacement Phases I & II - Construction.						
<u>**Contingency Fund was used as follows:</u>						
\$14,000 was transferred to Well and Pump Repairs and Maintenance.						
\$1,037.71 was transferred to Property Insurance.						
\$12,500 was transferred to Hydrant Upgrades.						
\$600 was transferred to Meter Downsize.						
\$66,500 was transferred to New York Well Phase II.						
<u>***Reserve Fund was used as follows:</u>						
\$367,000 was transferred to New York Well Phase II - Drilling & Equipping.						

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM III.5

Approval of Warrants

AGENDA ITEM III.5

REGULAR Board Meeting on July 20, 2026

To: Board of Directors
 From: Tom R. Gray
 Date: July 15, 2026
 Subject: Approval of Warrants

Recommendations:

Warrants

Board of Directors approve the attached invoices listed below and authorize signing of warrants.

ACWA JPLA	
<i>Benefits - Health, Dental, Vision, Life, and Employee Assistance Program</i>	\$ 67,995.84
KASL Consulting Engineers, Inc.	
<i>New York and Northridge Well Services for May 2026</i>	103,606.13
PACE Supply Corp.	
<i>Pressure Reducing Project Parts</i>	46,074.60
Regional Water Authority	
<i>Regional Water Authority 2026-2027 Annual Dues</i>	36,139.00
Sacramento Groundwater Authority	
<i>Sacramento Groundwater Authority 2026-2027 Annual Fees</i>	51,384.00
San Juan Water District	
<i>Water Purchase</i>	617,708.17
T & S Construction Co., Inc.	
<i>New York Well Equipping and Site Improvements</i>	163,200.00
Total Warrants	<u>\$1,086,107.74</u>



Tom R. Gray, General Manager



Fair Oaks Water District, 000532
Coverage Month: August 2026

Invoice Number: 0709745

Invoice Date: 07/01/2026

	Medical	Dental	Vision	Life	EAP	Totals
Insured Employees	30	31	31	30	30	
Previous Balance						\$134,455.94
Payment						(\$134,455.94)
Past Due Balance						\$0.00
Current Period Premium	\$65,312.87	\$2,711.89	\$751.75	\$1,000.85	\$74.40	\$69,851.76
Adjustment	-\$1,855.92	\$0.00	\$0.00	\$0.00	\$0.00	-\$1,855.92
Benefit Totals	✓ \$63,456.95	✓ \$2,711.89	✓ \$751.75	✓ \$1,000.85	✓ \$74.40	\$67,995.84
Total Due 08/01/2026						\$67,995.84

R. Simon
7/9/2026

Important Reminders

Visit www.jpia.bswift.com to download invoices, make enrollment changes, run reports and more.

Qualifying events for permitted changes outside the open enrollment period include: Divorce or legal separation, loss of coverage under a spouse's plan, death of spouse or dependent, marriage, birth or adoption.

Benefit elections must be entered into bswift within 31 days of the benefits effective date. The only exception is COBRA, which may be elected within 60 days.

If you have questions about your invoice or the bswift system, call us at 800-736-2292 or email benefits@acwajpia.com.

Thank you for choosing ACWA JPIA.

CY Budget: \$ 2,120,400.00 Project No: E26811NS
Expenses TD: \$ 544,181.25 Cost Cat: VARIOUS
Committed Cost: \$ 0 Avail Budget: 1,576,218.75
Completed By: R. Simon Date: 7/9/2026
Authorized By: [Signature] Date: [Blank]
Authorized By: [Signature] Date: 7-14-2026

Keep this summary for your records.

CP 7/13/26

Please mail this payment stub with your check or money order made payable to: ACWA JPIA

Please remit to:
ACWA JPIA
PO Box 619082
Roseville, CA 95661-9082

Or
ACH to:
California Bank & Trust
ABA:

Account #:
* Please include Invoice # on
Addenda

Make checks payable to ACWA JPIA. Please pay the
invoiced amount.

Any unpaid portion that becomes more than 60 days
past due will be subject to a 1% late charge each
month.

Please pay separately from other JPIA programs.

Fair Oaks Water District
10326 Fair Oaks Blvd
Fair Oaks, CA

Client Code	532
Payment Due Date	08/01/2026
Total Due on or before 08/01/2026	\$67,995.84

Invoice Number: 0709745

Invoice Date: 07/01/2026

R. Simon
7/9/2026
[Signature]
7-14-2026

KASL CONSULTING ENGINEERS, INC.
3741 Douglas Blvd., Suite 150
Roseville, CA 95661

<u>Invoice #</u>	<u>Dated</u>	<u>Amount</u>
26132	6/10/2026	\$ 32,611.00
26133	6/10/2026	37,472.00
26138	7/10/2026	5,035.13
26139	7/10/2026	28,488.00
Total		\$ 103,606.13

TRH
7-15-2026

PO Number: P210332
RCT Number: _____
INVENTORY
X NON-INVENTORY

June 10, 2026



Fair Oaks Water District
10326 Fair Oaks Boulevard
Fair Oaks, CA 95628

Attention: Tom Gray, Blake Chetcuti, Paul Siebensohn
bchetcuti@fowd.com
psiebensohn@fowd.com
ap@fowd.com

Invoice #26132
WO #2695-04

3741 Douglas Boulevard
Suite 150
Roseville, CA
95661

Tel. 916 / 722-1800

Principal:
John C. Scroggs

INVOICE

Invoice for Civil Engineering and Land Surveying Services Conducted
During the Period of May 2026

Project: New York Well

Phase: Addendum 2, Construction Support Services

Review Contractor's Shop Drawing Submittals. Review Contractor's Requests for Information. Prepare Draft Shop Drawing and RFI Review Transmittals. Prepare Final Transmittals and Send to the Contractor. Coordinate Shop Drawing and RFI Submittals with Subconsultants, as needed. Participate in Project Construction Progress Meetings. Conduct Field Reviews. Prepare Updates to Improvement Plans to Reflect Improvement Plan Revisions. Conduct Construction Staking of Project Retaining Walls. Coordinate Work with Project Geotechnical Engineer, Structural Engineer, and Electrical Engineer.

Project Manager/Project Engineer

20.0 hrs. @	\$202.00 = \$	4,040.00
Senior Civil Engineer	25.0 hrs. @	\$184.00 = \$ 4,600.00
Project Engineer	36.0 hrs. @	\$157.00 = \$ 5,652.00
Engineer Assistant	43.5 hrs. @	\$124.00 = \$ 5,394.00
Survey Manager	13.0 hrs. @	\$225.00 = \$ 2,925.00
Survey Field Crew	5.0 hrs. @	\$215.00 = \$ 1,075.00
Administrative Assistant	2.0 hrs. @	\$85.00 = \$ 170.00

DIRECT COSTS:

Frisch Engineering, Invoice #13605-1908c	\$	3,322.50
VE Solutions, Invoice #7844	\$	5,432.50
(Copy of Invoices Attached.)		

Total Addendum 2, Construction Support Services = \$ 32,611.00

INVOICE TOTAL = \$ 32,611.00

APPROVED

BY: TR DATE: 6/8/26

Blair CAA

BILLING SUMMARY

Total Addendum 2, Construction Support Services		
Invoiced To Date	= \$	108,825.74
Addendum 2 - Per Agreement Dated 3-25-2026	= \$	367,103.00

CIVIL
WATER RESOURCES
SURVEYING

PO Number: P010333
RCI Number: _____
INVENTORY
X NON-INVENTORY

June 10, 2026



Fair Oaks Water District
10326 Fair Oaks Boulevard
Fair Oaks, CA 95628

Attention: Tom Gray, Blake Chetcuti, Paul Siebensohn
bchetcuti@fowd.com
psiebensohn@fowd.com
ap@fowd.com

Invoice #26133
WO #2695-08

3741 Douglas Boulevard

Suite 150

Roseville, CA

95661

Tel. 916 / 722-1800

INVOICE

Invoice for Civil Engineering and Land Surveying Services Conducted
During the Period of May 2026

Project: Northridge Well

Task 4: Submittal of Updated Civil, Site, and Mechanical Plans for District Review.
Resubmittal of Project Architectural and Structural Plans . Submittal of Project
Electrical and Instrumentation Plans.

Principal:

John C. Scroggs

Project Manager	3.0 hrs. @	\$202.00 =	\$	606.00
Senior Civil Engineer	3.5 hrs. @	\$184.00 =	\$	644.00
Project Engineer	2.0 hrs. @	\$157.00 =	\$	314.00
Assistant Engineer/Technician	10.5 hrs. @	\$124.00 =	\$	1,302.00

DIRECT COSTS:

Frisch Engineering, Invoice #13631-2406b \$ 34,606.00

(Copies of Invoices Attached. Billing Reflects 10% Markup.)

Total Task 4 = \$ 37,472.00

APPROVED

BY: [Signature] DATE: 6-18-2026

INVOICE TOTAL = \$ 37,472.00

[Signature]

BILLING SUMMARY

Task	Invoiced to Date	Task Budget
1	\$ 50,233.23	\$ 50,253.00
2 & 3	\$ 107,733.76	\$ 107,753.00
4	\$ 199,287.92	\$ 308,298.50
TOTAL	\$ 357,254.91	\$ 466,304.50

CIVIL
WATER RESOURCES
SURVEYING

PO Number: PO10333
RCT Number: _____
INVENTORY
X NON-INVENTORY

July 10, 2026



3741 Douglas Boulevard
Suite 150
Roseville, CA
95661

Tel. 916 / 722-1800

Fair Oaks Water District
10326 Fair Oaks Boulevard
Fair Oaks, CA 95628

Attention: Tom Gray, Blake Chetcuti, Paul Siebensohn
bchetcuti@fowd.com
psiebensohn@fowd.com
ap@fowd.com

Invoice #26138
WO #2695-08

INVOICE

Invoice for Civil Engineering and Land Surveying Services Conducted
During the Period of June 2026

Project: Northridge Well

Task 4: Electrical Plan Updates. Submittal of Full Size Plans for FOWD Review.

Principal:

John C. Scroggs

DIRECT COSTS:

Frisch Engineering, Invoice #13744-2406b

\$ 4,820.75

Crisp Imaging, Invoice 734305

\$ 214.38

(Copies of Invoices Attached. Billing Reflects 10% Markup.)

Total Task 4 = \$ 5,035.13

INVOICE TOTAL = \$ 5,035.13

BILLING SUMMARY

Task	Invoiced to Date	Task Budget
1	\$ 50,233.23	\$ 50,253.00
2 & 3	\$ 107,733.76	\$ 107,753.00
4	\$ 204,323.05	\$ 308,298.50
TOTAL	\$ 362,290.04	\$ 466,304.50

BC
JCS
7-15-2026

CIVIL
WATER RESOURCES
SURVEYING

PO Number: PO10332
RCT Number: _____
INVENTORY
X NON-INVENTORY

July 10, 2026



Fair Oaks Water District
10326 Fair Oaks Boulevard
Fair Oaks, CA 95628

Attention: Tom Gray, Blake Chetcuti, Paul Siebensohn
bchetcuti@fowd.com
psiebensohn@fowd.com
ap@fowd.com

Invoice #26139
WO #2695-04

3741 Douglas Boulevard

Suite 150

Roseville, CA

95661

Tel. 916/ 722-1800

Principal:

John C. Scroggs

INVOICE

Invoice for Civil Engineering and Land Surveying Services Conducted
During the Period of June 2026

Project: New York Well

Phase: **Addendum 2, Construction Support Services**

Review Contractor's Shop Drawing Submittals. Review Contractor's Requests for Information. Prepare Draft Shop Drawing and RFI Review Transmittals. Prepare Final Transmittals and Send to the Contractor. Coordinate Shop Drawing and RFI Submittals with Subconsultants, as needed. Prepare and Distribute Project Construction Meeting Agendas. Participate in Project Construction Progress Meetings. Conduct Field Reviews. Prepare Updates to Improvement Plans to Reflect Improvement Plan Revisions. Prepare and Review Stair Alternatives with District. Conduct Construction Staking of Project Retaining Walls. Coordinate Work with Project Geotechnical Engineer, Structural Engineer, and Electrical Engineer.

Project Manager/Project Engineer

	25.5 hrs. @	\$202.00 = \$	5,151.00
Senior Civil Engineer	24.0 hrs. @	\$184.00 = \$	4,416.00
Project Engineer	11.0 hrs. @	\$157.00 = \$	1,727.00
Engineer Assistant	43.5 hrs. @	\$124.00 = \$	5,394.00
Survey Manager	7.0 hrs. @	\$225.00 = \$	1,575.00
Survey Field Crew	6.0 hrs. @	\$215.00 = \$	1,290.00
Administrative Assistant	6.5 hrs. @	\$85.00 = \$	552.50

DIRECT COSTS:

Frisch Engineering, Invoice #13680-1908c	\$	7,327.50
Woodard & Curran, Invoice 265323	\$	1,055.00
(ASR Pilot Well Permitting Subconsultant)		
(Copy of Invoices Attached.)		

Total Addendum 2, Construction Support Services = \$ 28,488.00

INVOICE TOTAL = \$ 28,488.00

BILLING SUMMARY

Total Addendum 2, Construction Support Services
Invoiced To Date

= \$ 137,313.74

Addendum 2 - Per Agreement Dated 3-25-2026

= \$ 367,103.00

CIVIL
WATER RESOURCES
SURVEYING

PACE Supply Corp
P.O. Box 744915
Los Angeles, CA 90074-4915



INVOICE

INVOICE DATE	INVOICE #	PAGE
07/09/26	0611361556	1 of 3

DATE SHIPPED	CUSTOMER #
07/08/26	04975-00

Branch Contact: 916-386-8347 FAX: 916-386-8674
Accounting & Credit: 855-306-5689

SHIP TO

FAIR OAKS WATER DIST
ATTN: ACCTS PAYABLE
10326 FAIR OAKS BLVD
FAIR OAKS, CA 95628

FAIR OAKS WATER DIST
ATTN: ACCTS PAYABLE
10326 FAIR OAKS BLVD
FAIR OAKS, CA 95628

ORDERED BY	PHONE NUMBER				
CUSTOMER PURCHASE ORDER 10355	JOB NAME	SHIPPED VIA	TERMS	TAXABLE	
		OUR TRUCK	2%10TH NET 25TH	ITEMS	
PART/DESCRIPTION		ORDER	SHIP	UNIT PRICE	EXTENSION
NS00286175 2 CLA-VAL 50-01 BPVKCKX Vend Part#:		1	1	5613.4600	5613.46 Y
WBFFFW4 4 FLG X FLG C504 GROUNDHOG BFLY VLV W/ HW & PI		2	2	1601.1000	3202.20 Y
WBFFFW8 8 FLG X FLG C504 GROUNDHOG BFLY VLV W/ HW & PI		2	2	2113.0900	4226.18 Y
MUE7584 4 #758 WYE STRAINER FLANGED MUELLER		1	1	293.7300	293.73 Y
MUE7588 8 #758 WYE STRAINER FLANGED MUELLER		1	1	1094.7900	1094.79 Y
NS00286169 4 CLA-VAL COA90-01 BCPSVYKX Vend Part#:		1	1	8339.3100	8339.31 Y
NS00286166 8 CLA-VAL COA90-01 BCPSVYKX Vend Part#:		1	1	15287.6200	15287.62 Y
NIPBR2CLOSE 2 X CLOSE BRASS NIPPLE		2	2	12.8900	25.78 Y
NIPBR23 2 X 3 BRASS NIPPLE		1	1	14.9800	14.98 Y
BLFS92 2 LF STREET 90 ELL BRASS		2	2	44.2900	88.58 Y
BLFU2 2 LF UNION BRASS		1	1	56.8100	56.81 Y
WTTLF007QT2 2 LF 007QT DBL CHK BACKFLOW VLV WATTS		1	1	966.9200	966.92 Y
FORRFAD4 4.80 DI RESTRAINED FLG ADPT FORD		1	1	183.8400	183.84 Y

PO Number: 10355
RCT Number: _____
INVENTORY
NON INVENTORY

7/10/26

***** CONTINUED ON THE NEXT PAGE *****

PACE Supply Corp
P.O. Box 744915
Los Angeles, CA 90074-4915



INVOICE

INVOICE DATE	INVOICE #	PAGE
07/09/26	0611361556	2 of 3

DATE SHIPPED	CUSTOMER #
07/08/26	04975-00

Branch Contact: 916-386-8347 FAX: 916-386-8674
Accounting & Credit: 855-306-5689

SHIP TO

FAIR OAKS WATER DIST
ATTN: ACCTS PAYABLE
10326 FAIR OAKS BLVD
FAIR OAKS, CA 95628

CUSTOMER PURCHASE ORDER 10355	JOB NAME	SHIPPED VIA OUR TRUCK	TERMS 2%10TH NET 25TH	TAXABLE ITEMS
PART/DESCRIPTION	ORDER	SHIP	UNIT PRICE	EXTENSION
FORRFAD8 9.05 DI RESTRAINED FLG ADPT FORD	1	0	431.6400	0.00
DCFSF8 8 SUPER FLANGE F/ DIP OR C900 PVC RSF7208	1	1	481.4600	481.46
STTRG4 4 STAR TITE FLG RING GASKET STAR PIPE	6	6	11.4300	68.58
STTRG8 8 STAR TITE FLG RING GASKET STAR PIPE	6	6	20.0000	120.00
MUEBR2B0474IP200 4.74-5.10 X 2 IP DS BRS SADDLE MUELLER	1	1	198.7000	198.70
FORFB17007NL 2 MIP X FIP LF BRS CORP BALL STOP FORD	1	1	350.4200	350.42
PSSAS4HDG 4 ADJ SDL SUPPORT KIT HDG	2	2	223.2700	446.54
PSSAS8HDG 8 ADJ SDL SUPPORT KIT HDG	2	2	261.8200	523.64
WBLBS8 8 BOLT SET PLTD 307A (8) 3/4 X 3 1/2	6	6	23.9700	143.82
WBLBS4 4 BOLT SET PLTD 307A (8) 5/8 X 3	6	6	11.4700	68.82
DCFSPPOOLFLGPE430 4 X 3'0" FLG X PE DI SPOOL AC CL	1	1	404.7400	404.74
DCFSPPOOLFLGPE820 8 X 2'0" FLG X PE DI SPOOL AC CL	1	1	559.7300	559.73
⚠ WARNING: The products you have purchased can expose you to chemicals				

***** CONTINUED ON THE NEXT PAGE *****

PACE Supply Corp
P.O. Box 744915
Los Angeles, CA 90074-4915



INVOICE

INVOICE DATE	INVOICE #
07/09/26	0611361556

PAGE
3 of 3

DATE SHIPPED	CUSTOMER #
07/08/26	04975-00

Branch Contact: 916-386-8347 FAX: 916-386-8674
Accounting & Credit: 855-306-5689

SHIP TO

FAIR OAKS WATER DIST
ATTN: ACCTS PAYABLE
10326 FAIR OAKS BLVD
FAIR OAKS, CA 95628

CUSTOMER PURCHASE ORDER 10355	JOB NAME	SHIPPED VIA OUR TRUCK	TERMS 2%10TH NET 25TH	TAXABLE ITEMS			
PART/DESCRIPTION		ORDER	SHIP	UNIT PRICE	EXTENSION		
and/or substances, which are known to the State of California to cause cancer and birth defects or other reproductive harm. For more information, go to www.P65Warnings.ca.gov							
Remit to: PACE Supply Corp P.O. Box 744915 Los Angeles, CA 90074-4915 DUE TO THE SUSTAINED SURGE IN FUEL PRICES, EFFECTIVE IMMEDIATELY, WE ARE INCREASING OUR STANDARD DELIVERY FEE FROM \$10 TO \$15. LIMIT ONE FEE PER DAY, PER JOB.,							
THIS INVOICE IS SUBJECT TO ALL TERMS AND CONDITIONS ON THE FACE AND REVERSE		GROSS 42760.65	TAX% 7.750	SALES TAX 3313.95	SHIPPING & HANDLING 0.00	OTHER CHARGES 0.00	INVOICE TOTAL 46074.60
TO VIEW ONLINE GO TO: https://pacesupply.billtrust.com		USE THIS ENROLLMENT TOKEN: ZDR PHS TVR		BILLTRUST ACCOUNT #		04975	

A discount amount of 921.49 is offered if your payment via check, ACH or cash is received by 08/10/2026.

Material Signed for by: Shop 07/08/26

Regional Water Authority



2295 Gateway Oaks Drive, Suite 100
 Sacramento, CA 95833
 Phone 916.967.7692 Fax 916.967.7322

INVOICE

DATE: June 10, 2026
 INVOICE # RWA 27-307

Bill To:

Accounts Payable
 Fair Oaks Water District
 10326 Fair Oaks Blvd
 Fair Oaks, CA 95628-7187

DESCRIPTION	AMOUNT
Regional Water Authority 2026-2027 Annual Dues	\$36,139.00
CY Budget:\$ <u>174,200.00</u> Expenses TD:\$ <u>0</u> Committed Cost:\$ <u>0</u> Completed By: <u>Amritpal</u> Authorized By: _____ Authorized By: _____ Project No. <u>E26 PS RS</u> Cosi Categ: <u>Regional Suppt</u> Avail Budget: <u>174,200.00</u> Date: _____ Date: _____ Date: _____	
TOTAL	\$ 36,139.00

Make checks payable to Regional Water Authority
 If you have any questions concerning this invoice, contact Tom Hoffart, thoffart@rwah2o.org

APPROVED
 BY: TRH DATE: 6-16-2026

Sacramento Groundwater Authority



2295 Gateway Oaks, Suite 100
Sacramento, CA 95833
Phone 916.967.7692 Fax 916.967.7322

INVOICE

DATE: June 10, 2026
INVOICE # SGA 27-004

Bill To:

Accounts Payable
Fair Oaks Water District
10326 Fair Oaks Blvd.
Fair Oaks, CA 95628-7187

DESCRIPTION	AMOUNT
Sacramento Groundwater Authority 2026-27 Annual Fees	
Annual Base Fee	\$28,347.00
Annual Groundwater Fee	\$23,037.00
CY Budget: \$ <u>174,200.00</u> Project No. <u>E26 PS RS</u> Expenses TD: \$ <u>0</u> Cost Categ: <u>Regional Supp +</u> Committed Cost: \$ <u>36,139.00</u> Avail Budget: <u>138,061.00</u> Completed By: <u>Amritpal</u> Date: _____ Authorized By: _____ Date: _____ Authorized By: _____ Date: _____	
TOTAL	\$ 51,384.00

Make checks payable to Sacramento Groundwater Authority

If you have any questions concerning this invoice, contact Tom Hoffart, thoffart@rwah2o.org

APPROVED

BY: [Signature] DATE: 6-17-2024

**San Juan Water District
9935 Auburn Folsom Road
Granite Bay, CA 95746**

<u>Invoice #</u>	<u>Dated</u>	<u>Amount</u>
INV02986	7/15/2026	\$ 482,895.00
INV02992	7/15/2026	134,813.17
Total		\$ 617,708.17

TRH
7-15-2026



9935 Auburn-Folsom Rd
Granite Bay, CA 95746
Phone: (916) 791-0115

INVOICE

Billed To:
Fair Oaks Water District
Attn: Accounts Payable
10326 Fair Oaks Blvd
Fair Oaks, CA 95628

DATE: 7/15/2026
INVOICE #: INV02986
DUE DATE: * 8/29/2026
TOTAL DUE: \$482,895.00

CUSTOMER ACCOUNT # : 1014

Fixed Charge Jul - Sept 2026

ITEM DESCRIPTION	UNITS	PRICE	AMOUNT
Fixed Charge - Jul - Sept 2026	1.00	482,895.00	482,895.00
TOTAL THIS INVOICE			\$482,895.00

CY Budget: \$ 3,755,500.00 Project No. E26WS WAT
Expenses ID: \$ 1,125,200.63 Cost Categ: Water Purchase
Committed Cost: \$ 0 Avail Budget: 1,330,299.37
Completed By: Amritpal Date: 07/15/26
Authorized By: _____ Date: _____
Authorized By: JKH Date: 7-15-2026

For questions, contact Accounts Receivable at (916) 791-6942.

REMIT TO:

San Juan Water District
9935 Auburn-Folsom Road
Granite Bay, CA 95746

Thank you!

** Payment Terms: Net 45 -
Balances not received by the due
date will be charged a 10% penalty
fee on balance due plus an
additional 1% per month until
balance is paid in full.*



9935 Auburn-Folsom Rd
Granite Bay, CA 95746
Phone: (916) 791-0115

INVOICE

Billed To:
Fair Oaks Water District
Attn: Accounts Payable
10326 Fair Oaks Blvd
Fair Oaks, CA 95628

DATE: 7/15/2026
INVOICE #: INV02992
DUE DATE: * 8/29/2026
TOTAL DUE: \$134,813.17

CUSTOMER ACCOUNT # : 1014

Water Sales Apr - Jun 2026

ITEM DESCRIPTION	UNITS	PRICE	AMOUNT
Water Usage - April 2026	534.60 ✓	58.39	31,215.29
Water Usage - May 2026	755.86 ✓	58.39	44,134.67
Water Usage - June 2026	1,018.38 ✓ 25	58.39	59,463.21
TOTAL THIS INVOICE			\$134,813.17

JPB
7-15-2026

CY Budget: \$ 2,455,500.00 Project No. E26 W S WAT
Expenses TD: \$ 1,125,200.63 Cost Categ: Water Purchase
Committed Cost: \$ 482,895.99 Avail Budget: 847,404.37
Completed By: *Amritpal* Date: 07/15/26
Authorized By: *JPB* Date: 7/15/26
Authorized By: *JPB* Date: 7-15-2026

For questions, contact Accounts Receivable at (916) 791-6942.

REMIT TO:

San Juan Water District
9935 Auburn-Folsom Road
Granite Bay, CA 95746

Thank you!

** Payment Terms: Net 45 -
Balances not received by the due
date will be charged a 10% penalty
fee on balance due plus an
additional 1% per month until
balance is paid in full.*

PO Number: PO10342
 RCT Number: _____
 INVENTORY
 X NON-INVENTORY

Contractor's Application for Payment No. _____

6

Application Period: 6/1/2026 -6/30/2026		Application Date: 6/30/2026
To: Fair Oaks Water District	From (Contractor): T & S Construction Co. Inc.	Via (Engineer): KASL Consulting Engineers, INC
Project: New York Well Equipping And Site Improvements	Contract:	
Owner's Contract No.: C25WTNYWDE	Contractor's Project No.: 20254	Engineer's Project No.:

Application For Payment Change Order Summary

Approved Change Orders		
Number	Additions	Deductions
TOTALS	\$0.00	\$0.00
NET CHANGE BY CHANGE ORDERS	\$0.00	

1. ORIGINAL CONTRACT PRICE.....	\$	3,115,000.00
2. Net change by Change Orders.....	\$	-
3. Current Contract Price (Line 1 + 2).....	\$	3,115,000.00
4. TOTAL COMPLETED AND STORED TO DATE		\$370,560.00
5. RETAINAGE:		
a. 5% X \$370,560.00 Work Completed.....	\$	18,528.00
b. 5% X \$0.00 Stored Material.....	\$	-
c. Total Retainage (Line 5a + Line 5b).....	\$	18,528.00
6. AMOUNT ELIGIBLE TO DATE (Line 4 - Line 5c).....	\$	352,032.00
7. LESS PREVIOUS PAYMENTS (Line 6 from prior Application).....	\$	196,992.00
8. AMOUNT DUE THIS APPLICATION.....	\$	155,040.00
9. BALANCE TO FINISH, PLUS RETAINAGE (Column G on Progress Estimate + Line 5 above).....	\$	2,762,968.00

Contractor's Certification	
The undersigned Contractor certifies that to the best of its knowledge: (1) all previous progress payments received from Owner on account of Work done under the Contract have been applied on account to discharge Contractor's legitimate obligations incurred in connection with Work covered by prior Applications for Payment; (2) title of all Work, materials and equipment incorporated in said Work or otherwise listed in or covered by this Application for Payment will pass to Owner at time of payment free and clear of all Liens, security interests and encumbrances (except such as are covered by a Bond acceptable to Owner indemnifying Owner against any such Liens, security interest or encumbrances); and (3) all Work covered by this Application for Payment is in accordance with the Contract Documents and is not defective.	
By: <u>[Signature]</u>	Date: 6/30/2026

Payment of:	\$ _____	(Line 8 or other - attach explanation of the other amount)
is recommended by:	Inspector _____	(Date)
Payment of:	\$ <u>155,040.00</u>	(Line 8 or other - attach explanation of the other amount)
is recommended by:	Engineer <u>[Signature]</u>	7/07/2026 (Date)
is approved by:	Owner <u>[Signature]</u>	7-15-2026 (Date)
Approved by:	Funding Agency (if applicable) _____	(Date)

155,040.00
 escrow \$8,160.00
 total \$163,200.00

New York Well Phase 2 - New York Well Equipping And Site Improvements

Project No. C25WTNYWDE

Monthly Progress Payment

\$3,115,000.00

Pay Estimate # 6

Pay Period: From 6/1/2026 To 6/30/2026

BI#	DESCRIPTION	UNIT	QUANTITY	UNIT BID	TOTAL BID	Quantity this Period	Amount this Period	Quantity Previously Complete	Amount Previously Completed	Quantity Completed to Date	Amount Completed to Date
1	Mobilization and Demobilization	LS	1	\$150,000.00	\$150,000.00						
	Bonds & Insurance	LS	1	\$37,500.00	\$37,500.00		-	100%	\$37,500.00	100%	\$37,500.00
	Baseline Schedule	LS	1	\$5,000.00	\$5,000.00		-		\$0.00	0%	\$0.00
	SWPPP Implementation and Maintenance	LS	1	\$6,000.00	\$6,000.00	10%	600.00	20%	\$1,200.00	30%	\$1,800.00
	Project Management	LS	1	\$36,000.00	\$36,000.00	5%	1,800.00	25%	\$9,000.00	30%	\$10,800.00
	Mobilize	LS	1	\$43,500.00	\$43,500.00		-	100%	\$43,500.00	100%	\$43,500.00
	Demobilize	LS	1	\$15,000.00	\$15,000.00		-		\$0.00	0%	\$0.00
	Punchlist	LS	1	\$4,000.00	\$4,000.00		-		\$0.00	0%	\$0.00
	Final Cleaning	LS	1	\$3,000.00	\$3,000.00		-		\$0.00	0%	\$0.00
2	Site Improvements	LS	1	\$1,000,000.00	\$1,000,000.00				\$0.00	0%	\$0.00
	Traffic Control	LS	1	\$15,000.00	\$15,000.00		-		\$0.00	0%	\$0.00
	Clearing, Grubbing & Site Demo	LS	1	\$30,000.00	\$30,000.00		-	65%	\$19,500.00	65%	\$19,500.00
	Retaining Wall "A"	LS	1	\$182,000.00	\$182,000.00	55%	100,100.00	13%	\$23,660.00	68%	\$123,760.00
	Retaining Wall "B"	LS	1	\$112,000.00	\$112,000.00	15%	16,800.00		\$0.00	15%	\$16,800.00
	Retaining Wall "C"	LS	1	\$147,000.00	\$147,000.00		-		\$0.00	0%	\$0.00
	Stairs	LS	1	\$28,000.00	\$28,000.00		-		\$0.00	0%	\$0.00
	PTW Drain Box	LS	1	\$25,000.00	\$25,000.00		-		\$0.00	0%	\$0.00
	SD Improvements	LS	1	\$17,500.00	\$17,500.00		-		\$0.00	0%	\$0.00
	Excavate/Compact Subgrade: HMA and Concrete Paving	LS	1	\$13,000.00	\$13,000.00		-		\$0.00	0%	\$0.00
	AB Site	LS	1	\$37,000.00	\$37,000.00		-		\$0.00	0%	\$0.00
	Paving	LS	1	\$32,000.00	\$32,000.00		-		\$0.00	0%	\$0.00
	Excavate & AB Shoulder	LS	1	\$14,000.00	\$14,000.00		-		\$0.00	0%	\$0.00
	Pave Shoulder	LS	1	\$9,000.00	\$9,000.00		-		\$0.00	0%	\$0.00
	PCC Paving Around Building	LS	1	\$16,000.00	\$16,000.00		-		\$0.00	0%	\$0.00
	PCC V-Ditch	LS	1	\$11,000.00	\$11,000.00		-		\$0.00	0%	\$0.00
	Vertical Curb at Driveway	LS	1	\$6,000.00	\$6,000.00		-		\$0.00	0%	\$0.00
	PCC Driveway	LS	1	\$8,000.00	\$8,000.00		-		\$0.00	0%	\$0.00
	Finished AB Surfaces	LS	1	\$9,500.00	\$9,500.00		-		\$0.00	0%	\$0.00
	Electrical Trenching	LS	1	\$55,000.00	\$55,000.00		-		\$0.00	0%	\$0.00
	Retaining Wall Rebar	LS	1	\$50,000.00	\$50,000.00	35%	17,500.00	10%	\$5,000.00	45%	\$22,500.00
	HydrosSeed	LS	1	\$3,000.00	\$3,000.00		-		\$0.00	0%	\$0.00
	Install Fencing	LS	1	\$180,000.00	\$180,000.00	8%	14,400.00		\$0.00	8%	\$14,400.00
3	Well Head Pedestal and Well Pad	LS	1	\$15,000.00	\$15,000.00						
	Construct Well Head	LS	1	\$15,000.00	\$15,000.00		-		\$0.00	0%	\$0.00

BI#	DESCRIPTION	UNIT	QUANTITY	UNIT BID	TOTAL BID	Quantity this Period	Amount this Period	Quantity Previously Complete	Amount Previously Completed	Quantity Completed to Date	Amount Completed to Date
4	Install District Furnished Well Pump and Motor	LS	1	\$30,000.00	\$30,000.00						
	Install Well Pump and Motor	LS	1	\$21,000.00	\$21,000.00		-		\$0.00	0%	\$0.00
	Chlorinate	LS	1	\$9,000.00	\$9,000.00		-		\$0.00	0%	\$0.00
5	Well Discharge, Valves and Piping Appurtenances	LS	1	\$250,000.00	\$250,000.00						
	Well Head (Above Ground)	LS	1	\$80,000.00	\$80,000.00		-		\$0.00	0%	\$0.00
	12" W to New York Ave (30') (includes Vault)	LS	1	\$100,000.00	\$100,000.00		-		\$0.00	0%	\$0.00
	Tie-In	LS	1	\$20,000.00	\$20,000.00		-		\$0.00	0%	\$0.00
	12" Stub to Future Filter System	LS	1	\$15,000.00	\$15,000.00		-		\$0.00	0%	\$0.00
	12" PTW	LS	1	\$20,000.00	\$20,000.00		-		\$0.00	0%	\$0.00
	Misc Testing & Disinfection	LS	1	\$15,000.00	\$15,000.00		-		\$0.00	0%	\$0.00
6	Install District Furnished ASR Valve and Appurtenances	LS	1	\$15,000.00	\$15,000.00						
	Install District Furnished ASR Valve and Appurtenances	LS	1	\$15,000.00	\$15,000.00		-		\$0.00	0%	\$0.00
7	Chemical Equipment and Piping	LS	1	\$50,000.00	\$50,000.00						
	Procure & Install Dechlor System	LS	1	\$25,000.00	\$25,000.00		-		\$0.00	0%	\$0.00
	Procure & Install Chlor System	LS	1	\$25,000.00	\$25,000.00		-		\$0.00	0%	\$0.00
8	Plumbing Drain and Water Service	LS	1	\$50,000.00	\$50,000.00						
	1" Water Service	LS	1	\$8,000.00	\$8,000.00		-		\$0.00	0%	\$0.00
	Install Backflow & Hose Bibbs	LS	1	\$7,000.00	\$7,000.00		-		\$0.00	0%	\$0.00
	Misc Testing & Disinfection	LS	1	\$3,000.00	\$3,000.00		-		\$0.00	0%	\$0.00
	Building Drain	LS	1	\$7,000.00	\$7,000.00		-		\$0.00	0%	\$0.00
	Underslab Process Piping	LS	1	\$13,000.00	\$13,000.00		-		\$0.00	0%	\$0.00
	Misc Small Diameter Above Grade & Showers	LS	1	\$12,000.00	\$12,000.00		-		\$0.00	0%	\$0.00
9	Well Building	LS	1	\$500,000.00	\$500,000.00						
	Excavate Foundation	LS	1	\$20,000.00	\$20,000.00		-	100%	\$20,000.00	100%	\$20,000.00
	CIP Foundation	LS	1	\$50,000.00	\$50,000.00		-		\$0.00	0%	\$0.00
	Misc HK Pads	LS	1	\$10,000.00	\$10,000.00		-		\$0.00	0%	\$0.00
	Masonry	LS	1	\$130,000.00	\$130,000.00		-		\$0.00	0%	\$0.00
	Door & Window Install	LS	1	\$65,000.00	\$65,000.00		-		\$0.00	0%	\$0.00
	Carpentry, Roofing, Interior	LS	1	\$140,000.00	\$140,000.00		-		\$0.00	0%	\$0.00
	HVAC	LS	1	\$25,000.00	\$25,000.00		-		\$0.00	0%	\$0.00
	Coatings	LS	1	\$60,000.00	\$60,000.00		-		\$0.00	0%	\$0.00
10	Electrical and Instrumentation	LS	1	\$1,055,000.00	\$1,055,000.00						
	Mobilization	LS	1	\$54,000.00	\$54,000.00		-		\$0.00	0%	\$0.00
	Approved Submittals	LS	1	\$36,000.00	\$36,000.00	6%	2,000.00	89%	\$32,000.00	94%	\$34,000.00
	Main Switchboard	LS	1	\$140,000.00	\$140,000.00		-		\$0.00	0%	\$0.00
	VFD Panel	LS	1	\$190,000.00	\$190,000.00		-		\$0.00	0%	\$0.00
	PLC Control Panel	LS	1	\$158,000.00	\$158,000.00		-		\$0.00	0%	\$0.00
	Instrumentation & Other Panels	LS	1	\$173,000.00	\$173,000.00	6%	10,000.00	9%	\$16,000.00	15%	\$26,000.00
	Electrical Study	LS	1	\$27,000.00	\$27,000.00		-		\$0.00	0%	\$0.00

BI#	DESCRIPTION	UNIT	QUANTITY	UNIT BID	TOTAL BID	Quantity this Period	Amount this Period	Quantity Previously Complete	Amount Previously Completed	Quantity Completed to Date	Amount Completed to Date
	Bollards	LS	1	\$6,000.00	\$6,000.00		-		\$0.00	0%	\$0.00
	UG Conduit Install	LS	1	\$75,000.00	\$75,000.00	-	-		\$0.00	0%	\$0.00
	Above Ground Conduit Install	LS	1	\$30,000.00	\$30,000.00		-		\$0.00	0%	\$0.00
	Wiring Installation	LS	1	\$51,000.00	\$51,000.00		-		\$0.00	0%	\$0.00
	Equipment Installation	LS	1	\$19,000.00	\$19,000.00		-		\$0.00	0%	\$0.00
	Light Fixtures	LS	1	\$17,000.00	\$17,000.00		-		\$0.00	0%	\$0.00
	Grounding	LS	1	\$13,000.00	\$13,000.00		-		\$0.00	0%	\$0.00
	Instrument Installation	LS	1	\$7,000.00	\$7,000.00		-		\$0.00	0%	\$0.00
	Training	LS	1	\$11,000.00	\$11,000.00		-		\$0.00	0%	\$0.00
	Commissioning	LS	1	\$32,000.00	\$32,000.00		-		\$0.00	0%	\$0.00
	O&MS and Asbuilts	LS	1	\$16,000.00	\$16,000.00		-		\$0.00	0%	\$0.00
	CCO's										
					\$0.00		-		\$0.00	0%	\$0.00
					\$3,115,000.00		163,200.00		\$207,360.00		\$370,560.00

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM III.6

Approval of Cal-Card Statements for the month of June 2026

AGENDA ITEM III.6

REGULAR Board Meeting on July 20, 2026

To: Board of Directors
From: Tom R. Gray
Date: July 1, 2026
Subject: Approval of Cal-Card Statements for the month of June 2026

Recommendation:

None.

Discussion:

Attached you will find the Cal-Card statement summary for the period ending June 22, 2026.

Policy Implications:

None.

Fiscal Impact:

None.

Cal-Card Statement
Cal-Card Summary of Charges
Closing Statement Ending June 22, 2026

<u>Date</u>	<u>Merchant Name</u>	<u>Amount</u>	<u>Description</u>	<u>Personnel</u>
5/22/2026	Sams Club	\$ 254.86	Janitorial/Maintenance/Kitchen Supplies	Staff
5/22/2026	Amazon	41.08	District Site Maintenance/Office Supplies	Staff
5/22/2026	Miller's Ace Hardware	6.79	Equipment Maintenance	Staff
5/22/2026	Miller's Ace Hardware	8.49	Equipment Maintenance	Staff
5/22/2026	Placer Equipment Rentals	39.32	Gas & Oil	Staff
5/26/2026	Work World	205.99	Uniforms	Staff
5/26/2026	Staples	25.71	Office Supplies	Staff
5/26/2026	The Mail House	30.01	Equipment Maintenance	Staff
5/26/2026	Leslie's Pool Supplies	16.15	Project Parts	Staff
5/27/2026	Staples	430.99	Office Supplies	Staff
5/27/2026	Miller's Ace Hardware	9.30	Maintenance Supplies	Staff
5/27/2026	Brake Masters	80.61	Vehicle Maintenance	Staff
5/28/2026	Nespresso	86.70	Kitchen Supplies	Staff
5/28/2026	Future Chevy Sacramento	1,358.79	Vehicle Maintenance	Staff
5/28/2026	FedEx	69.03	Shipping Cost	Staff
5/30/2026	Amazon	13.98	Employee Recognition	Staff
5/30/2026	FedEx	69.30	Shipping Cost	Staff
6/1/2026	Feitian	153.40	Computer Hardware Supplies	Staff
6/1/2026	Amazon	54.36	Maintenance/Office Supplies	Staff
6/1/2026	Backgrounds Online	40.50	Background Checks	Staff
6/2/2026	The Sign Factory	247.83	District Site Maintenance	Staff
6/2/2026	Miller's Ace Hardware	48.48	Maintenance Supplies	Staff
6/2/2026	New AnswerNet, Inc.	171.00	Answering Services	Staff
6/2/2026	Indeed	162.35	Recruitment	Staff
6/3/2026	Staples	45.24	Office Supplies	Staff
6/4/2026	CA Surveying & Drafting Supplies	131.93	Office Supplies	Staff
6/4/2026	Home Depot	107.71	New York Well	Staff
6/5/2026	Folsom Lake Ford	210.00	Vehicle Maintenance	Staff
6/5/2026	Amazon	50.83	Office Supplies	Staff
6/5/2026	Miller's Ace Hardware	2.89	Equipment Maintenance	Staff
6/5/2026	FedEx	69.30	Shipping Cost	Staff
6/5/2026	Sac Valley Trailer	27.94	Equipment Maintenance	Staff
6/5/2026	The Home Depot	64.52	New Hydrants-Project Parts	Staff
6/8/2026	Miller's Ace Hardware	2.50	Equipment Maintenance	Staff
6/9/2026	Contra.com	(69.00)	Credit for Fraudulent Charge	Staff
6/9/2026	Amazon	268.30	Office Equipment	Staff

<u>Date</u>	<u>Merchant Name</u>	<u>Amount</u>	<u>Description</u>	<u>Personnel</u>
6/9/2026	Amazon	55.54	Office Supplies	Staff
6/9/2026	RDO Equipment Sacramento	507.23	Equipment Maintenance	Staff
6/9/2026	RDO Equipment Sacramento	631.30	Equipment Maintenance	Staff
6/9/2026	Home Depot	75.36	Maintenance Supplies	Staff
6/9/2026	RDO Equipment Sacramento	581.25	Equipment Maintenance	Staff
6/10/2026	O'Reilly	245.05	Vehicle Maintenance	Staff
6/10/2026	FedEx	69.30	Shipping Cost	Staff
6/11/2026	USA Blue Book	276.39	Water Testing/Sampling	Staff
6/11/2026	Red Wing Business Advantage	283.94	Safety Boots/Merchant Fee	Staff
6/11/2026	Miller Heating Air	473.00	District Site Maintenance	Staff
6/11/2026	Smart and Final	22.67	Employee Recognition	Staff
6/13/2026	FedEx	67.05	Shipping Cost	Staff
6/15/2026	OK Tire and Automotive	1,127.81	Equipment Maintenance	Staff
6/15/2026	I Love Teriyaki	145.47	Board Meeting Meals	Staff
6/15/2026	Sacramento Battery Co., Inc.	655.13	Equipment Maintenance	Staff
6/16/2026	Nimbus Landscape Material	299.06	Maintenance Supplies	Staff
6/17/2026	Target	51.45	Kitchen/Office Supplies	Staff
6/17/2026	Lightfoot Truck Repair	75.00	Vehicle Maintenance	Staff
6/17/2026	Fleet Pride	56.25	Vehicle Maintenance	Staff
6/17/2026	Home Depot	96.54	Tools	Staff
6/17/2026	Staples	38.52	Office Supplies	Staff
6/17/2026	Harbor Freight Tools	150.84	Tools	Staff
6/17/2026	Lowes	23.62	Security	Staff
6/17/2026	Adobe	54.42	Acrobat Subscription	Staff
6/17/2026	Lowes	21.53	Maintenance Supplies	Staff
6/18/2026	County of Sacramento/Kiefer Landfill	73.05	Water Pipe Removal	Staff
6/18/2026	Costco	149.94	Kitchen Supplies	Staff
6/18/2026	Les Schwab Tires	391.39	Equipment Maintenance	Staff
6/18/2026	County of Sacramento/Environmental Dept.	736.49	Backflow Program	Staff
6/19/2026	ULINE	290.17	Employee Recognition	Staff
6/19/2026	Target	70.04	Employee Recognition	Staff
6/19/2026	Amazon	71.30	Kitchen/Office Supplies	Staff
6/19/2026	Amazon	34.42	Wellness Grant	Staff
6/19/2026	Home Depot	145.45	Wellness Grant	Staff
6/20/2026	Amazon	339.40	Wellness Grant	Staff
TOTAL		<u>\$ 12,922.55</u>		

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM III.7

Accept and File Board Expense Report for the month of June 2026

AGENDA ITEM III.7

REGULAR Board Meeting on July 20, 2026

To: Board of Directors
From: Chi Ha-Ly
Date: July 15, 2026
Subject: Approval of Board Expense Report for the month of June 2026

Recommendation:

None.

Discussion:

Attached you will find the Board Expense Report for the month of June 2026.

Policy Implications:

None as a result of recommended action.

Fiscal Impact:

None as a result of recommended action.

Board of Directors
Expense Reimbursement Summary
Monthly Activity - June 2026

Name	Meeting Date	Description	Date Paid	Compensation	Reimbursed Expenses	District Expenses
Babcock						
	6/15/2026	Regular Board Meeting	6/25/2026	\$ 100.00	\$ -	\$ -
				\$ 100.00	\$ -	\$ -
Petersen						
	5/18/2026	Regular Board Meeting	6/11/2025	\$ 100.00	\$ -	\$ -
	6/15/2026	Regular Board Meeting	6/25/2026	100.00	-	-
				\$ 200.00	\$ -	\$ -

Board of Directors
Expense Reimbursement Summary
Monthly Activity - June 2026

JUNE 2026 RECAP

Name	Meeting Month	Meetings Attended (Paid)	Month Paid	Compensation	Reimbursed Expenses	District Expenses
Babcock	June	1	June	\$ 100.00	\$ -	\$ -
Dolby		0		-	-	-
Marx		0		-	-	-
Petersen	May/June	2	June	200.00	-	-
Sarkovich		<u>0</u>		<u>-</u>	<u>-</u>	<u>-</u>
TOTAL		3		\$ 300.00	\$ -	\$ -

Year-to-Date RECAP

Name	Meetings Attended (Paid)	Compensation	Reimbursed Expenses	District Expenses
Babcock	7	\$ 700.00	\$ -	\$ -
Dolby	6	600.00	-	-
Marx	9	900.00	-	-
Petersen	7	700.00	-	-
Sarkovich	<u>6</u>	<u>600.00</u>	<u>-</u>	<u>-</u>
TOTAL	35	\$ 3,500.00	\$ -	\$ -

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM IV.2

**Correspondence dated June 12, 2026 from the University of California Agriculture
and Natural Resources Department**

June 12, 2026

Fair Oaks Water District
10326 Fair Oaks Blvd
Fair Oaks, CA 95628

Dear Tom R. Gray,

On behalf of the University of California, it is a pleasure to thank you and officially accept your sponsorship of \$500.00 received by the U.C. Cooperative Extension, Capitol Corridor on May 14th, 2026, in support of Sacramento County Master Gardener 2026 Harvest Day event coordinated by Judy McClure.

We are grateful for your interest in the programs of the Division of Agriculture and Natural Resources and your generous support of our research programs that are being conducted by the advisors in our office.

Sincerely,



Karen Warburton
Director
UC Cooperative Extension, Capitol Corridor

The University of California is pleased to confirm that you received no goods or services for your contribution and that your gift is fully tax deductible. Please retain this letter for your tax records.

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM V.1

**Discussion and possible action on acceptance and approval of the 2026 Fair Oaks
Water District Total Compensation Study**

AGENDA ITEM V.1

REGULAR Board Meeting on July 20, 2026

To: Board of Directors
From: Tom R. Gray
Date: July 1, 2026
Subject: Discussion and possible action on acceptance and approval of the 2026 Fair Oaks Water District Total Compensation Study

Recommendation:

Approve and accept the 2026 Fair Oaks Water District Total Compensation Study developed by Bryce Consulting, Inc.

Discussion:

The goal of the FOWD Board of Directors and Management Team is to set compensation ranges for employees that will maintain a competitive position in the regional labor market while supporting the FOWD recruitment and retention of qualified staff. In accordance with FOWD Compensation Policy No. 4070, total compensation provided to employees of the FOWD must be updated every five years at a minimum. In accordance with FOWD Board approved policy, the next FOWD update is required to be completed in 2026 by an independent consulting firm.

On April 20, 2026, the FOWD Board of Directors approved a professional services contract with Bryce Consulting, Inc. to complete the required study. A brief summary of the completed study includes:

- When all positions are averaged together, FOWD is currently 7.52% below the labor market median for maximum base pay.
- When all positions are averaged together, FOWD is currently 7.94% below market for total cash.
- When all positions are averaged together, FOWD is currently 3.27% above market for total compensation.
- Most Board approved agencies selected for the study have some form of retiree medical insurance for their employees and FOWD does not; therefore, this benefit was not included in the total compensation results.

FOWD Policy No. 4070, Section 1.3.1.3 calls for the total compensation of each position to be set at the total compensation median in the study plus 5%, or as determined by the Board.

Policy Implications:

None.

Fiscal Impact:

None at this time.

Policy Number:	4070
Policy Title:	Employee Compensation

1. The Board shall review the compensation schedule of the District annually and approve the compensation ranges for all employee positions in an updated compensation schedule that will be included in the annual budget document. It is the goal of the Board to set compensation ranges for employees that will recruit and retain qualified staff.
 - 1.1. All applicable federal, state and local laws and regulations shall be followed in the compensation of all District employees.
 - 1.2. Salaries shall be competitive, based upon duties and experience, with those of similar agencies regionally.
 - 1.3. Guidelines for determining competitive salary ranges for current employment positions shall be industry specific and based on the following:
 - 1.3.1. A salary survey completed by an outside consultant that is updated once every five years at a minimum.
 - 1.3.1.1. The salary survey will compare total compensation.
 - 1.3.1.2. The agencies to be included in the salary survey are: Amador Water Agency, Carmichael Water District, Citrus Heights Water District, City of Folsom, City of Roseville, City of West Sacramento, El Dorado Irrigation District, Elk Grove Water Service, Rancho Murieta CSD, Sacramento Suburban Water District and San Juan Water District.
 - 1.3.1.3. The maximum of the salary range for each position shall be calculated as follows: to make the total compensation for each position equal to the survey total compensation median plus 5%, or as determined by the Board.
 - 1.3.1.4. The minimum of the salary range for each position shall be set at 35% below the maximum of the salary range.
 - 1.4. Compensation at Hiring
 - 1.4.1. Generally, all newly appointed employees shall be paid within 10% of the minimum salary for the position to which the employee is appointed; alternate placement in the salary range shall be at the discretion of the General Manager based on education and prior work experience.

1.5. Compensation for Existing Employees

1.5.1. Employee advancement in the salary range shall be based on positive annual performance, meeting job specifications and demonstrated support of the District's mission.

1.5.1.1. The General Manager shall authorize advancement within the salary range only after evaluating the employee's performance and determining that it is satisfactory. This determination shall be noted on a performance evaluation document to be placed in the employee's Human Resources file, with a copy provided to the employee.

1.6. The collective total salary increases of all employees shall be in conformance with the approved budget.

1.7. No employee of the District shall be paid a base salary above the Board approved maximum salary for the position.

1.8. If an employee's salary is at the maximum established by this policy, the salary may not be increased; but given normal District financial operating conditions and acceptable annual performance, the employee will receive an annual lump sum payment in accordance with the following:

1.8.1.1. 0-10 years of service at the FOWD, the available one-time lump sum payment will be 2% of annual pay as merit adjustment.

1.8.1.2. 11-15 years of service at the FOWD, the available one-time lump sum payment will be 3% of annual pay as merit adjustment.

1.8.1.3. 16-20 years of service at the FOWD, the available one-time lump sum payment will be 5% of annual pay as merit adjustment.

1.8.1.4. 21 years of service and forward at the FOWD, the available one-time lump sum payment will be 7% of annual pay as merit adjustment.

1.9. A zero to four percent Cost of Living Adjustment (COLA) will be provided to all employees in January. The amount of the COLA each year shall be guided using the month of October Consumer Price Index (CPI) as published by the U.S. Bureau of Labor Statistics for the previous 12 months, as a reference.

1.10 The salary of the General Manager shall be set by the Board.

2. In addition to salaried compensation provided to employees, other compensation may include but not be limited to the following:

2.1. On-call / Standby pay as outlined in the Employee Handbook.

2.2. Other as directed by the FOWD Board of Directors.

BRYCE
CONSULTING

FAIR OAKS WATER DISTRICT 2026 TOTAL COMPENSATION STUDY



Submitted by:

Bryce Consulting, Inc.
1024 Iron Point Road, Ste. 100
Folsom, CA 95630

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Appendix C	Salary Recommendations	C

SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the Fair Oaks Water District to conduct a comprehensive compensation study of District classifications. This report presents the compensation survey results and salary recommendations. The report includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Salary Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Collect and analyze base salary and benefit survey data for the selected survey classes.
- Update the salary plan for all classes in the District using market data and internal relationships to ensure parity to the labor market and internal equity within the organization.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market". A labor market consists of those employers with whom the District competes for employees. The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to Fair Oaks Water District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.

While some survey agencies may not meet all of the criteria, it is important to have a balanced labor market.

RECOMMENDED LABOR MARKET

Table 1 displays the survey agencies, per the District's compensation policy. These agencies are geographically proximate, are competitors for staff and/or provide similar services.

Table1 Survey Agencies
Amador Water Agency
Carmichael Water District
Citrus Heights Water District
City of Folsom
City of Roseville
City of West Sacramento
El Dorado Irrigation District
Elk Grove Water Service
Rancho Murieta Community Services District
Sacramento Suburban Water District
San Juan Water District

SURVEY CLASSES

Survey classes are a representative sample of all classes within the District's classification plan and provide a reference point for the subsequent salary determinations of classifications not surveyed. Survey classifications should generally be selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

Table 2, on the following page, displays the survey classifications based on the above criteria.

Table 2
Survey Classifications
Accounting Specialist-Customer Service
Assistant General Manager
Construction Inspector
Contract Administrator
Customer Service Representative II
Distribution System Operator II
Distribution System Lead Worker
Engineer
Field Customer Service Representative II
Finance Manager
General Manager
Human Resources Administrator
Information Technology Technician
Maintenance Supervisor
Operations Manager
Operations Superintendent
Operations Supervisor
Senior Financial Analyst
Water Efficiency Specialist
Water Supply Superintendent
Water Quality Technician
Water Supply Operator

SURVEY SCOPE

The scope of the survey included the labor market agencies presented in this report. The benefit data included elements that new employees would be eligible for since the goal of a compensation study is to ensure the District is competitive for recruitment and retention purposes. The data collected for each survey class included:

- Title of each comparable class
- Maximum base salary
- Deferred Compensation Paid by Employer
- Longevity Pay Paid by Employer at Year 10
- Health, Dental and Vision Plan Premiums Paid by Employer
- Life Insurance Plan Premium Paid by Employer
- Long-Term Insurance Plan Premium Paid by Employer
- Retiree Health Savings Account Paid by Employer

- Social Security Paid by Employer
- Employer's Portion of Retirement Paid by Employee for PEPRA tier (% & \$)
- Date and amount of next Cost of Living/Salary Increase
- Retirement practices (retirement benefit, plan, formula, and employer's cost)
- Retiree Medical Information
- Leave Benefits (vacation, sick leave, holidays and administrative leave)
- Additional benefits for General Manager

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies' websites were utilized to collect salary and benefit data and to compare job descriptions, where available.
- The survey agencies were contacted by the consultant to collect additional information and gain clarification regarding benefits and classifications.

In addition to the collection of base salary and benefit information, careful efforts were made to document the full range of duties and requirements of all job classes as comparable to the District's corresponding survey classes. This included the review of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

The median was the statistic calculated, as it is a more conservative and stable statistic, less likely to be skewed by outliers, and has been utilized in past studies. The data is effective July 2026.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, and leave benefits. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3**, below, displays the comparability for each survey classification.

Table 3 Comparability	
Survey Classification	Number of Comparable Matches
Accounting Specialist-Customer Service	7
Assistant General Manager	2
Construction Inspector	7
Contract Administrator	6
Customer Service Representative II	10
Distribution System Operator II	11
Distribution System Lead Worker	6
Engineer	10
Field Customer Service Representative II	4
Finance Manager	11
General Manager	8
Human Resources Administrator	7
Information Technology Technician	7
Maintenance Supervisor	1**
Operations Manager	3
Operations Superintendent	3
Operations Supervisor	9
Senior Financial Analyst	5
Water Efficiency Specialist	7
Water Supply Superintendent	2
Water Quality Technician	4
Water Supply Operator	10

*Insufficient Data – Fewer than 3 matches

BASE SALARY SURVEY RESULTS

The data has been organized into a number of tables that summarize the District's relationship to the labor market for each class. The detailed compensation survey data sheets are presented in **Appendix A** of this report. **Table 4** summarizes, for each classification, how the District's base salaries compare to the labor market. The following data is presented:

- Title of the District's classification
- The District's current maximum base salary
- The labor market median for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the median of the labor market

Table 4 Summary of Base Salary Results			
Classification	FOWD Maximum Base Salary	Labor Market Median Base Salary	% FOWD is Above or Below Labor Market Median Base Salary
Accounting Specialist-Customer Service	\$7,074	\$7,262	-2.66%
Assistant General Manager	\$16,737	Insuff Data	---
Construction Inspector	\$8,573	\$8,445	1.49%
Contract Administrator	\$7,074	\$8,729	-23.39%
Customer Service Representative II	\$6,637	\$6,574	0.95%
Distribution System Operator II	\$6,637	\$8,024	-20.90%
Distribution System Lead Worker	\$7,888	\$8,709	-10.40%
Engineer	\$11,496	\$12,592	-9.54%
Field Customer Service Representative II	\$6,637	\$7,502	-13.04%
Finance Manager	\$14,135	\$16,666	-17.90%
General Manager	\$21,730	\$22,829	-5.06%
Human Resources Administrator	\$10,171	\$10,556	-3.78%
Information Technology Technician	\$8,573	\$8,591	-0.21%
Maintenance Supervisor	\$10,171	Insuff Data	---
Operations Manager	\$15,158	\$15,626	-3.09%
Operations Superintendent	\$11,496	\$12,822	-11.54%
Operations Supervisor	\$10,171	\$11,376	-11.85%
Senior Financial Analyst	\$9,273	\$10,499	-13.22%
Water Efficiency Specialist	\$7,074	\$7,641	-8.02%
Water Supply Superintendent	\$11,496	Insuff Data	---
Water Quality Technician	\$8,573	\$9,114	-6.31%
Water Supply Operator	\$10,171	\$8,589	15.55%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary the employer's contribution towards deferred compensation and longevity pay at year 10. **Table 5** displays, for each classification, how the District compares to the labor market with respect to total cash. The following data is presented:

- Title of the District's classification
- The District's current total cash for each classification
- The labor market median for total cash
- Percentage the District's total cash is above or below the median of the labor market

Table 5 Summary of Total Cash Results			
Classification	FOWD Total Cash	Labor Market Median Total Cash	% FOWD is Above or Below Labor Market Median Total Cash
Accounting Specialist-Customer Service	\$7,240	\$7,661	-5.81%
Assistant General Manager	\$16,904	Insuff Data	---
Construction Inspector	\$8,740	\$8,826	-0.99%
Contract Administrator	\$7,240	\$8,975	-23.96%
Customer Service Representative II	\$6,804	\$6,748	0.82%
Distribution System Operator II	\$6,804	\$8,150	-19.79%
Distribution System Lead Worker	\$8,055	\$8,963	-11.28%
Engineer	\$11,662	\$12,640	-8.38%
Field Customer Service Representative II	\$6,804	\$7,585	-11.49%
Finance Manager	\$14,302	\$16,666	-16.53%
General Manager	\$21,897	\$22,943	-4.78%
Human Resources Administrator	\$10,338	\$11,151	-7.87%
Information Technology Technician	\$8,740	\$8,694	0.52%
Maintenance Supervisor	\$10,338	Insuff Data	---
Operations Manager	\$15,325	\$15,626	-1.97%
Operations Superintendent	\$11,662	\$13,527	-15.99%
Operations Supervisor	\$10,338	\$11,376	-10.04%
Senior Financial Analyst	\$9,440	\$11,011	-16.64%
Water Efficiency Specialist	\$7,240	\$7,708	-6.45%
Water Supply Superintendent	\$11,662	Insuff Data	---
Water Quality Technician	\$8,740	\$9,277	-6.15%

Table 5 Summary of Total Cash Results			
Classification	FOWD Total Cash	Labor Market Median Total Cash	% FOWD is Above or Below Labor Market Median Total Cash
Water Supply Operator	\$10,338	\$8,695	15.89%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements provided in total cash plus the agency's contribution towards cafeteria, health, dental, vision, life and long-term disability insurance, social security, retiree health savings account, less the employer's share of retirement paid by the employee. **Table 6** displays, for each classification, how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District's classification
- The District's current total compensation for each classification
- The labor market median for total compensation
- Percentage the District's total compensation is above or below the median of the labor market

Table 6 Summary of Total Compensation Results			
Classification	FOWD Total Compensation	Labor Market Median Total Compensation	% FOWD is Above or Below Labor Market Median Total Compensation
Accounting Specialist-Customer Service	\$11,667	\$10,578	9.34%
Assistant General Manager	\$22,036	Insuff Data	---
Construction Inspector	\$13,289	\$12,041	9.39%
Contract Administrator	\$11,667	\$12,309	-5.50%
Customer Service Representative II	\$11,194	\$9,960	11.02%
Distribution System Operator II	\$11,194	\$11,660	-4.16%
Distribution System Lead Worker	\$12,548	\$12,028	4.15%
Engineer	\$16,450	\$16,510	-0.36%
Field Customer Service Representative II	\$11,194	\$11,457	-2.34%
Finance Manager	\$19,306	\$20,823	-7.86%
General Manager	\$27,128	\$27,122	0.02%

Table 6 Summary of Total Compensation Results			
Classification	FOWD Total Compensation	Labor Market Median Total Compensation	% FOWD is Above or Below Labor Market Median Total Compensation
Human Resources Administrator	\$15,018	\$14,240	5.18%
Information Technology Technician	\$13,289	\$11,986	9.81%
Maintenance Supervisor	\$15,017	Insuff Data	---
Operations Manager	\$20,412	\$20,028	1.88%
Operations Superintendent	\$16,450	\$16,331	0.72%
Operations Supervisor	\$15,017	\$14,967	0.33%
Senior Financial Analyst	\$14,046	\$13,999	0.34%
Water Efficiency Specialist	\$11,667	\$11,174	4.22%
Water Supply Superintendent	\$16,450	Insuff Data	---
Water Quality Technician	\$13,289	\$12,698	4.44%
Water Supply Operator	\$15,017	\$11,792	21.48%

On average, for all of the classifications surveyed, the District is 7.52% below the labor market median for maximum base pay, 7.94% below market for total cash, and 3.27% above market for total compensation.

MISCELLANEOUS BENEFIT DATA

Appendix B presents the miscellaneous benefit data that was collected including cost of living information, retirement practices, retiree health benefits, leave benefits, and additional General Manager benefits.

COST OF LIVING/SALARY INCREASE-APPENDIX B -TABLE 1

The District last had a 3% increase in January 2026 and is scheduled to receive an increase in January 2027, with the amount still to be determined.

Ten of the agencies also had an increase in 2026 ranging from 2% to 5%. Nine agencies are scheduled for an increase in 2027. For those that know the amount of the increase, it ranges from 2% to 5%.

RETIREMENT PRACTICES-APPENDIX B -TABLE 2

The District has a CalPERS retirement plan with a benefit of 2% @ 62 based on Highest 3 Years for PEPR tier. For Classic tier, the District's benefit is 2% @ 55 based on Highest 3

Years.

All of the agencies also have a CalPERS retirement plan with the same benefit and formula per legislation. For Classic tier, seven have a benefit of 2% @ 55, two have 2% @ 60, one has 2.7% @ 55, and one have 3% @ 60. Nine have a formula of Highest 3 Years and two have Single Highest Year.

RETIREE HEALTH BENEFITS-APPENDIX B -TABLE 3

The District does not contribute to a Retiree Health Savings Account or to post-employment retiree health.

Four agencies contribute to a Retiree Health Savings Account ranging from \$25 per month with 0-5 years of service up to \$200 per month. Eight agencies have post-employment retiree health for retiree only ranging from the PEMHCA minimum to 100% based on years of service, six provide retiree health for retiree plus one, and five contribute to retiree plus 2.

LEAVE BENEFITS - APPENDIX B -TABLE 4

The District offers 80 hours of vacation after the first year of service, 120 hours with 3 years of service, and 160 hours with 6 or more years of service. The District offers 10 days of sick leave per year with an unlimited accrual. The District observes 11 holidays per year and provides 40 hours of administrative leave to management employees with 1 – 5 years of service and 64 hours with 6 or more years. The General Manager receives 104 hours.

Two of the survey agencies have paid time off whereby vacation and sick leave are combined. For those with separate leave banks, the labor market average is 86 hours at year 1, 96 at year 3, and 123 at year 6. All of the agencies have 12 days of sick leave with most having an unlimited accrual. The labor market average for holidays is 13. 11 of the agencies provide administrative/management leave, depending on bargaining group, ranging from 40 hours to 104 hours.

ADDITIONAL BENEFITS FOR GENERAL MANAGER - APPENDIX B-TABLE 5

The District provides the General Manager a \$300 per month auto allowance as well as pays the cost for additional liability insurance to cover the General Manager.

With respect to the labor market, some provide a vehicle or auto allowance, additional life insurance, and/or a cell phone stipend with the details provided in Table 5.

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary recommendations, should the District desire to set their salaries at the labor market median for total compensation, and includes the salary setting methodology.

SALARY SETTING METHODOLOGY

In setting salary levels, both market data and internal relationships are taken into consideration so that the District's compensation plan is both competitive with the market and internally balanced.

Where sufficient data has been collected, the salary has generally been set to market. The recommendations take into consideration the District's benefit package; therefore, the recommended salary, in some instances, may be less than the labor market median for maximum base salary as the goal is to have the proposed maximum salary, when added to the District's current benefits, be equal to the labor market median for total compensation.

Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines typically utilized by local government agencies:

- Approximately 10% between entry and journey level classes in a series.
- Approximately 10% between journey and advanced journey level classes in a series.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting has prepared salary recommendations, based on the labor market median, for all District classes. The recommended salary recommendations are presented in **Appendix C**.

APPENDIX A

COMPENSATION SURVEY DATA SHEETS

Classification	FOWD Maximum Base Salary	Labor Market Median Base Salary	% FOWD is Above or Below Labor Market Median Base Salary	FOWD Total Cash	Labor Market Median Total Cash	% FOWD is Above or Below Labor Market Median Total Cash	FOWD Total Compensation	Labor Market Median Total Compensation	% FOWD is Above or Below Labor Market Median Total Compensation	Comparability
Accounting Specialist-Customer Service	\$7,074	\$7,262	-2.66%	\$7,240	\$7,661	-5.81%	\$11,667	\$10,578	9.34%	7
Assistant General Manager	\$16,737	Insuff Data	---	\$16,904	Insuff Data	---	\$22,036	Insuff Data	---	2
Construction Inspector	\$8,573	\$8,445	1.49%	\$8,740	\$8,826	-0.99%	\$13,289	\$12,041	9.39%	7
Contract Administrator	\$7,074	\$8,729	-23.39%	\$7,240	\$8,975	-23.96%	\$11,667	\$12,309	-5.50%	6
Customer Service Representative II	\$6,637	\$6,574	0.95%	\$6,804	\$6,748	0.82%	\$11,194	\$9,960	11.02%	10
Distribution System Operator II	\$6,637	\$8,024	-20.90%	\$6,804	\$8,150	-19.79%	\$11,194	\$11,660	-4.16%	11
Distribution System Lead Worker	\$7,888	\$8,709	-10.40%	\$8,055	\$8,963	-11.28%	\$12,548	\$12,028	4.15%	6
Engineer	\$11,496	\$12,592	-9.54%	\$11,662	\$12,640	-8.38%	\$16,450	\$16,510	-0.36%	10
Field Customer Service Representative II	\$6,637	\$7,502	-13.04%	\$6,804	\$7,585	-11.49%	\$11,194	\$11,457	-2.34%	4
Finance Manager	\$14,135	\$16,666	-17.90%	\$14,302	\$16,666	-16.53%	\$19,306	\$20,823	-7.86%	11
General Manager	\$21,730	\$22,829	-5.06%	\$21,897	\$22,943	-4.78%	\$27,128	\$27,122	0.02%	8
Human Resources Administrator	\$10,171	\$10,556	-3.78%	\$10,338	\$11,151	-7.87%	\$15,018	\$14,240	5.18%	7
Information Technology Technician	\$8,573	\$8,591	-0.21%	\$8,740	\$8,694	0.52%	\$13,289	\$11,986	9.81%	7
Maintenance Supervisor	\$10,171	Insuff Data	---	\$10,338	Insuff Data	---	\$15,017	Insuff Data	---	1
Operations Manager	\$15,158	\$15,626	-3.09%	\$15,325	\$15,626	-1.97%	\$20,412	\$20,028	1.88%	3
Operations Superintendent	\$11,496	\$12,822	-11.54%	\$11,662	\$13,527	-15.99%	\$16,450	\$16,331	0.72%	3
Operations Supervisor	\$10,171	\$11,376	-11.85%	\$10,338	\$11,376	-10.04%	\$15,017	\$14,967	0.33%	9
Senior Financial Analyst	\$9,273	\$10,499	-13.22%	\$9,440	\$11,011	-16.64%	\$14,046	\$13,999	0.34%	5
Water Efficiency Specialist	\$7,074	\$7,641	-8.02%	\$7,240	\$7,708	-6.45%	\$11,667	\$11,174	4.22%	7
Water Supply Superintendent	\$11,496	Insuff Data	---	\$11,662	Insuff Data	---	\$16,450	Insuff Data	---	2
Water Quality Technician	\$8,573	\$9,114	-6.31%	\$8,740	\$9,277	-6.15%	\$13,289	\$12,698	4.44%	4
Water Supply Operator	\$10,171	\$8,589	15.55%	\$10,338	\$8,695	15.89%	\$15,017	\$11,792	21.48%	10
		Average	-7.52%			-7.94%			3.27%	

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Accounting Specialist-Customer Service	\$7,074	\$167	\$0	\$7,240	\$0	\$3,692	\$132	\$24	\$20	\$18	\$541	\$0	\$11,667	0%	\$0	\$11,667	Lead/Advanced Journey
Amador Water Agency	No Comparable Class																	Customer Service Representative III not budgeted
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	Customer Services Specialist	\$8,875	\$533	\$0	\$9,408	\$0	\$3,083	\$211	\$28	\$39	\$46	\$679	\$0	\$13,493	0%	\$0	\$13,493	
City of Folsom	Senior Revenue Technician	\$7,244	\$100	\$181	\$7,525	\$0	\$2,198	\$117	\$18	\$9	\$26	\$554	\$50	\$10,497	0%	\$0	\$10,497	
City of Roseville	Senior Utility Customer Services Specialist	\$7,262	\$218	\$182	\$7,661	\$2,490	inc	inc	inc	\$10	\$12	\$105	\$100	\$10,378	0%	\$0	\$10,378	
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	Senior Finance Assistant	\$6,715	\$0	\$0	\$6,715	\$0	\$2,759	\$161	\$15	\$13	\$0	\$514	\$0	\$10,176	0%	\$0	\$10,176	
Elk Grove Water Service	Senior Utility Billing Specialist	\$9,133	\$0	\$228	\$9,361	\$0	\$2,653	\$132	\$23	\$46	\$0	\$132	\$0	\$12,348	0%	\$0	\$12,348	3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Senior Customer Service Representative	\$7,115	\$0	\$0	\$7,115	\$0	\$2,638	\$217	\$21	\$21	\$21	\$544	\$0	\$10,578	0%	\$0	\$10,578	
San Juan Water District	Customer Services Technician III	\$7,719	\$167	\$0	\$7,885	\$0	\$3,385	\$153	\$19	\$27	\$57	\$590	\$0	\$12,116	0%	\$0	\$12,116	
Labor Market Median		\$7,262			\$7,661									\$10,578			\$10,578	
% FOWD is Above or Below Labor Market Median		-2.66%			-5.81%									9.34%			9.34%	
# of Comparable Matches		7																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Assistant General Manager	\$16,737	\$167	\$0	\$16,904	\$0	\$3,692	\$132	\$24	\$46	\$42	\$1,196	\$0	\$22,036	0%	\$0	\$22,036	D4; T2
Amador Water Agency	No Comparable Class																	
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	Assistant General Manager	\$19,815	\$1,189	\$0	\$21,004	\$0	\$3,083	\$211	\$28	\$39	\$78	\$1,241	\$0	\$25,683	0%	\$0	\$25,683	
City of Folsom	No Comparable Class																	
City of Roseville	No Comparable Class																	
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	No Comparable Class																	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Assistant General Manager	\$17,105	\$0	\$0	\$17,105	\$0	\$2,638	\$217	\$21	\$43	\$44	\$1,201	\$0	\$21,268	0%	\$0	\$21,268	
San Juan Water District	No Comparable Class																	
Labor Market Median		Insuff Data			Insuff Data									Insuff Data			Insuff Data	
% FOWD is Above or Below Labor Market Median		---			---									---			---	
# of Comparable Matches		2																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Construction Inspector	\$8,573	\$167	\$0	\$8,740	\$0	\$3,692	\$132	\$24	\$24	\$22	\$656	\$0	\$13,289	0%	\$0	\$13,289	D2, T2, Cross Connection Control Specialist within 1 year, Backflow Prevention Assembly Tester with 1 year; Class B
Amador Water Agency	No Comparable Class																	
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	Senior Construction Inspector	\$10,059	\$604	\$0	\$10,663	\$0	\$3,083	\$211	\$28	\$39	\$52	\$770	\$0	\$14,844	0%	\$0	\$14,844	Journey level; D1 is required upon hire and a D2 within 12 months of appointment; T1 is required upon hire and a T2 within 12 months of appointment; Backflow Prevention Assembly Tester Certification issued by American Water Works Association is required within 12 months of appointment.
City of Folsom	Construction Inspector II	\$8,182	\$100	\$205	\$8,487	\$0	\$2,198	\$117	\$18	\$9	\$29	\$626	\$50	\$11,534	0%	\$0	\$11,534	
City of Roseville	Construction Inspector II	\$8,366	\$251	\$209	\$8,826	\$2,490	inc	inc	inc	\$11	\$13	\$121	\$100	\$11,562	0%	\$0	\$11,562	Qualified Stormwater Practitioner is desired
City of West Sacramento	Construction Inspector I	\$8,364	\$0	\$0	\$8,364	\$2,601	inc	inc	inc	\$1	\$0	\$121	\$150	\$11,238	0%	\$0	\$11,238	D2; Construction Inspector II supervises
El Dorado Irrigation District	Construction Inspector II	\$8,445	\$0	\$0	\$8,445	\$0	\$2,759	\$161	\$15	\$16	\$0	\$646	\$0	\$12,041	0%	\$0	\$12,041	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Senior Inspector	\$9,019	\$0	\$0	\$9,019	\$0	\$2,638	\$217	\$21	\$27	\$26	\$690	\$0	\$12,638	0%	\$0	\$12,638	Journey level; D2 and T1
San Juan Water District	Construction Inspector II	\$9,419	\$167	\$0	\$9,586	\$0	\$3,385	\$153	\$19	\$33	\$66	\$721	\$0	\$13,962	0%	\$0	\$13,962	D3
Labor Market Median		\$8,445			\$8,826									\$12,041			\$12,041	
% FOWD is Above or Below Labor Market Median		1.49%			-0.99%									9.39%			9.39%	
# of Comparable Matches		7																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Contract Administrator	\$7,074	\$167	\$0	\$7,240	\$0	\$3,692	\$132	\$24	\$20	\$18	\$541	\$0	\$11,667	0%	\$0	\$11,667	BA desired
Amador Water Agency	Purchasing Agent	\$9,267	\$146	\$0	\$9,413	\$0	\$2,306	\$123	\$24	\$53	\$23	\$709	\$200	\$12,851	0%	\$0	\$12,851	No BA; Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	Management Analyst	\$10,556	\$633	\$0	\$11,189	\$0	\$3,083	\$211	\$28	\$39	\$55	\$808	\$0	\$15,412	0%	\$0	\$15,412	Can be assigned to Purchasing; BA
City of Folsom	No Comparable Class																	
City of Roseville	Buyer II	\$8,093	\$243	\$202	\$8,538	\$2,490	inc	inc	inc	\$11	\$13	\$117	\$100	\$11,269	0%	\$0	\$11,269	BA
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	Buyer II	\$8,190	\$0	\$0	\$8,190	\$0	\$2,759	\$161	\$15	\$16	\$0	\$627	\$0	\$11,766	0%	\$0	\$11,766	BA
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Purchasing Specialist	\$8,003	\$0	\$0	\$8,003	\$0	\$2,638	\$217	\$21	\$24	\$23	\$612	\$0	\$11,538	0%	\$0	\$11,538	No BA
San Juan Water District	Procurement Specialist	\$9,899	\$167	\$0	\$10,066	\$0	\$3,385	\$153	\$19	\$35	\$66	\$757	\$0	\$14,481	0%	\$0	\$14,481	No BA
Labor Market Median		\$8,729			\$8,975									\$12,309			\$12,309	
% FOWD is Above or Below Labor Market Median		-23.39%			-23.96%									-5.50%			-5.50%	
# of Comparable Matches		6																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Customer Service Representative II	\$6,637	\$167	\$0	\$6,804	\$0	\$3,692	\$132	\$24	\$18	\$17	\$508	\$0	\$11,194	0%	\$0	\$11,194	
Amador Water Agency	Customer Service Representative II	\$6,678	\$146	\$0	\$6,824	\$0	\$2,306	\$123	\$24	\$38	\$16	\$511	\$200	\$10,043	0%	\$0	\$10,043	Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	Billing Specialist 2	\$6,945	\$0	\$0	\$6,945	\$0	\$2,830	\$118	\$29	\$27	\$13	\$531	\$0	\$10,492	0%	\$0	\$10,492	
Citrus Heights Water District	Customer Service Technician	\$7,334	\$440	\$0	\$7,774	\$0	\$3,083	\$211	\$28	\$39	\$38	\$561	\$0	\$11,733	0%	\$0	\$11,733	
City of Folsom	Revenue Technician II	\$6,412	\$100	\$160	\$6,672	\$0	\$2,198	\$117	\$18	\$9	\$23	\$490	\$50	\$9,577	0%	\$0	\$9,577	
City of Roseville	Utility Customer Service Representative II	\$5,741	\$172	\$144	\$6,057	\$2,490	inc	inc	inc	\$8	\$9	\$83	\$100	\$8,747	0%	\$0	\$8,747	
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	Finance Assistant II	\$6,079	\$0	\$0	\$6,079	\$0	\$2,759	\$161	\$15	\$12	\$0	\$465	\$0	\$9,490	0%	\$0	\$9,490	
Elk Grove Water Service	Utility Billing Specialist III	\$7,152	\$0	\$179	\$7,331	\$0	\$2,653	\$132	\$23	\$39	\$0	\$104	\$0	\$10,282	0%	\$0	\$10,282	III is journey level; 3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	Accounting Technician-Utility Billing Specialist	\$6,448	\$0	\$0	\$6,448	\$0	\$2,431	\$168	\$12	DNA	DNA	\$93	\$0	\$9,153	0%	\$0	\$9,153	
Sacramento Suburban Water District	Customer Service Representative II	\$6,469	\$0	\$0	\$6,469	\$0	\$2,638	\$217	\$21	\$19	\$19	\$495	\$0	\$9,878	0%	\$0	\$9,878	
San Juan Water District	Customer Service Technician II	\$6,989	\$167	\$0	\$7,155	\$0	\$3,385	\$153	\$19	\$25	\$51	\$535	\$0	\$11,323	0%	\$0	\$11,323	
Labor Market Median		\$6,574			\$6,748									\$9,960			\$9,960	
% FOWD is Above or Below Labor Market Median		0.95%			0.82%									11.02%			11.02%	
# of Comparable Matches		10																

Data effective 7/2026

Rancho Murieta CSD- dental and vision are 2025 rates- unable to obtain 2026 rates

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Distribution System Operator II	\$6,637	\$167	\$0	\$6,804	\$0	\$3,692	\$132	\$24	\$18	\$17	\$508	\$0	\$11,194	0%	\$0	\$11,194	D2, Class A within 2 years
Amador Water Agency	Distribution II	\$7,496	\$146	\$0	\$7,642	\$0	\$2,306	\$123	\$24	\$43	\$18	\$573	\$200	\$10,930	0%	\$0	\$10,930	D2; Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	Distribution Operator II	\$8,024	\$0	\$0	\$8,024	\$0	\$2,830	\$118	\$29	\$31	\$15	\$614	\$0	\$11,660	0%	\$0	\$11,660	D2, Class A or B within 1 year
Citrus Heights Water District	Water Distribution Operator II	\$9,233	\$554	\$0	\$9,787	\$0	\$3,083	\$211	\$28	\$39	\$48	\$706	\$0	\$13,901	0%	\$0	\$13,901	D2
City of Folsom	Water Distribution Operator II	\$8,332	\$100	\$208	\$8,641	\$0	\$2,198	\$117	\$18	\$9	\$29	\$637	\$50	\$11,700	0%	\$0	\$11,700	D2, Class B may be required; \$150/m added to base salary for Class A
City of Roseville	Water Distribution Worker II	\$7,997	\$340	\$0	\$8,337	\$2,490	inc	inc	inc	\$11	\$14	\$116	\$100	\$11,068	0%	\$0	\$11,068	D2, Class B
City of West Sacramento	Maintenance Worker, Senior	\$7,108	\$0	\$60	\$7,168	\$2,549	inc	inc	inc	\$2	\$71	\$103	\$150	\$10,043	0%	\$0	\$10,043	Added 1% to base for D2; Class B (5% added to base pay for Class A), broad class- sewer collection and water distribution systems, storm drainage facilities, streets and sidewalks, curbs and gutters
El Dorado Irrigation District	Distribution Operator II	\$7,344	\$0	\$0	\$7,344	\$0	\$2,759	\$161	\$15	\$14	\$0	\$562	\$0	\$10,854	0%	\$0	\$10,854	D2
Elk Grove Water Service	Water Distribution Operator II	\$8,482	\$0	\$212	\$8,694	\$0	\$2,653	\$132	\$23	\$46	\$0	\$123	\$0	\$11,671	0%	\$0	\$11,671	D2; T2; 3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	Utility Worker II	\$6,490	\$0	\$0	\$6,490	\$0	\$2,431	\$168	\$12	DNA	DNA	\$94	\$0	\$9,195	0%	\$0	\$9,195	D1 within 18 months; added 2.5% to base pay for D2 certification; broad class-water distribution and collection systems; drainage system maintenance; buildings and grounds maintenance
Sacramento Suburban Water District	Distribution Operator II	\$8,150	\$0	\$0	\$8,150	\$0	\$2,638	\$217	\$21	\$24	\$24	\$623	\$0	\$11,698	0%	\$0	\$11,698	D2, T2; \$1.50/hour added to base pay for Class A
San Juan Water District	Distribution Operator II	\$8,358	\$167	\$0	\$8,525	\$0	\$3,385	\$153	\$19	\$29	\$61	\$639	\$0	\$12,812	0%	\$0	\$12,812	D2
Labor Market Median		\$8,024			\$8,150									\$11,660			\$11,660	
% FOWD is Above or Below Labor Market Median		-20.90%			-19.79%									-4.16%			-4.16%	
# of Comparable Matches		11																

Data effective 7/2026

Rancho Murieta CSD- dental and vision are 2025 rates- unable to obtain 2026 rates

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Distribution System Lead Worker	\$7,888	\$167	\$0	\$8,055	\$0	\$3,692	\$132	\$24	\$22	\$20	\$603	\$0	\$12,548	0%	\$0	\$12,548	D2, T2 within 1 year, Class A within 1 year
Amador Water Agency	Distribution III	\$8,620	\$146	\$0	\$8,766	\$0	\$2,306	\$123	\$24	\$50	\$21	\$659	\$200	\$12,149	0%	\$0	\$12,149	D3; Backflow; serves as lead on projects or assignments; Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	No Comparable Class																	Distribution Operator III is not a lead
Citrus Heights Water District	Water Distribution Lead Worker/Operator	\$10,157	\$609	\$0	\$10,766	\$0	\$3,083	\$211	\$28	\$39	\$53	\$777	\$0	\$14,956	0%	\$0	\$14,956	D2 within 6 months
City of Folsom	No Comparable Class																	Water Distribution Chief Operator is lead but requires D4
City of Roseville	Senior Water Distribution Worker	\$8,797	\$364	\$0	\$9,161	\$2,490	inc	inc	inc	\$12	\$15	\$128	\$100	\$11,906	0%	\$0	\$11,906	D3, Class B
City of West Sacramento	Lead Water Maintenance Worker	\$8,014	\$0	\$60	\$8,074	\$2,549	inc	inc	inc	\$2	\$80	\$116	\$150	\$10,971	0%	\$0	\$10,971	D2; D3 within 18 months; Class B (5% added to base pay for Class A)
El Dorado Irrigation District	No Comparable Class																	Chief Distribution Operator is lead but requires D5
Elk Grove Water Service	Water Distribution Operator III	\$9,352	\$0	\$234	\$9,586	\$0	\$2,653	\$132	\$23	\$46	\$0	\$136	\$0	\$12,576	0%	\$0	\$12,576	D3; T2; 3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	Utility Worker III	\$6,963	\$0	\$0	\$6,963	\$0	\$2,431	\$168	\$12	DNA	DNA	\$101	\$0	\$9,675	0%	\$0	\$9,675	D1; D2 within 18 months; broad
Sacramento Suburban Water District	No Comparable Class																	Distribution Operator III is not lead
San Juan Water District	No Comparable Class																	Distribution Lead Worker supervises
Labor Market Median		\$8,709			\$8,963									\$12,028			\$12,028	
% FOWD is Above or Below Labor Market Median		-10.40%			-11.28%									4.15%			4.15%	
# of Comparable Matches		6																

Data effective 7/2026

Rancho Murieta CSD- dental and vision are 2025 rates- unable to obtain 2026 rates

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Engineer	\$11,496	\$167	\$0	\$11,662	\$0	\$3,692	\$132	\$24	\$32	\$29	\$879	\$0	\$16,450	0%	\$0	\$16,450	PE or EIT; D1 within 1 year
Amador Water Agency	Resident Engineer	\$12,615	\$229	\$0	\$12,844	\$0	\$2,306	\$123	\$24	\$72	\$31	\$965	\$200	\$16,565	0%	\$0	\$16,565	PE preferred; Assistant Engineer only prefers EIT; Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	Associate Civil Engineer	\$12,710	\$0	\$0	\$12,710	\$0	\$2,830	\$118	\$29	\$32	\$16	\$972	\$0	\$16,707	0%	\$0	\$16,707	PE; Assistant Engineer requires EIT
Citrus Heights Water District	Associate Civil Engineer	\$14,888	\$893	\$0	\$15,781	\$0	\$3,083	\$211	\$28	\$39	\$77	\$1,139	\$0	\$20,358	0%	\$0	\$20,358	PE; journey level; Assistant Civil Engineer is entry level with PE; Assistant Engineer is trainee level
City of Folsom	Associate Civil Engineer	\$11,512	\$325	\$288	\$12,125	\$0	\$2,198	\$117	\$18	\$9	\$41	\$881	\$50	\$15,438	0%	\$0	\$15,438	PE; Assistant Civil Engineer is entry level and EIT is desired
City of Roseville	Associate Engineer-PE	\$11,667	\$350	\$292	\$12,309	\$2,490	inc	inc	inc	\$16	\$16	\$169	\$100	\$15,100	0%	\$0	\$15,100	PE; Junior Engineer is trainee level; Assistant Engineer is entry level-no EIT
City of West Sacramento	Associate Civil Engineer	\$11,690	\$0	\$0	\$11,690	\$2,601	inc	inc	inc	\$1	\$0	\$169	\$150	\$14,612	0%	\$0	\$14,612	PE; Assistant Engineer requires EIT
El Dorado Irrigation District	Associate Civil Engineer	\$12,569	\$0	\$0	\$12,569	\$0	\$2,759	\$161	\$15	\$24	\$0	\$962	\$0	\$16,489	0%	\$0	\$16,489	PE; Assistant Engineer is entry level and EIT is desired; Associate Engineer requires EIT
Elk Grove Water Service	Associate Civil Engineer	\$13,157	\$0	\$329	\$13,486	\$0	\$2,653	\$132	\$23	\$46	\$0	\$191	\$0	\$16,531	0%	\$0	\$16,531	PE; Associate Engineer requires EIT; 3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	No Comparable Class																	No Engineer classifications
Sacramento Suburban Water District	Associate Engineer	\$12,198	\$0	\$0	\$12,198	\$0	\$2,638	\$217	\$21	\$37	\$36	\$933	\$0	\$16,079	0%	\$0	\$16,079	PE; Assistant Engineer is entry and does not require PE or EIT
San Juan Water District	Associate Engineer	\$13,612	\$167	\$0	\$13,779	\$0	\$3,385	\$153	\$19	\$48	\$66	\$1,041	\$0	\$18,491	0%	\$0	\$18,491	PE
Labor Market Median		\$12,592			\$12,640									\$16,510			\$16,510	
% FOWD is Above or Below Labor Market Median		-9.54%			-8.38%									-0.36%			-0.36%	
# of Comparable Matches		10																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Field Customer Service Representative II	\$6,637	\$167	\$0	\$6,804	\$0	\$3,692	\$132	\$24	\$18	\$17	\$508	\$0	\$11,194	0%	\$0	\$11,194	Install, repair, maintains, reads and troubleshoots meters; D2, Class B or higher, Water Use Efficiency Practitioner or Qualified Water Efficient Landscaper Certification within 2 years
Amador Water Agency	No Comparable Class																	Meter Reader/Customer Services Technician II does not repair or install meters
Carmichael Water District	No Comparable Class																	Water Efficiency Specialist II does not repair or install meters
Citrus Heights Water District	Water Efficiency Specialist	\$8,459	\$508	\$0	\$8,967	\$0	\$3,083	\$211	\$28	\$39	\$44	\$647	\$0	\$13,018	0%	\$0	\$13,018	Testing, reading, installation, maintenance and repair of water meters; D1; Water Use Efficiency practitioner 1 or 2 preferred
City of Folsom	No Comparable Class																	Water utility Worker II installs and repairs meters but also performs maintenance on pipelines
City of Roseville	No Comparable Class																	Meter Service Worker not budgeted
City of West Sacramento	Water Meter Technician	\$6,139	\$0	\$60	\$6,199	\$2,549	inc	inc	inc	\$2	\$61	\$89	\$150	\$9,051	0%	\$0	\$9,051	D1; Reads, installs, repairs, and inspects water meters
El Dorado Irrigation District	Meter Technician II	\$6,646	\$0	\$0	\$6,646	\$0	\$2,759	\$161	\$15	\$13	\$0	\$508	\$0	\$10,101	0%	\$0	\$10,101	Reading, collecting, and recording water meter consumption data; and tests, repairs, and upgrades/replaces water meters.
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	No Comparable Class																	
San Juan Water District	Meter Technician II	\$8,358	\$167	\$0	\$8,525	\$0	\$3,385	\$153	\$19	\$29	\$61	\$639	\$0	\$12,812	0%	\$0	\$12,812	D2; Backflow; water meter repairs, maintenance & testing including: calibrating, installing, maintaining, repairing, testing and cleaning of commercial and residential water meters and appurtenances
Labor Market Median		\$7,502			\$7,585									\$11,457			\$11,457	
% FOWD is Above or Below Labor Market Median		-13.04%			-11.49%									-2.34%			-2.34%	
# of Comparable Matches		4																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Finance Manager	\$14,135	\$167	\$0	\$14,302	\$0	\$3,692	\$132	\$24	\$39	\$36	\$1,081	\$0	\$19,306	0%	\$0	\$19,306	BA; CPA desired
Amador Water Agency	Administration Manager	\$12,569	\$229	\$0	\$12,799	\$0	\$2,306	\$123	\$24	\$109	\$31	\$962	\$200	\$16,553	0%	\$0	\$16,553	Over Finance and Customer Services;
Carmichael Water District	Finance Manager	\$17,114	\$0	\$0	\$17,114	\$0	\$2,830	\$118	\$29	\$32	\$16	\$1,201	\$0	\$21,339	0%	\$0	\$21,339	
Citrus Heights Water District	Director of Finance and Administrative Services	\$19,815	\$1,189	\$0	\$21,004	\$0	\$3,083	\$211	\$28	\$39	\$78	\$1,241	\$0	\$25,683	0%	\$0	\$25,683	Over budget, accounts payable/ receivable, payroll, purchasing, customer service, information technology, human resources, risk management, communications and public engagement, and Board of Directors' support
City of Folsom	Financial Services Manager	\$15,187	\$759	\$0	\$15,947	\$0	\$2,198	\$117	\$18	\$9	\$35	\$1,162	\$50	\$19,536	0%	\$0	\$19,536	
City of Roseville	Finance Manager	\$15,439	\$463	\$386	\$16,288	\$2,490	inc	inc	inc	\$21	\$10	\$224	\$100	\$19,133	0%	\$0	\$19,133	Also have Accounting Manager and Budget Manager-same salary as Finance Manager
City of West Sacramento	Finance Manager	\$14,991	\$225	\$0	\$15,216	\$2,601	inc	inc	inc	\$2	\$0	\$217	\$150	\$18,186	0%	\$0	\$18,186	
El Dorado Irrigation District	Director of Finance	\$19,288	\$167	\$0	\$19,455	\$0	\$2,759	\$161	\$15	\$72	\$0	\$1,233	\$0	\$23,694	0%	\$0	\$23,694	
Elk Grove Water Service	Finance Manager	\$19,925	\$0	\$498	\$20,423	\$0	\$2,653	\$132	\$23	\$46	\$0	\$289	\$0	\$23,566	0%	\$0	\$23,566	3.7% is being proposed on 6.16.2026 (Included)
Rancho Murieta Community Services District	Director of Finance and Administration	\$16,125	\$0	\$0	\$16,125	\$0	\$3,039	\$210	\$15	\$9	\$57	\$234	\$0	\$19,688	0%	\$0	\$19,688	Over HR, Finance and IT; Control point listed, max is \$16,161
Sacramento Suburban Water District	Director of Finance and Administration	\$16,666	\$0	\$0	\$16,666	\$0	\$2,638	\$217	\$21	\$43	\$44	\$1,195	\$0	\$20,823	0%	\$0	\$20,823	Over finance, customer service and IT
San Juan Water District	Director of Finance	\$18,896	\$167	\$0	\$19,063	\$0	\$3,385	\$153	\$19	\$59	\$66	\$1,227	\$0	\$23,972	0%	\$0	\$23,972	
Labor Market Median		\$16,666			\$16,666									\$20,823			\$20,823	
% FOWD is Above or Below Labor Market Median		-17.90%			-16.53%									-7.86%			-7.86%	
# of Comparable Matches		11																

Data effective 7/2026

Rancho Murieta CSD- dental, vision, life and LTD are 2025 rates; unable to obtain 2026 rates

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	General Manager	\$21,730	\$167	\$0	\$21,897	\$0	\$3,692	\$132	\$24	\$60	\$55	\$1,268	\$0	\$27,128	0%	\$0	\$27,128	
Amador Water Agency	General Manager	\$22,891	\$229	\$0	\$23,120	\$0	\$2,306	\$123	\$24	\$144	\$31	\$1,285	\$200	\$27,233	0%	\$0	\$27,233	Currently have Interim; salary listed is for prior GM
Carmichael Water District	General Manager	\$21,676	\$0	\$0	\$21,676	\$0	\$2,830	\$118	\$29	\$32	\$16	\$1,268	\$0	\$25,968	0%	\$0	\$25,968	GM recently retired
Citrus Heights Water District	General Manager	\$24,350	\$1,461	\$0	\$25,811	\$0	\$3,083	\$211	\$28	\$39	\$78	\$1,306	\$0	\$30,555	0%	\$0	\$30,555	
City of Folsom	No Comparable Class																	
City of Roseville	No Comparable Class																	
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	General Manager	\$27,872	\$167	\$0	\$28,039	\$0	\$2,759	\$161	\$15	\$72	\$0	\$1,357	\$0	\$32,402	0%	\$0	\$32,402	
Elk Grove Water Service	General Manager	\$28,720	\$0	\$718	\$29,438	\$0	\$2,653	\$132	\$23	\$46	\$0	\$416	\$0	\$32,708	0%	\$0	\$32,708	3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	General Manager	\$19,092	\$0	\$0	\$19,092	\$0	\$3,039	\$210	\$15	\$9	\$57	\$277	\$0	\$22,698	0%	\$0	\$22,698	Control point listed; max is \$21,970
Sacramento Suburban Water District	General Manager	\$22,767	\$0	\$0	\$22,767	\$0	\$2,638	\$217	\$21	\$43	\$44	\$1,283	\$0	\$27,012	0%	\$0	\$27,012	
San Juan Water District	General Manager	\$19,167	\$167	\$0	\$19,333	\$0	\$3,385	\$153	\$19	\$59	\$66	\$1,231	\$0	\$24,246	0%	\$0	\$24,246	
Labor Market Median		\$22,829			\$22,943									\$27,122			\$27,122	
% FOWD is Above or Below Labor Market Median		-5.06%			-4.78%									0.02%			0.02%	
# of Comparable Matches		8																

Data effective 7/2026

Rancho Murieta CSD- dental, vision, life and LTD are 2025 rates; unable to obtain 2026 rates

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Human Resources Administrator	\$10,171	\$167	\$0	\$10,338	\$0	\$3,692	\$132	\$24	\$28	\$26	\$778	\$0	\$15,018	0%	\$0	\$15,018	BA desired
Amador Water Agency	No Comparable Class																	Human Resources/Risk Management Manager and HR Coordinator
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	Management Analyst	\$10,556	\$633	\$0	\$11,189	\$0	\$3,083	\$211	\$28	\$39	\$55	\$808	\$0	\$15,412	0%	\$0	\$15,412	Can be assigned to HR; BA
City of Folsom	Human Resources Management Analyst	\$10,486	\$524	\$0	\$11,011	\$0	\$2,198	\$117	\$18	\$9	\$35	\$802	\$50	\$14,240	0%	\$0	\$14,240	BA
City of Roseville	Human Resources Analyst II	\$10,570	\$317	\$264	\$11,151	\$2,490	inc	inc	inc	\$14	\$10	\$153	\$100	\$13,919	0%	\$0	\$13,919	BA
City of West Sacramento	Human Resources Analyst II	\$10,499	\$62	\$0	\$10,561	\$2,601	inc	inc	inc	\$2	\$105	\$152	\$150	\$13,572	0%	\$0	\$13,572	BA
El Dorado Irrigation District	Human Resources Analyst II	\$10,099	\$0	\$0	\$10,099	\$0	\$2,759	\$161	\$15	\$39	\$0	\$773	\$0	\$13,845	0%	\$0	\$13,845	BA
Elk Grove Water Service	Human Resources Administrator	\$12,845	\$0	\$321	\$13,166	\$0	\$2,653	\$132	\$23	\$46	\$0	\$186	\$0	\$16,206	0%	\$0	\$16,206	BA desired, also supports Board; 3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	No Comparable Class																	Human Resources Manager and Human Resources Technician
San Juan Water District	Human Resources Specialist	\$11,411	\$167	\$0	\$11,577	\$0	\$3,385	\$153	\$19	\$40	\$66	\$873	\$0	\$16,113	0%	\$0	\$16,113	BA
Labor Market Median		\$10,556			\$11,151									\$14,240			\$14,240	
% FOWD is Above or Below Labor Market Median		-3.78%			-7.87%									5.18%			5.18%	
# of Comparable Matches		7																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Information Technology Technician	\$8,573	\$167	\$0	\$8,740	\$0	\$3,692	\$132	\$24	\$24	\$22	\$656	\$0	\$13,289	0%	\$0	\$13,289	BA desired, Microsoft Certified Systems Administrator, CompTIA A+
Amador Water Agency	No Comparable Class																	
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	Information Technology Technician	\$9,123	\$547	\$0	\$9,670	\$0	\$3,083	\$211	\$28	\$39	\$47	\$698	\$0	\$13,776	0%	\$0	\$13,776	
City of Folsom	Information Technology Technician	\$8,591	\$100	\$215	\$8,906	\$0	\$2,198	\$117	\$18	\$9	\$30	\$657	\$50	\$11,986	0%	\$0	\$11,986	
City of Roseville	Information Technology Technician II	\$7,922	\$238	\$198	\$8,358	\$2,490	inc	inc	inc	\$11	\$13	\$115	\$100	\$11,086	0%	\$0	\$11,086	
City of West Sacramento	Technical Support Specialist II	\$7,196	\$0	\$0	\$7,196	\$2,601	inc	inc	inc	\$1	\$0	\$104	\$150	\$10,052	0%	\$0	\$10,052	
El Dorado Irrigation District	Information Technology Technician II	\$8,277	\$0	\$0	\$8,277	\$0	\$2,759	\$161	\$15	\$16	\$0	\$633	\$0	\$11,860	0%	\$0	\$11,860	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Information Technology Technician II	\$8,694	\$0	\$0	\$8,694	\$0	\$2,638	\$217	\$21	\$26	\$26	\$665	\$0	\$12,287	0%	\$0	\$12,287	
San Juan Water District	Information Technology Technician II	\$9,142	\$167	\$0	\$9,308	\$0	\$3,385	\$153	\$19	\$32	\$66	\$699	\$0	\$13,663	0%	\$0	\$13,663	
Labor Market Median		\$8,591			\$8,694									\$11,986			\$11,986	
% FOWD is Above or Below Labor Market Median		-0.21%			0.52%									9.81%			9.81%	
# of Comparable Matches		7																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Inventory Technician	\$6,637	\$167	\$0	\$6,804	\$0	\$3,692	\$132	\$24	\$18	\$17	\$508	\$0	\$11,194	0%	\$0	\$11,194	D1 within 1 year; Class A within 2 years
Amador Water Agency	No Comparable Class																	
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	No Comparable Class																	
City of Folsom	No Comparable Class																	Inventory Clerk not budgeted
City of Roseville	Inventory Control and Supply Worker II	\$5,629	\$169	\$141	\$5,939	\$2,490	inc	inc	inc	\$8	\$9	\$82	\$100	\$8,627	0%	\$0	\$8,627	
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	No Comparable Class																	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	No Comparable Class																	
San Juan Water District	No Comparable Class																	
Labor Market Median		Insuff Data			Insuff Data									Insuff Data			Insuff Data	
% FOWD is Above or Below Labor Market Median		---			---									---			---	
# of Comparable Matches		1																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Maintenance Supervisor	\$10,171	\$167	\$0	\$10,338	\$0	\$3,692	\$132	\$24	\$28	\$26	\$778	\$0	\$15,017	0%	\$0	\$15,017	Supervises field customer service staff, engaged in billing, collections, meter reading and conservation; High School; D3; T1; Water Use Efficiency Practitioner Grade I within 2 years; Class B or higher
Amador Water Agency	No Comparable Class																	
Carmichael Water District	No Comparable Class																	
Citrus Heights Water District	No Comparable Class																	
City of Folsom	No Comparable Class																	
City of Roseville	No Comparable Class																	Utility Billing and Field Services Supervisor requires BA
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	Meter Services Supervisor	\$10,299	\$0	\$0	\$10,299	\$0	\$2,759	\$161	\$15	\$20	\$0	\$788	\$0	\$14,041	0%	\$0	\$14,041	Utility Billing Supervisor lower paid
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	No Comparable Class																	
San Juan Water District	No Comparable Class																	
Labor Market Median		Insuff Data			Insuff Data									Insuff Data			Insuff Data	
% FOWD is Above or Below Labor Market Median		---			---									---			---	
# of Comparable Matches		1																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Operations Manager	\$15,158	\$167	\$0	\$15,325	\$0	\$3,692	\$132	\$24	\$42	\$38	\$1,160	\$0	\$20,412	0%	\$0	\$20,412	D3, T2, D4 desired; BA desired; Human Resources certification desired; over operations, maintenance, customer service and information technology
Amador Water Agency	No Comparable Class																	Operations Manager is over operations, maintenance and engineering of the Agency including raw water supply, distribution systems, water treatment, wastewater collection and treatment, hydroelectric, construction, information systems, electrical and engineering functions of the Agency
Carmichael Water District	No Comparable Class																	Field Superintendent and Production Superintendent report to the GM
Citrus Heights Water District	Director of Operations	\$19,815	\$1,189	\$0	\$21,004	\$0	\$3,083	\$211	\$28	\$39	\$78	\$1,241	\$0	\$25,683	0%	\$0	\$25,683	Over maintenance, construction, water production, quality and efficiency functions; D3; T2; BA
City of Folsom	No Comparable Class																	
City of Roseville	No Comparable Class																	Water Utility Manager over water treatment, distribution and conservation
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	No Comparable Class																	Drinking Water Operations Manager is over water treatment and distribution- required T5 and D5
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	Director of Operations is over Wastewater Treatment and collections and requires Wastewater Treatment Operator Grade 3 certificate
Sacramento Suburban Water District	Operations Manager	\$15,626	\$0	\$0	\$15,626	\$0	\$2,638	\$217	\$21	\$43	\$44	\$1,180	\$0	\$19,768	0%	\$0	\$19,768	D4, T2; not over Customer Services
San Juan Water District	Field Services Manager	\$15,035	\$167	\$0	\$15,202	\$0	\$3,385	\$153	\$19	\$53	\$66	\$1,150	\$0	\$20,028	0%	\$0	\$20,028	D4; not over Customer Services
Labor Market Median		\$15,626			\$15,626									\$20,028			\$20,028	
% FOWD is Above or Below Labor Market Median		-3.09%			-1.97%									1.88%			1.88%	
# of Comparable Matches		3																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Operations Superintendent	\$11,496	\$167	\$0	\$11,662	\$0	\$3,692	\$132	\$24	\$32	\$29	\$879	\$0	\$16,450	0%	\$0	\$16,450	D4, T2, Cross Connection Control Specialist within 1 year; Water Use Efficiency Practitioner Grade 1 desired,
Amador Water Agency	No Comparable Class																	
Carmichael Water District	Distribution Superintendent	\$14,404	\$0	\$0	\$14,404	\$0	\$2,830	\$118	\$29	\$32	\$16	\$1,102	\$0	\$18,530	0%	\$0	\$18,530	D4; T2 within 2 years; Cross Connection with 1 year
Citrus Heights Water District	No Comparable Class																	
City of Folsom	No Comparable Class																	
City of Roseville	Water Distribution Superintendent	\$12,822	\$385	\$321	\$13,527	\$2,490	inc	inc	inc	\$18	\$10	\$186	\$100	\$16,331	0%	\$0	\$16,331	D4, D5 within 1 year, T2 desired
City of West Sacramento	No Comparable Class																	Utilities Maintenance Superintendent is over streets, sidewalks, curbs and gutters, pumping stations, sewer and water lines, and storm drain systems
El Dorado Irrigation District	No Comparable Class																	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Distribution Superintendent	\$12,170	\$0	\$0	\$12,170	\$0	\$2,638	\$217	\$21	\$37	\$36	\$931	\$0	\$16,049	0%	\$0	\$16,049	D4, T2
San Juan Water District	No Comparable Class																	
Labor Market Median		\$12,822			\$13,527									\$16,331			\$16,331	
% FOWD is Above or Below Labor Market Median		-11.54%			-15.99%									0.72%			0.72%	
# of Comparable Matches		3																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Operations Supervisor	\$10,171	\$167	\$0	\$10,338	\$0	\$3,692	\$132	\$24	\$28	\$26	\$778	\$0	\$15,017	0%	\$0	\$15,017	D3, T2, Class A, Cross Connection Control Specialist desired; Backflow Prevention Assembly Tester desired
Amador Water Agency	Construction Supervisor	\$11,016	\$229	\$0	\$11,245	\$0	\$2,306	\$123	\$24	\$63	\$27	\$843	\$200	\$14,831	0%	\$0	\$14,831	D2; Collections Grade 1; Class A; Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	No Comparable Class																	No supervisory level
Citrus Heights Water District	Water Distribution Supervisor	\$13,664	\$820	\$0	\$14,484	\$0	\$3,083	\$211	\$28	\$39	\$71	\$1,045	\$0	\$18,960	0%	\$0	\$18,960	D3, T1
City of Folsom	Water Distribution Supervisor	\$11,793	\$325	\$295	\$12,413	\$0	\$2,198	\$117	\$18	\$9	\$42	\$902	\$50	\$15,749	0%	\$0	\$15,749	D5 or T5
City of Roseville	Water Distribution Supervisor	\$10,685	\$321	\$267	\$11,273	\$2,490	inc	inc	inc	\$15	\$10	\$155	\$100	\$14,043	0%	\$0	\$14,043	D3, D4 within 1 year, T2 desired
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	Water Distribution Supervisor	\$11,376	\$0	\$0	\$11,376	\$0	\$2,759	\$161	\$15	\$22	\$0	\$870	\$0	\$15,202	0%	\$0	\$15,202	D5
Elk Grove Water Service	Water Distribution Supervisor	\$11,653	\$0	\$291	\$11,944	\$0	\$2,653	\$132	\$23	\$46	\$0	\$169	\$0	\$14,967	0%	\$0	\$14,967	D3, T2, Cross Connection; 3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	Utilities Supervisor	\$9,964	\$0	\$0	\$9,964	\$0	\$3,039	\$210	\$15	\$9	\$57	\$144	\$0	\$13,438	0%	\$0	\$13,438	D2, D3 desired; Cross Connection Specialist certificate and a Backflow and Tester Certificate within 18 months; CWEA Collections System Certification Level I and Level II highly desirable; broad class-over water distribution systems, sewer collection systems, drainage systems, buildings, grounds and other facilities; Control point listed, max is \$10,481
Sacramento Suburban Water District	Distribution Foreman	\$10,144	\$0	\$0	\$10,144	\$0	\$2,638	\$217	\$21	\$30	\$30	\$776	\$0	\$13,855	0%	\$0	\$13,855	D3, T2
San Juan Water District	Distribution Leadworker	\$11,724	\$167	\$0	\$11,891	\$0	\$3,385	\$153	\$19	\$41	\$66	\$897	\$0	\$16,452	0%	\$0	\$16,452	Supervisor level; D4, T2; Backflow and Cross Connection
Labor Market Median		\$11,376			\$11,376									\$14,967			\$14,967	
% FOWD is Above or Below Labor Market Median		-11.85%			-10.04%									0.33%			0.33%	
# of Comparable Matches		9																

Data effective 7/2026

Rancho Murieta CSD- dental, vision, life and LTD are 2025 rates; unable to obtain 2026 rates

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Senior Financial Analyst	\$9,273	\$167	\$0	\$9,440	\$0	\$3,692	\$132	\$24	\$26	\$23	\$709	\$0	\$14,046	0%	\$0	\$14,046	BA desired
Amador Water Agency	No Comparable Class																	
Carmichael Water District	Staff Accountant	\$8,022	\$0	\$0	\$8,022	\$0	\$2,830	\$118	\$29	\$31	\$15	\$614	\$0	\$11,658	0%	\$0	\$11,658	
Citrus Heights Water District	No Comparable Class																	
City of Folsom	Financial Analyst	\$10,486	\$524	\$0	\$11,011	\$0	\$2,198	\$117	\$18	\$9	\$35	\$802	\$50	\$14,240	0%	\$0	\$14,240	
City of Roseville	Budget Analyst II	\$10,644	\$319	\$266	\$11,229	\$2,490	inc	inc	inc	\$15	\$10	\$154	\$100	\$13,999	0%	\$0	\$13,999	
City of West Sacramento	Financial Analyst	\$10,499	\$0	\$0	\$10,499	\$2,601	inc	inc	inc	\$1	\$0	\$152	\$150	\$13,404	0%	\$0	\$13,404	
El Dorado Irrigation District	No Comparable Class																	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	No Comparable Class																	
San Juan Water District	Senior Accountant	\$11,494	\$167	\$0	\$11,660	\$0	\$3,385	\$153	\$19	\$41	\$66	\$879	\$0	\$16,203	0%	\$0	\$16,203	
Labor Market Median		\$10,499			\$11,011									\$13,999			\$13,999	
% FOWD is Above or Below Labor Market Median		-13.22%			-16.64%									0.34%			0.34%	
# of Comparable Matches		5																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Water Efficiency Specialist	\$7,074	\$167	\$0	\$7,240	\$0	\$3,692	\$132	\$24	\$20	\$18	\$541	\$0	\$11,667	0%	\$0	\$11,667	D1 within 1 year, Water Use Efficiency Practitioner 1 within 1 year; Irrigation Association Certified Landscape Irrigation Auditor within 2 years, Water Use Efficiency Practitioner 2 desired, BA desired
Amador Water Agency	Meter Reader/Customer Services Technician II	\$7,139	\$146	\$0	\$7,285	\$0	\$2,306	\$123	\$24	\$41	\$18	\$546	\$200	\$10,543	0%	\$0	\$10,543	Performs water efficiency related duties; also reads meters but does not maintain or install; Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	Water Efficiency Specialist II	\$7,966	\$0	\$0	\$7,966	\$0	\$2,830	\$118	\$29	\$31	\$15	\$609	\$0	\$11,598	0%	\$0	\$11,598	Performs conservation related duties; reads meters, but does not repair or install meters; Water Use Efficiency Grade 2; Irrigation Association Water Auditor Certification; D1; D2 within 2 years
Citrus Heights Water District	No Comparable Class																	
City of Folsom	Water Management Specialist	\$7,422	\$100	\$186	\$7,708	\$0	\$2,198	\$117	\$18	\$9	\$26	\$568	\$50	\$10,694	0%	\$0	\$10,694	D1 within 6 months; CLIA certification within 6 months; American Water Works Association (AWWA) Water Conservation Practitioner within 1 year
City of Roseville	Water Conservation Specialist	\$8,797	\$364	\$0	\$9,161	\$2,490	inc	inc	inc	\$12	\$15	\$128	\$100	\$11,906	0%	\$0	\$11,906	Conservation Practitioner Grade 1 Certificate upon completion of probationary period
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	Water Use Efficiency Technician	\$7,641	\$0	\$0	\$7,641	\$0	\$2,759	\$161	\$15	\$15	\$0	\$585	\$0	\$11,174	0%	\$0	\$11,174	Landscape Irrigation Auditor certificate
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Water Conservation Technician II	\$7,492	\$0	\$0	\$7,492	\$0	\$2,638	\$217	\$21	\$22	\$22	\$573	\$0	\$10,985	0%	\$0	\$10,985	D1; Certified Landscape Irrigation Auditor (CLIA) Certificate; Water Use Efficiency Grade I Within 1 year
San Juan Water District	Water Efficiency Technician II	\$8,114	\$167	\$0	\$8,280	\$0	\$3,385	\$153	\$19	\$29	\$60	\$621	\$0	\$12,546	0%	\$0	\$12,546	Qualified Water Efficient Landscaper, D1
Labor Market Median		\$7,641			\$7,708									\$11,174			\$11,174	
% FOWD is Above or Below Labor Market Median		-8.02%			-6.45%									4.22%			4.22%	
# of Comparable Matches		7																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Water Supply Superintendent	\$11,496	\$167	\$0	\$11,662	\$0	\$3,692	\$132	\$24	\$32	\$29	\$879	\$0	\$16,450	0%	\$0	\$16,450	D4; T2; Cross Connection control Specialist within 1 year; Backflow Prevention Assembly Tester within 1 year
Amador Water Agency	No Comparable Class																	
Carmichael Water District	No Comparable Class																	Production Superintendent requires T4 and D2
Citrus Heights Water District	Water Resources Supervisor/Chief Operator	\$14,511	\$871	\$0	\$15,382	\$0	\$3,083	\$211	\$28	\$39	\$75	\$1,110	\$0	\$19,927	0%	\$0	\$19,927	D4; T2
City of Folsom	No Comparable Class																	
City of Roseville	No Comparable Class																	
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	No Comparable Class																	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Production Superintendent	\$13,388	\$0	\$0	\$13,388	\$0	\$2,638	\$217	\$21	\$40	\$39	\$1,024	\$0	\$17,368	0%	\$0	\$17,368	D4; T2
San Juan Water District	No Comparable Class																	
Labor Market Median		Insuff Data			Insuff Data									Insuff Data			Insuff Data	
% FOWD is Above or Below Labor Market Median		---			---									---			---	
# of Comparable Matches		2																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Water Quality Technician	\$8,573	\$167	\$0	\$8,740	\$0	\$3,692	\$132	\$24	\$24	\$22	\$656	\$0	\$13,289	0%	\$0	\$13,289	D2, T2, Cross Connection Control Specialist within 1 year, Backflow Prevention Assembly Tester within 1 year
Amador Water Agency	No Comparable Class																	
Carmichael Water District	Treatment Operator III	\$9,208	\$0	\$0	\$9,208	\$0	\$2,830	\$118	\$29	\$32	\$16	\$704	\$0	\$12,937	0%	\$0	\$12,937	Journey; T3, D2 within 1 year; Backflow Prevention within 1 year
Citrus Heights Water District	No Comparable Class																	
City of Folsom	Water Quality Technician	\$9,021	\$100	\$226	\$9,346	\$0	\$2,198	\$117	\$18	\$9	\$32	\$690	\$50	\$12,460	0%	\$0	\$12,460	D3; Class B; Cross Connection Specialist and Backflow Prevention Assembly Tester
City of Roseville	No Comparable Class																	
City of West Sacramento	No Comparable Class																	
El Dorado Irrigation District	No Comparable Class																	
Elk Grove Water Service	No Comparable Class																	
Rancho Murieta Community Services District	No Comparable Class																	
Sacramento Suburban Water District	Environmental Compliance Technician	\$7,826	\$0	\$0	\$7,826	\$0	\$2,638	\$217	\$21	\$23	\$23	\$599	\$0	\$11,347	0%	\$0	\$11,347	D1 or T1
San Juan Water District	Utilities Coordinator	\$10,613	\$167	\$0	\$10,780	\$0	\$3,385	\$153	\$19	\$37	\$66	\$812	\$0	\$15,252	0%	\$0	\$15,252	D3, D4 within 2 years, Cross Connection, Backflow Prevention
Labor Market Median		\$9,114			\$9,277									\$12,698			\$12,698	
% FOWD is Above or Below Labor Market Median		-6.31%			-6.15%									4.44%			4.44%	
# of Comparable Matches		4																

Data effective 7/2026

PEPRA Employee

Survey Agency	Classification Title	Maximum Salary	Deferred Comp	Longevity Pay (yr 10)	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	Social Security / Medi-Care	RHSA	Total Comp	ER Share of PERS paid by EE (%)	ER Share of PERS paid by EE (\$)	Total Comp Less ER Share of PERS paid by EE	Comments
Fair Oaks Water District	Water Supply Operator	\$10,171	\$167	\$0	\$10,338	\$0	\$3,692	\$132	\$24	\$28	\$26	\$778	\$0	\$15,017	0%	\$0	\$15,017	D2, T2, Cross Connection Control Specialist, Class A within 1 year
Amador Water Agency	Water Treatment Operator II	\$8,142	\$146	\$0	\$8,288	\$0	\$2,306	\$123	\$24	\$47	\$20	\$623	\$200	\$11,631	0%	\$0	\$11,631	T2; D2; Increase for 7/2026 is 2% - 4%; amount unknown- included 2%
Carmichael Water District	Treatment Operator II	\$7,936	\$0	\$0	\$7,936	\$0	\$2,830	\$118	\$29	\$30	\$15	\$607	\$0	\$11,564	0%	\$0	\$11,564	Intermediate level; T2, D1
Citrus Heights Water District	Water Resources Specialist	\$10,312	\$619	\$0	\$10,931	\$0	\$3,083	\$211	\$28	\$39	\$54	\$789	\$0	\$15,133	0%	\$0	\$15,133	D3, T2, Backflow Prevention Assembly Tester Certification; Cross Connection Specialist Certification
City of Folsom	Water Treatment Plant Operator II	\$8,332	\$100	\$208	\$8,641	\$0	\$2,198	\$117	\$18	\$9	\$29	\$637	\$50	\$11,700	0%	\$0	\$11,700	T2; Class B may be required; \$150/m for Class A added to base salary
City of Roseville	Water Treatment Plant Operator III	\$9,487	\$285	\$237	\$10,009	\$2,490	inc	inc	inc	\$13	\$15	\$138	\$100	\$12,765	0%	\$0	\$12,765	Journey level; T3
City of West Sacramento	Water Plant Operator III	\$8,906	\$0	\$60	\$8,966	\$2,549	inc	inc	inc	\$2	\$89	\$129	\$150	\$11,885	0%	\$0	\$11,885	Journey level; T3, D3; 5% added to base salary for Class A
El Dorado Irrigation District	Water Treatment Plant Operator III	\$8,696	\$0	\$0	\$8,696	\$0	\$2,759	\$161	\$15	\$17	\$0	\$665	\$0	\$12,312	0%	\$0	\$12,312	Journey level; T3 and D2
Elk Grove Water Service	Water Treatment Operator II	\$8,482	\$0	\$212	\$8,694	\$0	\$2,653	\$132	\$23	\$46	\$0	\$123	\$0	\$11,671	0%	\$0	\$11,671	T2; D2; Water Treatment Operator III is lead/advanced journey level; 3.7% is being proposed on 6.16.2026 (included)
Rancho Murieta Community Services District	No Comparable Class																	Plant Operator 2 requires T2 and Wastewater Treatment Plant Operator II
Sacramento Suburban Water District	Production Operator II	\$8,150	\$0	\$0	\$8,150	\$0	\$2,638	\$217	\$21	\$24	\$24	\$623	\$0	\$11,698	0%	\$0	\$11,698	T2; D2; \$1.50/hr added to base salary for Class A
San Juan Water District	Water Treatment Plant Operator II	\$8,873	\$167	\$0	\$9,040	\$0	\$3,385	\$153	\$19	\$31	\$65	\$679	\$0	\$13,372	0%	\$0	\$13,372	T2; T3 within 2 years
Labor Market Median		\$8,589			\$8,695									\$11,792			\$11,792	
% FOWD is Above or Below Labor Market Median		15.55%			15.89%									21.48%			21.48%	
# of Comparable Matches		10																

Data effective 7/2026

APPENDIX B

MISCELLANEOUS BENEFIT DATA

**TABLE 1
COLA/SALARY INCREASE INFORMATION¹**

Survey Agency	MOU Expiration	Date and Amount of Last COLA/ Salary Increase	Date and Amount of Next COLA/ Salary Increase
<i>Fair Oaks Water District</i>	<i>NA</i>	<i>1/2026-3%</i>	<i>1/2027-TBD</i>
Amador Water Agency	EE Association 6/2029 Unrepresented NA	EE Association 7/2026-2% - 4% (Included 2%) (Exact amount unknow as of 6/11/2026) Unrepresented 7/2026- DNA (unknown as of 6/11/2026)	EE Association 7/2027- 2%-4% Unrepresented 7/2027- 2%-4%
Carmichael Water District	AFSCME 6/2028 General Manager NA Unrepresented NA	AFSCME 7/2026-2.7% General Manger 4/2025-per contract (recently retired) Unrepresented 7/2026-2.7%	AFSCME 7/2027-TBD General Manger TBD (recently retired) Unrepresented 7/2027-TBD
Citrus Heights Water District	NA	1/2026-3%	1/2027-TBD
City of Folsom	FMMG 12/2028 Local 39 6/2028 Unrepresented NA	FMMG 1/2026-3% Local 39 7/2026-3% Unrepresented 7/2026-3%	FMMG 1/2027-3% Local 39 7/2027-3% Unrepresented 7/2027-3%

¹ Salary data is effective as of 7/2026

**TABLE 1
COLA/SALARY INCREASE INFORMATION¹**

Survey Agency	MOU Expiration	Date and Amount of Last COLA/ Salary Increase	Date and Amount of Next COLA/ Salary Increase
City of Roseville	Local 39 12/2027 Management 12/2027 IBEW 4/2030	Local 39 1/2026-Varied by study Management 1/2026-Varied by study IBEW 4/2026-Varied by study	Local 39 1/2027-3% Management 1/2027-3% IBEW 5/2027 TBD by study
City of West Sacramento	Specialist/Professional NA Local 39 6/2027 Management NA Confidential NA	Specialist/Professional 7/2026-5% Local 39 7/2026-5% Management 7/2026-5% Confidential 7/2026-5%	Specialist/Professional 7/2027-5% Local 39 None Scheduled Management 7/2027-5% Confidential 7/2027-5%
El Dorado Irrigation District	EE Association 12/2027 Dept. Heads NA Management/Supervisory 12/2027 Confidential NA	EE Association 1/2026-3% Dept. Heads 1/2026-3% Management/Supervisory 1/2026-3% Confidential 1/2026-3%	EE Association 1/2027-3% Dept. Heads 1/2027-TBD Management/Supervisory 1/2027-3% Confidential 1/2027-TBD
Elk Grove Water Service	NA	7/2026- 3.7% (Taking to Board 6/16/2026)	7/2027-TBD

**TABLE 1
COLA/SALARY INCREASE INFORMATION¹**

Survey Agency	MOU Expiration	Date and Amount of Last COLA/ Salary Increase	Date and Amount of Next COLA/ Salary Increase
Rancho Murieta Community Services District	Represented 12/2026 Unrepresented NA	Represented 1/2026-2.5% Unrepresented DNA	Represented None Scheduled Unrepresented DNA
Sacramento Suburban Water District	NA	General Manager 1/2026-per contract Staff 1/2026-3.5%	General Manager TBD Staff 1/2027-TBD
San Juan Water District	NA	7/2025-2.5%	TBD by study General Manager \$7,000/year-based on performance evaluation

TABLE 2
RETIREMENT PRACTICES
PEPRA
(New Hires CLASSIC Tier)

Survey Agency	Retirement Plan	Retirement Benefit (PEPRA)	Retirement Formula	PEPRA Member Rate 26/27
<i>Fair Oaks Water District</i>	<i>CalPERS</i>	<i>2% @ 62-PEPRA (2% @ 55)</i>	<i>Highest 3 Years (Highest 3 Years)</i>	<i>7.75%</i>
Amador Water Agency	CalPERS	2% @ 62-PEPRA (2% @ 60)	Highest 3 Years (Highest 3 Years)	7.75%
Carmichael Water District	CalPERS	2% @ 62-PEPRA (2% @ 55)	Highest 3 Years (Highest 3 Years)	8%
Citrus Heights Water District	CalPERS	2% @ 62-PEPRA (2% @ 55)	Highest 3 Years (Highest 3 Years)	7.75%
City of Folsom	CalPERS	2% @ 62-PEPRA (2% @ 55)	Highest 3 Years (Highest 3 Years)	8%
City of Roseville	CalPERS	2% @ 62-PEPRA (2.7% @ 55)	Highest 3 Years (Single Highest Year)	7.75%
City of West Sacramento	CalPERS	2% @ 62-PEPRA (2% @ 60)	Highest 3 Years (Highest 3 Years)	7.75%
El Dorado Irrigation District	CalPERS	2% @ 62-PEPRA (2% @ 55)	Highest 3 Years (Highest 3 Years)	7.5%
Elk Grove Water Service	CalPERS	2% @ 62-PEPRA (2% @ 55)	Highest 3 Years (Highest 3 Years)	7.75%
Rancho Murieta Community Services District	CalPERS	2% @ 62-PEPRA (2% @ 55)	Highest 3 Years (Single Highest Year)	7.75%
Sacramento Suburban Water District	CalPERS	2% @ 62-PEPRA (2% @ 55)	Highest 3 Years (Highest 3 Years)	8.25%
San Juan Water District	CalPERS	2% @ 62-PEPRA (3% @ 60)	Highest 3 Years (Highest 3 Years)	7.75%

**TABLE 3
RETIREE HEALTH BENEFITS**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree (Medical)	Agency Monthly Contribution for Retiree + 1 (Medical)	Agency Monthly Contribution for Retiree + 2 (Medical)	Vesting
<i>Fair Oaks Water District</i>	\$0	\$0	\$0	\$0	NA
Amador Water Agency	\$200	\$0	\$0	\$0	NA
Carmichael Water District	\$0	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	10 years
Citrus Heights Water District	\$0	\$0	\$0	\$0	NA
City of Folsom	\$50	\$0	\$0	\$0	NA
City of Roseville	\$100 with 5 years of service	PEMHCA Minimum Contribution	No additional contribution	No additional contribution	5 years
City of West Sacramento	\$25 (0-5 years) \$100 (5-9 years) \$150 (10-19 years) \$200 (20+ years)	PEMHCA Minimum Contribution	No additional contribution	No additional contribution	5 years
El Dorado Irrigation District	\$0	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	10 years
Elk Grove Water Service	\$0	100% with 15 years	100% with 15 years	No additional contribution	15 years and age 55
Rancho Murieta Community Services District	\$0	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years =	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years =	10 years

**TABLE 3
RETIREE HEALTH BENEFITS**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree (Medical)	Agency Monthly Contribution for Retiree + 1 (Medical)	Agency Monthly Contribution for Retiree + 2 (Medical)	Vesting
		year of service; 20 years = 100%	100%	100%	
Sacramento Suburban Water District	\$0	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	10 years
San Juan Water District	\$0	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	CalPERS Vesting Schedule 10 years = 50%; 5% increase each additional year of service; 20 years = 100%	10 years

**TABLE 4
PAID LEAVE**

Agency	Vacation – Annual Accrual (hours per year)				Sick Leave (days per year)		Holidays + Floating (days per year)	Management/ Administrative Leave
	Year 1	Year 3	Year 6	Max Accrual	Annual Accrual	Max Accrual		
Fair Oaks Water District²	80	120	160	320	10	Unlimited	10 + 1 = 11	Staff 0 Management 40 hours (1-5 years) 64 hours (6+ years) General Manager 104 hours
Amador Water Agency	80	96	120	1.5x – 2x (Varies by group)	12	Unlimited	12 + 1 = 13	General Manager 12 days (Prior GM) Exempt 5 – 13 days (varies by class)
Carmichael Water District	96	96	120	300	12	Unlimited	11 + 1 = 12	80 hours for some
Citrus Heights Water District	96	96	120	200	12	Unlimited	10 + 5 = 15	80 hours if exempt
City of Folsom ³	192	192	224	320	Inc in vacation	NA	12 + 1 = 13	FMMG 80 hours Local 39 0

² General Manager receives 160 hours of vacation leave

³ Folsom- Have Paid Time Off-combined vacation and sick leave

**TABLE 4
PAID LEAVE**

Agency	Vacation – Annual Accrual (hours per year)				Sick Leave (days per year)		Holidays + Floating (days per year)	Management/ Administrative Leave
	Year 1	Year 3	Year 6	Max Accrual	Annual Accrual	Max Accrual		
								Unrepresented Exempt 80 hours
City of Roseville	96	96	112	400	12	Unlimited	10 + 2 = 12	Local 39 45 hours Management Up to 100 hours IBEW 45 hours
City of West Sacramento	80	80	120	SP/Mngt/Conf 356 hours Local 39 300 hours	12	Unlimited	SP/Mngt/Conf 12 + 3.5 = 15.5 Local 39 12 + 4.5 = 16.5	SP/39/Conf 0 Management 80 hours
El Dorado Irrigation District ⁴	176	176	216	280	Inc in vacation	NA	13 + 1 = 14	EE Association 40 if exempt Dept. Heads/GM 80 hours Manager/Supv 80 hours
Elk Grove Water Service	40	80	120	320	12	320 hours	11 + 1 = 12	80 hours if exempt
Rancho Murieta Community Services	96	128	152	Represented 400 hours	12	Unlimited	8 + 4 = 12	Represented 0

⁴ EID- Have Paid Time Off- combined vacation and sick leave; excess PTO hours go into "B" Bank which has unlimited accrual

**TABLE 4
PAID LEAVE**

Agency	Vacation – Annual Accrual (hours per year)				Sick Leave (days per year)		Holidays + Floating (days per year)	Management/ Administrative Leave
	Year 1	Year 3	Year 6	Max Accrual	Annual Accrual	Max Accrual		
District				Unrepresented 2x				Unrepresented 80 hours
Sacramento Suburban Water District	96	96	120	400	12	240 (up to age 55) Unl (age 55+)	13 + 0 = 13	General Manager 80 hours Exempt 40 hours
San Juan Water District	96	96	120	240	12	480 hours	12 + 1 = 13	General Manager 80 hours Management 40 hours

TABLE 5
Additional Benefits for General Manager's

Survey Agency	Additional Benefits for General Manager
Fair Oaks Water District	\$300/month-Auto Allowance <i>All administration leave accrued shall be exhausted by the end of the year it is allocated and not carried over to the next year. Administration leave accrued prior to the date of this contract shall not have an expiration date. Currently the Board has suspended all caps on leave for the General Manager based on business need.</i> <i>Additional Insurance. General Manger's duties require that the individual be exposed to possible personal liability and risk. District shall pay up to \$500 annually towards an "umbrella" insurance policy of the General Managers choosing.</i>
Amador Water Agency	Currently have Interim GM
Carmichael Water District	Currently recruiting
Citrus Heights Water District	District provided vehicle and phone \$1,000,000 term life insurance
City of Folsom	NA
City of Roseville	NA
City of West Sacramento	NA
El Dorado Irrigation District	\$500/month- Auto
Elk Grove Water Service	\$500/month- Auto Allowance \$75/month- Cell Phone
Rancho Murieta Community Services District	DNA
Sacramento Suburban Water District	\$300/month- Auto
San Juan Water District	Vehicle Provided

APPENDIX C

SALARY RECOMMENDATIONS

Appendix C
Salary Recommendations

<i>Current Classification Title</i>			<i>Recommended Min (Monthly)</i>	<i>Recommended Max (Monthly)</i>		<i>Recommended Min (Annual)</i>	<i>Recommended Max (Annual)</i>	<i>Recommended Internal Relationship</i>
General Manager			\$16,093	\$21,726	\$260,712	\$193,120	\$260,712	Market
Assistant General Manager			\$12,061	\$16,282		\$144,731	\$195,386	10% above Operations Manager
Finance Manager			\$11,517	\$15,548	\$186,576	\$138,204	\$186,576	Market
Operations Manager			\$10,964	\$14,802	\$177,624	\$131,573	\$177,624	Market
Engineer			\$8,556	\$11,551	\$138,612	\$102,676	\$138,612	Market
Operations Superintendent			\$8,433	\$11,385	\$136,620	\$101,200	\$136,620	Market
Water Supply Superintendent			\$8,433	\$11,385		\$101,200	\$136,620	Same as Operations Superintendent
Operations Supervisor			\$7,500	\$10,125	\$121,500	\$90,000	\$121,500	Market
Maintenance Supervisor			\$7,500	\$10,125		\$90,000	\$121,500	Same as Operations Supervisor
Assistant Engineer			\$7,440	\$10,044		\$89,283	\$120,532	15% below Engineer
Human Resources Administrator			\$7,002	\$9,453	\$113,436	\$84,027	\$113,436	Market
Senior Financial Analyst			\$6,836	\$9,229	\$110,748	\$82,036	\$110,748	Market
Junior Engineer			\$6,764	\$9,131		\$81,166	\$109,575	10% below Assistant Engineer
Senior Water Quality Technician			\$6,541	\$8,831		\$78,496	\$105,970	10% above Water Quality Technician
Distribution System Operator IV			\$6,335	\$8,552		\$76,020	\$102,627	10% above Distribution System Operator III
Water Quality Technician			\$5,947	\$8,028	\$96,336	\$71,360	\$96,336	Market
Water Supply Operator			\$5,947	\$8,028	\$96,336	\$71,360	\$96,336	Same as Water Qulity Technician
Distribution System Lead Worker			\$5,759	\$7,775	\$93,298	\$69,109	\$93,298	Same as Distribution System Operator III
Distribution System Operator III			\$5,759	\$7,775	\$93,298	\$69,109	\$93,298	10% above Distribution System Operator II
Maintenance Lead Worker			\$5,759	\$7,775		\$69,109	\$93,298	Same as Distribution System Operator III
Financial Analyst			\$5,679	\$7,667	\$92,004	\$68,151	\$92,004	Same as Contract Administrator
Contract Administrator			\$5,679	\$7,667		\$68,151	\$92,004	Market
Accounting Specialist Customer Service			\$4,494	\$6,067		\$53,929	\$72,804	Market
Financial Analyst Customer Service			\$5,679	\$7,667		\$53,929	\$72,804	Same as Accounting Specialist Customer Service
Technology Specialist Customer Service			\$5,679	\$7,667		\$53,929	\$72,804	Same as Accounting Specialist Customer Service
Field Customer Service Lead Worker			\$5,606	\$7,568		\$67,271	\$90,816	10% above Field Customer Service Representative II
Construction Inspector			\$5,496	\$7,420	\$89,040	\$65,956	\$89,040	Market
Information Technology Technician			\$5,459	\$7,369	\$88,428	\$65,502	\$88,428	Market
Distribution System Operator II			\$5,236	\$7,068	\$84,816	\$62,827	\$84,816	Market
Inventory Technician			\$5,096	\$6,880		\$61,156	\$82,560	Same as Field Customer Service Representative II
Field Customer Service Representative II			\$5,096	\$6,880	\$82,560	\$61,156	\$82,560	Same as Distribution System Operator II
Water Efficiency Specialist			\$4,903	\$6,619	\$79,428	\$58,836	\$79,428	Market
Distribution System Operator I			\$4,760	\$6,425	\$77,105	\$57,115	\$77,105	10% below Distribution System Operator II
Field Customer Service Representative I			\$4,633	\$6,255	\$75,055	\$55,596	\$75,055	10% below Field Customer Service Representative II
Customer Service Representative II			\$4,071	\$5,496	\$65,952	\$48,853	\$65,952	Market
Customer Service Representative I			\$3,701	\$4,996	\$59,956	\$44,412	\$59,956	10% below Customer Service Representative II

Appendix C
Salary Recommendations

Current Classification Title	Current Maximum Base	Current Total Compensation	Labor Market Median (Total Compensation)	% Above or Below Market (Total Compensation)	Recommended Min (Monthly)	Recommended Max (Monthly)	Recommended Min (Annual)	Recommended Max (Annual)	\$ Difference	% Difference	Recommended Internal Relationship
General Manager's Office											
General Manager	\$21,730	\$27,128	\$27,122	0.02%	\$16,093	\$21,726	\$193,120	\$260,712	-\$4	-0.02%	Market
Human Resources Administrator	\$10,171	\$15,018	\$14,240	5.18%	\$7,002	\$9,453	\$84,027	\$113,436	-\$718	-7.06%	Market
Information Technology Technician	\$8,573	\$13,289	\$11,986	9.81%	\$5,459	\$7,369	\$65,502	\$88,428	-\$1,204	-14.04%	Market
Finance											
Finance Manager	\$14,135	\$19,306	\$20,823	-7.86%	\$11,517	\$15,548	\$138,204	\$186,576	\$1,413	9.99%	Market
Senior Financial Analyst	\$9,273	\$14,046	\$13,999	0.34%	\$6,836	\$9,229	\$82,036	\$110,748	-\$44	-0.48%	Market
Financial Analyst	\$7,074	---	---	---	\$5,679	\$7,667	\$68,151	\$92,004	\$593	8.39%	Same as Contract Administrator
Contract Administrator	\$7,074	\$11,667	\$12,309	-5.50%	\$5,679	\$7,667	\$68,151	\$92,004	\$593	8.39%	Market
Operations											
Operations Manager	\$15,158	\$20,412	\$20,028	1.88%	\$10,964	\$14,802	\$131,573	\$177,624	-\$356	-2.35%	Market
Operations Superintendent	\$11,496	\$16,450	\$16,331	0.72%	\$8,433	\$11,385	\$101,200	\$136,620	-\$111	-0.97%	Market
Operations Supervisor	\$10,171	\$15,017	\$14,967	0.33%	\$7,500	\$10,125	\$90,000	\$121,500	-\$46	-0.45%	Market
Financial Analyst Customer Service	\$7,074	---	---	---	\$4,494	\$6,067	\$53,929	\$72,804	-\$1,007	-14.23%	Same as Accounting Specialist Customer Service
Accounting Specialist Customer Service	\$7,074	\$11,667	\$10,578	9.34%	\$4,494	\$6,067	\$53,929	\$72,804	-\$1,007	-14.23%	Market
Technology Specialist Customer Service	\$7,074	---	---	---	\$4,494	\$6,067	\$53,929	\$72,804	-\$1,007	-14.23%	Same as Accounting Specialist Customer Service
Construction Inspector	\$8,573	\$13,289	\$12,041	9.39%	\$5,496	\$7,420	\$65,956	\$89,040	-\$1,153	-13.45%	Market
Maintenance Supervisor	\$10,171	\$15,017	Insuff Data	---	\$7,500	\$10,125	\$90,000	\$121,500	-\$46	-0.45%	Same as Operations Supervisor
Distribution System Lead Worker	\$7,888	\$12,548	\$12,028	4.15%	\$5,759	\$7,775	\$69,109	\$93,298	-\$114	-1.44%	Same as Distribution System Operator III
Distribution System Operator IV	\$8,573	---	---	---	\$6,335	\$8,552	\$76,020	\$102,627	-\$21	-0.24%	10% above Distribution System Operator III
Distribution System Operator III	\$7,888	---	---	---	\$5,759	\$7,775	\$69,109	\$93,298	-\$114	-1.44%	10% above Distribution System Operator II
Distribution System Operator II	\$6,637	\$11,194	\$11,660	-4.16%	\$5,236	\$7,068	\$62,827	\$84,816	\$431	6.49%	Market
Distribution System Operator I	\$5,767	---	---	---	\$4,760	\$6,425	\$57,115	\$77,105	\$659	11.42%	10% below Distribution System Operator II
Maintenance Lead Worker	\$7,888	---	---	---	\$5,759	\$7,775	\$69,109	\$93,298	-\$114	-1.44%	Same as Distribution System Operator III
Inventory Technician	\$6,637	---	---	---	\$5,096	\$6,880	\$61,156	\$82,560	\$243	3.66%	Same as Field Customer Service Representative II

Appendix C
Salary Recommendations

<i>Current Classification Title</i>	<i>Current Maximum Base</i>	<i>Current Total Compensation</i>	<i>Labor Market Median (Total Compensation)</i>	<i>% Above or Below Market (Total Compensation)</i>	<i>Recommended Min (Monthly)</i>	<i>Recommended Max (Monthly)</i>	<i>Recommended Min (Annual)</i>	<i>Recommended Max (Annual)</i>	<i>\$ Difference</i>	<i>% Difference</i>	<i>Recommended Internal Relationship</i>
Field Customer Service Lead Worker	\$7,888	---	---	---	\$5,606	\$7,568	\$67,271	\$90,816	-\$320	-4.06%	10% above Field Customer Service Representative II
Field Customer Service Representative II	\$6,637	\$11,194	\$11,457	-2.34%	\$5,096	\$6,880	\$61,156	\$82,560	\$243	3.66%	Same as Distribution System Operator II
Field Customer Service Representative I	\$5,767	---	---	---	\$4,633	\$6,255	\$55,596	\$75,055	\$488	8.46%	10% below Field Customer Service Representative II
Customer Service Representative II	\$6,637	\$11,194	\$9,960	11.02%	\$4,071	\$5,496	\$48,853	\$65,952	-\$1,141	-17.19%	Market
Customer Service Representative I	\$5,276	---	---	---	\$3,701	\$4,996	\$44,412	\$59,956	-\$280	-5.30%	10% below Customer Service Representative II
<i>Water Supply Operations</i>											
Assistant General Manager	\$16,737	\$22,036	Insuff Data	---	\$12,061	\$16,282	\$144,731	\$195,386	-\$455	-2.72%	10% above Operations Manager
Engineer	\$11,496	\$16,450	\$16,510	-0.36%	\$8,556	\$11,551	\$102,676	\$138,612	\$55	0.48%	Market
Assistant Engineer	\$10,171	---	---	---	\$7,440	\$10,044	\$89,283	\$120,532	-\$127	-1.25%	15% below Engineer
Junior Engineer	\$9,273	---	---	---	\$6,764	\$9,131	\$81,166	\$109,575	-\$142	-1.53%	10% below Assistant Engineer
Water Supply Superintendent	\$11,496	\$16,450	Insuff Data	---	\$8,433	\$11,385	\$101,200	\$136,620	-\$111	-0.97%	Same as Operations Superintendent
Water Supply Operator	\$10,171	\$15,017	\$11,792	21.48%	\$5,947	\$8,028	\$71,360	\$96,336	-\$2,143	-21.07%	Same as Water Quality Technician
Senior Water Quality Technician	\$9,273	---	---	---	\$6,541	\$8,831	\$78,496	\$105,970	-\$443	-4.77%	10% above Water Quality Technician
Water Quality Technician	\$8,573	\$13,289	\$12,698	4.44%	\$5,947	\$8,028	\$71,360	\$96,336	-\$545	-6.36%	Market
Water Efficiency Specialist	\$7,074	\$11,667	\$11,174	4.22%	\$4,903	\$6,619	\$58,836	\$79,428	-\$455	-6.43%	Market

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM V.2

Update and discussion on grant funding for the FOWD Northridge Well Project



Michael Saunders,
Chair
Sean Twilla, Vice Chair

June 23, 2026

Members

California American Water
Carmichael Water District
Citrus Heights Water District
El Dorado Irrigation District
Elk Grove Water District
Fair Oaks Water District
Folsom, City of
Georgetown Divide Public
Utility District
Golden State Water
Company
Lincoln, City of
Nevada Irrigation District
Orange Vale Water Company
Placer County Water Agency
Rancho Murieta Community
Services District
Roseville, City of
Sacramento, City of
Sacramento County Water
Agency
Sacramento Suburban Water
District
San Juan Water District
West Sacramento, City of
Yuba City, City of

Tom Gray
Fair Oaks Water District
10326 Fair Oaks Blvd.
Fair Oaks, CA 95628

Re: ARTESIAN Grant Disbursement No. 8

Dear Mr. Gray:

On behalf of the Regional Water Authority (RWA), I am pleased to provide the enclosed reimbursement check from the American River Terms for Ecosystem Support and Infrastructure Assistance Needs (ARTESIAN) Grant Agreement No. 4600015463, Project 10: ASR Wells – Northridge Replacement Well. This check total of \$2,117,080.26 is for eligible ecosystem support and infrastructure needs for the period starting July 22, 2025 ending October 21, 2025. The amount billed under this invoice #8 was \$2,352,311.40, retention withheld from this grant share payment is \$235,231.14. The enclosed table details the reimbursement requested and retention withheld by the Department of Water Resources (DWR).

Please feel free to contact Michelle Banonis (916-862-0359 or mbanonis@rwah2o.org) of my staff and Sheri Lasick, West Yost (530-924-0230 or slasick@westyost.com) if you need any additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'James Reifer', is written over a horizontal line.

James Reifer
Executive Director

enclosures

Associates

County of Placer
El Dorado County Water
Agency
Sacramento Area Flood
Control Agency
Sacramento Municipal Utility
District
Sacramento Regional County
Sanitation District
Yuba Water Agency

REGIONAL WATER AUTHORITY

31325

Vendor ID: FOWD

Vendor Name: Fair Oaks Water District

06/23/26

Invoice No.	Date	Invoice Amount	Amount Paid	Discounts Taken	Credits Taken	Net Amount
8 - ARTESIAN INV	06/23/26	2117080.26	2117080.26	0.00	0.00	2117080.26
Net Check Amt						2117080.26

THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER

REGIONAL WATER AUTHORITY

2295 GATEWAY OAKS DRIVE, SUITE 100
SACRAMENTO, CA 95833
(916) 967-7692

BANK OF AMERICA
FOOTHILL FARMS
5310 AUBURN BLVD.
SACRAMENTO, CA 95841

11-35/1210
1075

31325

***** Two Million One Hundred Seventeen Thousand Eighty & 26/100 Dollars

DATE

AMOUNT

06/23/26

*2,117,080.26

COPY

Fair Oaks Water District
10326 Fair Oaks Blvd
Fair Oaks, CA 95628-0640

RUB RED IMAGE
FACES WITH HEAT

[Signature]
AUTHORIZED SIGNATURE

031325

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM V.3

**Update and discussion on the financial reconciliation of the FOWD 2025 Urban
Water Management Plan Project**

Summary of 2025 Urban Water Management Plan Cost

Budgeted Amount	\$70,000
Consultant Approved Amount	\$59,485
Total Billed	\$55,284.28
Amount Under Cons. Budget	\$4,200.72
Amount Under Total Budget	\$14,715.72

Due to diligence of FOWD staff the 2025 Urban Water Management Plan was completed on time and under budget.

RECEIVED
FOWD
FOR CLOSURE REVIEW

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM V.4

**Update and discussion on the New York Avenue Water Main Replacement Project –
Phase II**



Construction Activity in Your Neighborhood

NEW YORK AVENUE WATER MAIN REPLACEMENT – PHASE II

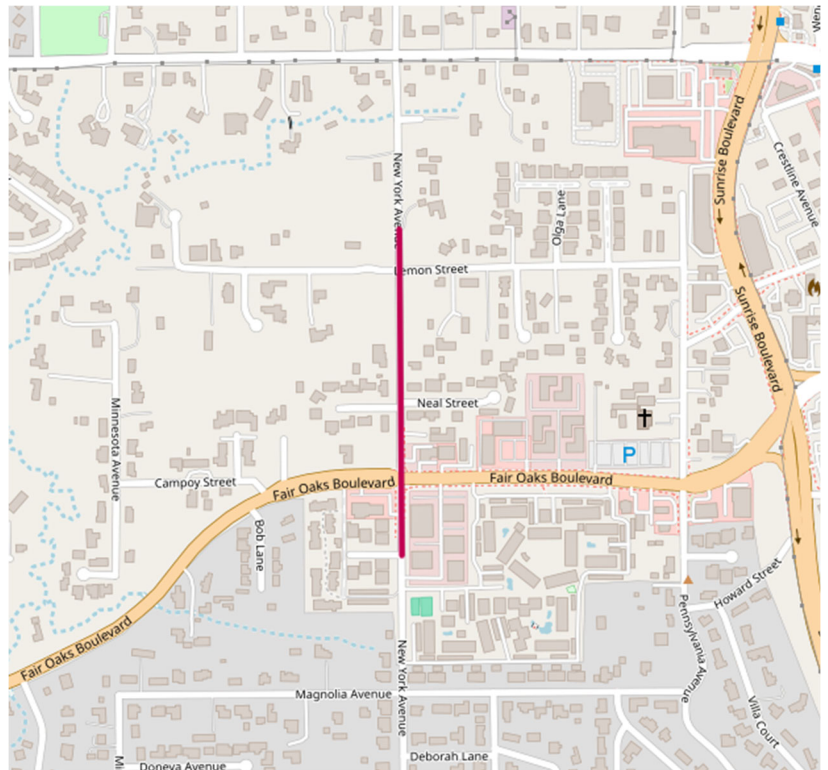
Background

The Fair Oaks Water District (FOWD) plans to install approximately 1,525 feet of new 12-inch ductile iron water main along New York Avenue between Lemon Street and Monal Court as shown on the vicinity map below. The new water main is being installed to replace the existing steel main, which has reached the end of its serviceable life. The contractor that has been awarded this project and will be constructing the new water main is ARB, Inc.

What to Expect

Construction activity will begin in mid-July 2026. During construction hours, the contractor will need to close through-traffic along sections of New York Avenue for the safety of the public and their staff. Residents will be allowed access through closed streets, although delays should be expected. Work will generally occur from 7:30 am to 4:00 pm, Monday through Friday. Construction is estimated to take approximately 3 months.

Construction may cause unavoidable short-term inconvenience to residents and businesses in the immediate vicinity. FOWD will provide a minimum of 48-hours notice to anyone who will experience an interruption in their water service. We appreciate your patience and understanding as we complete these important system improvements.



Thank you for your understanding and cooperation!



We understand that construction activities are disruptive to daily routine. We will strive to minimize the inconvenience and expedite construction. Please contact us if you have any questions or concerns during this Project. We are here to help.

(916) 967-5723

July 20, 2026

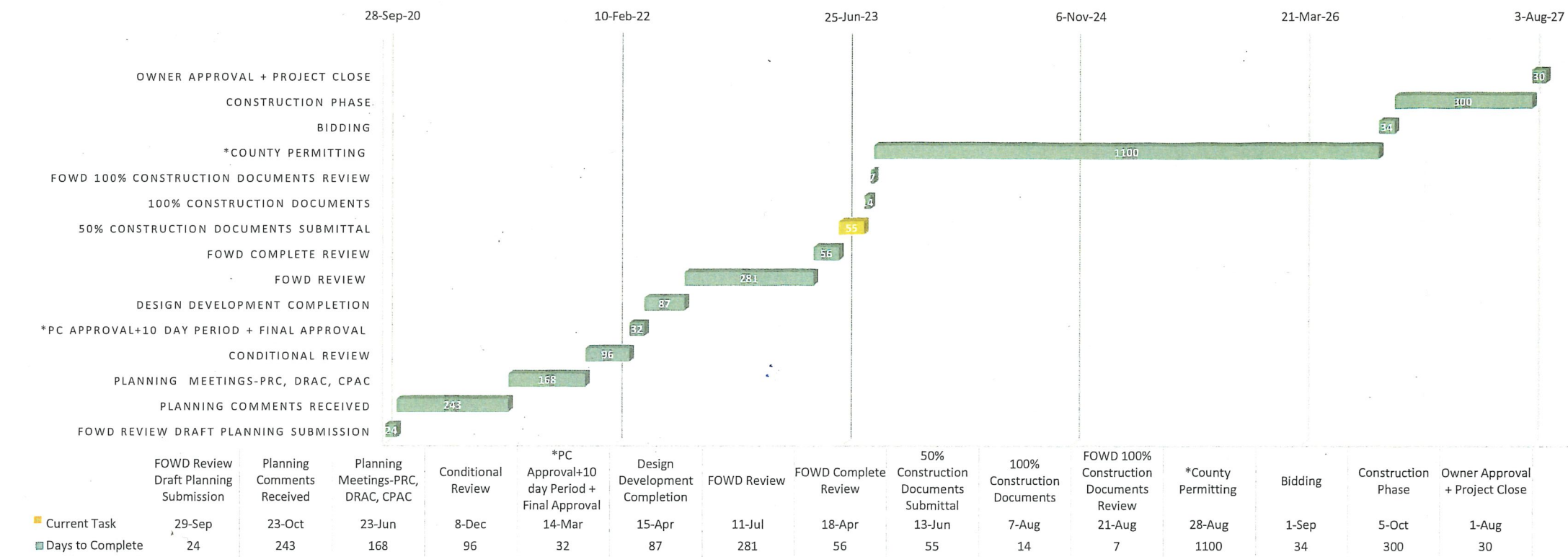
Staff Report Briefing Materials

AGENDA ITEM V.5

**Update and discussion on the FOWD Field Services Center Project located at 10317
Fair Oaks Boulevard**

Fair Oaks Water District Operations Facility

July 16, 2026
Revised Project Schedule
Gutierrez/ Associates Architects



* Estimated Time At County. As of 7/16/26. Plan Check revisions sent back to the County and inestimated final review before approved permit.

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM VI.1

Discussion on FOWD Water Supply for the month of June 2026

AGENDA ITEM VI.1

REGULAR Board Meeting July 20, 2026

To: Board of Directors
 From: Paul Siebensohn
 Date: July 7, 2026
 Subject: Discussion on FOWD Water Supply for the month of June 2026

Recommendation:

None.

Discussion:

According to the Accuweather.com website, the recorded average daily temperature in June 2026 was 74.5° F, which is 3.0 degrees above the historic average of 71.5° F for June. Precipitation for June 2026 was recorded at 0.00” according to the Department of Water Resources Chicago rain station located in Fair Oaks.

The wholesale connections provided **1,018.38** AC-FT (90.08%) of surface water and FOWD groundwater wells produced **112.11** AC-FT (9.92%) to meet the total water demand of **1,130.49** AC-FT.

A graph of total consumption to date versus projected budget target is found in Exhibit A.

A graph of groundwater and surface water use in 2026 to date is found in Exhibit B.

Both the FO-40 and CTP wholesale connections with the SJWD were open during June.

According to the data provided by SJWD, the recorded volumes from wholesale connections are:

	Forward <u>Flow, AC-FT</u>	Reverse <u>Flow, AC-FT</u>	<u>Total, AC-FT</u>
CTP Connection	637.62	0.00	637.62
FO-40 (39”) _____	386.76	0.00	386.76
TOTAL FROM SJWD	1,018.38	0.00	1,018.38

The average daily flow from the wholesale connections for the month of June 2026 was recorded at 7,657 GPM.

The maximum day water demand was reached on June 28, 2026, and was recorded at approximately 13.10 million gallons (MG) with the wholesale connections providing 12.30 MG and FOWD groundwater wells providing .80 MG. The minimum day water demand was on June 1, at 10.35 MG. The average day demand was calculated at 12.24 MG.

The 10-year total average water use for the month of June is 1,193.56 AC-FT and June 2013 total water demand was recorded at 1,495.23 AC-FT. The June 2026 total water demand of 1,130.49 AC-FT represents

a decrease of 5.28% from the June 10-year average, a decrease of 24.39% from June 2013 consumption, and a decrease of 8.48% from 2025 consumption.

During the month of June 2026 all wells performed in accordance with the approved operations plan. The Skyway Tank and Booster Station operated within normal parameters and in accordance with the seasonal operational schedule.

The production breakdown per groundwater source for the month of June 2026 was:

Town Well	–	34.99 AC-FT
Heather Well	–	24.12 AC-FT
Madison Well	–	28.85 AC-FT
Skyway Well	–	<u>24.15 AC-FT</u>
TOTAL GROUNDWATER		112.11 AC-FT

A graph of the production of each well to date through June 2026 may be found in Exhibit D.

District staff produced water supply in accordance with management direction for June 2026.

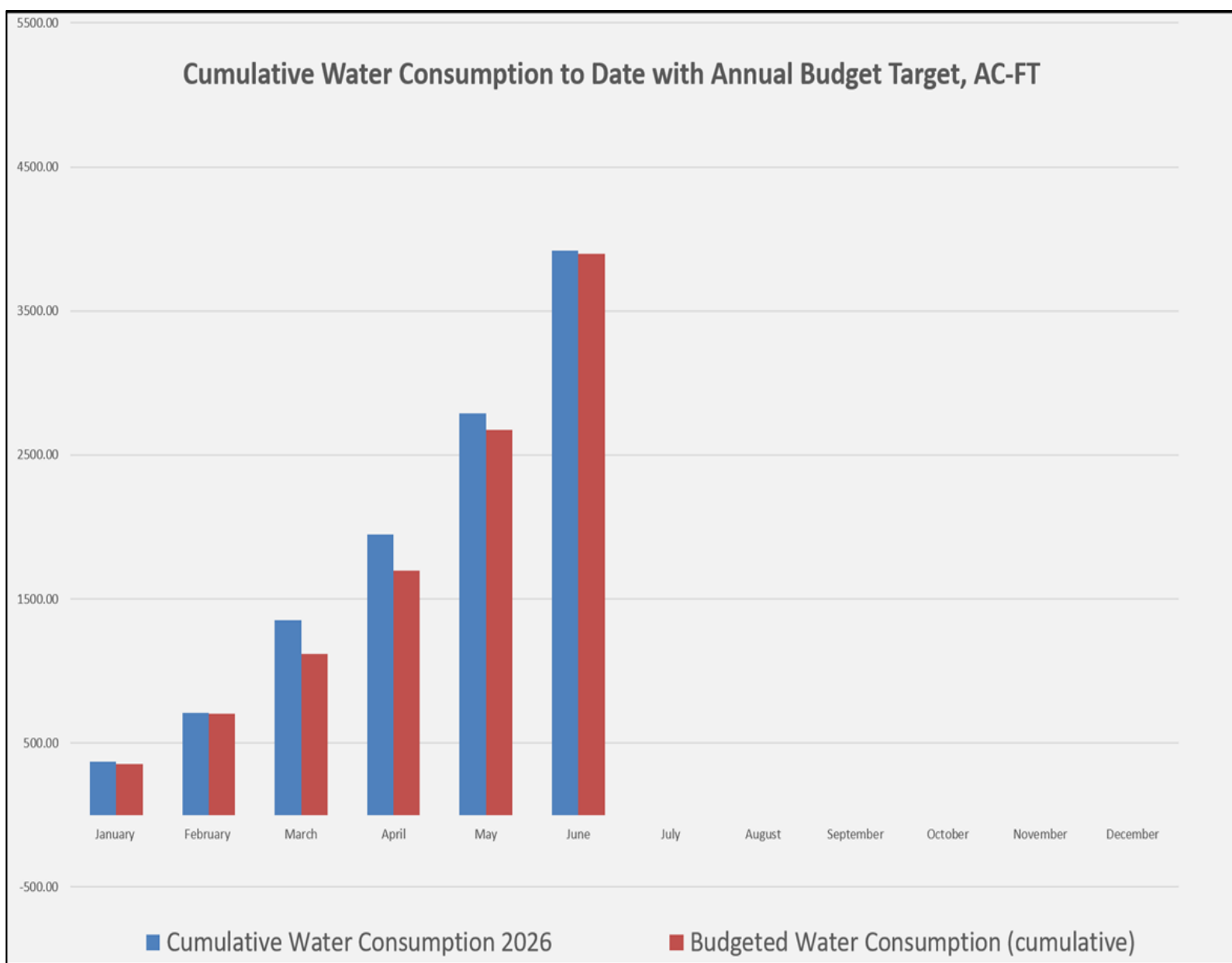
A graph of water consumption per month for 2013, 2025, and 2026 with average trendline is displayed in Exhibit C.

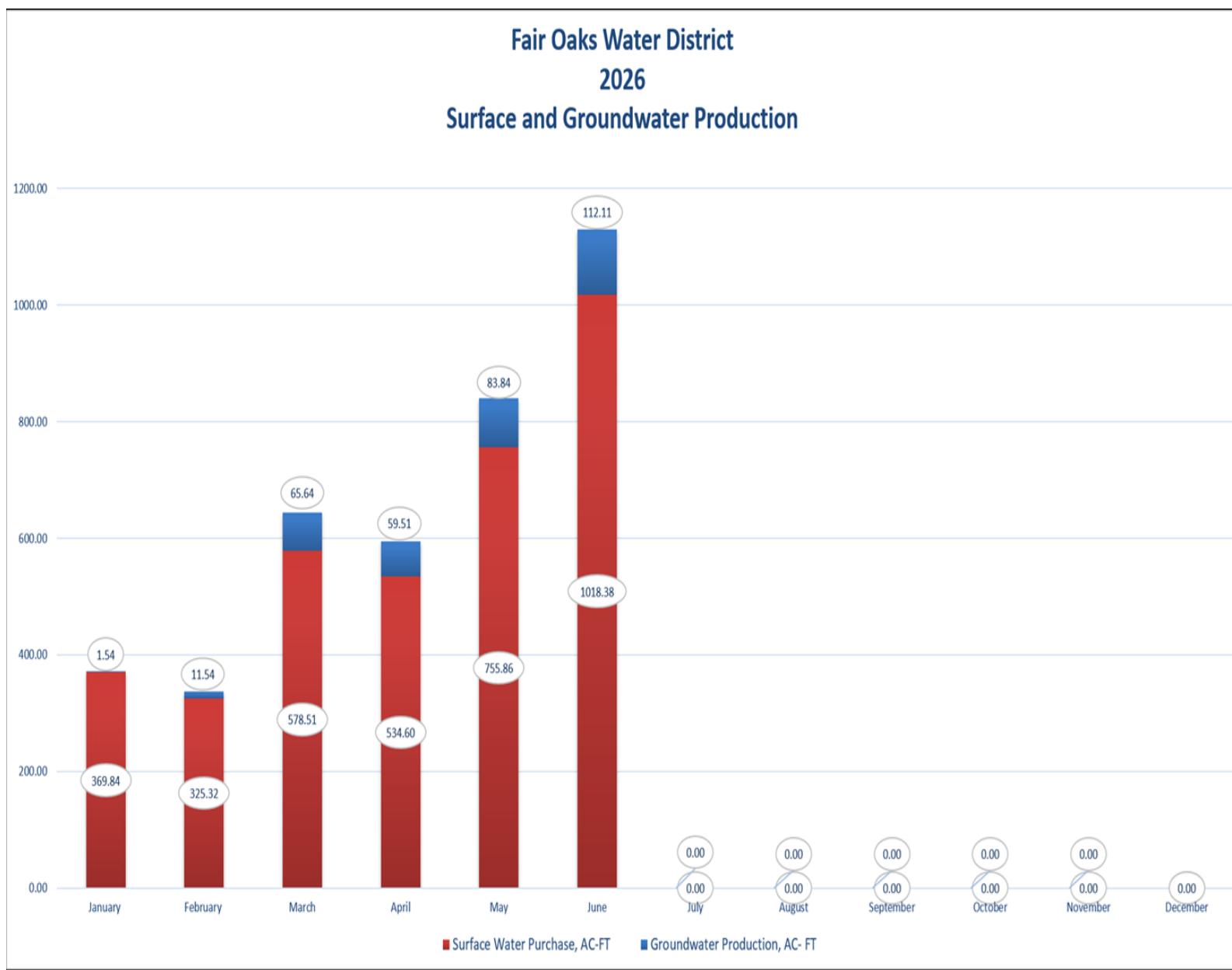
Fiscal Impact:

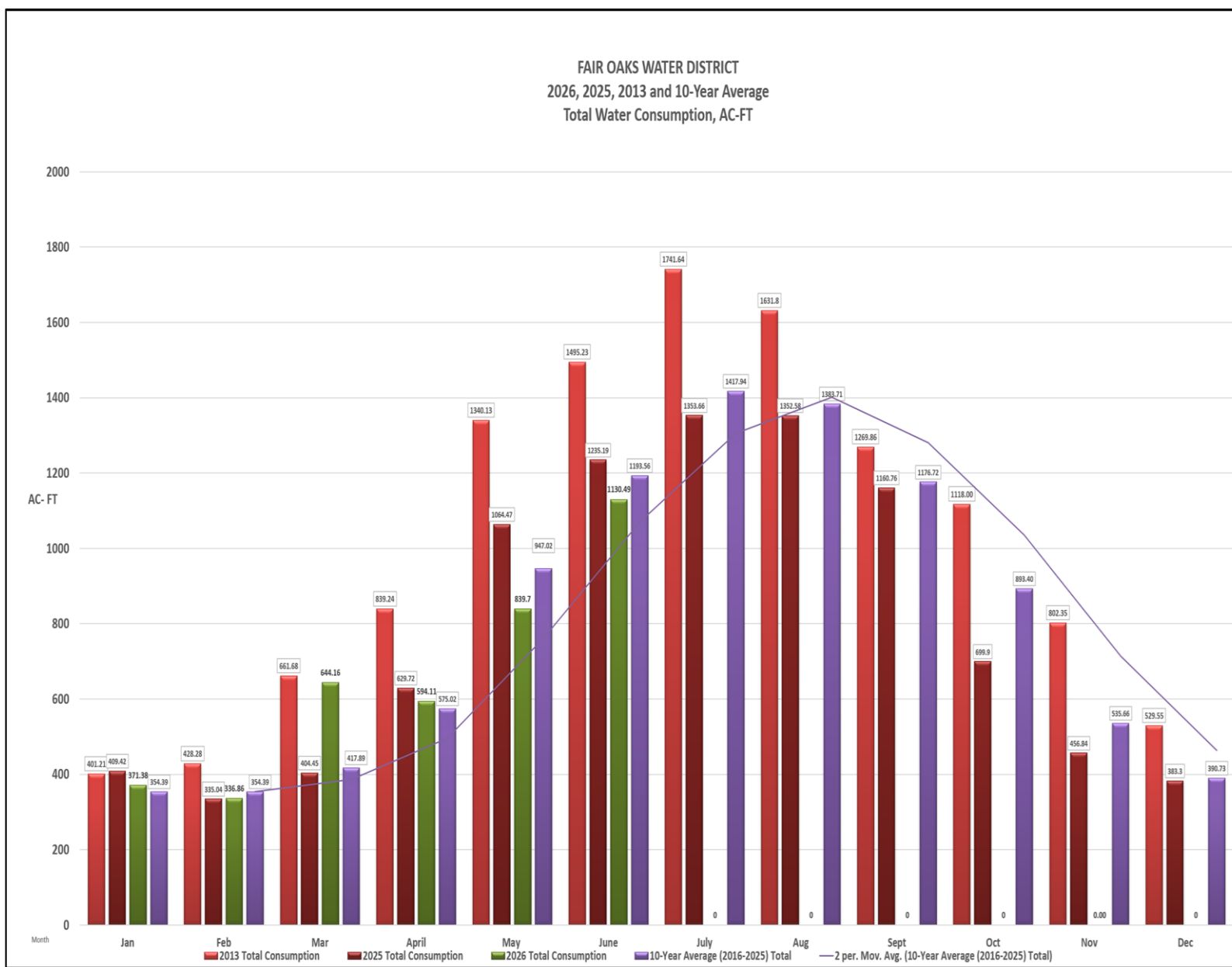
None.

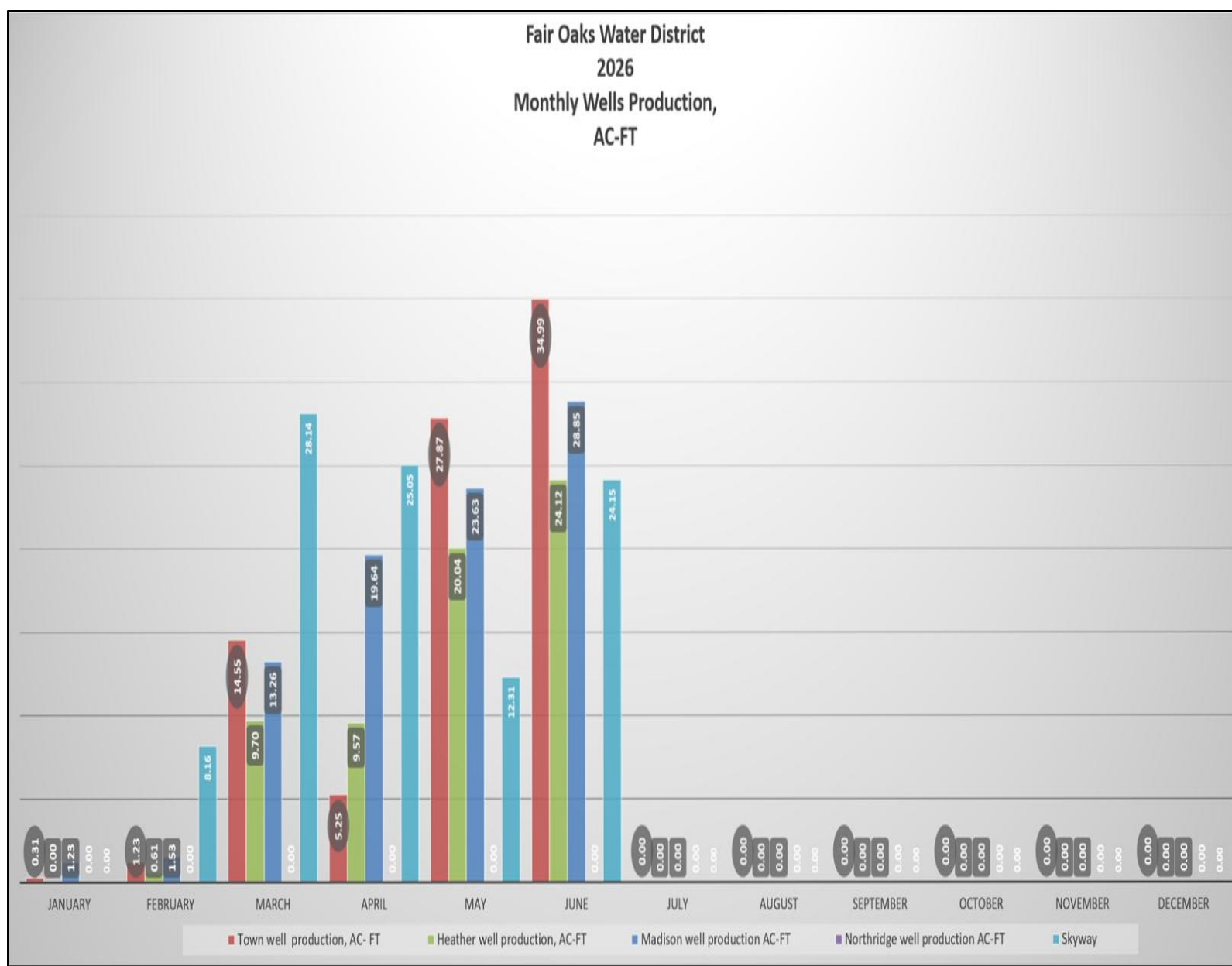
Policy Implications:

None.









July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM VI.2

**Discussion on Board direction for the development of a 2027 FOWD Annual Budget
& budget development schedule**

AGENDA ITEM VI.2

REGULAR Board Meeting on July 20, 2026

To:	Board of Directors
From:	Tom R. Gray
Date:	July 15, 2026
Subject:	Discussion on Board direction for the development of a 2027 FOWD Annual Budget & budget development schedule

Recommendation:

Provide general direction for FOWD staff to be used in the development of an annual budget for the 2027 calendar year.

Discussion:

Summary of staff understanding of current Board direction for developing the 2027 Annual Budget:

- ✓ No Rate Adjustment
- ✓ No new debt
- ✓ No new capital projects besides those that the Board has approved and deemed necessary
- ✓ Focus on completing current capital projects that are currently “work in progress”
- ✓ Meet policy targets for financial reserves
- ✓ Use a 90% surface water and 10% groundwater water supply target
 - Current adopted SJWD wholesale rates for the purchase of surface water provide a financial disincentive for the FOWD to serve groundwater to FOWD customers – FOWD essentially must pay for surface water even if we do not take delivery of surface water.
- ✓ COLA will be calculated in accordance with FOWD Policy No. 4070: “Employee Compensation.”

FOWD staff developed the attached proposed 2027 Budget Schedule for your review.

Policy Implications:

None.

Fiscal Impact:

TBD

2027 Proposed Budget Schedule

July 20, 2026	Staff to provide Board with a suggested timeline for the 2027 Budget Schedule
	Board to provide staff with general guidelines/principles on the 2027 Budget at Regular Board Meeting
July 21, 2026	Distribute Request for 2027 Budget Projections to FOWD staff
August 17, 2026	Budget Projection due back from staff
August 28, 2026	Budget Projection due back from the managers
September 4, 2026	Finance Manager to complete Preliminary Budget Document Compilation
September 8, 2026	Operations Manager, Finance Manager, Water Supply Superintendent, Operations Superintendent and Engineer to meet and go over 2027 Draft Budget
September 2026	Meet with General Manager to go over the 2027 Draft Budget
	Special Board Meeting to review the 2027 Draft Budget
	If applicable, send out Prop 218 Notice, and have the workshop prior to Public Hearing
November 16, 2026	Hold Public Workshop prior to Public Hearing (if there is rate increase). Otherwise, the Board can hold a Regular Board Meeting to review/discuss/possible adoption of the 2027 Proposed Budget
December 21, 2026	Board Meeting to review and adopt the 2027 Proposed Budget (if the Board has not done so at the November 16, 2026 Regular Board Meeting)

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM VI.3

Discussion and possible action on the required payment of the employer accrued unfunded liability for pension benefits

AGENDA ITEM VI.3

REGULAR Board Meeting on July 20, 2026

To:	Board of Directors
From:	Tom R. Gray, General Manager
Date:	July 15, 2026
Subject:	Discussion and possible action on the required payment of the employer accrued unfunded liability for pension benefits

Staff Recommendations:

Authorize payment of \$423,147 to CalPERS for the employer accrued unfunded liability for the fiscal year 2026-2027.

Discussion:

Attached are the invoices from CalPERS for the employer required contribution of the unfunded accrued liability starting July 2026. The monthly payment of \$36,441.42 would total \$437,297 for the fiscal year. Prepayment of \$423,147 would save FOWD \$14,150.

At the July 13, 2015 FOWD Board meeting, the Board elected to make annual payments. A payment of \$423,147 needs to be paid by July 31, 2026.

Policy Implications:

None.

Fiscal Impact:

The District has budgeted for this employer accrued unfunded liability amount in the 2026 Annual Budget.



California Public Employees' Retirement System
P.O. Box 942715, Sacramento, CA 94229-2715

888 CalPERS (or 888-225-7377)
TTY: (877) 249-7442 Fax: (800) 959-6545
www.calpers.ca.gov

California Public Employees' Retirement System

July 01, 2026

Chi K Ha-Ly
Fair Oaks Water District
10326 FAIR OAKS BLVD
FAIR OAKS, CA 95628-7114

Business Unit: 1900
CalPERS ID:
Invoice Number: 100000018341616
Invoice Date: July 01, 2026
Payment Due Date: July 31, 2026

Description	Amount				
Annual Unfunded Accrued Liability as of the June 30, 2024 Actuarial Valuation for Rate Plan Identifier 26355. The total minimum required employer contribution is the sum of the Plan's Employer Normal Cost Rate (expressed as a percentage of payroll) plus the Employer Unfunded Accrued Liability Contribution Amount. Your agency's monthly amount due toward the Unfunded Accrued Liability is: <table><tr><td>Amount</td><td>Due Date</td></tr><tr><td>\$36,441.42</td><td>July 31, 2026</td></tr></table> If you would like to prepay the entire Annual Payment toward your Plan's Unfunded Accrued Liability, you can submit the Annual Lump Sum Prepayment amount of \$423,147.00 to the invoice number above by July 31, 2026 instead of the monthly amount listed. Please refer to the June 30, 2024 Actuarial Valuation report for the details of this calculation. Reports are available at CalPERS On-Line or by visiting www.mycalpers.ca.gov Unfunded Accrued Liability contributions are to be paid in full by the payment due date each month. Payments that are not received in full on or before this date will be assessed interest on the total outstanding balance due (Public Employees' Retirement Law § 20572 (b)). Please note that this monthly statement is a demand for payment in accordance with Public Employees' Retirement Law § 20572 (a). For questions concerning your invoice, please call our CalPERS Customer Contact Center at 888 CalPERS (or 888-225-7377) and ask to be referred to the Financial Office.	Amount	Due Date	\$36,441.42	July 31, 2026	
Amount	Due Date				
\$36,441.42	July 31, 2026				
Total Due	\$36,441.42				



Please pay this statement using Electronic Funds Transfer (EFT) debit or Automated Clearing House (ACH) credit method. Please visit www.mycalpers.ca.gov to schedule a debit EFT payment or call our CalPERS Customer Contact Center at **888 CalPERS** (or 888-225-7377) for information regarding EFT ACH credit payments. Please allow two banking days prior to the due date for payments to be received at CalPERS on time.

If you need to pay by check or money order, make sure it includes your agency's CalPERS ID, Invoice Number, and is payable to the California Public Employees' Retirement System. Please mail to the following address:

CalPERS
Financial Reporting & Accounting Services Division
Cash and Payment Processing Unit
P.O. Box 942703
Sacramento, CA 94229-2703

California Public Employees' Retirement System
www.calpers.ca.gov

CalPERS-2263

Page 2 of 2



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July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM VI.4

Discussion and possible action on additional funding for 2026 expenses

AGENDA ITEM VI.4

REGULAR Board Meeting on July 20, 2026

To: Board of Directors
From: Tom R. Gray
Date: July 15, 2026
Subject: Discussion and possible action on additional funding for 2026 expenses

Recommendation:

Authorize the General Manager to transfer \$29,000 from the contingency fund to cover 2026 expenses as detailed below.

Discussion:

New Hydrants (C26TDNH)

The Board approved 2026 funding for *New Hydrants* is \$25,000 and the cost to date is \$26,867. FOWD anticipates ending the year with a total cost of \$35,000. Staff requests to transfer \$10,000 from the contingency fund to cover *New Hydrants*.

Replacement Sampling Stations (C26TDSS)

The Board approved 2026 funding for *Replacement Sampling Stations* is \$20,000 and the cost to date is \$22,181. FOWD anticipates ending the year with a total cost of \$25,000. Staff requests to transfer \$5,000 from the contingency fund to cover *Replacement Sampling Stations*.

Aggregate/Sand & Cutback (E26SMSA)

The Board approved 2026 funding for *Aggregate/Sand & Cutback* is \$26,000 and the cost to date is \$19,370. FOWD anticipates ending the year with a total cost of \$40,000. Staff requests to transfer \$14,000 from the contingency fund to cover *Aggregate/Sand & Cutback*.

Policy Implications:

None.

Fiscal Impact:

This fund transfer will decrease the 2026 contingency fund by \$29,000.

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM VI.5

**Discussion and possible action on awarding a contract for the installation
of water service and air release valve upgrades required
due to a County of Sacramento paving project**

AGENDA ITEM VI.5

REGULAR Board Meeting on July 20, 2026

To: Board of Directors
From: Shawn Huckaby
Date: July 16, 2026
Subject: Discussion and possible action on awarding a contract for the installation of water service and air release valve upgrades required due to a County of Sacramento paving project

Recommendation:

Direct the General Manager to enter into an agreement with Rawles Engineering for the upgrade of three existing water services and two air release valves (ARVs) for a not to exceed cost of \$150,000.

Discussion:

The Fair Oaks Water District (FOWD) has three existing water services and two ARVs that are within a Sacramento County Roadway Overlay Project area. Sacramento County enforces a strict three-year trench cut moratorium in newly paved areas. During this time, no pavement digging for utilities is allowed within the newly paved roadway.

FOWD staff recommends replacing the three existing water services prior to Sacramento County's Roadway Overlay Project has been completed.

- The three existing services have reached an age where the existing pipe material and overall condition indicate an increased risk of future failure. Although FOWD has performed temporary repairs to address previous leaks, these repairs are not considered a long-term solution. Because the services cross a heavily traveled roadway, any future repairs will require extensive traffic control, roadway restoration, and paving costs. Replacing the services now, in conjunction with the County's paving project, will significantly reduce the cost to FOWD and protect the integrity of the newly paved roadway.
- The two existing ARVs need to be upgraded to current FOWD standards. Both ARVs are currently located below grade, creating a potential cross-connection hazard and increasing the risk of contamination entering the public water system. Upgrading these facilities to current FOWD standards will improve system reliability, enhance water quality protection, and facilitate safer operation and maintenance. Completing the ARV upgrades in conjunction with Sacramento County's Roadway Overlay Project will provide significant cost savings to FOWD by avoiding future pavement removal, traffic control, and roadway restoration expenses associated with performing the work after the new roadway surface is installed.

On previous Sacramento County roadway overlay projects, FOWD has contracted with the County's contractor to perform upgrades to FOWD facilities. This approach has generally been successful and has provided a cost-effective means of completing necessary FOWD infrastructure improvements in conjunction with roadway work.

For the San Juan Avenue AC Overlay Project, the County's contractor submitted a proposal of approximately \$240,000 to complete the requested FOWD upgrades to three water services and two ARVs. Staff reviewed the proposal and determined the cost to be substantially higher than anticipated.

Staff evaluated alternative delivery methods and determined that the work can be completed for an estimated cost of less than \$150,000 by utilizing existing contract pricing available through the FOWD's General Services Agreement with Rawles Engineering. This approach is expected to provide significant cost savings while still allowing the work to be completed before the County overlays the roadway.

Due to the nature of the work and the potential for unforeseen conditions associated with excavation and construction within a heavily traveled roadway, actual construction costs may vary from estimates. Staff will closely monitor project expenditures throughout construction. If unforeseen conditions result in costs exceeding the approved budget or estimated project costs, staff will suspend further work and will consider all alternatives for completing the work.

Policy Implications:

None.

Fiscal Impact:

There is no unbudgeted fiscal impact associated with this project. The work will be completed within the 2026 Board approved budget.

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM X.1

Maintenance Work Report

FAIR OAKS WATER DISTRICT

GENERAL MANAGER'S REPORT TO BOARD OF DIRECTORS JULY 20, 2026 REGULAR MEETING

SUBJECT: 2026 METERED WATER ANALYSIS
STATUS: Information Item
REPORT AS OF: June 30, 2026

Parcel Count - by water service connection status

Connected	Shared Meter Residential	Shared Meter Offices Commercial	Not Yet Connected Vacant	Total
13,701	474	72	358	14,605

Service Count - by service type

	Active	Disconnected		Total	
		Maintenance	Collection	No Meter	Meter
Single Family	12,904	82	20	0	13,006
Multi Family	622	3	0	0	625
Commercial	294	9	1	0	304
Industrial	0	0	0	0	0
Institutional	90	8	1	2	97
Irrigation	225	33	4	0	262
Fire	100	2	0	102	0
Subtotal				104	14,294
Total	14,235	137	26		14,398

Service Count - by meter size

	1"	1.5"	2"	3"	4"	6"	8"	10"	Total
Metered	13,349	598	301	13	17	9	4	3	14,294
Not Metered	2	0	1	0	36	41	23	1	104

2026 Water Supply - units of production: acre-feet (AF)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
SW	369.84	325.32	578.51	534.60	755.86	1,018.38							3,582.51
GW	1.54	11.54	65.65	59.51	83.84	112.11							334.19
CWD	0.00	0.00	0.00	0.00	0.00	0.00							0.00
Total	371.38	336.86	644.16	594.11	839.70	1,130.49	0.00	0.00	0.00	0.00	0.00	0.00	3,916.70

Groundwater Supply - percentage (%)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2026	0.41%	3.43%	10.19%	10.02%	9.98%	9.92%							9%

Drought Reduction By Volume - acre-feet (AF)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2026	371.38	336.86	644.16	594.11	839.70	1,130.49							3,916.70
2013	401.21	428.28	661.68	839.24	1,340.13	1,495.23							5,165.77
%	7.44	21.35	2.65	29.21	37.34	24.39							24.18

Residential Water Use - residential gallons per-capita per day (R-GCPD)¹

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Average
2026	81	81	114	98	134	187							116

¹ Based on population of 36,226 and 75% of Water Supply used for Residential



Monthly Maintenance Work Report

Date	Address	Type
AMR Replacements	Monthly Total	54
		AMR / R900i #
6/1/2026	5036 OLEAN ST	1585127700
6/1/2026	9348 CASTLEMONT CIR	1585160812
6/1/2026	8943 BARRHILL WAY	1585138766
6/1/2026	5120 PHOENIX EAST CT	1585367202
6/1/2026	8096 CAPITOLA AVE	1585157486
6/5/2026	5116 OLEAN ST	1585131822
6/5/2026	5400 YDRA CT	1585138762
6/8/2026	8912 PERSHING AVE	1585130216
6/8/2026	4601 RIGLER ST	1585157144
6/8/2026	4431 LA MIRADA CIR	1585153670
6/8/2026	9210 LA SERENA DR	1585143030
6/8/2026	8937 VAN GOGH CIR	1585193520
6/8/2026	4128 NATUREWOOD CT	1585361664
6/8/2026	5507 BEAUREGARD WAY	1585138078
6/8/2026	9233 MADISON AVE	1585355822
6/8/2026	9124 MADISON GREENS LN	1585159280
6/8/2026	9166 MADISON GREENS LN	1585144192
6/10/2026	8916 LEEDY LN	1585160650
6/10/2026	9002 LEEDY LN	1585381730
6/10/2026	8635 AMBER OAKS CT	1585143858
6/10/2026	9285/9291 MADISON AVE	1585380662
6/10/2026	8901 BARRHILL WAY	1585355810
6/10/2026	5430 WOODWYNN CT	1585361682
6/10/2026	8824 BOLD RULER WAY	1585181008
6/10/2026	4024 CANONERO CT	1585362076
6/11/2026	8965 SUNSET AVE	1585380342
6/11/2026	9000 ERLE BLUNDEN WAY	1585158664
6/11/2026	8930 VINCENT AVE	1585366970
6/11/2026	5218 PHOENIX RIDGE PL	1585151450
6/17/2026	8931 LEATHAM AVE	1585149084

Date	Address	Type
6/17/2026	4343 KENTWOOD LN	1585365530
6/17/2026	4426 MARTSMITH WAY	1585361578
6/17/2026	8842 LAKE NIMBUS DR	1585149160
6/17/2026	8811 CURRAGH DOWNS DR	1579250304
6/17/2026	8825 BOLD RULER WAY	1585109332
6/22/2026	9162 LARIAT CT	1585151686
6/26/2026	9200 MADISON AVE	1579397602
6/26/2026	4915 SUMMIT VIEW LN	1585361668
6/26/2026	9532 WINTERBROOK WAY	1585154030
6/26/2026	9807 GOLDEN DR	1585385910
6/26/2026	9309 BLUE OAK DR	1585127416
6/26/2026	5471 PLANTAIN CIR	1585132138
6/26/2026	5112 FILBERT AVE	1585129438
6/26/2026	9361 HONEYWOOD CT	1585377386
6/26/2026	9120 GREEN RAVINE LN	1585193608
6/26/2026	5125 LONG CANYON DR	1585151446
6/26/2026	9200 MADISON GREENS LN	1585159288
6/26/2026	4919 GASTMAN WAY	1585095950
6/26/2026	7667 SUNSET AVE	1585124694
6/26/2026	8878 SUNSET AVE	1579396622
6/26/2026	4254 RANDHURST WAY	1585151444
6/26/2026	4201 WINDING WOODS WAY	1585144200
6/29/2026	5647 WALNUT AVE	1579399540
6/29/2026	9240 OUTPOST CT	1585148478

Meters Replaced	Monthly Total	60	Meter #
6/1/2026	8096 CAPITOLA AVE		20108675
6/1/2026	4267 NIBLICK WAY		20108647
6/1/2026	4263 NIBLICK WAY		20108646
6/2/2026	4257 NIBLICK WAY		20108861
6/2/2026	4251 NIBLICK WAY		20108860
6/2/2026	7769 ORIANA CT		20109051
6/2/2026	4275 NIBLICK WAY		20108643
6/2/2026	4271 NIBLICK WAY		20108642
6/2/2026	7780 ORIANA CT		20108480
6/2/2026	4231 NIBLICK WAY		20108858

Date	Address	Type
6/2/2026	4278 NIBLICK WAY	20108649
6/2/2026	4282 NIBLICK WAY	20108648
6/2/2026	4220 NIBLICK WAY	20108859
6/3/2026	7773 ORIANA CT	20108644
6/3/2026	7777 ORIANA CT	20108645
6/4/2026	3913 ORANGEWOOD DR	20108871
6/4/2026	3917 ORANGEWOOD DR	20108870
6/5/2026	5400 YDRA CT	20108676
6/8/2026	3901 ORANGEWOOD DR	20108639
6/8/2026	3905 ORANGEWOOD DR	20108873
6/8/2026	3909 ORANGEWOOD DR	20108872
6/9/2026	3963 ORANGEWOOD DR	20108640
6/9/2026	3910 ORANGEWOOD DR	20108638
6/9/2026	3967 ORANGEWOOD DR	20108641
6/11/2026	5600 MCKAY ST	20108651
6/11/2026	8456 RICK MARY CT	20108653
6/11/2026	8450 RICK MARY CT	20108652
6/11/2026	5564 MCKAY ST	20108650
6/15/2026	8468 RICK MARY CT	20108657
6/15/2026	8462 RICK MARY CT	20108656
6/15/2026	8157 ROSE VINE LN	20108654
6/15/2026	8161 ROSE VINE LN	20108685
6/15/2026	8149 ROSE VINE LN	20108684
6/15/2026	8153 ROSE VINE LN	20108655
6/17/2026	8405 ASCOLANO AVE	20108708
6/17/2026	8421 ASCOLANO AVE	20108707
6/17/2026	8417 ASCOLANO AVE	20108706
6/17/2026	4925 ARBOLEDA DR	20108868
6/17/2026	4913 ARBOLEDA DR	20108867
6/17/2026	4961 ARBOLEDA DR	20108869
6/17/2026	8418 ASCOLANO AVE	20108709
6/18/2026	8217 BUSBY CT	20108658
6/18/2026	8225 BUSBY CT	20108660
6/18/2026	8141 CHENIN BLANC LN	20108866
6/18/2026	8147 CHENIN BLANC LN	20108661
6/22/2026	9162 LARIAT CT	20108677

Date	Address	Type
6/22/2026	8412 BUFFUM CT	20108692
6/22/2026	8418 BUFFUM CT	20108693
6/22/2026	4925 FORRESTAL ST	20108690
6/22/2026	4936 BUENA VISTA AVE	20108659
6/25/2026	5216 LINCOLN VILLA WAY	20108635
6/25/2026	5140 ILLINOIS AVE	20108637
6/25/2026	8727 EL CHAPUL WAY	20108636
6/25/2026	5250/5252 ARBARDEE DR	20108691
6/25/2026	5011 ILLINOIS AVE	20108634
6/26/2026	8730 SHELBOURN CT	20108682
6/26/2026	4913 SAINT THOMAS DR	20108694
6/26/2026	4917 SAINT THOMAS DR	20108695
6/26/2026	4812 SANFORD ST	20108697
6/26/2026	4808 SANFORD ST	20108696

Leaks	Monthly Total	2	Detail
6/9/2026	8650 FARLEY WAY		1" SVC LEAK
6/17/2026	8572 VIA GWYNN		1" SVC LEAK

Distribution Repairs	Monthly Total	1	Detail
6/30/2026	7759 GREENRIDGE DR		TRANSMISSION MAIN REPAIR

System Upgrades	Monthly Total	8	Detail
6/1/2026	8635 AMBER OAKS DR		SAMPLE STATION UPGRADE
6/3/2026	8937 LEEDY LANE		NEW HYDRANT INSTALL
6/9/2026	8971 LEEDY LANE		NEW HYDRANT INSTALL
6/15/2026	8650 FARLEY WAY		1" SVC UPGRADE
6/15/2026	8640 FARLEY WAY		1" SVC UPGRADE
6/22/2026	8572 VIA GWYNN		1" SVC UPGRADE
6/22/2026	8576 VIA GWYNN		1" SVC UPGRADE
6/24/2026	5200 MAIN AVE		12" MAIN VALVE UPGRADE

System Maintenance	Year to Date
WATER MAIN VALVES MAINTAINED YEAR TO DATE - 2026	615
FIRE HYDRANTS MAINTAINED YEAR TO DATE - 2026	251

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM X.2

Capital Projects Status Report

FAIR OAKS WATER DISTRICT
CAPITAL PROJECTS STATUS UPDATE: June 30, 2026

2026 Project Costs								
Project Description	Approved Budget	Expenses To Date	Committed Costs	Expenses To Date and Committed Costs (Total)	Budget Available	Percent \$ Expended & Committed	Percent Completed	Project Status Comments
Wells & Tank	A	B	C	D = B+C	E = A-D	D/A		
1 New York Well Drilling & Equipping (C26WTNYWDE)	\$ 2,687,617	\$ 306,410.26	\$ 1,993,293.26	\$ 2,299,703.52	\$ 387,914	86%	25%	Construction of the perimeter retaining wall and site grading is in progress.
2 Skyway Site Improvements (C26WTSI)	8,873	-	-	-	8,873	0%	0%	
3 Northridge Well Replacement - Design (C26WTNWRD)	325,686	141,660.59	147,245.09	288,905.68	36,780	89%	80%	The 75% design for Phase II (well equipping) has been completed. Committed costs will not exceed available budget.
4 Northridge Well Replacement - Equipping (C26WTNWRE)	2,195,468	95,527.49	32,968.78	128,496.27	2,066,972	6%	0%	Project will be bid for construction once the design for Phase II has been completed.
5 Gum Ranch Tank Site (C26WTGRTS)	270,000	-	-	-	270,000	0%	0%	
Subtotal Wells & Tanks	\$ 5,487,645	\$ 543,598.34	\$ 2,173,507.13	\$ 2,717,105.47	\$ 2,770,539			
General Capital								
6 Services Upgrade (C26TDSU)	\$ 300,000	\$ 89,568.96	\$ 31,862.00	\$ 121,430.96	\$ 178,569	40%	60%	
7 Hydrant Upgrades (C26TDHU)	137,500	126,746.82	1,344.00	128,090.82	9,409	93%	95%	
8 Minor Main Upgrades (C26TDMU)	50,000	18,540.06	24,900.00	43,440.06	6,560	87%	90%	
9 ARV's and Blow-offs (C26TDARV)	50,000	5,528.44	-	5,528.44	44,472	11%	20%	
10 New Hydrants (C26TDNH)	25,000	26,421.05	-	26,421.05	(1,421)	106%	100%	Two hydrants have been installed new.
11 Sampling Station Upgrades (C26TDSS)	20,000	20,637.29	-	20,637.29	(637)	103%	100%	Two sample sites have been upgraded.
12 Developer's Paid - Service & Main Line Installation	121,400	8,371.38	-	8,371.38	113,029	7%	1%	
Subtotal General Capital	\$ 703,900	\$ 295,814.00	\$ 58,106.00	\$ 353,920.00	\$ 349,980			
Project Specific Capital								
13 PRV Replacement at Lemon Street (C26TDPRVL)	\$ 62,400	\$ -	\$ 46,539.69	\$ 46,539.69	\$ 15,860	75%	0%	The majority of parts for this project have been received. Project work is scheduled for October.
14 Replace 12" Steel Water Main New York Ave. Phase II (C26TDNYASW2)	1,447,808	39,306.65	-	39,306.65	1,408,502	3%	25%	A contract has been awarded to ARB, Inc. for the project. Construction is scheduled to begin in August 2026.
15 Riverfront Lane Service Upgrade (C26TDRFL)	110,984	11,348.43	-	11,348.43	99,636	10%	25%	Easement exhibits have been prepared for approval from the individual property owners. If easements are accepted, design and construction can commence.
16 T-Main Replacement Construction Phases I & II (C26TDT1C)***	323,669	281,175.84	-	281,175.84	42,493	87%	100%	The project is substantially complete. Retention needs to be paid to contractor and change orders need to be reconciled. Additional funding will be requested at a later date following the change order reconciliation.
17 T-Main Replacement Phase III - Design (Winding Oak to Windsock) (C26TDT3D)	55,300	286.21	-	286.21	55,014	1%	5%	The project is in the planning and preliminary design stages.
18 County Overlay Project - Madison (Hazel to Blue Oak) (C26TDCOM)	21,500	-	-	-	21,500	0%	90%	The County has completed their overlay. Valves still need to be raised.
19 County Overlay Project - San Juan (Fair Oaks to Winding Way North) (C26TDCOSJFW)	11,500	-	-	-	11,500	0%	0%	
20 County Overlay Project - Sunrise (Sunset to Sunrise Ridge) (C26TDCOSSSR)	11,500	-	-	-	11,500	0%	90%	Construction of the air release valve is complete. Sidewalk and paving restoration need to be finished before the project is completed.
Subtotal Project Specific Capital	\$ 2,044,662	\$ 332,117.13	\$ 46,539.69	\$ 378,656.82	\$ 1,666,005			
TOTAL CAPITAL IMPROVEMENT PROGRAM	\$ 8,236,207	\$ 1,171,529.47	\$ 2,278,152.82	\$ 3,449,682.29	\$ 4,786,524			
Meter Maintenance								
21 Meter Installation - Residential (M26MMMRES)	\$ 10,000	\$ -	\$ -	\$ -	\$ 10,000	0%	0%	
22 Meter Replacement (M26MMMR)	265,000	261,812.08	-	261,812	3,188	99%	60%	
23 AMR/Registers Replacement (M26MMAMR)	210,000	159,760.72	-	159,760.72	50,239	76%	60%	
24 Large Meter Install (M26MMLMI)	40,000	-	-	-	40,000	0%	10%	
25 Large Meter Replacement (M26MMLMR)	20,000	2,116.66	-	2,116.66	17,883	11%	15%	
Subtotal Meter Maintenance	\$ 545,000	\$ 423,689.46	\$ -	\$ 423,689.46	\$ 121,311			
Building Facility								
26 Admin. Office Building (10326 FOB) (A26BUNB)	\$ 5,000	\$ -	\$ -	\$ -	\$ 5,000	0%	0%	
27 FOWD Field Services Center Project (A26BUMQDC)	200,000	2,429.40	1,071.94	3,501.34	196,499	2%	0%	G/A continues working on resubmitting plans to Sacramento County.
Subtotal Building Facility	\$ 205,000	\$ 2,429.40	\$ 1,071.94	\$ 3,501.34	\$ 201,499			
GRAND TOTAL	\$ 8,986,207	\$ 1,597,648.33	\$ 2,279,224.76	\$ 3,876,873.09	\$ 5,109,334	43%		

*New Business development pays for services rendered (this item is a pass through).
**2025 Carryforward funding approved by the Board on January 26, 2026 Regular Board Meetings.
***\$1,292.95 was transferred from T-Main Replacement (C26TDT1C) to Other Maintenance Equipment (A26MEOM) to pay for the diffuser. Contractor to reimburse FOWD.

FAIR OAKS WATER DISTRICT
NON-CAPITAL PROJECTS STATUS UPDATE: June 30, 2026

2026 Project Costs								
Project Description	Approved Budget	Expenses To Date	Committed Costs	Expenses To Date and Committed Costs (Total)	Budget Available	Percent \$ Expended & Committed	Percent Completed	Project Status Comments
County Overlay Project	A	B	C	D = B+C	E = A-D	D/A		
1 County Overlay Project - Madison (Fair Oaks to San Juan) (N26NOCOMFS)	\$ 73,300	\$ 1,603.98	\$ -	\$ 1,603.98	\$ 71,696	2%	90%	The County has completed their overlay. Valves still need to be raised.
2 County Overlay Project - Sunrise (Winding Way to Sunset) (N26NOCOSWS)	17,800	-	-	-	17,800	0%	0%	
3 County Overlay Project - Madison (Kenneth to Hazel) (N26NOCOMKH)	66,300	-	-	-	66,300	0%	0%	This project has been rescheduled to 2026.
4 County Overlay Project - Madison (Hazel to Blue Oak) (N26NOCOM)	67,000	-	-	-	67,000	0%	90%	The County has completed their overlay. Valves still need to be raised.
5 County Overlay Project - San Juan (Fair Oaks to Winding Way North) (N26NOCOSJFW)	95,000	-	-	-	95,000	0%	0%	
6 County Overlay Project - Sunrise (Sunset to Sunrise Ridge) (N26NOCOSSSR)	25,000	1,214.03	-	1,214.03	23,786	5%	90%	The County has completed their overlay. Valves still need to be raised.
GRAND TOTAL	\$ 344,400	\$ 2,818.01	\$ -	\$ 2,818.01	\$ 341,582	1%		

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM X.3

Authorizations of Additional Funding



GENERAL MANAGER'S REPORT
July 20, 2026 REGULAR BOARD MEETING
Report as of June 30, 2026

X.3 Authorizations of Additional Funding

Accounting for 2026 Contingency Fund
Project No. E26CONT

<u>Date</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Amount Transferred</u>	<u>Ending Balance</u>
1/1/2026	Beginning Balance	\$ 200,000.00	\$ -	\$ 200,000.00
1/26/2026	Wells and Pump Repairs/Maintenance	200,000.00	(14,000.00)	186,000.00
5/18/2026	Property Insurance	186,000.00	(1,037.71)	184,962.29
6/15/2026	Hydrant Upgrades	184,962.29	(12,500.00)	172,462.29
6/15/2026	Meter Downsize	172,462.29	(600.00)	171,862.29
6/15/2026	New York Well Phase II	171,862.29	(66,500.00)	105,362.29
Total from Contingency			\$ (94,637.71)	

Funds Drawn from Reserves

3/16/2026 New York Well Phase II - Drilling & Equipping \$ (367,000.00)

Total from Reserves	\$ (367,000.00)
Total Authorizations of Additional Funding	\$ (461,637.71)

July 20, 2026

Staff Report Briefing Materials

AGENDA ITEM X.5

Claims Against District

FAIR OAKS WATER DISTRICT

GENERAL MANAGER'S REPORT TO BOARD OF DIRECTORS JULY 20, 2026 REGULAR MEETING

SUBJECT: Processing of Claims
STATUS: Information Item
REPORT AS OF: June 30, 2026

DISTRICT CLAIMS RECEIVED

Claim #	Date Claim Received	Type of Claim	Claim Amount	JPIA Contacted ?	Claim Status	Settlement Amount
24-02	11/14/2024	Main Break - Property	None Given	Yes	Not Settled	TBD
26-01	2/9/2026	Main Break - Property	\$15,000	Yes	Not Settled	TBD