



SAN ANTONIO WATER COMPANY

BOARD OF DIRECTORS MEETING

Tuesday, December 15, 2020

5:00 p.m.

By Virtual/Online or Teleconference Only

Please join the meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/407726325>

You can also dial in using your phone. United States: [+1 \(646\) 749-3122](tel:+16467493122)
Access Code: 407-726-325

- Call to Order
- Salute to the Flag

1. Recognitions and Presentations:

2. Additions-Deletions to the Agenda:

3. Shareholder-Public Testimony:

This is the time for any shareholder or member of the public to address the board members on any topic under the jurisdiction of the Company, which is on or not on the agenda. Please note, pursuant to the Brown Act the board is prohibited from taking actions on items not listed on the agenda. For any testimony, speakers are requested to keep their comments to no more than four (4) minutes, including the use of any visual aids, and to do so in a focused and orderly manner. Anyone wishing to speak is requested to voluntarily fill out and submit a speaker's form to the manager prior to speaking.

4. Consent Calendar Items:

All items listed hereunder are considered to be routine and there will be no separate discussion of these items unless members of the board request specific items to be removed from the consent calendar for separate action. All items listed or remaining will be voted upon in a single action.

- A. Approval of Board Meeting Minutes
Regular Meeting Minutes of November 17, 2020.
- B. Planning, Resources, and Operations Committee (PROC) Meeting Minutes
No meeting minutes.
- C. Administration and Finance Committee (AFC) Meeting Minutes
Meeting minutes of September 22, 2020.
- D. Financial Statement
Income Statement and Balance Sheet for October 31, 2020
- E. Investment Activity Report
Monthly Report of Investments Activity.
- F. Water Production and Consumption
Monthly water production and consumption figures.
- G. Prominent Issues Update
Status summaries on certain on-going active issues.
- H. Projects and Operations Update
Status summaries on projects and operations matters.
- I. Groundwater Level Patterns [Quarterly in January, April, July, and October]
Tracking patterns of groundwater elevations relative to ground surface.
- J. Conservation Program Update [Quarterly in January, April, July, and October]
Update on SAWCo's existing water conservation programs
- K. Correspondence of Interest

5. Board Committee – Delegate Report:

A. PVPA Representative Report

Verbal report on activities at the Pomona Valley Protective Association that have an impact on the Company.

B. Six Basins Representative Report

Verbal report on activities at the Six Basins Watermaster that have an impact on the Company.

C. Chino Basin Representative Report

Verbal report on activities at the Chino Basin Watermaster that have an impact on the Company.

D. Cucamonga Basin Representative Report

Verbal update by staff.

E. Administration and Finance Committee (AFC) Chairman's Report

Verbal update on meeting held November 24, 2020.

F. Planning, Resources, and Operations Committee (PROC) Chairman's Report

No meeting to report.

G. Office Feasibility Study Ad Hoc Committee

No meeting to report.

6. General Manager's Report on Activities

A. Award of Contracts for Frankish Tunnel Improvements

Possible award of construction and professional contracts for Frankish Tunnel Improvements

B. Award of Contracts for 2020 Small Pipelines Replacement Project

Possible award of construction contract for Small Pipelines Replacement Project

C. Approval of Compensation and Benefits Study

Review and possible approval of Compensation and Benefits Study

D. Approval of 2021 Employee Health Benefits

Review and possible approval of recommended policy

E. Approval of 2021 Budget

Possible approval of 2021 Operating and Capital Budgets

F. Company Response to COVID-19

Discussion regarding Company's response to the virus.

7. Closed Session: None

8. Director's Comments and Future Agenda Items:

Adjournment:

The next regular Board Meeting will be held on Tuesday, January 19, 2021 at 5:00 p.m.

NOTE: All agenda report items and back-up materials are available for review and/or acquisition by calling the Company Office (909) 982-4107 (139 No. Euclid Avenue, Upland, CA) during regular office hours, Monday through Thursday [7:00 am – 11:30 am & 12:30 pm – 5:00 pm] and alternating Fridays [7:00 am – 11:30 am & 12:30 pm – 4:00 pm] and on the company's website www.sawaterco.com. The agenda is also available for review and copying at the Upland Public Library located at 450 N. Euclid Avenue.

POSTING STATEMENT: On December 10, 2020 a true and correct copy of this agenda was posted at the entry of the Company's Office (139 No. Euclid Avenue), on the public bulletin boards at 450 No. Euclid Avenue (Upland Public Library) and 460 N. Euclid Avenue (Upland City Hall), and on the Company's website.

SAN ANTONIO WATER COMPANY
MINUTES OF THE SAN ANTONIO WATER COMPANY
Tuesday, November 17, 2020

An open meeting of the Board of Directors of the San Antonio Water Company (SAWCo) was held virtually and called to order at 5:02 p.m. on the above date. Directors present were Tom Thomas, Will Elliott, Rudy Zuniga, Gino Filippi, Bob Cable, and Martha Goss. Also in attendance were Shivaji Deshmukh and Kathy Besser with Inland Empire Utilities Agency (IEUA), and SAWCo's General Manager Brian Lee and Senior Administrative Specialist Kelly Mitchell. Director Thomas presided.

1. Recognitions and Presentations: Mr. Lee thanked Mr. Shivaji Deshmukh with IEUA for attending the meeting and advised Mr. Deshmukh would be speaking to the Board later in the meeting.
2. Additions-Deletions to the Agenda: Mr. Lee had no additions but did point out on the screen was a current picture of the Frankish-Stamm Tunnel outlet. Director Thomas asked for the picture to be emailed to the Board of Directors for a closer look along with a map of its location in the system.
3. Shareholder-Public Testimony: None.
4. Consent Calendar Items:
 - A. Approval of Board Meeting Minutes
Regular Meeting Minutes of October 20, 2020.
 - B. Planning, Resources and Operations Committee (PROC) Meeting Minutes
Meeting minutes of August 25, 2020.
 - C. Administration and Finance committee (AFC) Meeting Minutes
No meeting minutes to approve.
 - D. Financial Statement
Income Statement and Balance Sheet for September 30, 2020.
 - E. Investment Activity Report
Monthly Report of Investments Activity.
 - F. Water Production and Consumption
Monthly water production and consumption figures.
 - H. Prominent Issues Update
Status summaries on certain on-going active issues.
 - I. Projects and Operations Update
Status summaries on projects and operations matters.
 - J. Groundwater Level patterns [Quarterly in January, April, July, and October]
Tracking patterns of groundwater elevations relative to ground surface.
 - K. Conservation Program Update [Quarterly in January, April, July, and October]
Update on SAWCo's existing water conservation programs
 - L. Correspondence of Interest

Director Elliott moved and Director Goss seconded to approve the Consent Calendar as presented. Motion carried unanimously.

5. Board Committee – Delegate Report:
 - A. **Pomona Valley Protective Association (PVPA) Representative's Report** – Director Thomas stated that due to Veteran's Day, the PVPA meeting was moved to the 3rd Wednesday of the month and will therefore take place the day following SAWCo's Board meeting.

Director Thomas also noted the Six Basins meeting was moved to the same date as the PVPA meeting. The Operating Safe Yield, the annual budget, and the contract with Wildermuth Environmental, Inc. who has recently merged with West Yost.

- B. Six Basins Representative Report** – Mr. Lee stated SAWCo will be over by roughly 300 acre feet (AF) of storage in the basin. SAWCo is willing to negotiate the purchase of this remaining storage water with other parties in the basin that are shareholders in the water company.
- C. Chino Basin Representative Report** – Mr. Lee reported on the court hearing regarding Agricultural Pool's legal invoices and the Appropriative Pool's objection to paying them. The judge has ordered both parties to a 90-day mediation. If after that time an agreement between the parties has not been reached the judge will then make a ruling.

The parties are still moving forward on the implementation plan and the California Environmental Quality Act (CEQA) light, which is for storage only rather than the entire Optimum Basin Management Program (OBMP), in order to simplify and increase the amount of storage in the basin.

- D. Cucamonga Basin Representative Report** – Mr. Lee advised the working group is still working on getting the Terms of Reference document finalized as Cucamonga Valley Water District (CVWD) is running the document by their legal counsel for a second time.

In early 2021 the group will issue a Request for Proposal (RFP) for geotechnical work.

- E. Administration and Finance Committee (AFC) Chairman's Report** – No meeting to report.
- F. Planning, Resources, and Operations Committee (PROC) Chairman's Report** – Director Elliott reported there were no motions other than for the meeting minutes that came out of the most recent PROC meeting, just updates on current projects.
- G. Office Feasibility Study Ad Hoc Committee** – No meeting to report.

6. General Manager's Report on Activities:

- A. Inland Empire Utility Agency (IEUA) General Manager Shivaji Deshmukh**– Mr. Lee introduced Mr. Shivaji Deshmukh, the general manager of IEUA.

Mr. Deshmukh informed the Board he has been the general manager of IEUA since 2019 and gave a brief history of his experience in the water industry. He then explained all of the services IEUA provides as well as their regional contracts with seven local agencies for wastewater and the possibility of utilizing Proposition 1 funding for a Chino Basin Program allowing for local infrastructure to be built in exchange for 15,000 AF of water given to the State. IEUA is still analyzing whether or not the Chino Basin Program is a viable option.

- B. Award of Contracts for Reservoir 9 Pipeline Replacement** – Mr. Lee explained the bids for the project came in at nearly twice the budgeted amount. The primary reason was due to relocation of about 3/4 of the project out of a dirt road and into a paved road which added costs to the trenching. Two vaults with meters were also added along with rearrangement of the pipeline at the site. Staff believes good value was added with these changes and additions. It was explained that there was a failure on this pipeline recently and an emergency replacement was considered.

Director Thomas noted the revised engineers estimate came in higher than the low bidder on the project.

Director Goss inquired when the commencement date was for the project. Mr. Lee replied that once approval is received he will issue the notice to proceed. Material availability will determine the actual start date.

Director Elliott moved and Director Zuniga seconded to authorize the General Manager to enter into contract with Downing Construction, Inc. for the Reservoir 9 Pipeline Replacement project for a not to exceed amount of \$807,090. Motion carried unanimously.

- C. 2021 Major Activities Calendar** – Director Thomas inquired if there was anything noteworthy regarding the calendar for the upcoming year. Mr. Lee replied there was none at the staff level.

Director Thomas advised the calendar shows the Committee and Board meetings, the Annual Shareholders Meeting, etc. He asked if there were any questions; seeing none he called for a motion.

Director Zuniga moved and Director Cable seconded to approve the 2021 Major Activities Calendar as presented. Motion carried unanimously.

- D. Company Response to COVID-19** – Mr. Lee advised staff has been able to maintain operations. Field staff is still working a normal schedule while office staff is rotating days working at the office and working from home. He stated the End of Year Luncheon as of last week is still taking place at the Magic Lamp restaurant on December 3rd at 11:30 a.m. Director Filippi encouraged staff to entertain the use of a different venue for the luncheon as there have been issues with San Bernardino County and the Magic Lamp restaurant. Mr. Lee agreed he would look into alternatives.

Director Thomas suggested all staff and Board members attending the luncheon have their temperatures taken via an infrared digital thermometer. He also advised one be available for staff at the company office.

7. Closed Session: None

8. Director's Comments and Future Agenda Items: Director Thomas spoke about the recharge basin in the northwest portion of the San Antonio spreading grounds. The City of Claremont felt the master plan and environmental report needed completion before moving forward. A 25 acre, 10 foot deep basin was originally proposed, however, a 50 acre, 200 foot deep basin is what is now being proposed. The engineer is now charged with expanding the scope to include a more rational size basin. This item will be on the agenda for the upcoming Six Basin meeting.

Adjournment:

With no further business to discuss the meeting was adjourned at 5:27 p.m.

Assistant Secretary
Brian Lee

SAN ANTONIO WATER COMPANY
ADMINISTRATION and FINANCE COMMITTEE (AFC)
MINUTES

September 22, 2020

An open meeting of the Administration and Finance Committee (AFC) of the San Antonio Water Company (SAWCo) was held virtually and called to order at 3:11 p.m. on the above date as noticed. Committee Members present were José Sanchez, Bob Cable, Rudy Zuniga, and Tom Thomas. Also in attendance were SAWCo's General Manager Brian Lee, Assistant General Manager Teri Layton, and Senior Administrative Specialist Kelly Mitchell.

1. Recognitions and Presentations: None.
2. Additions-Deletions to the Agenda: None.
3. Public Comments: None.
4. Approval of Committee Meeting Minutes: Director Cable moved and Director Zuniga seconded to approve the meeting minutes of July 28, 2020. Motion carried unanimously.
5. Administrative and Financial Issues:
 - A. ***Inventory Policy*** – Director Sanchez inquired as to where SAWCo documents the receiving procedure of its inventory and assets. Ms. Layton explained that staff generates a purchase order when items are ordered for inventory. A packing slip is received with the shipment and the company is invoiced. The items are entered into the inventory system as ordered and received.

Director Sanchez also asked who signs off that materials ordered were used at a particular site. Mr. Lee replied either the Water Utility Superintendent, Tommy Hudspeth, or Water Utility Worker III, Chad Herron. Director Sanchez questioned whether or not both signatures were required. Mr. Lee advised only one signature is needed at this time but stated he would speak to field staff about requiring two signatures in the future.

Director Sanchez moved and Director Cable seconded to recommend the Board approve the presented Inventory Policy. Motion carried unanimously.

- B. ***Disposal of Records*** – Director Sanchez clarified this item is for the Committee to recommend the Board approve the disposal of records according to SAWCo's retention policy. Mr. Lee concurred.

Director Thomas inquired whether or not a truck comes to the office and shreds the documents onsite or if they take the documents back and shred them at their own facility. Ms. Mitchell responded staff has had documents shred onsite as well as offsite. The company hired to shred the documents is licensed and bonded making either option secure. The Committee was satisfied with either route as long as the company used was licensed and reputable.

Director Cable moved and Director Sanchez seconded to recommend the Board approve the disposal of records listed in the attachment per the Company retention policy. Motion carried unanimously.

- C. Draft Request for Qualifications (RFQ) for Investment Advisor** – Mr. Lee explained he has never had to hire an investment advisor in the past. The RFQ is a compilation of other companies RFQ's for investment advisor that closely matched what SAWCo is needing.

Director Thomas inquired if staff has a list of companies they are considering. Mr. Lee advised he has not compiled a list of companies the RFQ will be released to. He offered to research qualified companies and bring a short list back to the Committee for review. Mr. Lee advised he would speak with SAWCo's auditor and bank for references, as well as local companies and would also advertise the RFQ on SAWCo's website. It was also suggested that the RFP be advertised with Cal Mutuals.

Director Sanchez questioned the verbiage about non-interest bearing accounts. Mr. Lee replied the statement about non-interest bearing accounts was added during the discussion of the investment policy as it would not be considered an investment if it was not earning interest.

Director Sanchez also inquired about the dates crossed off in the RFQ. Mr. Lee stated that if the Committee was good with the language in the RFQ he would release it and require (Statement of Qualifications) SOQ's be submitted prior to the next AFC meeting.

Director Thomas advised that the Committee would normally recommend the Board approve the RFQ prior to release. Mr. Lee responded he felt the Committee could approve the release of the RFQ and after reviewing the SOQ's and determining the best fit, it would then be the Board that would approve or deny the recommendation.

Additional discussion occurred regarding the release of the RFQ and review of the submitted SOQ's.

Director Thomas then proposed the AFC approve the release of the RFQ but bring the item to the Board for ratifying. Mr. Lee suggested placing on the Consent Calendar at the next Board meeting for ratification.

Director Cable moved and Director Sanchez seconded to authorize the General Manager to release the draft Request for Qualifications for Investment Advisor. Motion carried unanimously.

- D. Rental Agreements** – Mr. Lee stated this item better positions the Company should they be accused of selling water to a non-shareholder. SAWCo provides water to the property owned by the shareholder but in some instances sends the water bill to a renter. This change in process has SAWCo now sending the bill to both the renter and shareholder of record.

Director Sanchez suggested rearranging the order of the process for efficiency and using consistency when referring to SAWCo in the policy.

Mr. Zuniga moved and Mr. Cable seconded to recommend the Board approve the proposed policy statement for Rental Agreements as amended. Motion carried unanimously.

- E. Board Gift** – Mr. Lee advised that although the item is budgeted for the year it is open for discussion and will need to be recommended to the Board for approval. Previously, the Board discussed whether or not the amount gifted for the past several years was still appropriate. That discussion was deferred to the current year.

There was discussion on how to disperse the Board Gift during the pandemic. The current restrictions still allow for dining at 25% capacity as well as outdoors therefore the plans to have an End of Year Luncheon where the Board Gift will be given is still moving forward. Committee and staff offered some suggestions for outdoor dining in the area.

Director Thomas suggested increasing the amount of the Board Gift this year to \$1,500. Director Cable felt it a great way to say thank you to staff especially during a difficult year.

Director Cable moved and Director Sanchez seconded to recommend the Board approve a \$1,500 Board Gift for current full-time employees of one year or more; prorated for part-time employees. Motion carried unanimously.

- F. *Financial Reporting*** – Director Sanchez stated the Committee will need to agree on the ratios presented and also whether or not the targets identified are what the Committee wants to adopt for those ratios. After the ratios and their targets are identified the Committee will then need to determine how they would like to report them.

Director Thomas inquired whether or not existing numbers have been used to see where SAWCo stands. Mr. Lee replied that had been done at a previous meeting however he did not currently have access to those figures. He stated staff has responded with ways in which they prefer reporting be handled but he has not had time to review the response. In the future Mr. Lee will present to the AFC for discussion a draft monthly, quarterly, and yearly on how SAWCo would like to report their finances.

Director Sanchez explained the work put forth on financial reporting up to this point. He expressed his desire to have a transparent and easily digestible summary of the financial performance of SAWCo. Current reports do not provide this and are repetitive and obtuse. Director Sanchez would like to provide these types of reports with as little impact to staff as possible. Suggestions on how reports can be prepared were given.

Mr. Lee stated he would like to provide mock-ups to the Committee for discussion and revision if necessary.

It was determined that Mr. Lee, Director Sanchez, Director Martha Goss, and Salena Holley would come up with a recommendation to the Board of Directors on a financial reporting format.

- G. *COVID Response*** – Mr. Lee advised there are no updates on how the Company is operating due to COVID-19.

Committee and Board meetings will continue to take place virtually until further notice.

6. Closed Session: None.
7. Committee Comments and Future Agenda Items: None.
8. Adjournment: Seeing no further business, the meeting was adjourned at 4:00 p.m.



San Antonio Water Company, CA

Income Statement Group Summary

For Fiscal: 2020 Period Ending: 10/31/2020

IncomeStatement	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
Category: 4 - Income					
SubCategory: 40 - Shareholder Revenue					
1185 - Domestic Water Income (Base)	301,000.00	301,000.00	58,377.05	226,795.46	74,204.54
1215 - Domestic Water Income (Supplemental)	148,000.00	148,000.00	49,212.64	184,740.25	-36,740.25
1220 - Domestic Water Income (Tier 3)	104,000.00	104,000.00	55,768.58	234,491.21	-130,491.21
1230 - Domestic Water Income (Readi/Chrg)	200,000.00	200,000.00	33,509.66	167,631.08	32,368.92
1235 - Domestic Water Availability Charge (WAC)	60,000.00	60,000.00	10,190.02	50,802.53	9,197.47
1245 - Municipal Water Income (Base)	3,073,000.00	3,073,000.00	264,524.53	2,790,866.46	282,133.54
1268 - Municipal Water Income (Readi/Chrg)	80,000.00	80,000.00	6,900.00	69,000.00	11,000.00
1274 - Misc Water Income (Base)	224,000.00	224,000.00	21,202.67	183,555.63	40,444.37
1275 - Misc Water Income (Supplemental)	126,000.00	126,000.00	4,933.81	37,254.98	88,745.02
1276 - Munnicipal Water Availability Charge (WAC)	477,000.00	477,000.00	39,738.00	397,330.00	79,670.00
1280 - Misc Water Income (Tier 3)	15,000.00	15,000.00	751.54	1,076.32	13,923.68
1288 - Misc Water Income (Readi/Chrg)	23,000.00	23,000.00	2,050.00	19,610.00	3,390.00
1290 - Misc Water Availability Charge (WAC)	24,000.00	24,000.00	1,922.00	19,220.00	4,780.00
1295 - Dormant Water Availability Charge (WAC)	54,000.00	54,000.00	8,687.20	43,636.42	10,363.58
1300 - Sale of Water/From Storage	0.00	0.00	0.00	73,979.50	-73,979.50
1302 - Meter Service Fees	0.00	0.00	0.00	7,773.00	-7,773.00
1400 - Stock Transfer	5,000.00	5,000.00	930.00	3,600.00	1,400.00
1405 - Capital Facility Connection Fee	0.00	0.00	0.00	17,073.00	-17,073.00
1410 - Late/Re-establishment Fee	4,000.00	4,000.00	55.00	2,065.00	1,935.00
1420 - Return Check Fee	0.00	0.00	0.00	175.00	-175.00
1430 - Stock Certificate Storage and Handling Fee	0.00	0.00	40.00	200.00	-200.00
SubCategory: 40 - Shareholder Revenue Total:	4,918,000.00	4,918,000.00	558,792.70	4,530,875.84	387,124.16
SubCategory: 42 - Non-Shareholder Revenue					
1725 - Misc. Income	2,000.00	2,000.00	0.00	1,100.60	899.40
1728 - Plans & Spec Fee	0.00	0.00	0.00	25.00	-25.00
1750 - Service/Litigation Agreements	0.00	0.00	56.60	651.16	-651.16
1753 - Ground Lease Income	54,000.00	54,000.00	4,707.84	50,936.40	3,063.60
1755 - Interest Earned	90,000.00	90,000.00	5,312.97	43,456.76	46,543.24
1785 - Gain on Sale of Asset	344,000.00	344,000.00	0.00	1,000.00	343,000.00
1875 - Overhead Income	0.00	0.00	0.00	852.25	-852.25
SubCategory: 42 - Non-Shareholder Revenue Total:	490,000.00	490,000.00	10,077.41	98,022.17	391,977.83
Category: 4 - Income Total:	5,408,000.00	5,408,000.00	568,870.11	4,628,898.01	779,101.99
Category: 5 - O & M Expense					
SubCategory: 50 - Operating Facilities					
2175 - Facility Related Field Labor	221,000.00	221,000.00	30,252.39	191,508.63	29,491.37
2235 - Repairs to Facilities and Equipment	305,000.00	305,000.00	45,236.08	356,739.88	-51,739.88
2265 - Power-Gas & Electric (utilities)	600,000.00	600,000.00	77,112.64	522,790.22	77,209.78
SubCategory: 50 - Operating Facilities Total:	1,126,000.00	1,126,000.00	152,601.11	1,071,038.73	54,961.27
SubCategory: 51 - Operating Activities					
2475 - Customer Service	86,000.00	86,000.00	9,455.62	71,057.25	14,942.75
2498 - Conservation	30,000.00	30,000.00	7.54	6,732.32	23,267.68
SubCategory: 51 - Operating Activities Total:	116,000.00	116,000.00	9,463.16	77,789.57	38,210.43
SubCategory: 52 - Other Operating Expense					
2205 - Non-Facility Related Labor	83,000.00	83,000.00	7,901.90	60,625.37	22,374.63
2210 - O & M - All Other	1,000.00	1,000.00	93.15	2,834.83	-1,834.83
2295 - Supplies (Inventory & Tools Expense)	10,000.00	10,000.00	0.00	7,035.61	2,964.39
2565 - Depreciation/Amortization	901,000.00	901,000.00	80,463.28	781,445.48	119,554.52
2715 - Property Taxes	220,000.00	220,000.00	0.00	102,341.90	117,658.10
2805 - Water Resource Mgmt.	220,000.00	220,000.00	4,211.63	57,596.26	162,403.74

Income Statement

For Fiscal: 2020 Period Ending: 10/31/2020

IncomeStatement	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
SubCategory: 52 - Other Operating Expense Total:	1,435,000.00	1,435,000.00	92,669.96	1,011,879.45	423,120.55
Category: 5 - O & M Expense Total:	2,677,000.00	2,677,000.00	254,734.23	2,160,707.75	516,292.25
Category: 6 - G & A Expense					
SubCategory: 60 - Personnel					
2115 - Administrative Services	295,000.00	295,000.00	39,715.74	247,162.24	47,837.76
2130 - Development/Water Svc. App.	1,000.00	1,000.00	0.00	239.79	760.21
2325 - Payroll Taxes	78,000.00	78,000.00	6,231.88	61,644.17	16,355.83
2355 - Worker's Compensation Insurance	16,000.00	16,000.00	1,413.00	12,227.00	3,773.00
2385 - Benefit Pay (Vac., sick, etc.)	147,000.00	147,000.00	12,375.57	152,737.47	-5,737.47
2415 - Benefit Insurance (Pension,Life,Medical,Vision etc	241,000.00	241,000.00	21,674.65	193,920.92	47,079.08
2430 - Benefit Administrative Services	1,000.00	1,000.00	0.00	1,185.00	-185.00
SubCategory: 60 - Personnel Total:	779,000.00	779,000.00	81,410.84	669,116.59	109,883.41
SubCategory: 61 - Other					
2445 - Office/IT Support	70,000.00	70,000.00	3,042.25	50,672.45	19,327.55
2505 - Directors Fees & Expense	32,000.00	32,000.00	2,750.00	28,007.80	3,992.20
2535 - Liability Insurance	39,000.00	39,000.00	0.00	29,894.00	9,106.00
2595 - Communication	106,000.00	106,000.00	3,193.88	40,430.27	65,569.73
2625 - Dues & Publications	3,000.00	3,000.00	0.00	2,538.95	461.05
2655 - Outside Services	69,000.00	69,000.00	199.22	3,979.49	65,020.51
2745 - Income Tax Expense	8,000.00	8,000.00	0.00	12,000.00	-4,000.00
2775 - Accounting	76,000.00	76,000.00	7,067.71	64,491.72	11,508.28
2776 - Legal	180,000.00	180,000.00	20,720.98	226,259.62	-46,259.62
2790 - Human Resources Expense	42,000.00	42,000.00	15,441.28	51,012.21	-9,012.21
2865 - All other	42,000.00	42,000.00	90.11	7,672.50	34,327.50
SubCategory: 61 - Other Total:	667,000.00	667,000.00	52,505.43	516,959.01	150,040.99
Category: 6 - G & A Expense Total:	1,446,000.00	1,446,000.00	133,916.27	1,186,075.60	259,924.40
Total Surplus (Deficit):	1,285,000.00	1,285,000.00	180,219.61	1,282,114.66	

Fund Summary

Fund	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
10 - 10	1,285,000.00	1,285,000.00	180,219.61	1,282,114.66	2,885.34
Total Surplus (Deficit):	1,285,000.00	1,285,000.00	180,219.61	1,282,114.66	



San Antonio Water Company, CA

Item 4D
Balance Sheet
Account Summary
 As Of 10/31/2020

Account	Name	Balance
Fund: 10 - 10		
Assets		
BalSubCategory: 10 - Cash		
10-00-00-10100-00000	Petty Cash	250.00
10-00-00-10200-00000	Checking Account	2,132,491.96
10-00-00-10300-00000	Savings-Money Market	2,205,510.38
10-00-00-10400-00000	Savings-CD Accounts	20,000.00
10-00-00-10415-00000	D&O Checking Account	704,264.92
10-00-00-10438-00000	Depre/Obsolescene Res (LAIF)	2,328,495.78
	Total BalSubCategory 10 - Cash:	7,391,013.04
BalSubCategory: 11 - Accounts Receivable		
10-00-00-11100-00000	Accounts Receivable-Domestic	213,914.37
10-00-00-11200-00000	Accounts Receivable-Municipal	607,822.21
10-00-00-11250-00000	Accounts Receivable-Misc.	31,206.14
10-00-00-11260-00000	Accounts Receivable - Dormant	9,137.20
10-00-00-11275-00000	Contra Accounts Receivable - Unapplic	-11,681.60
10-00-00-11300-00000	Accounts Receivable-Other	215,979.26
10-00-00-11301-00000	Note Receivable	1,376,000.00
	Total BalSubCategory 11 - Accounts Receivable:	2,442,377.58
BalSubCategory: 12 - Inventory		
10-00-00-12100-00000	Inventories-Materials & Supply	97,527.06
	Total BalSubCategory 12 - Inventory:	97,527.06
BalSubCategory: 13 - Prepaid		
10-00-00-13100-00000	Prepaid Insurance	8,868.75
10-00-00-13105-00000	PREPAID POSTAGE	369.00
	Total BalSubCategory 13 - Prepaid:	9,237.75
BalSubCategory: 14 - Investments		
10-00-00-14150-00000	P.V.P.A. Investment	1.00
10-00-00-14151-00000	457B Plan Investment	27,230.09
	Total BalSubCategory 14 - Investments:	27,231.09
BalSubCategory: 15 - Property, Plant, & Equipment		
10-00-00-15100-00000	Land & Water Rights	920,161.26
10-00-00-15110-1507J	Work in Progress "Proj J"	63,160.15
10-00-00-15110-1602U	Work in Progress	478,092.33
10-00-00-15110-1901	Work In Progress	495.17
10-00-00-15110-1904	Work in Progress-GIS	44,660.60
10-00-00-15110-2001	Work In Progress	62,165.16
10-00-00-15110-2002	Work In Progress	26,931.37
10-00-00-15110-2003	Work In Progress	81,541.14
10-00-00-15150-00000	Buildings & Site Improvements	1,746,624.52
10-00-00-15200-00000	Wells-Shafts, Bldgs, & Equip	4,887,026.90
10-00-00-15250-00000	Boosters-Bldgs & Equip	2,448,690.30
10-00-00-15300-00000	Reservoirs	3,081,787.33
10-00-00-15350-00000	Tunnels, Forebay, & Ponds	1,587,111.19
10-00-00-15400-00000	Spreading Works-Cucamonga Wash	54,859.53
10-00-00-15410-00000	Spreading Works-SanAntonio Wsh	50,235.18
10-00-00-15450-00000	Pipelines	16,435,127.48
10-00-00-15500-00000	Autos & Equipment	513,205.56
10-00-00-15550-00000	Tools	106,751.11
10-00-00-15600-00000	Telemetry System	600,886.90
10-00-00-15650-00000	Office Equipment	517,466.59
10-00-00-15990-00000	Accumulated Depreciation	-13,325,888.20
	Total BalSubCategory 15 - Property, Plant, & Equipment:	20,381,091.57

Balance Sheet

As Of 10/31/2020

Account	Name	Balance
BalSubCategory: 16 - Other Assets		
10-00-00-16100-00000	Documents & Studies	867,778.67
10-00-00-16100-1905	WIP- Master Plan and Asset Managemen	40,372.67
10-00-00-16990-00000	Accumulated Amortization	-673,228.61
	Total BalSubCategory 16 - Other Assets:	234,922.73
	Total Assets:	30,583,400.82
		<u>30,583,400.82</u>
Liability		
BalSubCategory: 13 - Prepaid		
10-00-00-20650-00000	Deferred Revenue Deposit	4,824.00
	Total BalSubCategory 13 - Prepaid:	4,824.00
BalSubCategory: 20 - Short-term less than 1 year		
10-00-00-20100-00000	Trade Accounts Payable	138,151.46
10-00-00-20115-00000	D&O Trade Accounts Payable	22,095.56
10-00-00-20600-00000	Water Hydrant Meter Deposit	1,700.00
10-00-GN-20820-00000	Accrued Vacation Payable	20,404.60
10-00-OP-20820-00000	Accrued Vacation Payable	24,818.57
	Total BalSubCategory 20 - Short-term less than 1 year:	207,170.19
BalSubCategory: 21 - Long-term more than 1 year		
10-00-00-20152-00000	457B Deferred Comp Liability	27,230.09
10-00-00-21500-00000	Unclaimed Credits	614,939.12
10-00-00-22100-00000	Deferred Gain	1,372,237.78
	Total BalSubCategory 21 - Long-term more than 1 year:	2,014,406.99
	Total Liability:	2,226,401.18
Equity		
BalSubCategory: 30 - Stockholder equity		
10-00-00-30200-00000	Contributed Capital - Ext. Fee	447,258.02
10-00-00-30210-00000	Contr. Property, Plant & Equip	2,432,256.77
10-00-00-30300-00000	Capital Account	1,500,000.00
10-00-00-30310-00000	Unissued Capital Stock	-861,100.00
10-00-00-30400-00000	Retained Earngs-Brd Designated	2,656,215.35
10-00-00-30410-00000	Retained Earnings-Unrestricted	20,900,254.84
	Total BalSubCategory 30 - Stockholder equity:	27,074,884.98
	Total Beginning Equity:	27,074,884.98
Total Revenue		4,628,898.01
Total Expense		3,346,783.35
Revenues Over/Under Expenses		1,282,114.66
	Total Equity and Current Surplus (Deficit):	28,356,999.64
	Total Liabilities, Equity and Current Surplus (Deficit):	<u>30,583,400.82</u>

Monthly Investment Activity Summary - Compiled from Banking Statements for Correlation with Monthly Financials

Institution	Type of Investment	Date of Maturity	Rate of Interest	Amount of Deposit as of 10/31/2020	*Accumulated Yearly Service Fees	Accumulated Yearly Interest Earnings
					thru Oct	thru Oct
Citizens Business Bank (CBB)	*Checking	N/A	No Interest	2,132,491.96	-	N/A
Citizens Business Bank (CBB)	*D&O Checking	N/A	No Interest	704,264.92		N/A
Citizens Business Bank	Pref. Money Mrkt	N/A	0.2000%	2,205,510.38		4,713.61
Local Agency Investment Fund	LAIF	N/A	0.6200%	2,328,495.78		38,131.52
Golden State Business Bank	12 Month C.D.	April 15,2021	1.00%	20,000.00		200.57
TOTAL:				\$ 7,390,763.04		
TOTAL IN CD'S:				\$ 20,000.00		

2020 Production

Item 4F

CHINO BASIN	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	
Yearly Production Rights = 1232	38.19%	38.21%	38.21%	38.24%	39.48%	49.87%	10.66%	21.18%	31.17%	40.54%	48.17%	58.27%	-	
Well #12 - inactive	-	-	-	-	-	-	-	-	-	-	-	-	-	
Well #15 - Domestic	0.08	0.09	-	0.11	-	-	-	0.15	-	0.53	-	-	0.95	
Well #16 - Domestic	0.16	0.17	-	0.19	15.25	128.10	131.34	129.43	123.11	114.87	94.06	-	736.68	
Well#18 - inactive	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal	0.23	0.26	-	0.30	15.25	128.10	131.34	129.58	123.11	115.40	94.06	-	737.63	
CUCAMONGA BASIN	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	
Yearly Production Rights = 5996 (1496 10-yr Average Spread)	2.57%	6.25%	8.12%	10.89%	17.95%	29.50%	42.02%	54.59%	62.89%	71.48%	79.12%	87.57%	-	
Well #2	49.87	0.25	0.09	40.39	121.66	111.86	112.39	111.23	107.78	109.40	103.71	-	868.62	
Well #3	0.33	0.40	0.11	0.22	-	0.00	0.26	0.00	-	0.30	0.13	-	1.76	
Well#19 - inactive	-	-	-	-	-	-	-	-	-	-	-	-	-	
Well #22	9.49	18.84	7.17	18.89	50.68	50.49	63.34	59.40	43.63	40.14	17.62	-	379.67	
Well #24	0.68	0.43	0.20	0.15	-	317.95	358.77	351.92	337.02	353.66	331.57	-	2,052.35	
Well #31	0.33	3.46	1.28	0.10	(0.00)	-	0.47	4.85	5.76	7.06	0.93	-	24.24	
Well #32 - Domestic	-	-	-	-	-	-	-	0.09	3.65	4.44	4.49	-	12.66	
Upl. # 15 (SAWCo's Rts)	93.55	197.41	102.78	106.46	251.02	212.62	215.24	226.03	-	-	-	-	1,405.12	
Subtotal	154.26	220.79	111.64	166.22	423.36	692.92	750.47	753.51	497.83	515.00	458.44	-	4,744.43	
Upl. # 15 (WECWCo's Rts) Memo Only	-	-	-	-	-	-	-	-	-	185.81	153.00	-	338.80	
SIX BASINS	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	
Yearly Production Rights = 932	9.81%	19.22%	29.39%	39.27%	56.13%	71.51%	82.62%	93.16%	103.58%	114.05%	124.05%	139.12%	-	
Well #25-A	-	-	-	2.06	52.11	42.49	3.81	-	-	-	-	-	100.47	
Well #26	46.26	45.92	50.02	43.30	43.30	43.06	44.26	42.68	42.32	43.72	41.97	-	486.81	
Well 27-A	45.14	41.80	44.77	46.78	61.70	57.85	55.43	55.61	54.76	53.93	51.20	-	568.97	
Subtotal	91.40	87.72	94.80	92.14	157.11	143.40	103.50	98.29	97.08	97.65	93.17	-	1,156.22	
TOTAL PUMPED	245.90	308.77	206.43	258.65	595.71	964.41	985.31	981.38	718.02	728.05	645.66	-	6,638.30	
GRAVITY FLOW	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	
V screen	524.54	368.06	611.92	879.40	1,137.03	1,050.79	713.07	443.12	288.81	229.13	201.99	-	6,447.84	
backwash from city treatment plant	0.74	0.92	0.86	0.96	1.30	6.83	2.54	1.75	1.16	1.16	0.53	-	18.75	
San Antonio Tunnel (forebay)	233.50	199.02	207.04	232.16	252.81	243.63	210.45	195.58	176.40	177.30	177.97	-	2,305.86	
Frankish & Stamm Tunnel 8"	35.45	12.40	7.33	56.51	59.53	47.95	27.34	-	-	-	-	-	246.51	
San Ant. Tunnel Connect to City	-	-	-	-	-	-	-	-	-	-	-	-	-	
Discharge to waste	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL GRAVITY	794.23	580.40	827.13	1,169.03	1,450.67	1,349.19	953.40	640.46	466.37	407.59	380.49	-	9,018.96	
Monthly	San Antonio Tunnel	233.50	199.02	207.04	232.16	252.81	243.63	210.45	195.58	176.40	177.30	177.97	-	2,305.86
V Screen, Frankish & Stamm Tunnel and TP Backwash	560.73	381.38	620.10	936.88	1,197.86	1,105.56	742.95	444.87	289.97	230.29	202.53	-	6,713.10	
Gravity Production	794.23	580.40	827.13	1,169.03	1,450.67	1,349.19	953.40	640.46	466.37	407.59	380.49	-	9,018.96	
Cumulative	San Antonio Tunnel	233.50	432.52	639.56	871.72	1,124.53	1,368.16	1,578.61	1,774.19	1,950.59	2,127.89	2,305.86	-	2,305.86
V Screen, Frankish & Stamm Tunnel and TP Backwash	560.73	942.10	1,562.20	2,499.08	3,696.94	4,802.50	5,545.45	5,990.32	6,280.29	6,510.57	6,713.10	-	6,713.10	
Gravity Production	794.23	1,374.63	2,201.76	3,370.80	4,821.47	6,170.66	7,124.06	7,764.51	8,230.88	8,638.46	9,018.96	-		
Purchased Water - Upl. City to Dom. Sys.	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Production	1,040.12	889.17	1,033.57	1,427.69	2,046.38	2,313.60	1,938.71	1,621.83	1,184.38	1,135.64	1,026.16	-	15,657.25	
Total Cumulative Production	1,040.12	1,929.30	2,962.86	4,390.55	6,436.93	8,750.53	10,689.24	12,311.07	13,495.46	14,631.10	15,657.25	-		
Domestic Production	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	
Domestic Production	233.74	199.28	207.04	232.45	268.05	371.73	341.80	325.25	303.16	297.15	276.51	-	3,056.15	
Irrigation Production	806.39	689.89	826.53	1,193.17	1,726.22	1,899.39	1,593.10	1,296.59	881.22	838.50	749.65	-	12,500.63	
RainFall (Inches)	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20		
RainFall (Inches)	0.17	0.24	4.69	5.71	-	-	-	-	-	-	-	-	-	
Cumulative (Inches)	0.17	0.41	5.10	10.81	10.81	10.81	10.81	10.81	10.81	10.81	-	-	-	

2020 Consumption

DOMESTIC	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Dom. Sys. - Base	52.51	36.97	55.30	37.74	100.91	69.66	137.67	77.27	147.93	49.31	88.52	-	853.79
Dom. Sys. - Supplemental	7.11	21.99	5.61	14.86	9.11	47.89	15.71	52.43	15.88	47.64	19.14	-	257.37
Dom Sys - Tier 3	3.97	19.97	2.36	9.76	2.83	34.67	5.02	35.04	8.54	25.60	7.34	-	155.10
Dom. Sys. - Del. to Upland(24th/Campus)	41.55	72.34	62.25	59.45	60.56	44.53	18.59	0.06	0.08	2.12	31.45	-	392.97
Dom. Sys. -Del. To Upland (Well 16/15)	-	-	-	-	14.92	129.27	132.68	104.00	187.38	119.87	96.01	-	784.13
Dom. Sys. - Del. to Upland(24th/Mtn)-installed 4/2/19	0.01	-	-	-	-	-	-	0.08	-	-	-	-	0.09
Tunnel meter to the Upland	-	-	-	-	-	-	-	-	-	-	-	-	-
Discharge to waste	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	105.15	151.27	125.52	121.81	188.33	326.02	309.67	268.88	359.81	244.53	242.46	-	2,443.45

Truck Loads - note only crosswall projects	-	-	-	-	-	-	-	-	-	-	-	-	-
Well 32 Hydrant Mtr. - note only(started 8/6/18)Crosswalls	1.28	0.09	0.04	0.06	0.13	0.18	0.17	0.16	0.18	0.14	0.10	-	2.53

Irr. Note only Del. to MVWD(wheeled through Upland)	-	-	-	-	-	-	-	-	-	-	54.41	-	54.41
---	---	---	---	---	---	---	---	---	---	---	-------	---	-------

IRRIGATION	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Irrig. Sys.-Upland(Pump & Rec'd) (City W#15)	93.55	197.41	102.78	106.46	251.02	212.62	215.24	226.03	-	-	-	-	1,405.12
Irrig. Sys. - Upl. City - Tier 1	370.45	305.46	306.51	365.49	668.85	950.41	951.02	818.68	673.52	621.25	529.75	-	6,561.38
Irrig. Sys. - Upl. City - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Monte Vista - Tier 1	48.30	47.00	50.20	46.90	42.80	53.80	53.10	51.60	50.70	51.30	103.61	-	599.31
Irrig. Sys. - Monte Vista - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Ont. City - Tier 1	42.90	41.70	44.60	41.60	38.00	47.80	47.00	45.80	45.00	45.40	43.60	-	483.40
Irrig. Sys. - Ont. City - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Cucamonga Valley - Tier 1	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Cucamonga Valley - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Holiday Rock Co - Tier 1	14.52	14.52	16.67	18.58	22.86	19.96	31.67	31.67	27.48	25.72	18.58	-	242.23
Irrig. Sys. - Holiday Rock Co - Tier 2	4.43	4.76	0.71	5.42	10.49	-	7.06	0.97	-	4.57	2.94	-	41.35
Irrig. Sys. - Holiday Rock Co - Tier 3	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Red Hill Golf Course - Tier 1	8.60	17.66	6.68	18.02	37.72	46.37	52.27	52.27	41.93	38.27	16.93	-	336.73
Irrig. Sys. - Red Hill Golf Course - Tier 2	-	-	-	-	11.00	1.99	7.99	4.83	-	-	-	-	25.81
Irrig. Sys. - Red Hill Golf Course - Tier 3	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Red Hills HOA - Tier 1	0.01	-	-	0.33	1.53	1.61	1.66	2.13	0.80	1.72	1.41	-	11.19
Irrig. Sys. - Red Hills HOA - Tier 2	-	-	-	-	-	-	-	-	-	-	0.22	-	0.22
Irrig. Sys. - Red Hills HOA - Tier 3	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Minor Irrigators - Tier 1	0.58	1.88	0.51	0.46	4.20	5.88	6.56	7.75	6.95	5.87	1.13	-	41.77
Irrig. Sys. - Minor Irrigators - Tier 2	-	0.06	-	-	1.63	1.24	0.80	1.19	1.66	1.78	0.15	-	8.50
Irrig. Sys. - Minor irrigators - Tier 3	-	-	-	-	-	-	-	0.20	-	0.46	-	-	0.65
TOTAL	583.34	630.45	528.66	603.26	1,090.10	1,341.67	1,374.37	1,243.11	848.04	796.34	718.31	-	9,757.65

COMPANY TOTALS	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
San Antonio Heights	63.59	78.93	63.27	62.36	112.85	152.22	158.40	164.74	172.35	122.55	115.00	-	1,266.26
City of Upland	505.56	575.21	471.54	531.40	995.35	1,336.82	1,317.53	1,148.85	860.98	743.24	657.21	-	9,143.69
Monte Vista Water District	48.30	47.00	50.20	46.90	42.80	53.80	53.10	51.60	50.70	51.30	103.61	-	599.31
City of Ontario	42.90	41.70	44.60	41.60	38.00	47.80	47.00	45.80	45.00	45.40	43.60	-	483.40
Cucamonga Valley Water District	-	-	-	-	-	-	-	-	-	-	-	-	-
Holiday Rock Company	18.95	19.29	17.38	24.00	33.35	19.96	38.73	32.64	27.48	30.29	21.51	-	283.58
Red Hills Golf Course	8.60	17.66	6.68	18.02	48.72	48.36	60.25	57.10	41.93	38.27	16.93	-	362.53
Red Hill HOA	0.01	-	-	0.33	1.53	1.61	1.66	2.13	0.80	1.72	1.63	-	11.41
Minor Irrigators	0.58	1.95	0.51	0.46	5.83	7.11	7.36	9.13	8.61	8.11	1.28	-	50.92
TOTAL	688.50	781.72	654.18	725.07	1,278.43	1,667.69	1,684.04	1,511.99	1,207.85	1,040.87	960.77	-	12,201.10

IRRIGATORS	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Irrigator Emberton	0.12	0.21	0.27	0.20	0.50	1.10	1.17	1.75	1.24	1.72	0.60	-	8.88
Irrigator McMurray	-	-	-	-	-	-	-	0.65	-	-	-	-	0.65
Irrigator Mistretta	-	-	-	-	0.70	0.60	0.65	0.65	0.65	0.60	-	-	3.85
Irrigator Nisbit	-	-	-	-	-	0.67	0.76	1.38	1.17	1.14	-	-	5.13
Irrigator Scheu	-	-	-	-	4.00	4.00	4.00	4.00	4.79	4.00	-	-	24.78
Irrigator Pfister	0.47	1.74	0.23	0.26	0.63	0.74	0.79	0.70	0.76	0.64	0.67	-	7.64

2020 Spread and Storage

Cucamonga Basin	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
23rd St. (Meter) - Basin 6 - A	0.23	-	5.06	7.79	-	-	-	-	1.28	0.05	0.10	-	14.52
15th Street Basin	14.84	-	-	54.04	53.65	0.00	-	-	-	-	-	-	122.53
Basin 3 meter (23rd street Clock)	115.17	60.78	158.28	186.69	127.89	149.85	119.38	65.52	33.77	53.66	66.60	-	1,137.58
Frankish & Stamm Tunnel to Basin 3	35.45	12.40	48.64	56.51	59.53	47.95	27.34	-	-	-	-	-	287.82
Vscreen via Frankish & Stamm Meter to Basin 3	38.07	-	21.91	0.00	141.64	61.23	0.33	-	0.32	-	-	-	263.50
PRV Station (res 1)(basin 6)	42.65	0.90	44.99	133.99	127.43	73.83	1.56	-	-	-	-	-	425.34
Monthly Spread	246.41	74.08	256.97	439.03	368.50	271.63	148.28	65.52	35.37	53.71	66.70	-	2,026.19
Cumulative Spread	246.41	320.49	577.46	1,016.49	1,384.99	1,656.61	1,804.89	1,870.41	1,905.78	1,959.49	2,026.19	-	

Six Basins

Note: City of Upland Well Exercising may contribute to spread

Monthly Spread	130.23	38.05	161.17	207.25	-	-	117.64	11.21	17.01	10.69	13.64	-	706.89
Cumulative Spread	130.23	168.28	329.46	536.71	536.71	536.71	654.35	665.56	682.57	693.26	706.89	-	

Note: Maximum end of year storage limit: 2,000 AF

Previous Storage	2,155.64	2,272.14	2,300.14	2,444.18	2,636.96	2,557.52	2,491.79	2,583.60	2,574.19	2,571.78	2,562.49		
Spread	130.23	38.05	161.17	207.25	-	-	117.64	11.21	17.01	10.69	13.64		
Unused Monthly OSY	(13.73)	(10.05)	(17.13)	(14.47)	(79.44)	(65.73)	(25.83)	(20.62)	(19.41)	(19.98)	(15.50)		
Current Storage Estimate	2,272	2,300	2,444	2,637	2,558	2,492	2,584	2,574	2,572	2,562	2,561		

932 yearly OSY = 77.67 monthly OSY

Chino Basin

Monthly Spread	-	-	-	154.63	472.60	444.13	-	-	-	-	-	-	1,071.35
Cumulative Spread	-	-	-	154.63	627.23	1,071.35	1,071.35	1,071.35	1,071.35	1,071.35	1,071.35	-	

Local Supplemental Account (Spreading)*	3,923.25	3,923.25	3,923.25	3,923.25	4,077.88	4,550.48	4,994.60	4,994.60	4,994.60	4,994.60	4,994.60		
Carry Over Account	1,232.00	1,232.00	1,232.00	1,232.00	1,232.00	1,232.00	1,232.00	1,233.00	1,234.00	1,235.00	1,236.00		
Excess Carry Over Account*	1,433.40	1,535.83	1,638.24	1,740.91	1,843.28	1,930.70	1,905.27	1,876.59	1,849.68	1,829.23	1,816.50		
Preemptive Replenishment Account	-	-	-	-	-	-	-	1.00	2.00	3.00	4.00		
Total Storage	6,588.65	6,691.08	6,793.49	6,896.16	7,153.16	7,713.18	8,131.87	8,105.20	8,080.28	8,061.84	8,051.10		
Spread	-	-	-	154.63	472.60	444.13	-	-	-	-	-		
Unused Monthly OSY	102.43	102.40	102.67	102.37	87.42	(25.43)	(28.68)	(26.91)	(20.44)	(12.74)	8.61		
Current Storage Estimate*	6,691	6,793	6,896	7,153	7,713	8,132	8,103	8,078	8,060	8,049	8,060		

1,232 yearly OSY = 102.67 monthly OSY

* Does not include yearly storage losses calc of 0.07%

Company Wide

Monthly Spread	376.64	112.13	418.14	800.91	841.09	715.75	265.92	76.73	52.38	64.40	80.34	-	3,804.44
Cumulative Spread	376.64	488.77	906.92	1,707.83	2,548.93	3,264.68	3,530.60	3,607.33	3,659.70	3,724.10	3,804.44	-	
Total Current Storage Estimate	8,963	9,094	9,340	9,790	10,271	10,624	10,687	10,652	10,632	10,612	10,620		

Meter to spread ponds (NOTE ONLY)	71.45	72.53	59.44	44.53	-	97.34	89.29	-	188.64	79.35	90.44	-	793.02
-----------------------------------	-------	-------	-------	-------	---	-------	-------	---	--------	-------	-------	---	--------

2020 Production v Consumption

Yearly %	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
		8%	17%	25%	33%	42%	50%	58%	67%	75%	83%	92%

Consumption versus Entitlement, Company Wide **Active Shares**

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	688.50	781.72	654.18	725.07	1,278.43	1,667.69	1,684.04	1,511.99	1,207.85	1,040.87	960.77	-	
Cumulative Consumption	688.50	1,470.22	2,124.40	2,849.47	4,127.89	5,795.58	7,479.62	8,991.61	10,199.46	11,240.33	12,201.10	-	12,201.10
Cumulative Entitlement (straight line)	1,047.56	2,095.11	3,142.67	4,190.22	5,237.78	6,285.33	7,332.89	8,380.45	9,428.00	10,475.56	11,523.11	-	12,571
% of Entitlement*	5.48%	11.70%	16.90%	22.67%	32.84%	46.10%	59.50%	71.53%	81.14%	89.42%	97.06%	106.62%	97.1%

Consumption versus Entitlement, Company Wide **Total Shares**

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	688.50	781.72	654.18	725.07	1,278.43	1,667.69	1,684.04	1,511.99	1,207.85	1,040.87	960.77	-	
Cumulative Consumption	688.50	1,470.22	2,124.40	2,849.47	4,127.89	5,795.58	7,479.62	8,991.61	10,199.46	11,240.33	12,201.10	-	12,201.10
Cumulative Entitlement (straight line)	1,083.33	2,166.67	3,250.00	4,333.33	5,416.67	6,500.00	7,583.33	8,666.67	9,750.00	10,833.33	11,916.67	-	13,000
% of Entitlement*	5.30%	11.31%	16.34%	21.92%	31.75%	44.58%	57.54%	69.17%	78.46%	86.46%	93.85%	103.09%	93.9%

Production versus Consumption, Company Wide

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Production	1,040.12	889.17	1,033.57	1,427.69	2,046.38	2,313.60	1,938.71	1,621.83	1,184.38	1,135.64	1,026.16	-	15,657.25
Consumption	688.50	781.72	654.18	725.07	1,278.43	1,667.69	1,684.04	1,511.99	1,207.85	1,040.87	960.77	-	12,201.10
Spread	376.64	112.13	418.14	800.91	841.09	715.75	265.92	76.73	52.38	64.40	80.34	-	3,804.44
Total Consumption	1,065.14	893.85	1,072.32	1,525.99	2,119.52	2,383.44	1,949.96	1,588.71	1,260.23	1,105.27	1,041.10	-	16,005.54
Difference	(25.01)	(4.68)	(38.76)	(98.30)	(73.14)	(69.84)	(11.25)	33.12	(75.84)	30.37	(14.95)	-	(348.28)
% of Production	-2.4%	-0.5%	-3.7%	-6.9%	-3.6%	-3.0%	-0.58%	2.0%	-6.4%	2.7%	-1.5%	0.0%	-2.2%

Production versus Consumption, Domestic System

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Production	233.74	199.28	207.04	232.45	268.05	371.73	341.80	325.25	303.16	297.15	276.51	-	3,056.15
Consumption	105.15	151.27	125.52	121.81	188.33	326.02	309.67	268.88	359.81	244.53	242.46	-	2,443.45
Monthly Difference	128.58	48.02	81.52	110.64	79.72	45.71	32.12	56.37	(56.64)	52.61	34.05	-	612.70
% difference	122.28%	31.74%	64.95%	90.83%	42.33%	14.02%	10.37%	20.96%	-15.74%	21.52%	14.04%	0.00%	25.1%

Production versus Consumption, Irrigation System

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Production	806.39	689.89	826.53	1,193.17	1,726.22	1,899.39	1,593.10	1,296.59	881.22	838.50	749.65	-	12,500.63
Addition from Domestic	128.58	48.02	81.52	110.64	79.72	45.71	32.12	56.37	(56.64)	52.61	34.05	-	612.70
Total Production	934.97	737.91	908.05	1,303.82	1,805.94	1,945.10	1,625.22	1,352.96	824.58	891.11	783.70	-	13,113.34
Consumption	959.98	742.58	946.81	1,404.17	1,931.19	2,057.42	1,640.29	1,319.84	900.42	860.74	798.65	-	13,562.09
Monthly Difference	(25.01)	(4.68)	(38.76)	(100.36)	(125.25)	(112.32)	(15.06)	33.12	(75.84)	30.37	(14.95)	-	(448.75)
% difference	-2.61%	-0.63%	-4.09%	-7.15%	-6.49%	-5.46%	-0.92%	2.51%	-8.42%	3.53%	-1.87%	0.00%	-3.3%

* - Out months are Exponential Smoothing (ETS) forecasts based on consumption to date

2020 GW Production Rights

Yearly %	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
	8%	17%	25%	33%	42%	50%	58%	67%	75%	83%	92%	100%

Cucamonga Basin Production

Yearly Production Rights = 5996 (4,500AF + 1496AF 10-yr Average Spread)

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Production	154.26	220.79	111.64	166.22	423.36	692.92	750.47	753.51	497.83	515.00	458.44	-	
Cumulative Production	154.26	375.05	486.69	652.91	1,076.26	1,769.18	2,519.65	3,273.15	3,770.98	4,285.99	4,744.43	-	4,744.43
Cumulative Production Rights	499.70	999.40	1,499.10	1,998.80	2,498.50	2,998.20	3,497.89	3,997.59	4,497.29	4,996.99	5,496.69	-	5,996
% of Production Rights*	2.57%	6.25%	8.12%	10.89%	17.95%	29.50%	42.02%	54.59%	62.89%	71.48%	79.12%	87.57%	79.1%

Six Basins Production

Yearly Production Rights = 932AF

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Production	91.40	87.72	94.80	92.14	157.11	143.40	103.50	98.29	97.08	97.65	93.17	-	
Cumulative Production	91.40	179.12	273.92	366.05	523.16	666.56	770.06	868.35	965.43	1,063.08	1,156.24	-	1,156.24
Cumulative Production Rights	77.68	155.35	233.03	310.70	388.38	466.05	543.73	621.40	699.08	776.75	854.43	-	932
% of Production Rights*	9.81%	19.22%	29.39%	39.27%	56.13%	71.51%	82.62%	93.16%	103.58%	114.05%	124.05%	139.12%	124.0%

Chino Basin Production

Note: Chino Basin production rights are calculated from July through June.

Yearly Production Rights = 1232AF

	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Production		0.23	0.26	-	0.30	15.25	128.10	131.34	129.58	123.11	115.40	94.06	-	737.63
Cumulative Production for 2020		0.23	0.49	0.49	0.79	16.04	144.13	275.48	405.06	528.17	643.57	737.63	-	
Water Year 19-20														
Cumulative Production	470.30	470.53	470.79	470.79	471.09	486.34	614.43							614.43
Cumulative Rights	616.00	718.67	821.33	924.00	1,026.67	1,129.33	1,232.00							1,232.00
% of Production Rights 19-20*		38.19%	38.21%	38.21%	38.24%	39.48%	49.87%							
Water Year 20-21														
Cumulative Production								131.34	260.92	384.03	499.44	593.50	-	1,869.24
Cumulative Rights								102.67	205.33	308.00	410.67	513.33	616.00	1,232.00
% of Production Rights 20-21*								10.66%	21.18%	31.17%	40.54%	48.17%	58.27%	

* - Out months are Exponential Smoothing (ETS) forecasts based on basin production to date

2020 Consumption Analysis

Yearly %	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
	8%	17%	25%	33%	42%	50%	58%	67%	75%	83%	92%	100%

COMPANY TOTALS

Active Shares

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	688.50	781.72	654.18	725.07	1,278.43	1,667.69	1,684.04	1,511.99	1,207.85	1,040.87	960.77	-	
Cumulative Consumption	688.50	1,470.22	2,124.40	2,849.47	4,127.89	5,795.58	7,479.62	8,991.61	10,199.46	11,240.33	12,201.10	-	12,201.10
Cumulative Entitlement	984.00	1,967.99	2,968.59	3,984.15	5,032.73	6,121.90	7,238.74	8,355.58	9,472.43	10,543.18	11,558.61	-	12,570.67
% of Yearly Entitlement*	5.48%	11.70%	16.90%	22.67%	32.84%	46.10%	59.50%	71.53%	81.14%	89.42%	97.06%	106.62%	97.06%

Shares 6,178

COMPANY TOTALS

All Shares

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	688.50	781.72	654.18	725.07	1,278.43	1,667.69	1,684.04	1,511.99	1,207.85	1,040.87	960.77	-	
Cumulative Consumption	688.50	1,470.22	2,124.40	2,849.47	4,127.89	5,795.58	7,479.62	8,991.61	10,199.46	11,240.33	12,201.10	-	12,201.10
Cumulative Entitlement	1,083.33	2,166.67	3,250.00	4,333.33	5,416.67	6,500.00	7,583.33	8,666.67	9,750.00	10,833.33	11,916.67	-	13,000.00
% of Yearly Entitlement*	5.30%	11.31%	16.34%	21.92%	31.75%	44.58%	57.54%	69.17%	78.46%	86.46%	93.85%	103.09%	93.85%

Shares 6,389

San Antonio Heights

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	63.59	78.93	63.27	62.36	112.85	152.22	158.40	164.74	172.35	122.55	115.00	-	
Cumulative Consumption	63.59	142.52	205.79	268.15	381.00	533.22	691.62	856.36	1,028.71	1,151.26	1,266.26	-	1,266.26
Cumulative Entitlement	68.48	136.95	215.53	303.12	410.89	543.36	692.68	842.00	991.32	1,112.58	1,200.17	-	1,268.66
% of Yearly Entitlement*	5.01%	11.23%	16.22%	21.14%	30.03%	42.03%	54.52%	67.50%	81.09%	90.75%	99.81%	108.97%	99.81%

Shares 624

City of Upland

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	505.56	575.21	471.54	531.40	995.35	1,336.82	1,317.53	1,148.85	860.98	743.24	657.21	-	
Cumulative Consumption	505.56	1,080.77	1,552.31	2,083.71	3,079.06	4,415.88	5,733.42	6,882.27	7,743.25	8,486.48	9,143.69	-	9,143.69
Cumulative Entitlement	765.53	1,531.06	2,296.59	3,062.29	3,827.87	4,593.44	5,359.02	6,124.59	6,890.16	7,655.74	8,421.31	-	9,186.38
% of Yearly Entitlement*	5.50%	11.76%	16.90%	22.68%	33.52%	48.07%	62.41%	74.92%	84.29%	92.38%	99.54%	109.35%	99.54%

Shares 4,514.75

Shares 4,515.00

Apr-20 9,186.88

Monte Vista Water District

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	48.30	47.00	50.20	46.90	42.80	53.80	53.10	51.60	50.70	51.30	103.61	-	
Cumulative Consumption	48.30	95.30	145.50	192.40	235.20	289.00	342.10	393.70	444.40	495.70	599.31	-	599.31
Cumulative Entitlement	55.91	111.83	167.74	223.65	279.57	335.48	391.39	447.31	503.22	559.13	615.04	-	670.96
% of Yearly Entitlement*	7.20%	14.20%	21.69%	28.68%	35.05%	43.07%	50.99%	58.68%	66.23%	73.88%	89.32%	103.20%	89.32%

Shares 330

City of Ontario

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR
Consumption	42.90	41.70	44.60	41.60	38.00	47.80	47.00	45.80	45.00	45.40	43.60	-	
Cumulative Consumption	42.90	84.60	129.20	170.80	208.80	256.60	303.60	349.40	394.40	439.80	483.40	-	483.40
Cumulative Entitlement	50.06	100.13	150.19	200.25	250.32	300.38	350.44	400.51	450.57	500.63	550.70	-	600.76
% of Yearly Entitlement*	7.14%	14.08%	21.51%	28.43%	34.76%	42.71%	50.54%	58.16%	65.65%	73.21%	80.46%	87.87%	80.46%

Shares 295

* - Out months are Exponential Smoothing (ETS) forecasts based on consumption to date

2020 Consumption Analysis

Yearly %	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
	8%	17%	25%	33%	42%	50%	58%	67%	75%	83%	92%	100%

Cucamonga Valley Water District

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	Shares	4
Consumption	-	-	-	-	-	-	-	-	-	-	-	-			
Cumulative Consumption	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cumulative Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	8.14		
% of Yearly Entitlement*	-	-	-	-	-	-	-	-	-	-	-	-			

Holiday Rock Company

	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	Shares	132
Consumption	18.95	19.29	17.38	24.00	33.35	19.96	38.73	32.64	27.48	30.29	21.51	-			
Cumulative Consumption	18.95	38.24	55.62	79.62	112.97	132.93	171.66	204.30	231.77	262.07	283.58	-	283.58		
Cumulative Entitlement	14.52	29.05	45.72	64.29	87.15	115.25	146.92	178.60	210.27	235.99	254.57	-	269.10		
% of Yearly Entitlement*	7.04%	14.21%	20.67%	29.59%	41.98%	49.40%	63.79%	75.92%	86.13%	97.39%	105.38%	115.92%	105.38%		

Red Hills Golf Course

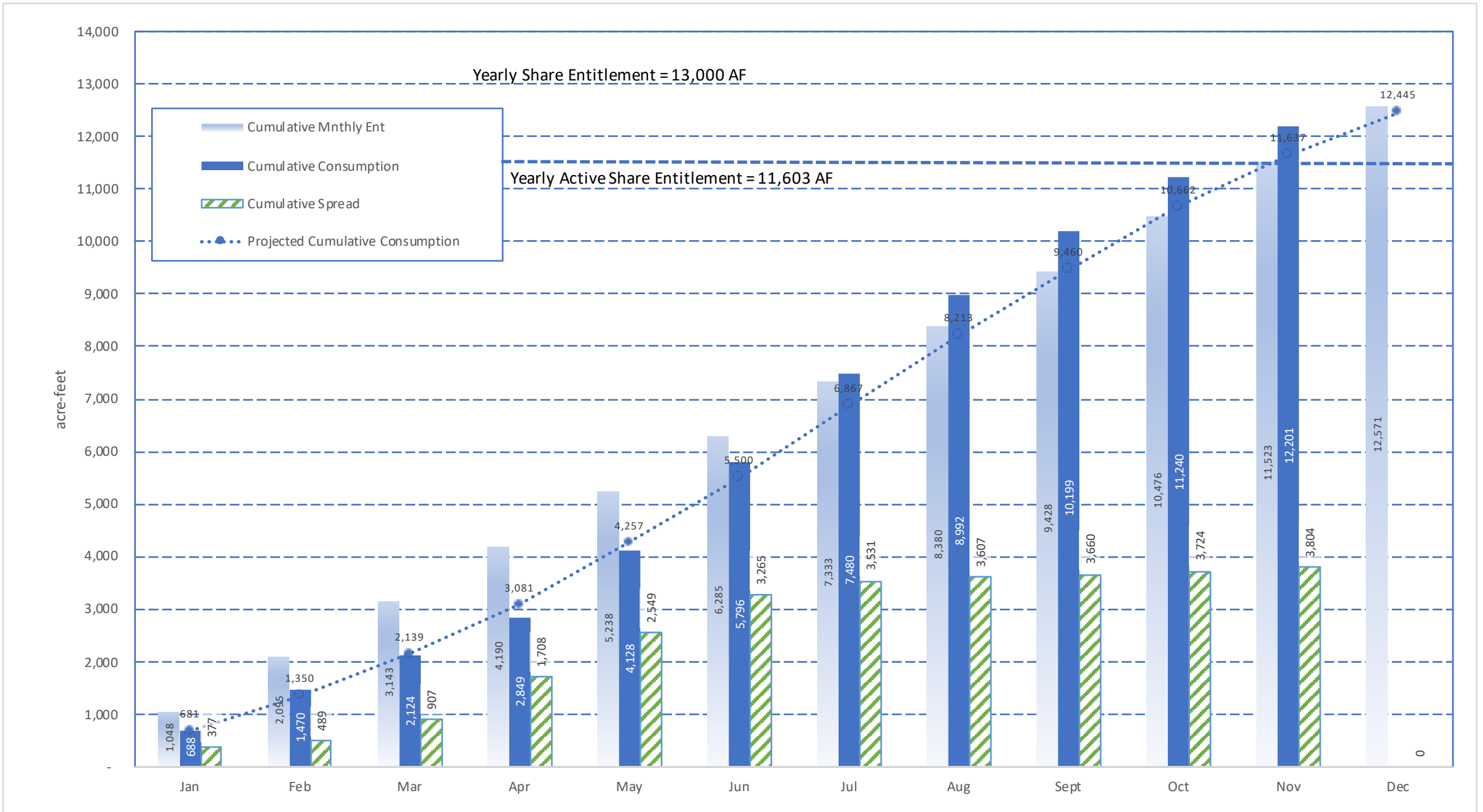
	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	Shares	218
Consumption	8.60	17.66	6.68	18.02	48.72	48.36	60.25	57.10	41.93	38.27	16.93	-			
Cumulative Consumption	8.60	26.25	32.93	50.96	99.68	148.04	208.30	265.39	307.33	345.60	362.53	-	362.53		
Cumulative Entitlement	23.97	47.94	75.45	106.10	143.83	190.20	242.46	294.73	347.00	389.45	420.11	-	444.08		
% of Yearly Entitlement*	1.94%	5.91%	7.42%	11.47%	22.45%	33.34%	46.90%	59.76%	69.20%	77.82%	81.64%	89.87%	81.64%		

Minor Irrigators

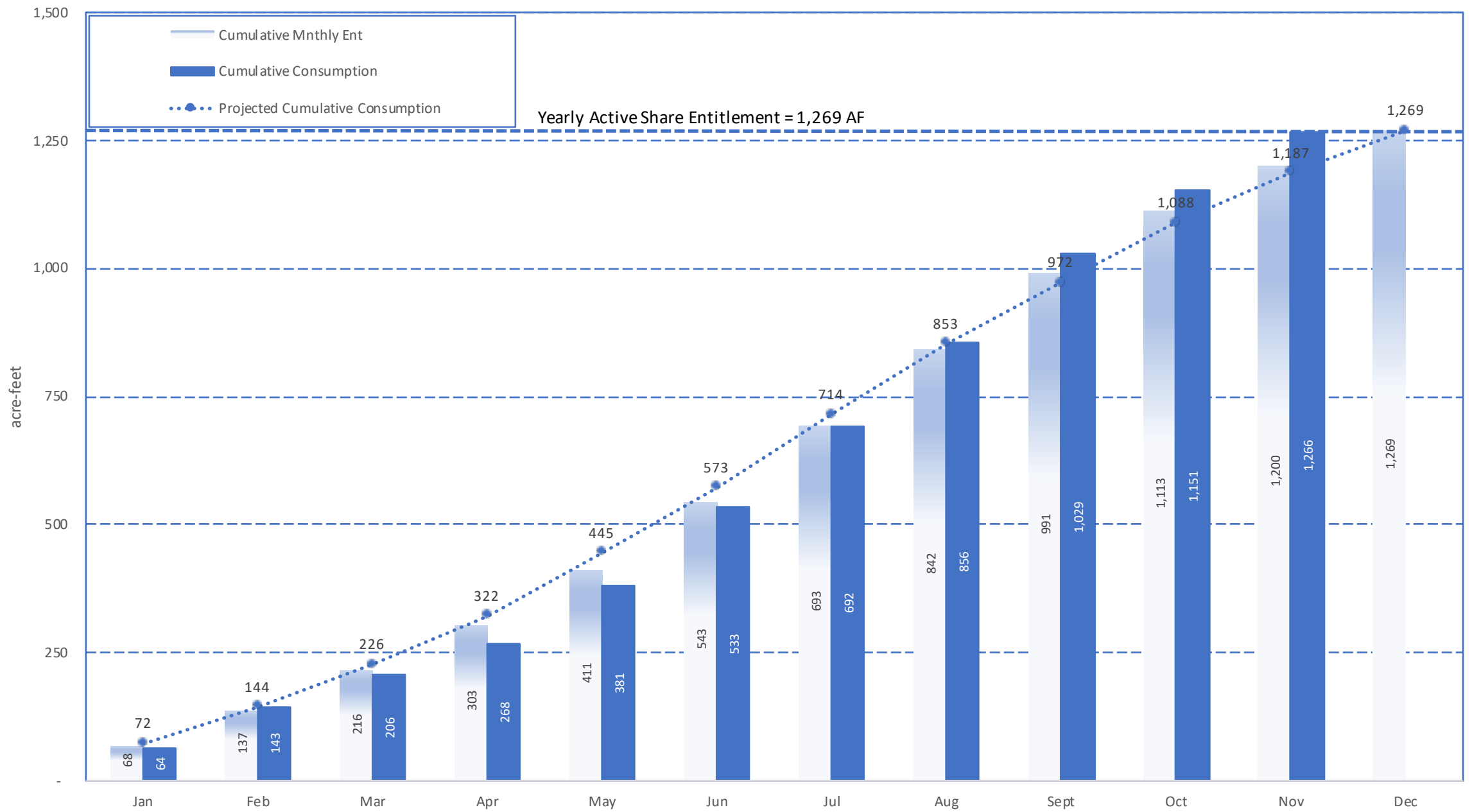
	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	THIS YEAR	Shares	50
Consumption	0.58	1.95	0.51	0.46	5.83	7.11	7.36	9.13	8.61	8.11	1.28	-			
Cumulative Consumption	0.58	2.53	3.04	3.49	9.32	16.43	23.79	32.93	41.54	49.64	50.92	-	50.92		
Cumulative Entitlement	5.52	11.04	17.37	24.43	33.11	43.79	55.83	67.86	79.89	89.67	96.73	-	102.25		
% of Yearly Entitlement*	0.57%	2.47%	2.97%	3.42%	9.12%	16.07%	23.27%	32.20%	40.62%	48.55%	49.80%	51.74%	49.80%		

* - Out months are Exponential Smoothing (ETS) forecasts based on consumption to date

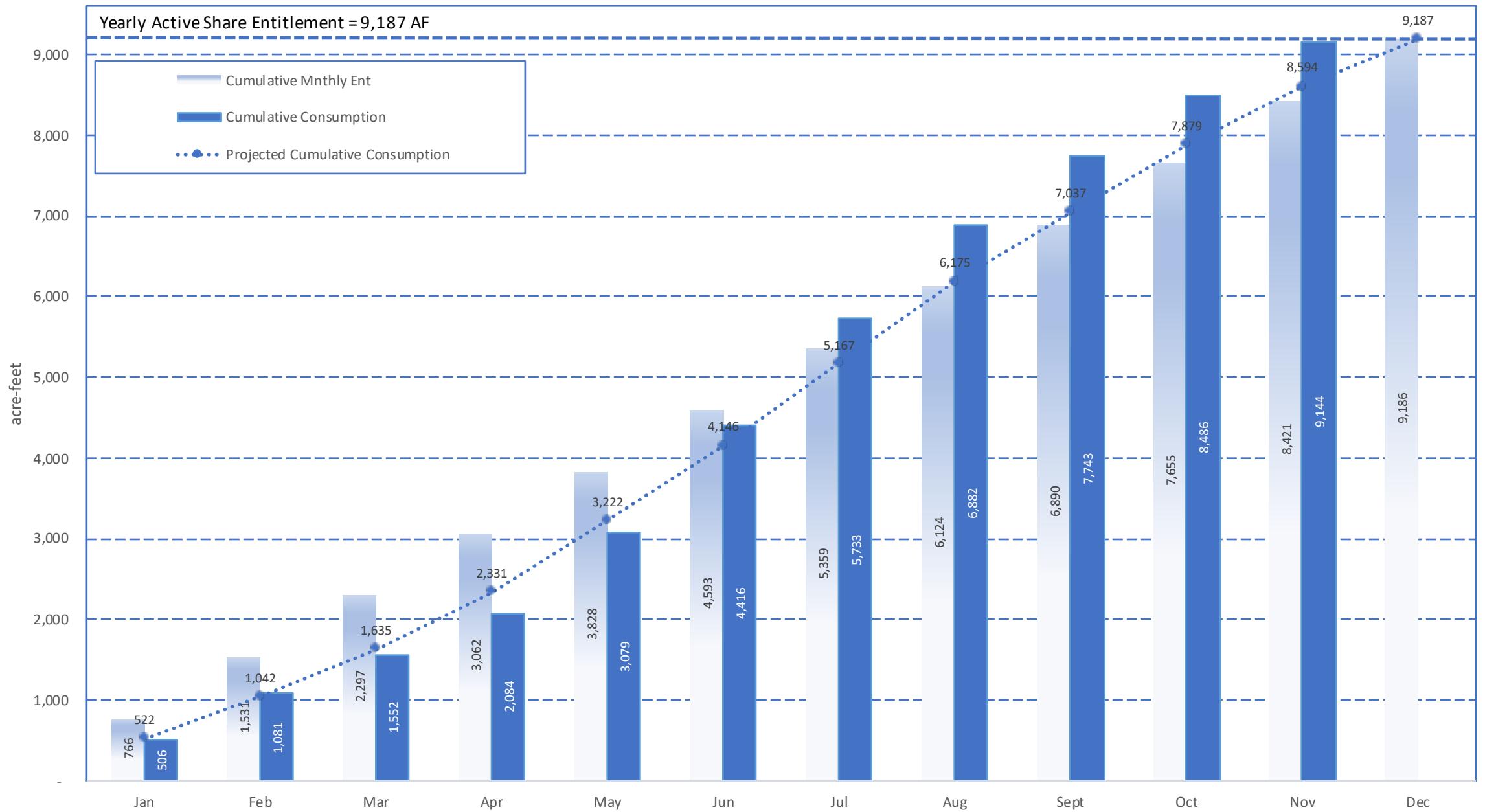
2020 Consumption Chart



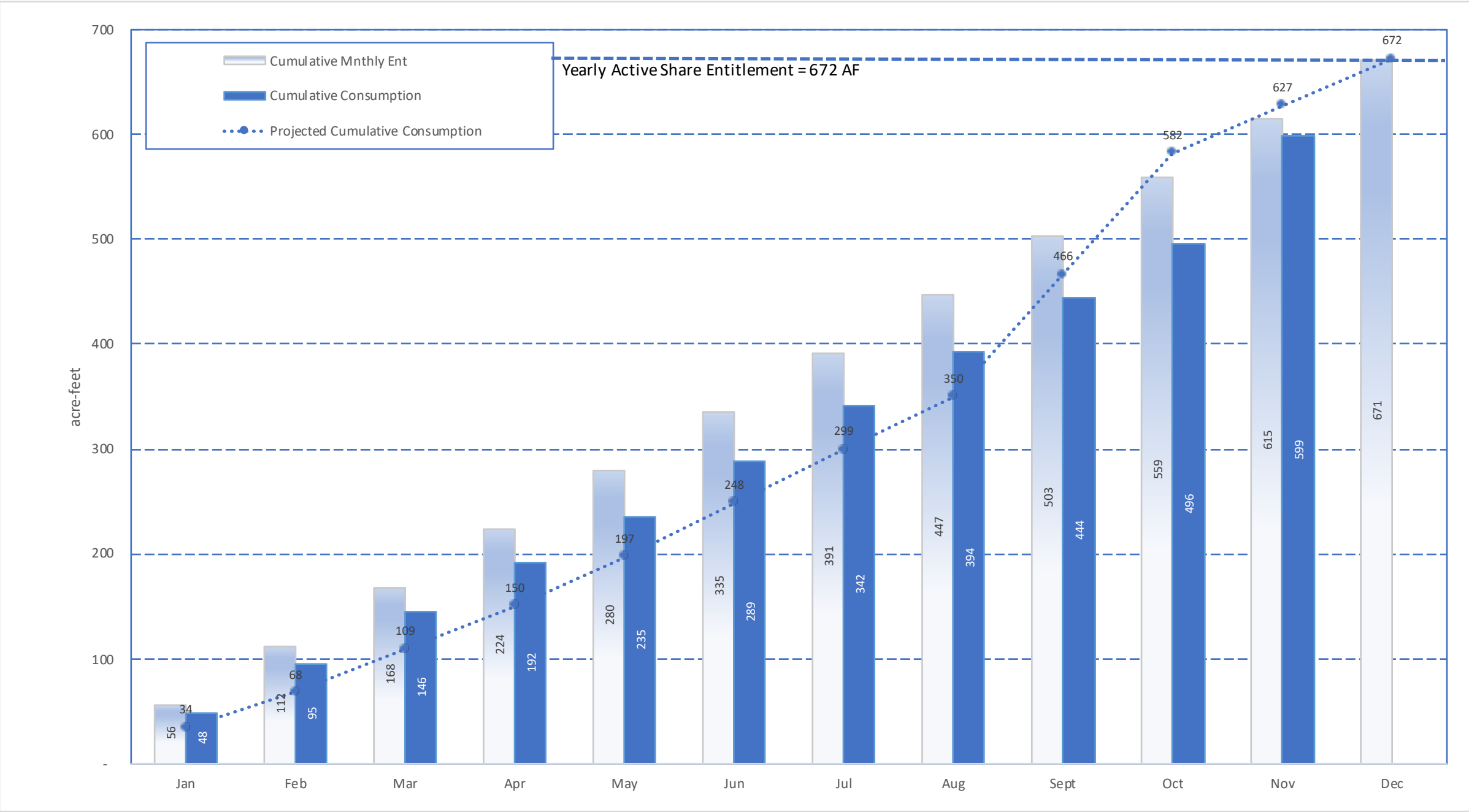
2020 Domestic Consumption



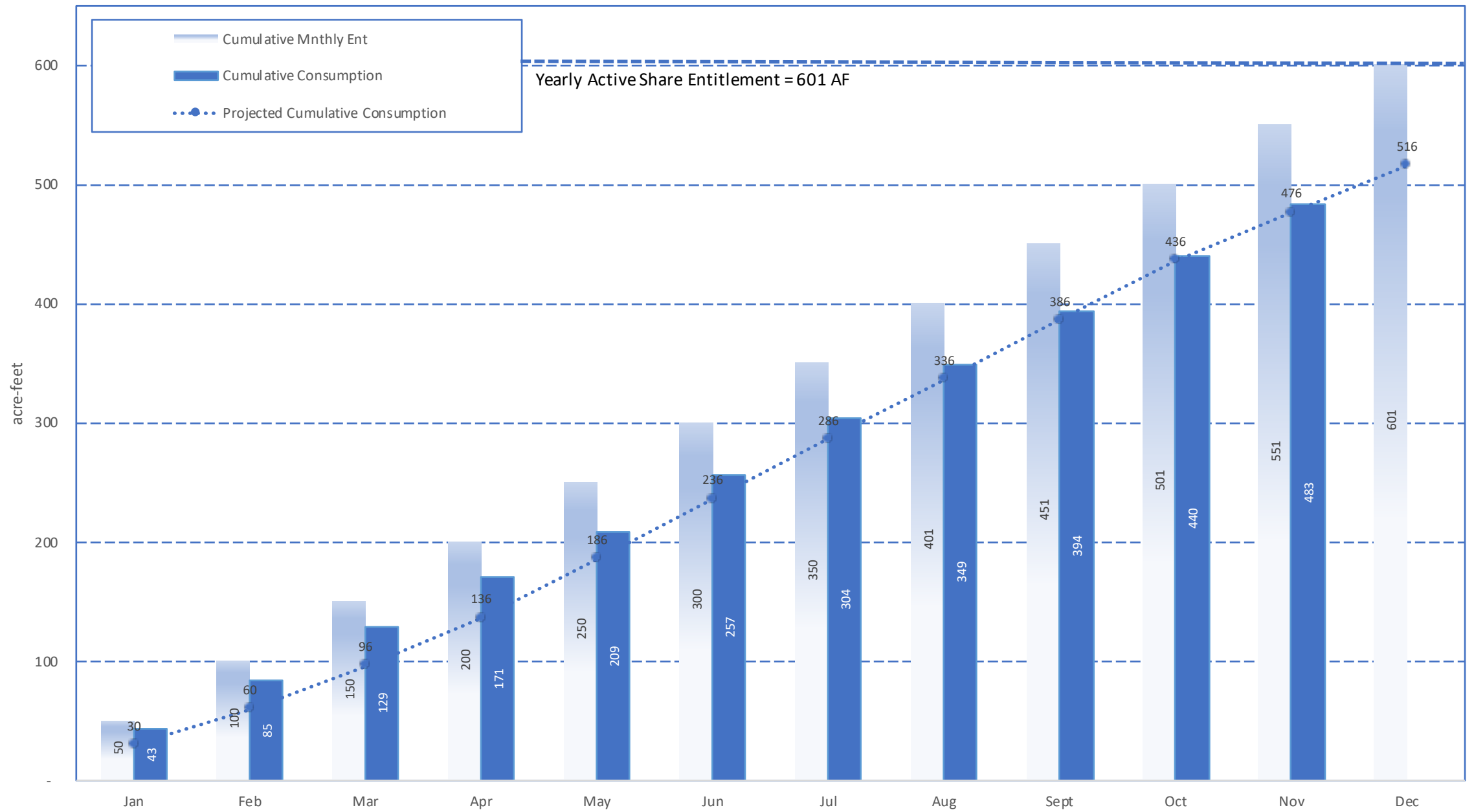
2020 Upland Consumption



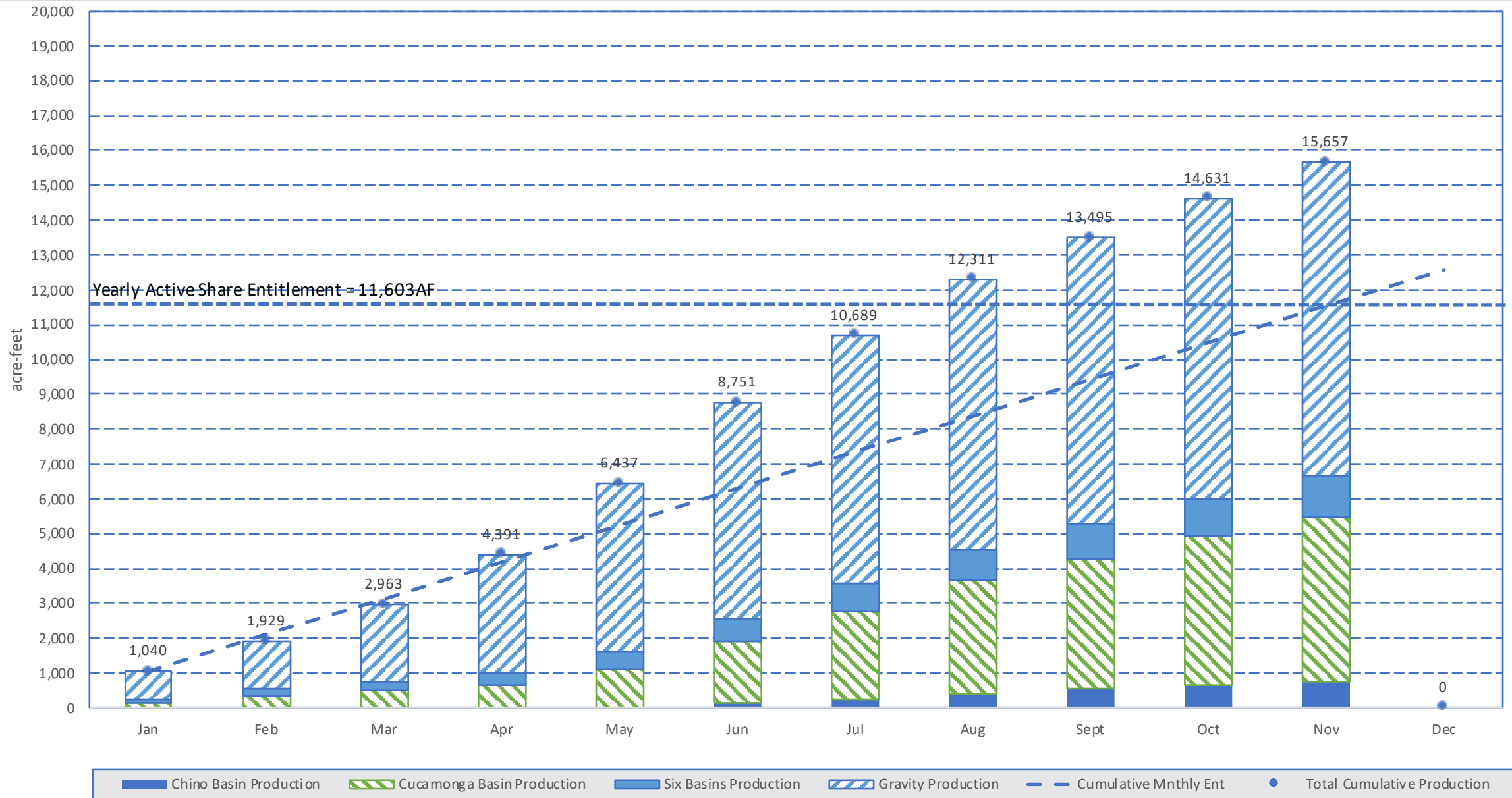
2020 Monte Vista Consumption



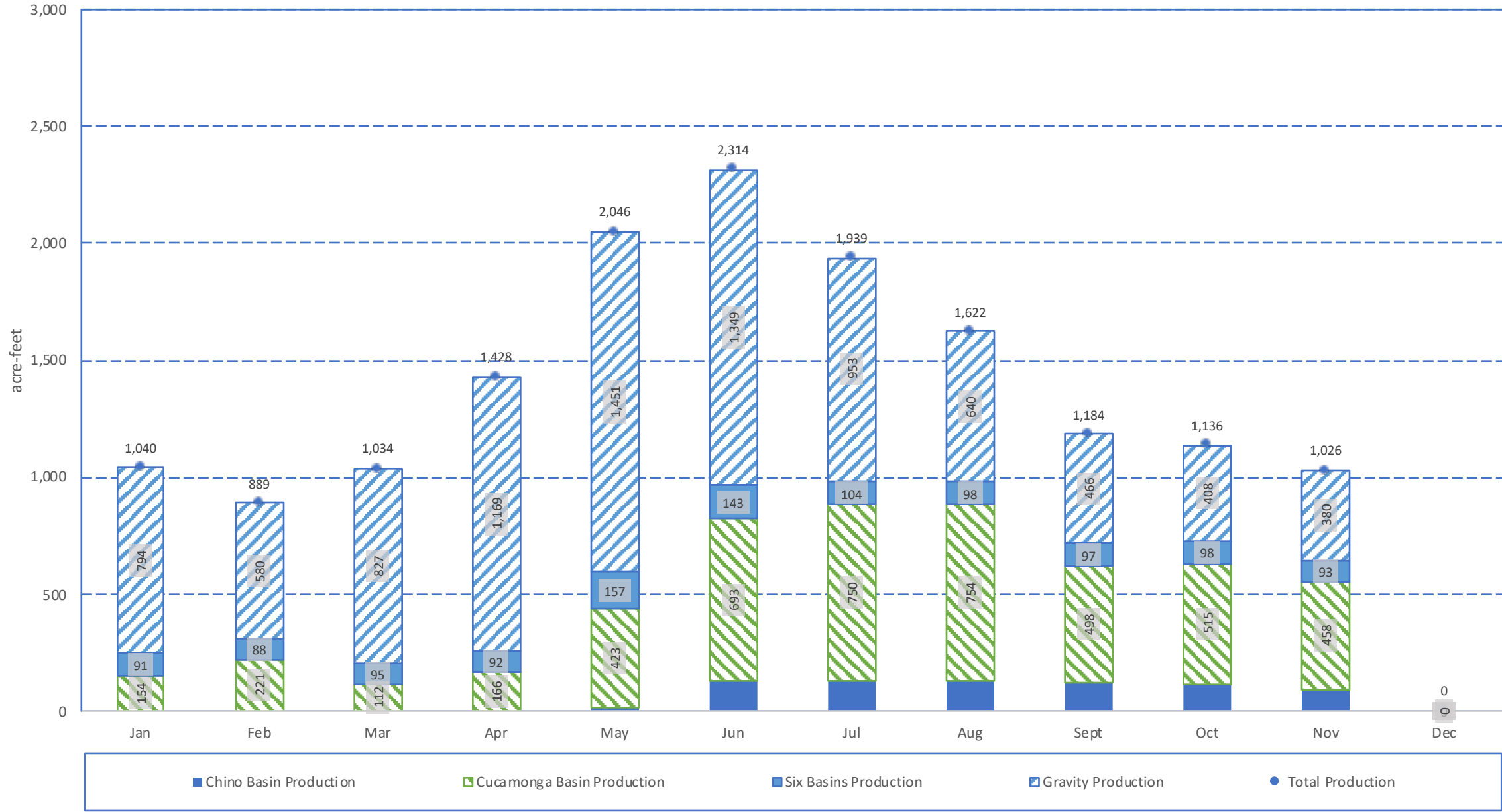
2020 Ontario Consumption



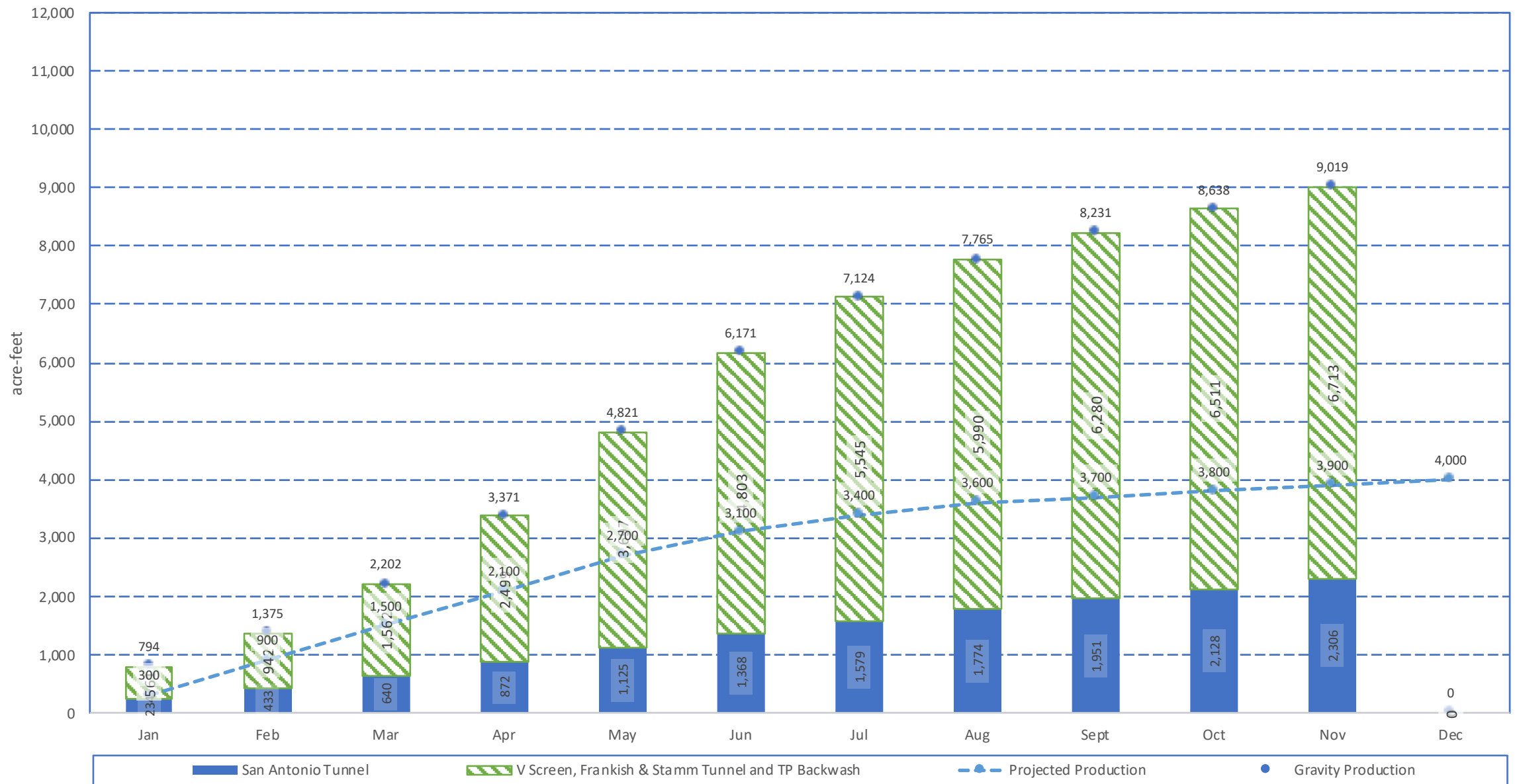
2020 Total Yearly Production



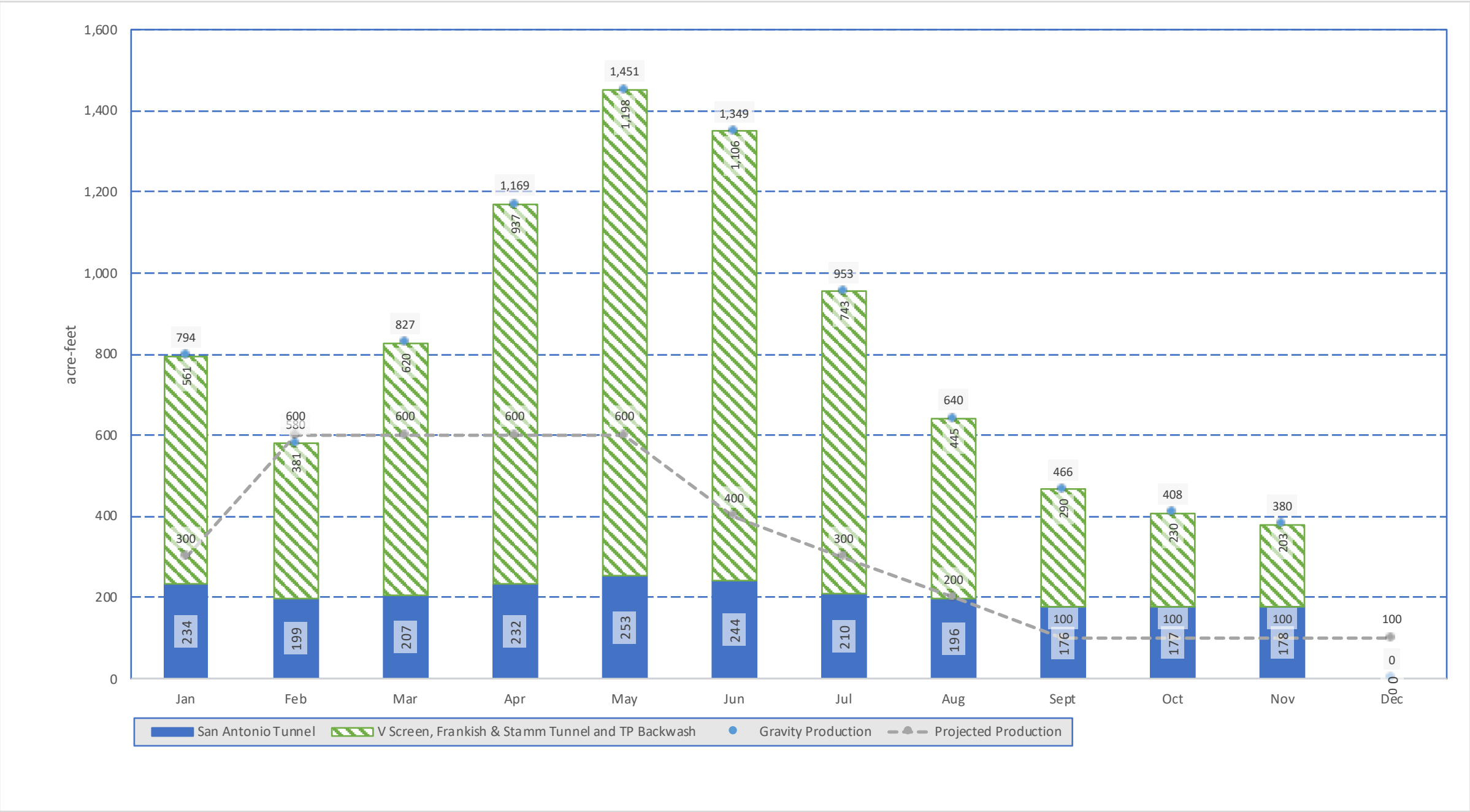
2020 Monthly Production



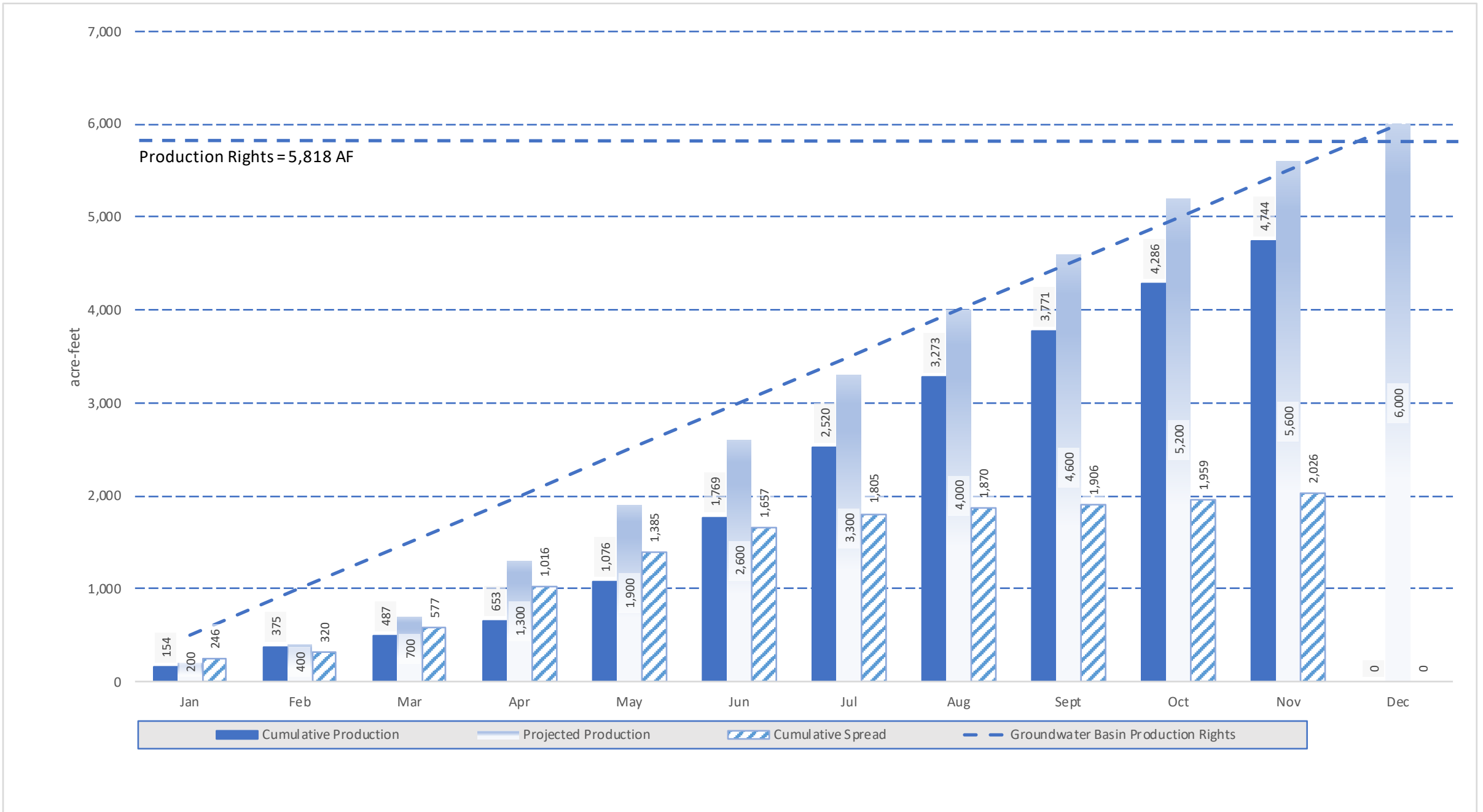
2020 Gravity Cumulative



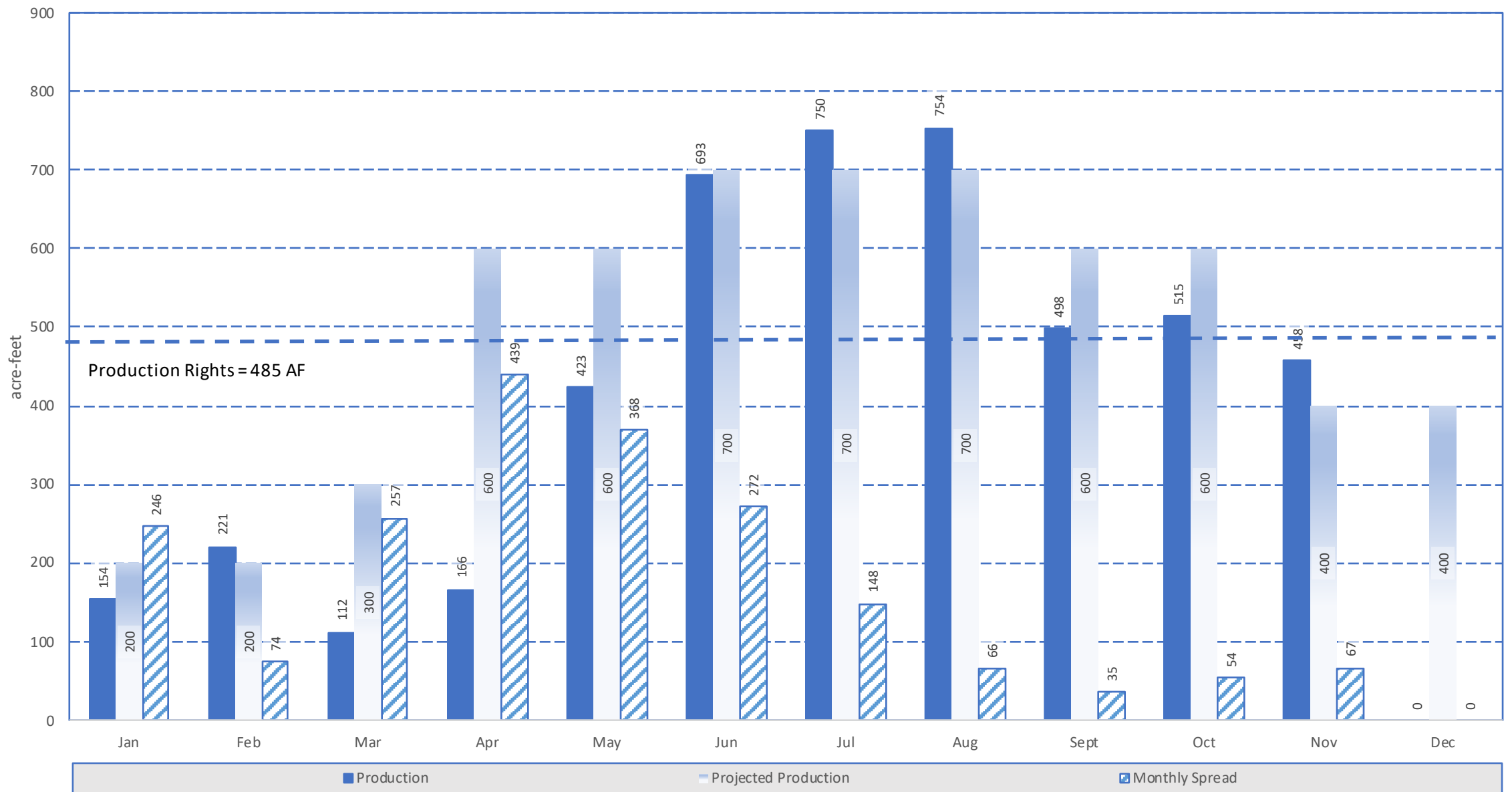
2020 Gravity Monthly



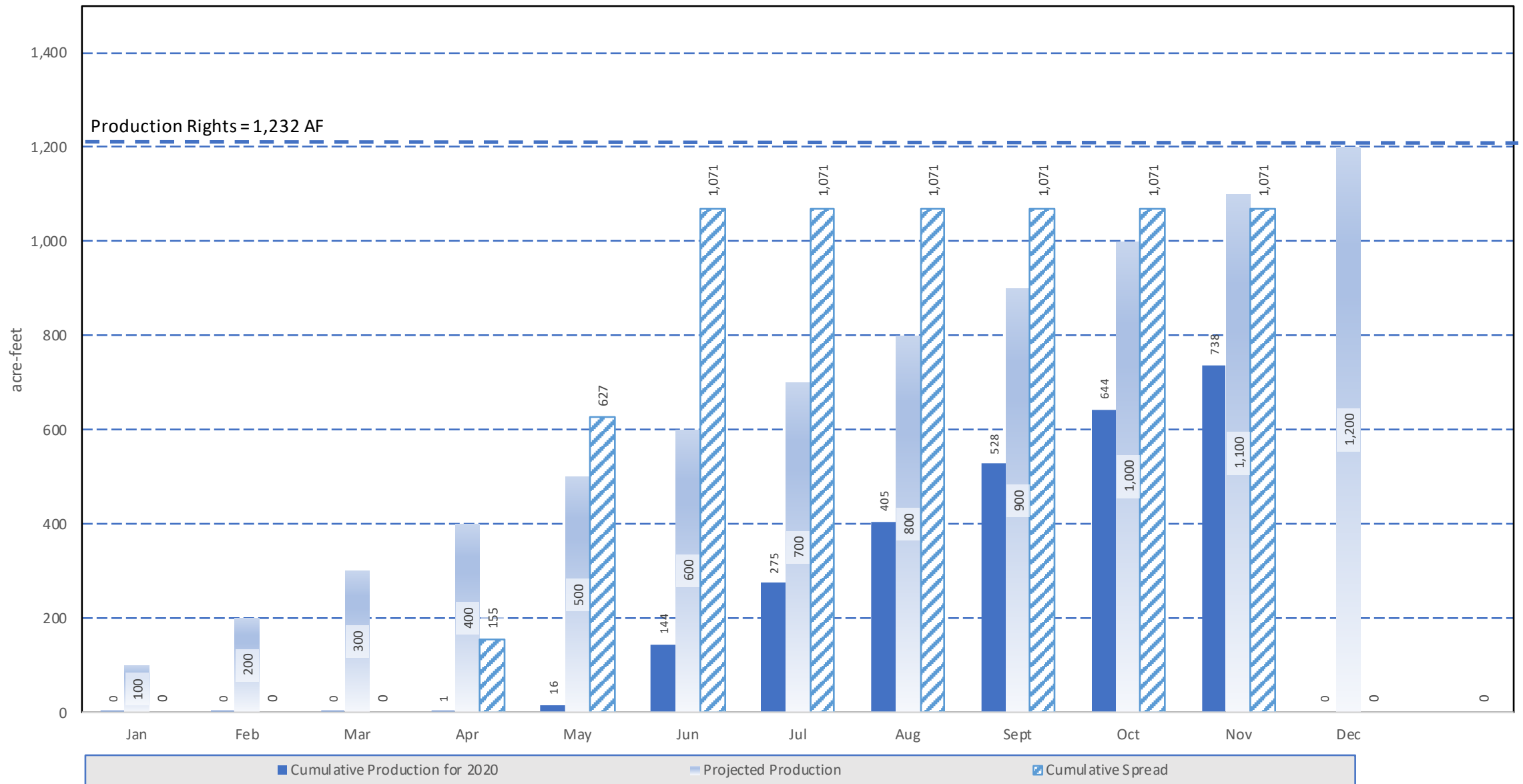
2020 Cucamonga Basin Cumulative



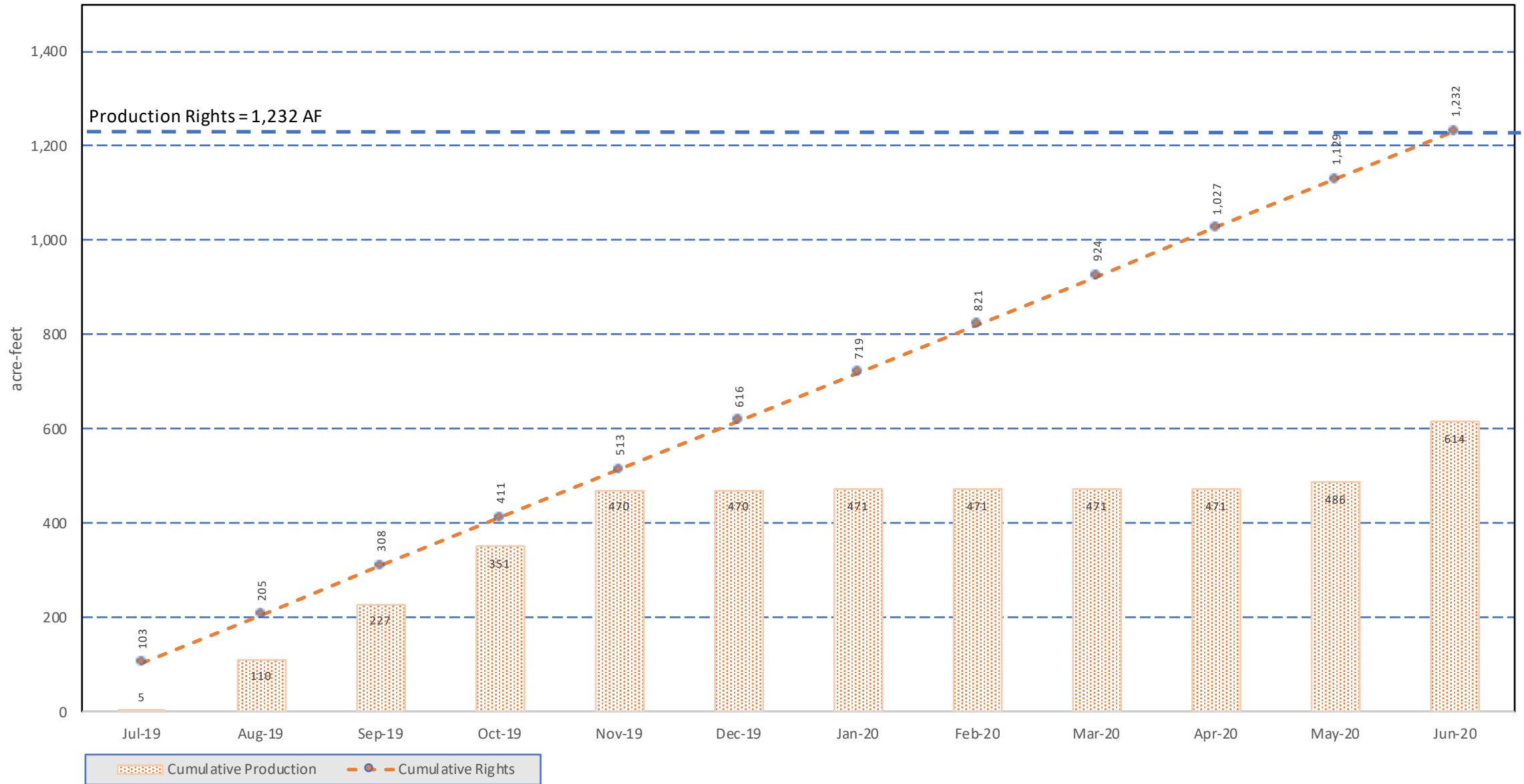
2020 Cucamonga Monthly



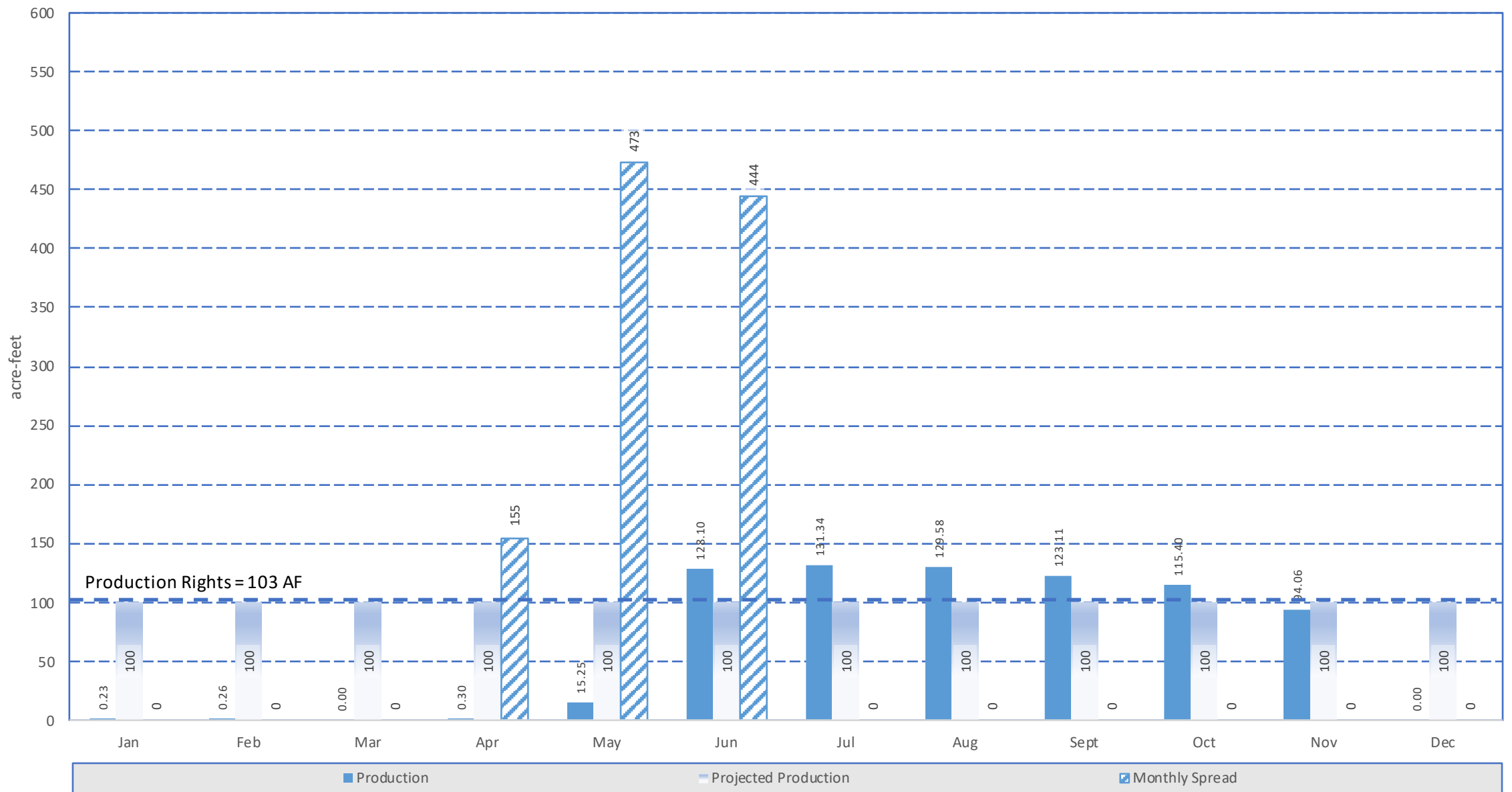
2020 Chino Basin Cumulative



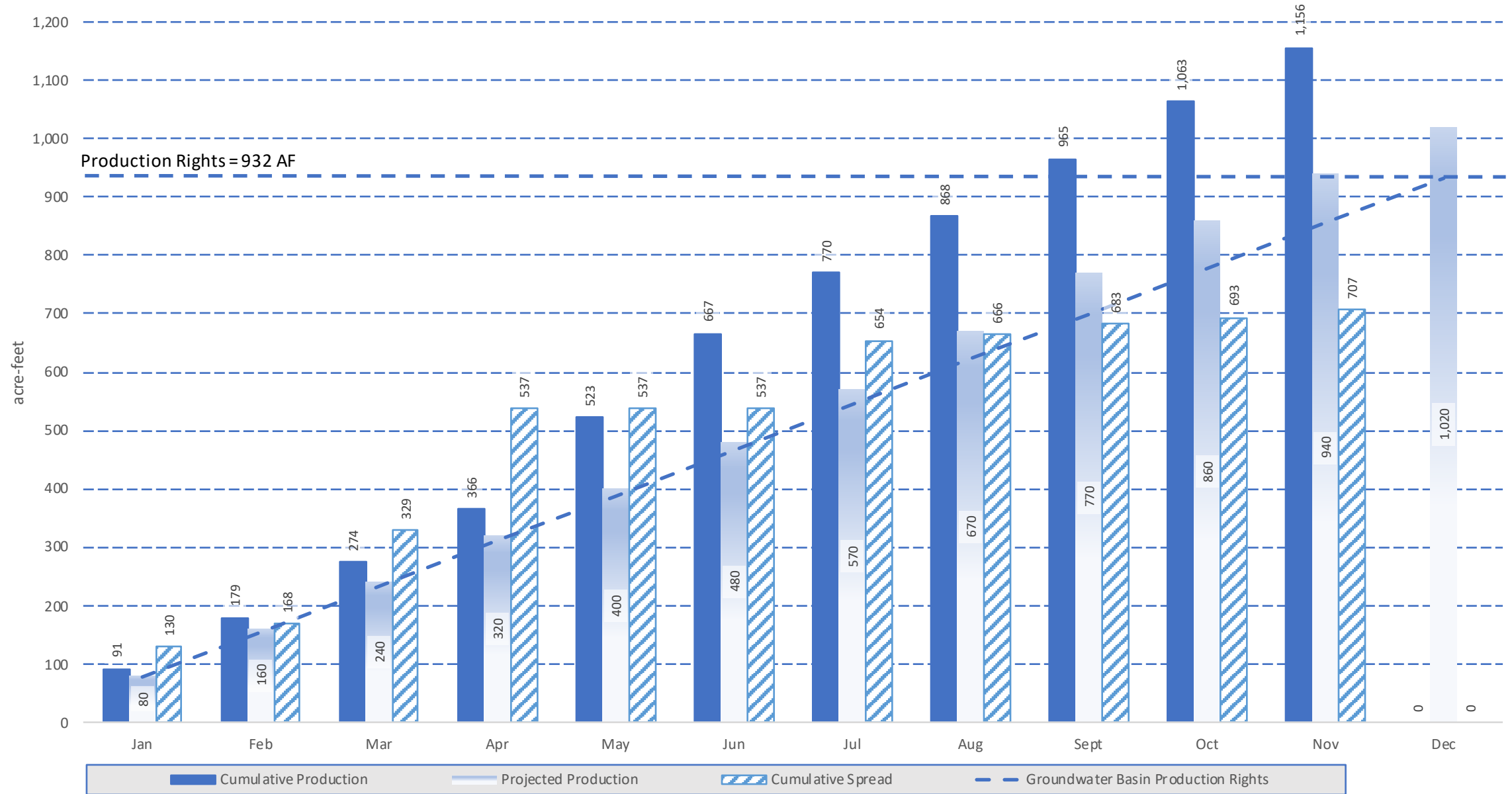
19-20 Chino Basin Cumulative



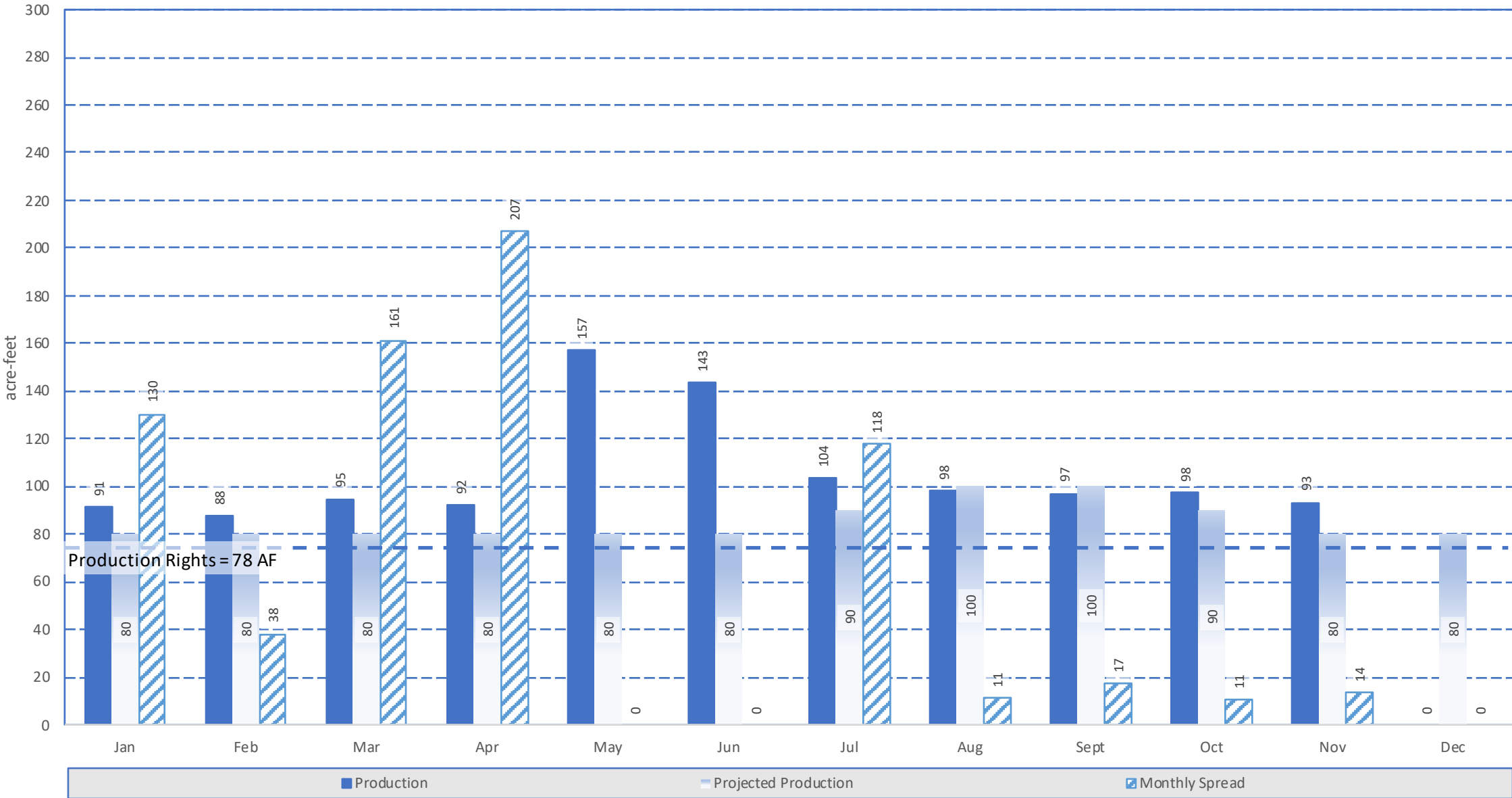
2020 Chino Basin Monthly



2020 6 Basin Cumulative



2020 6 Basin Monthly



A. Water Supply through September 2020

- Annual entitlement for CY2019 is 13,000 AF
 - Cumulative yearly production was 15,657 AF
 - Cumulative yearly consumption was 12,201 AF
 - Cumulative yearly spread was 3,804 AF
 - Cumulative unaccounted water was -348 AF

Six Basins Production for 2020

- Annual production right is 932 AF.
- Cumulative production was 1,156 AF. Production is sent to the WFA treatment facility to meet City of Ontario and MVWD entitlement.
- The Company has spread a total of 707 AF.

Cucamonga Basin Production for 2020

- Annual production right is 5,818 AF.
- Cumulative production was 4,744 AF.
- The Company has spread a total of 2,026 AF.

Chino Basin Production for 2020

- Annual production right is 1,232 AF.
- Cumulative production was 738 AF.
- The Company has spread a total of 1,071 AF.

Surface Water (San Antonio Creek) flow for 2020

Total flow was 9,019 AF.

Tunnel flow for 2020

San Antonio Tunnel flow was 2,306 AF.
Frankish and Stamm Tunnel flow was 247 AF.

B. Company Stock

1 ½ share of water stock moved from dormant to active this transfer period while ¾ share of water stock moved from active to dormant.

C. Communication and Information Activities

Staff is communicating on our new “Facebook” page with 179 friends liking our old FB page and 68 customers have liked our new FB page. Communication is posted regularly on the new page and no new communication on the old Facebook page. Facebook is not able to merge the two Facebook pages; therefore we are in discussion of possibly deleting the old page.

D. Administration Matters

Meetings of interest:

- Thu, Dec 10 – GM and Board President participated in meeting with GM of IEUA Shivaji Deshmukh.

E. Groundwater Basin Matters

Chino Basin -

Spread Water from SAWCo - SAWCo has stopped spreading for the 2019/20 year. SAWCo has applied to spread 1,500 AF in 20/21 water year. Application has been fully executed.

Storage Management Plan / Optimum Basin Management Plan – Watermaster issued the final report on the 2020 Storage Management Plan on December 11th.

WM staff intend for the OBMP Implementation Plan to be attached to the Peace Agreement and will require a Peace Agreement amendment.

Discussion is currently focused on the CEQA requirements and a possibly reduced focus on a storage only plan.

Ag Pool Contest and Legal Expenses – In May 2017 the Agricultural Pool initiated adversarial proceedings contesting Appropriative Pool storage within the Chino Basin.

At the end of June 2020, the Agricultural Pool requested a last-minute considerable upward adjustment to their legal budget for the fiscal year ending June 30, 2020. The Agricultural Pool has also sizably increased its 2021 legal budget. These increases are directly related to the Agricultural Pool's actions against the Appropriative Pool. The Agricultural Pool expected that the Appropriative Pool would pay those costs per the Agricultural Pool's interpretation of the Peace Agreement.

The Appropriative Pool has objected to those costs being 'expenses' as defined by the Peace Agreement. While this issue advanced through the process, the Appropriative Pool was the only pool or committee to provide 'advice and assistance' to the CBWM Board, recommending denial of the budget increase.

At its August 25 meeting, at the request of CBWM General Manager and in opposition to the advice and assistance provided by the Appropriative Pool, the WM Board authorized invoicing of those expenses to the Appropriative Pool, while at the same time declaring that they don't take a position on the merits of those invoices. CBWM staff distributed invoices before close of business on that same day. Although payment was due in 30 days, the invoiced parties have 60 days to contest the invoices.

On Sept 14, after discussions with Appropriative Pool legal counsel, CBWM General Manager created a CBWM controlled escrow account to receive payments under established conditions (agreement attached).

On September 19, 2020 SAWCO joined eight other members of the Appropriative Pool in filing a court motion (attached) objecting to payment of the Agricultural Pool's legal bills associated with the Agricultural Pool's lawsuit against the Appropriative Pool. Since the filing, additional AP members have also joined the court motion. The Court hearing is scheduled for October 23.

Through its filing with the courts, the Appropriative Pool has clearly contested the invoices within its 60 day rights. The CBWM General Manager continued to pursue payments by the 30-day deadline, September 25.

As discussed at our September Board Meeting, staff did not intend on paying the invoice, either directly or into a CBWM controlled escrow account, until the issue was resolved by the Court.

~~At that time the risk was a 10% per annum penalty, which is about \$20 per month of the total \$2,316 special assessment.~~

~~On Oct 8th, 2020 the CBWM General Manager released a Staff Memo (attached) stating that 14 Appropriative Pool members made payments into the escrow account. Two Appropriative Pool members did not (although not mentioned in the CBWM Staff report, the two Appropriative Pool members were SAWCO and City of Chino). The CBWM General Manager goes on to state in his memo that he considers all 16 Appropriative Pool members (those 14 who paid into the escrow account and the two who didn't) delinquent in payment of the invoices.~~

~~The CBWM General Manager further states that he intends to initiate a show-cause proceeding against only two of the Appropriative Pool members he considers delinquent; SAWCo and City of Chino, upon CBWM Board authorization at its Oct 22 meeting. CBWM General Manager has decided not to request CBWM Board authorization to pursue for cause proceedings against the 'delinquent' AP Members who have paid into the escrow account until after the court hearing on Oct 23rd.~~

~~On Oct 13 your General Manager listened in on a tele-conference of the Appropriative Pool legal team. The positive nature of that discussion provided the needed assurances he was seeking before contributing to the escrow account. Given the strong position of the Appropriative Pool in this argument, on Oct 15 SAWCO wired the \$2,316.54 payment into the CBWM controlled escrow account. Although under protest, SAWCO considers the invoice paid.~~

~~On Oct 22, the CBWM Board considered their General Manger's request to initiate 'for cause' proceedings against AP members who have not paid the special invoice and deferred taking action until after the Court proceedings.~~

~~On Nov 4 the Agricultural Pool send a letter to the Appropriative Pool threatening legal action due to the Agricultural Pool's belief that the Appropriative Pool is in default of the special assessment. The Appropriative Pool responded by letter denying default.~~

~~The Courts rescheduled the Oct 23 hearing to Nov 13 at the request of the CBWM.~~

~~At the November 13th court hearing, judge ordered parties to mediate. Negotiations to select a mediator remain ongoing.~~

Six Basins –

The last meeting was held on November 18th. Wildermuth (WEI) has been the conducting Watermaster services for some time and their contract is up at the end of this year. As of November 6, 2020, West Yost Associates (West Yost) has acquired the assets of WEI, including all current WEI staff. West Yost is a water engineering firm headquartered in Davis, CA that has been providing consulting services for water and wastewater agencies in California and other western states for the past 30 years. At the meeting, an agreement with West Yost Associates to continue Watermaster services for the next 5 years was approved.

The Operating Safe Yield for 2021 was also adopted and no change was recommended from 2020 [13,000AF – SAWCo = 932.1] . The 2021 Budget and Assessment was also approved. The total budget is \$900,778 with SAWCo's portion being \$33,192.

The first task order for 2021 was approved for West Yost to perform technical and administrative services for the new year. The meeting schedule for 2021 was also approved.

With West Yost coming on board, it required an update of authorized signers for the LAIF account. The Board requested to include the Board's treasurer as one of the signers.

The support letter for Holliday Rock to dig out an area on PVPA owned land was delayed until the PEIR is completed.

Staff was able to facilitate the sale of stored water to the City of Pomona for the same price as last year so we would not lose any water by end of this year. Staff plans to approach Watermaster next year to see if there is a possibility to increase our storage account.

Cucamonga Basin –

The working group met virtually on December 1st. We are waiting on Cucamonga Valley Water District (CVWD) to sign the Term of Reference document or provide comments.

The group discussed proposed timetable to go out to bid for a new engineer starting January 2021. All were in agreement with the timetable.

TKE has provided a draft of all the party's comments as it relates to modernizing the Judgment. We all agree that the technical part would need to be done first and would wait until the new engineer is vetted.

The next scheduled meeting is January 5th.

Agenda Item No. 4H

Item Title: Projects and Operations Update

Purpose:

To update the Board and Shareholders on Company capital projects.

Updates:

1507 – Office Relocation

Presentation to City of Upland originally scheduled for late September has been deferred until early 2021 at City Manager's request.

1602 – Holly Drive Reservoir, Phase 2

Contract has been fully executed. Preconstruction meeting held. Material submittal process initiated.

Original Budget	\$477,000
Original Contracts	\$783,260
Authorized Change Orders	NA
Current Contracts.....	\$783,260

1901 – Automated Meter Reading (AMR) (assumes award @ Sept 2020 Board Meeting)

Contracts has been fully executed for \$738,870 for supply and installation of all domestic and production meters. Supplier working to integrate meters with our accounting software. Domestic meter installation started December 8. Installation expected to be completed before end of January 2021.

Original Budget	\$770,000
Original Contracts	\$TBD
Authorized Change Orders	NA
Current Contracts.....	\$738,870

1902 – Cucamonga Crosswalls Mitigation

First of five years of mitigation occurred in April.
Check-up mitigation occurred in the first week in August 2020.
Work for 2020 has been completed.

1904 – Geographical Information System (GIS)

Tablet GIS system has been distributed to all field personnel. Project is complete.

Original Budget	\$50,000
Original Contracts	\$29,929
Authorized Change Orders	NA
FINAL Contracts	\$29,929

1905 – 2020 Master Plan

Computer Water Model being constructed by consultant. Hydrant flow testing occurred Nov 11th. Computer modeling being calibrated. Data gathering is an ongoing process. Company has purchased three data loggers and a pitot tube flow diffuser.

Original Budget	\$240,000
Original Contracts	\$204,085
Authorized Change Orders	NA
Current Contracts.....	\$204,085

2001 Reservoir 9 Pipeline

Bid opening occurred on Nov 10. Contract awarded at the November 17 Board Meeting. Contract has been fully executed. Preconstruction meeting held on Dec. 10.

Original Budget	\$408,000
Original Contracts	\$886,040
Authorized Change Orders	NA
Current Contracts.....	\$886,040

2002 Frankish Tunnel Improvements

Bid opening occurred on December 4th. Project construction contract up for consideration at tonight's meeting.

Original Budget	\$50,000
Original Contracts	\$126,485
Authorized Change Orders	NA
Current Contracts.....	\$126,485

2003 Small Pipelines Project

Bid opening occurred on December 4th. Project construction contract up for consideration at tonight's meeting.

Original Budget	\$519,000
Original Contracts	\$738,290
Authorized Change Orders	NA
Current Contracts.....	\$738,290

2007 Well 19

Staff is working on a Request for Proposals to construct a new Well 19. RFP should be released later this next year for consideration by the Board.

Item Title: Award of Contracts for Frankish Tunnel Improvements

Purpose:

To award a construction contract and a professional services contract for the Frankish Tunnel Improvements project.

Issues:

Should the Board award a construction contract to C.P. Construction, Inc. for a not to exceed amount of \$94,830?

Manager's Recommendation:

Find C.P. Construction, Inc. as the lowest responsible bidder and authorize General Manager to execute a construction contract with C.P. Construction, Inc. for a not to exceed amount of \$94,830.

Background:

The Frankish Tunnel Improvements project was included in the 2020 budget. The project modifies the tunnel's outfall to ensure all water is captured within Company pipelines and that water is metered and accounted for. Additionally, two meters will be installed to clearly delineate where tunnel water is being directed.

Bid Opening Results:

<u>Engineer's Estimate</u>	\$ 164,700
CP Construction	\$ 94,830
Brkich Construction	\$ 121,110
Norstar Plumbing	\$ 125,990
TE Roberts	\$ 131,901
Big Ben Construction	\$142,900
Cedro Construction	\$158,237
Downing Construction, Inc.	\$ 215,502
EJ Myers	\$ 333,333

Previous Action:

Project was included in the 2020 Budget. Budget estimate was \$50k.

In April 2020, the Board awarded design and project management services to Civiltech for a not to exceed amount of \$327,000, including this Reservoir 9 Pipeline Project, various smaller pipeline projects and Frankish Tunnel Modifications.

Impact on Budget:

Capital cost of \$94,830

Item Title: Award of Contracts for 2020 Small Pipelines Replacement Project

Purpose:

To award a construction contract and a professional services contract for the 2020 Small Pipelines Replacement Project.

Issues:

Should the Board award a construction contract to C.P. Construction, Inc. for a not to exceed amount of \$547,135?

Manager's Recommendation:

Find C.P. Construction, Inc. as the lowest responsible bidder and authorize General Manager to execute a construction contract with C.P. Construction, Inc. for a not to exceed amount of \$547,135.

Background:

The 2020 Small Pipelines Replacement Project was included in the 2020 budget as separate projects: Cliff Drive, Primrose and Linda. The projects were combined into one bid package for economy of scale. The combined project replaces facilities that have reached the end of their useful life.

Bid Opening Results:

<u>Engineer's Estimate</u>	<u>\$ 918,746</u>
CP Construction	\$ 547,135
Big Ben Construction	\$684,560
Cedro Construction	\$ 692,446
Norstar Plumbing	\$ 698,220
TE Roberts	\$ 897,773
Downing Construction, Inc.	\$ 985,621
Brkich Construction	\$ 1,033,292
EJ Myers	\$ 1,595,555

Previous Action:

Project was included in the 2020 Budget. Combined budget estimate was \$519k.

In April 2020, the Board awarded design and project management services to Civiltech for a not to exceed amount of \$327,000, including this Reservoir 9 Pipeline Project, various smaller pipeline projects and Frankish Tunnel Modifications.

Impact on Budget:

Capital cost of \$547,135

Item Title: Benefit and Compensation Study

Purpose:

To review and consider adoption of the Benefit and Compensation Study by Rewards Strategy Group (RSG).

Issue:

Company desires to maintain a competitive staffing environment

Manager's Recommendation:

Adopt the Benefit and Compensation Study as presented by RSG including any changes as appropriate.

Background:

Since establishing position descriptions with the help of outside Human Resource firm in 1994, management has conducted in-house reviews and updates to keep our respective position descriptions reflective of Company growth and needs.

In 2005, the Company sent RFPs to firms to conduct marketplace research and legal compliance review of the Company's human resource documents and our compensation and benefit plans. This work yielded in a revised employee handbook with updated legal language, slight benefit changes, and proposed ranges utilizing performance-based merit salary increases. Following this study, the salary ranges were adjusted annually by approval of the Board based on the Consumer Price Index (CPI).

In 2014, the Company sent RFPs to firms to conduct a Classification & Compensation Study. Job descriptions were updated based on the work done and salary ranges were provided for all positions.

The purpose of this 2020 study was to address any changes in job positions since the last study and to adjust salary or benefit changes to remain competitive or in line with the water industry standards.

The current study was presented at the November AFC meeting for discussion. The AFC unanimously recommended forwarding the study to the full Board for consideration.

Impact on the Budget:

Budgeted for completion in CY2020.

Previous Actions:

none

SAN ANTONIO WATER COMPANY

Compensation Study Report

October 27, 2020

Prepared by:



12707 High Bluff Drive, Suite 200, San Diego, 92130

(858) 259-3800 • Fax (858) 792-7465

www.rewardstrategy.com

INTRODUCTION

Reward Strategy Group (RSG) was retained by San Antonio Water Company (SAWCo) to determine if there have been economic changes among regional employers that have impacted the Company’s competitiveness of compensation plans since the last market survey conducted in 2014. In planning the survey, management agreed on the following five water districts and five municipalities that represent the Company’s competitive employment market.

Water Districts	Municipalities
Cucamonga Valley Water District	City of Fontana
East Valley Water District	City of Ontario
Monte Vista Water District	City of Pomona
Rubidoux Community Service District	City of Redlands
West Valley Water District	City of Upland

The 2014 study also included mutual water companies. Most of the pertinent mutual water companies declined to participate in the previous study, resulting in a limited number of participants. It was decided that it would be too costly to attempt to gather the mutual water company data, especially since we found the limited 2014 results to be comparable to the state’s water districts. Therefore, they are not included in this study.

BASE SALARY SURVEY RESULTS

RSG built a salary range survey database by identifying classifications that are comparable to SAWCo’s benchmarks in each of the surveyed organizations. The results of our job comparability analyses are displayed on the 13 benchmark data sheets included in Appendix A, provided as a separate document. Of the 13 classifications RSG initially tried to compare, two entry-level positions, Water Utility Trainee and Administrative Analyst, did not have sufficient matches to include in the database. We have included the “limited” data sheets for informational purposes. We will use internal class relationships when making salary range recommendations for these classifications

In evaluating the data, RSG compared San Antonio Water Company’s range control points and range maximums to the top salary range step of comparable classifications in each of the survey agencies. It should be noted the survey comparators’ range maximums are the agencies’ range “pricing points.” Table 1 summarizes the survey results.

Looking at range control points:

- Four classifications, General Manager, Water Utility Worker II, Water Utility Worker I and Accounting/Personnel Specialist, have survey medians *and* averages that are between 7 and 15 percent below market. A fifth classification control point, Administrative Specialist, is 7 percent below survey average but only 2.6 percent below median.
- The remaining six classifications' CPs have survey medians and averages at +/- 3.5 percent, which RSG considers "at approximate market."

Looking at range maximums:

The design intent for SAWCo's range of opportunity *above* Control Point was to provide "above market" pay opportunities when warranted by employee performance/growth. Market data indicates this is not being achieved for the first four classifications discussed previously.

HOW TO READ TABLE 1

The Table 1 summary of results contains the following:

- Column 1: Page number for each of the survey datasheets in Appendix A.
- Column 2: SAWCo class title.
- Columns 3 – 4: Current salary range control point/maximum.
- Columns 5 – 6: Survey results for range maximum, displaying both survey average and median.
- Columns 7 – 9: The percentage difference in SAWCo's **control point** versus the survey average and median; the SAWCo class's rank order among the survey agencies with comparable classes.
- Columns 10 – 12: The percentage difference in SAWCo's **range maximum** versus the survey average and median; the SAWCo class's rank order among the survey agencies with comparable classes.

TABLE 1

Pg	Classification	SAWCo Control Point	SAWCo Range Maximum	Survey Average	Survey Median	SAWCo Control Pt vs Survey Avg / Median			SAWCo Control Pt Rank Order	SAWCo Max vs Survey Avg / Median			SAWCo Maximum Rank Order
1	General Manager	216,445	238,077	239,362	244,450	-10.6%	/	-12.9%	7 of 10	-0.5%	/	-2.7%	6 of 10
2	Assistant General Manager	178,880	196,768	180,353	193,776	-0.8%	/	-8.3%	6 of 9	9.1%	/	1.5%	4 of 9
3	Water Utility Superintendent	111,072	122,179	109,226	110,530	1.7%	/	0.5%	5 of 9	11.9%	/	10.5%	3 of 9
4	Water Utility Worker III	80,704	88,774	83,468	83,117	-3.4%	/	-3.0%	6 of 8	6.4%	/	6.8%	3 of 8
5	Water Utility Worker II	68,952	75,878	73,884	74,434	-7.2%	/	-8.0%	8 of 9	2.7%	/	1.9%	3 of 9
6	Water Utility Worker I	55,120	60,632	63,483	62,941	-15.2%	/	-14.2%	10 of 10	-4.7%	/	-3.8%	8 of 10
7	Water Utility Trainee	38,938	42,827			Insufficient Data							
8	Administrative Analyst	80,704	88,774	79,206	78,000	1.9%	/	3.5%	2 of 6	12.1%	/	13.8%	1 of 6
9	Accounting/Personnel Specialist	62,691	68,952	67,806	68,141	-8.2%	/	-8.7%	8 of 10	1.7%	/	1.2%	5 of 10
10	Administrative/Conservation Specialist	56,992	62,691	57,955	55,440	-1.7%	/	2.8%	4 of 8	8.2%	/	13.1%	3 of 8
11	Senior Administrative Specialist	68,952	75,878	67,444	70,138	2.2%	/	-1.7%	5 of 8	12.5%	/	8.2%	2 of 8
12	Administrative Specialist	55,120	60,632	59,031	56,568	-7.1%	/	-2.6%	7 of 10	2.7%	/	7.2%	4 of 10
13	Administrative Assistant		New			Insufficient Data							

RECOMMENDED SALARY STRUCTURE

The breadth of SAWCo’s salary range increase opportunity from minimums to control point is comparable to most of the comparator agencies (Table 2). Only West Valley Water District has a wider full range than SAWCo. RSG therefore does not recommend any change in range design. The salary ranges should remain “priced” at Control Point (CP), with minimums at 80 percent of CP and maximums at 110 percent of CP.

TABLE 2

	Range Breadth
San Antonio Water Company	25.0% increase Range Min to Control Point 37.5% increase Range Min to Range Max
Cucamonga Valley Water District	30.0%
East Valley Water District	10.4%
Monte Vista Water District	31.3%
Rubidoux Community Service District	27.6%
West Valley Water District	40.7%
City of Fontana	21.6%
City of Ontario	21.5%
City of Pomona	21.5%
City of Redlands	21.5%
City of Upland	34.5%

The salary grades have drifted from a consistent 10 percent differential recommended in the previous study. As exhibited in Table 3, RSG is recommending increasing the differential between salary grades for the top three grades and returning grades 12 – 26 to a consistent 10 percent differential. RSG recommends eliminating grade 11 since it is not utilized and would fall below minimum wage in 2021.

TABLE 3

Recommended Grade	Recommended Differential	Recommended Minimum	Recommended Control Point	Recommended Maximum
30		190,400	238,000	261,800
29	15.0%	165,565	206,957	227,652
28	12.5%	147,169	183,961	202,357
27	12.5%	130,817	163,521	179,873
26	10.0%	118,925	148,656	163,521
25	10.0%	108,113	135,141	148,656
24	10.0%	98,285	122,856	135,141
23	10.0%	89,350	111,687	122,856
22	10.0%	81,227	101,534	111,687
21	10.0%	73,843	92,303	101,534
20	10.0%	67,130	83,912	92,303
19	10.0%	61,027	76,284	83,912
18	10.0%	55,479	69,349	76,284
17	10.0%	50,436	63,045	69,349
16	10.0%	45,851	57,313	63,045
15	10.0%	41,682	52,103	57,313
14	10.0%	37,893	47,366	52,103
13	10.0%	34,448	43,060	47,366
12	10.0%	31,317	39,146	43,060

RECOMMENDED ALLOCATIONS

RSG’s recommended classification allocations are exhibited in Table 4. Classifications are allocated based on the market data and internal relationship analysis.

To improve competitiveness, RSG is recommending a one-grade increase for Water Utility Worker II (+10.6%), Water Utility Worker I (+14.4%) and the Accounting/Personnel Specialist (+10.6%) classifications. The differential adjustments of the salary grades increase the other classifications including the General Manager (+10.0%).

The vacant Administrative Analyst position was adjusted down one salary grade based on market data and relationship to the Senior Administrative Specialist.

TABLE 4

Recommended Grade	Classification	Recommended Control Point	BM Data	Current Grade	Current Control Point	Percentage Change
30	General Manager	238,000	239,362 avg 244,450 med	30	216,445	10.0%
28	Assistant General Manager	183,961	180,353 avg 193,776 med	28	178,880	2.8%
23	Water Utility Superintendent	111,687	110,530 med	23	111,072	0.6%
20	Water Utility Worker III	83,912	83,117 med	20	80,704	4.0%
19	Administrative Analyst	76,284	78,000 med	20	80,704	-5.5%
19	Water Utility Worker II	76,284	74,434 med	18	68,952	10.6%
18	Senior Administrative Specialist	69,349	67,444 avg 70,138 med	18	68,952	0.6%
18	Accounting/Personnel Specialist	69,349	68,141 med	17	62,691	10.6%
17	Water Utility Worker I	63,045	62,941 med	16	55,120	14.4%
16	Administrative Specialist	57,313	59,031 avg 56,568 med	16	55,120	4.0%
16	Administrative/Conservation Specialist	57,313	57,955 avg 55,440 med	16	56,992	0.6%
13	Administrative Assistant	43,060	Slotted based on Internal Relationship		New	
12	Water Utility Trainee	39,146	Slotted based on Internal Relationship	12	38,938	0.5%

All ten employees' current salaries are within the recommended salary ranges. Only one employee is above the control point and one employee is at the control point.

TABLE 5

Recommended Grade	Classification	Recommended Minimum	Recommended Control Point	Recommended Maximum	Incumbent	Incumbent Current Salary	Percentage Change at CP
30	General Manager	190,400	238,000	261,800	Brian Lee	238,000	100%
28	Assistant General Manager	147,169	183,961	202,357	Teri Layton	183,961	100%
23	Water Utility Superintendent	89,350	111,687	122,856	Tommy Hudspeth	111,687	100%
20	Water Utility Worker III	67,130	83,912	92,303	Chad Herron	83,912	100%
19	Water Utility Worker II	61,027	76,284	83,912	Jeff Barker	76,284	100%
19	Water Utility Worker II	61,027	76,284	83,912	Scott Weiland	76,284	100%
18	Senior Administrative Specialist	55,479	69,349	76,284	Kelly Mitchell	69,349	100%
18	Accounting/Personnel Specialist	55,479	69,349	76,284	Salena Holley	69,349	100%
16	Administrative/Conservation Specialist	45,851	57,313	63,045	Roberta Thomas	57,313	100%
12	Water Utility Trainee	31,317	39,146	43,060	Alec Cristerna	39,146	100%

BENEFITS SURVEY RESULTS

RSG deems SAWCo's overall benefits package comparable with the prevalence of practice among this cohort. The comparators' benefits packages are detailed in the four tables of Appendix B and will assist in identifying areas where SAWCo excels or may be slightly behind in comparison to a specific comparator. If SAWCo wants to further enhance the benefits package, some areas to consider are:

Table 1 – Health and Life Insurance

- All five cities and two water districts have an Employee Healthcare Cafeteria Plan for medical, dental, vision and additional benefits sufficient to cover 100 percent of employee. The remaining three water districts cover 85-100 percent of employee and dependent medical for at least one plan.
- SAWCo should consider if a Health Savings Account would be valuable to employees as this is a benefit often available with a cafeteria plan.

Table 2 – Paid Time Off

- Unlike SAWCo, five of the comparators have a vacation buy-back program for active employees, and six of the comparators have a sick leave conversion to vacation time or payout on retirement program.
- All ten comparators have executive leave for at least the General Manager-level position. Six of the ten comparators provide more hours of executive leave than SAWCo.

Table 3 – Retirement Plan

- SAWCo is the only agency not in CalPERS, so an apples-to-apples comparison to the Safe Harbor 401(k) plan is not possible. It is probable that the 401(k) is not as competitive as the Classic CalPERS formulas, but it is competitive when compared to other defined contribution plans used by private sector employers and against the current CalPERS PEPR program.
- All ten comparators have CalPERS Classic employees pay 100% of the employee contribution.
- All ten comparators have a voluntary deferred compensation option for all employees, and five have some form of matching program for at least management-level employees.

Table 4 – Other Benefits

- SAWCo is the only agency that provides an auto allowance to non-management employees, and only four of the comparators provide an auto allowance to department head or above employees.
- Six comparators have a bonus or stipend for Class A or B driver’s licenses and/or water certifications above minimum qualifications.



SAN ANTONIO WATER COMPANY

Compensation Study Report

Appendix B – Benefits Survey Results

Prepared by:



REWARD STRATEGY GROUP

12707 High Bluff Drive, Suite 200, San Diego, 92130

(858) 259-3800 • Fax (858) 792-7465

www.rewardstrategy.com

Table 1 - HEALTH

Comparator	Employer Contribution – Health, Dental and Visions FT	Employer Contribution – Life Insurance
San Antonio Water Company	<p>Medical - 100% Employee; 50% dependents after yr 1 Dental - 100% Employee; 50% dependents after yr 1 Vision- 100% Employee; 50% dependents after yr 1</p> <p>Medical Insurance Section 125 Plan (available for premium only dependent coverage for medical, dental, vision, etc.)</p>	<p>Full-time -100% company-paid group term life insurance plan and accidental death & dismemberment insurance (AD&D) plan.</p> <p>The benefit amount is a minimum of \$100,000 and pays one times annual salary up to a max \$150,000.</p>
Cucamonga Valley Water District	<p>Mid-management and hourly employees who select medical, dental, and vision plans where the combined monthly premiums exceeds \$564.71 per month, the District will pay 85% of such premiums.</p> <p>Executive management employees who select medical, dental and vision plans where the combined monthly premiums exceed \$600.00 per month, the District will pay 80% of such premiums.</p> <p>FSA program - Employees’ contribution may not exceed \$2,500 per plan year for Healthcare Spending Account (HSA) and \$2,600 per plan year for Dependent Care Spending Account.</p>	<p>All Employees - District-paid life insurance policy of \$25,000. Additional insurance up \$500,000 may be purchased. Rates are age based. Employee pays 100% of the cost for additional insurance.</p> <p>The District pays 100% of the LTD/STD premiums for employees during their employment.</p>
East Valley Water District	<p>All full-time employees shall be eligible to participate in the Percentage Based Employer Contribution Plan (PBECP). The PBECP covers Professional/Supervisory and Management classifications -95% of health benefit premiums for employees and their qualified dependents up to the cost of the benchmark plan.</p> <p>All other classifications - 90% of health benefit premiums for employees and their qualified dependents, up to the cost of the benchmark plan (Blue Shield for the current year).</p> <p>Employees will be responsible for covering the remaining percentage of the health benefit premium costs, and any additional costs incurred by selecting a health plan above the benchmark plan.</p> <p>The District pays 100% of dental and vision plan for employees and their qualified dependents</p>	<p>Senior management and executive management-district-paid Life and AD&D policy of \$150,000.</p> <p>All other employees - district-paid Life and AD&D policy of \$100,000.</p>

Comparator	Employer Contribution – Health, Dental and Visions FT	Employer Contribution – Life Insurance
Monte Vista Water District	Employee Health Care Cafeteria Plan \$1,700/ mo allowance is available to cover or offset a portion of an employee’s monthly health care-related costs inclusive of medical, dental, and vision. PEMCHA medical, dental and vision. Section 125 Flexible Benefits Plan for Health FSA and/or dependent care	Life insurance is 100% paid by the District for \$125,000, with an additional Accidental Death and Dismemberment coverage available to District employees.
Rubidoux Community Service District	\$1818 per month toward the cost of medical and dental benefits and pays for a family vision plan. Plans offered include: Kaiser HMO, United Healthcare HMO and PPO, DHS Dental HMO and PPO, VSP Vision. Flexible Benefits Plan for Health FSA and/or dependent care	District-paid group term life insurance policy, not to exceed \$500,000. District pays 100% of LTD/STD premiums
West Valley Water District	District pays 100% of employee and dependent medical, dental and vision. Employees can choose between Blue Cross of California PPO or HMO plans and Kaiser Permanente. The plan is administered by Association of California Water Agencies (ACWA).	District paid life insurance and AD&D - plan coverage is twice the employee’s annual salary up to \$125,000. Dependent Coverage is \$5,000. District-paid LTD.
City of Fontana	Cafeteria plan - City pays the equivalent of the Anthem Blue Cross HMO family rate with \$15.00 co-pay and the high dental family rate - \$558.35 or up to \$1,778.86; executives \$1,020.58 or up to \$2,337.42	Part of cafeteria plan
City of Ontario	The City provides up to \$1,727 per month toward family coverage; CalPERS for medical coverage - 12 plan choices Dental - \$35/mo; \$124/mo mgmt Vision - \$5.51/mo; \$148/mo mgmt	<p>\$50,000 for both Life and AD&D for each employee \$106,000 Basic Life Insurance and \$109,000 Accidental Death & Dismemberment (AD&D) coverage for mgmt.</p> <p>STD: City pays 100% of the premium; benefit – 66 2/3% of salary up to \$1,269.23 per week employee, \$3,462 per week mgmt LTD: City pays 100% of the premium; maximum monthly benefit \$5,500 employee, \$15,000 mgmt.</p>

Comparator	Employer Contribution – Health, Dental and Visions FT	Employer Contribution – Life Insurance
<p>City of Pomona</p>	<p>Medical - \$700 per month; cash-in-lieu program available DENTAL: \$75 per month Vision: 100%</p> <p>Section 125 plan consists of the current health insurance and dental insurance plans, plus any optional insurance benefits offered by the plan administrator. Section 125 plan may be used to pay for excess health, dental, or vision premiums or may be taken in taxable cash. City Contribution effective the first paycheck in December 2020 Waive \$45 Single \$65 Two-party \$425 Family \$625</p>	<p>\$30,000 for both Life and AD&D for each employee Mgmt – 2x annual salary to a maximum of \$400,000</p> <p>LTD: City pays 100% of the premium; benefit – 66 2/3% after 60 days</p>
<p>City of Redlands</p>	<p>City pays up to \$900/mo medical for employee and dependents 100% of dental employee and dependents Vision reimbursement - \$225/yr</p> <p>Flexible Spending Account available</p> <p>City pays the entire monthly premium for Director level employees and their eligible dependents through PERS Health plus \$150 per year to offset medical insurance co-payments and/or deductibles</p>	<p>City pays 100% of premium for \$25,000 Life Insurance and \$25,000 AD&D.</p>
<p>City of Upland</p>	<p>Cafeteria Plan – up to \$1267/month towards health, dental, vision, deferred comp, Savings bonds, ROTH IRAs – dollar amount based on unit and coverage</p> <p>Section 125 Health and Dependent Care flexible spending plans and HAS</p> <p>Reimbursement up to \$100 per year employee and \$225 mgmt for purchase of items, classes, memberships or programs which contribute to physical fitness</p>	<p>City-paid life and AD&D for 1 times annual salary</p> <p>LTD: 66 2/3% of base salary to a max of \$5,000/month</p>

Table 2 - PAID TIME OFF

Comparator	Vacation	Sick	Executive Leave	Holidays
San Antonio Water Company	Yrs Employment Hours Per Year 1-4 80 hrs 5-15 120 hrs 16 or more 160 hrs 200 hr max accrual	FT - 96 hrs per yr (8/mo) PT - 1 hr for every 30 hrs worked 460 hr max accrual	Management and some exempt employees – 40 hrs/ yr	9.5 days + 4 personal days
Cucamonga Valley Water District	Yrs 1 -9 10 days (80 hrs) Yrs 10+ 20 days (160 hrs)	12 days (96 hrs) per year with unrestricted accumulation. Fifty percent (50%) of the leave balance is paid to the employee upon retirement.	General Managers/Asst. General Managers: 5 days Managers: 3 days Supervisors: 2 days	10 days + 3 personal days
East Valley Water District	< 3 yrs – 104 hrs/yr 3-15 yrs – 160 hrs/yr 15+ 208 hrs/yr 300 hr max accrual Vacation buyback program	104 hrs/yr	Executive - 64 hrs/yr Sr Mgmt- 56 hrs/yr Management - 48 hrs/yr Professional/ supervisory - 40 hrs/yr	13 days
Monte Vista Water District	District employees are provided with a competitive accrual formula. The vacation policy also includes a “buy back” provision for hours over 480 max	96 hrs/yr	General Manager – 40 hrs	11 days + 1 personal day
Rubidoux Community Service District	1 – 3 yrs 10 days 4 – 9 yrs 15 days 10 - 14 yrs 20 days One additional day/yr until yr 20 max 25 days	10 days/yr 50% of leave balance paid upon termination; 100% of leave balance is paid upon retirement or death; not to exceed 75 days’ pay	General Manager, AGM, Managers and Supervisors – 4 days	13 days + 1 floating holiday
West Valley Water District	After 1 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours After 14 years: 200 hours	12 days per year, pays out 40 hrs if over 240 hrs. Upon retirement, the employee may receive cash payments of 30% to 50% of their monthly salary based on the total days of sick leave accrued	GM, AGM – 120 hrs/yr Executive Mgmt – 80 hrs/yr	12+ 1 floater + birthday

Comparator	Vacation	Sick	Executive Leave	Holidays
City of Fontana	Hire - 180 hrs/yr, of personal leave increasing every 2 years Yr 10 – 220 hrs/yr Yr 20 - 312 hrs/yr, max Can carry 2.5 years accrual 80 hr /yr cash out program (120 hrs mgmt.)		60 hrs/ yr as designated by City Manager	11 + 3 floating holidays (ees required to take time off 12/26 -12/31 and use personal leave and floating holidays in addition to holidays
City of Ontario	80 - 140 hrs/yr, max at 15 yrs	96 hrs/yr	Mgmt – 40 hrs per yr	13
City of Pomona	80 - 240 hrs/yr max at 20 yrs empl 80 – 240 hrs/yr max at 16 yrs mgmt	12 days/yr maximum of 1000 hrs emp; 2,000 mgmt. Conversion program - 2 sick leave hours for 1 vacation leave hour not to exceed 48 hours of additional vacation leave hours	Director and above hired before 7/1/11 - 8.462 hrs/ pay period capped at equivalent of 3 yrs Hired After 7/1/11 – 6.539 hrs/pay period capped 1 yr	10 + 3 floating holidays
City of Redlands	80 - 200 hrs/yr max at 25 yrs Vacation accrued over 3 years maximum paid out annually. Directors – Annual leave 392 hrs per year – combines vacation, sick and executive leave. Max accrual 900 hrs and 392 hrs/yr can be paid out annually.	96 hrs/yr Annual unused vacation buy-back program and up to 50% paid out on termination based on years of service.	Part of annual leave	12 + 2 floating holidays +20 floating hours
City of Upland	80 -176 hrs/yr max at yr 21 Cash for unused vacation for up to 60 hours/year Executive employees may be paid cash in lieu of unused vacation, sick leave, and/or executive leave for up to 80 hours 2 xs/yr	8 hours per month to a maximum of 1250 hours.	80 hours per calendar year	9 + 40 hrs floating

Table 3 - RETIREMENT PLAN

New Member to CalPERS under PEPRA for all of the comparators

- A member who joined CalPERS prior to January 1, 2013, who, on or after January 1, 2013, is hired by a different CalPERS employer following a break in service of more than six months.
- A new hire who joined CalPERS for the first time on or after January 1, 2013, and who has no prior membership in another California public retirement system.
- A new hire who joins CalPERS for the first time on or after January 1, 2013, and who was a member of another California public retirement system prior to that date, but who is not subject to reciprocity upon joining CalPERS.

Defined benefit formula is **2%@62**. Mandatory employee contribution will be the greater of 50% percent of the total normal costs or the current contribution rate of similarly situated employees. Employees pay their own member contributions from reportable compensation and defer state and federal income taxes on the member contributions.

PEPRA defines pensionable compensation as “the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules.”

The Employer Pick-Up allows employee contributions to be treated as employer contributions for federal and state tax purposes, thus lowering the employees’ taxable gross income.

The data in the following table is for “Classic members” who are enrolled in CalPERS prior to January 1, 2013.

Comparator	Retirement Plan	Deferred Compensation
San Antonio Water Company	Safe Harbor 401k Plan 1 - 2 yrs, 3.5% employer match 3 - 5 yrs, 5.5% employer match 6+ yrs, 7.5% employer match Employee deduction for Social Security taxes. The Company matches this deduction.	General Manager only – 457(b) plan, 7.5% company contribution.
Cucamonga Valley Water District	Tier 1 – PERS 2.5% @ 55 plan for defined classic members. Members pay 7% Tier 2 – PERS 2% @ 60 plan for applicants currently employed by a PERS agency, or defined classic members. Members pay 7%. Upon completion of five (5) years of continuous service the District will establish an account through the ICMA VantageCare Retirement Health Savings (RHS) program to which the District will contribute a designated amount per pay period. District employees do not contribute to Social Security.	Voluntary program, no employer match.

Comparator	Retirement Plan	Deferred Compensation
East Valley Water District	<p>Classic employees - 2.7% at 55 retirement formula (employee contribution of 2% of annual salary)</p> <p>District does not participate in Social Security</p>	<p>Voluntary 457(b) plan Participating employees are eligible for the following District match toward their 457 (b) contribution:</p> <p>Executive and senior management - \$175/mo Management - \$150 / month Professional / Supervisory and General / Confidential employees - \$125 / month Hourly Emps (EVWDEP Represented) - \$75/mo</p>
Monte Vista Water District	<p>Classic employees - 2.5% at 55. District employees currently contributes 8% toward their retirement plan</p> <p>District participates in Social Security</p>	<p>Voluntary 457(b) Governmental Deferred Compensation Plan</p>
Rubidoux Community Service District	<p>Current CalPERS members have a 3% at 60 formula.</p> <p>District employees contribute to Social Security paid for by the District.</p>	<p>Voluntary 457(b) program, no employer match. Establishing 401(a) plan for Executive Mgmt</p>
West Valley Water District	<p>CalPERS Hired before 1/13 - 2% @ 55 employee pays 7%.</p>	<p>Voluntary program – District matches 50% of employee contribution up to \$75/ pay period (\$1,950/yr - 26 pay periods)</p>
City of Fontana	<p>CalPERS Hired before 1/13 - 2% @ 55 employee pays 7%.</p>	<p>Voluntary program - 457(b) Deferred Compensation Account</p>
City of Ontario	<p>CalPERS Hired before 1/11 - 2.5% @ 55 employee pays the employee’s contribution of 7%.</p> <p>Employees do not contribute into Social Security.</p> <p>Retiree Supplemental Medical Insurance contribution of \$60 per month in addition to the Health Insurance Contribution \$206.14 per month toward health insurance premiums for retired employees. This amount is inclusive of the minimum statutory employer contribution under CalPERS medical (PEMHCA) for active and retired employees who choose to enroll in the City’s medical plan.</p>	<p>Voluntary 457(b) and 401(a) plans for employees. The City provides a monthly 401(a) contribution of \$45 employees 7.5% per pay period to mgmt.</p>
City of Pomona	<p>CalPERS Hired before 8/14/11 - 2% @ 55 employee member contribution Hired 8/14/11 – 1/13 – 2% @ 60 employee member contribution</p>	<p>Voluntary 457(b) Plan. No City match</p>

Comparator	Retirement Plan	Deferred Compensation
<p>City of Redlands</p>	<p>CalPERS Hired before 9/11 - 2% @ 55 employee pays 8%. Hired 9/11 - 1/13 - 2% @ 60 employee pays 8%.</p> <p>City participates in Social Security</p>	<p>Directors - 401A Plan – Annual City paid contribution in the amount of \$1,125 + 2% of salary; Optional 457(b) plan.</p>
<p>City of Upland</p>	<p>CalPERS Hired before 1/13 - 2% @ 55 employee pays 8%.</p> <p>City does not pay into Social Security</p> <p>Retirement Health Savings (RHS) Accounts through ICMA-RC with City contributions on employee’s behalf beginning at 5 years of continuous service</p>	<p>Mass Mutual 457 Plan, Roth 457 option, \$100 per month will be contributed to each employee.</p> <p>Mgmt - City contributes 9% of employee’s base monthly salary to 457 deferred compensation plan. This City contribution may also be used toward cafeteria options (medical, dental, vision). Exempt employees may transfer unused cafeteria funds to the deferred compensation plan at the employee only rate of coverage.</p>

Table 4 – OTHER BENEFITS

Comparator	Educational Incentive	Auto Allowance	Certification
San Antonio Water Company	Reimbursement \$2,000 – < than 1 year \$3,000 – 1 – 5 years \$4,500 – > than 5 years	GM - \$500/mo AGM - \$433.33/mo Admin Support - \$25/mo	NA
Cucamonga Valley Water District	\$5,250 loan – forgiven after 12 mos of additional employment	NA	NA
East Valley Water District	Up to \$5,000 per year	Executive - \$500/mo Sr Management - \$250/mo	\$1,500 one-time payment for each certificate Grade 2 or higher
Monte Vista Water District	\$700/yr	NA	NA
Rubidoux Community Service District	NA	NA	NA
West Valley Water District	Educational Loan up to \$5,000 per fiscal year. Loan forgiven After 48 months, 100% After 36 months, 75% After 24 months, 50% After 12 months, 25%	NA	\$25 per pay period for Class A 100 % reimbursed by the District the tuition, books and other course required costs associated with obtaining and maintaining required Water Treatment/Distribution certs.
City of Fontana	Bachelor’s degree: \$2,000 OR Master’s degree: \$3,000 or \$1,000 when previously received the one-time graduation stipend for a bachelor’s degree.	NA	Yard employees - Class “B” California Driver’s License shall receive a CDL stipend of \$125 /mo Class “A” \$150/ mo.
City of Ontario	\$1,000 annual tuition reimbursement for job-related accredited courses	NA	NA

Comparator	Educational Incentive	Auto Allowance	Certification
<p>City of Pomona</p>	<p>Employee with prior approval may be reimbursed for accredited course work directly related to his/her job - \$500 per fiscal year for tuition and/or registration fees incurred for course work. Mgmt is \$2,500 per year</p> <p>The City may, at its sole discretion and subject to the availability of funds, pay for or reimburse an employee for the cost of tuition and materials related to obtaining and/or renewing water and wastewater certifications, or other job-related certifications, not required of the employee’s immediate position but that would be beneficial to the City.</p>	<p>Director level and above may receive up to \$1000/ mo</p>	<p>Cost of renewal and physical for Class A and B CDL.</p>
<p>City of Redlands</p>	<p>Reimbursed for dollar amount for same number of units at UC Riverside up to \$2,000/ yr regular employee, \$1,000/yr Director</p>	<p>Director level and above. Based on position ranges from \$100 – a vehicle for Police Chief, Fire Chief and Director of Municipal Utilities</p>	<p>3% of base pay for each water distribution certification above the minimum requirement for the classification.</p>
<p>City of Upland</p>	<p>One-time payment of the applicable percentage of annual base salary AA/AS with 2 years = 5% BA/BS with 2 years = 7.5% MA/MS with 2 years = 10%</p> <p>Mgmt PhD with 2 years of service = 10% JD with 2 years of service = 10%</p>	<p>Department heads \$350/mo</p>	<p>Certification and recertification training, time and supplies will be paid for all Water Division staff as required by position Eligible employees will receive 5% for each certification listed in their assigned classification above those required at hire</p> <ul style="list-style-type: none"> • Sr. Water Treatment Operator—T 4/5 or D4 = 10% max • Water Treatment Operator—T 2/3 = max 10% • Senior Utility Worker—D 4/5 = max 10% • Utility Worker—D 2/3 = max 10%



**San Antonio Water Company
Salary Survey Data Sheet**

**COMPENSATION STUDY REPORT
APPENDIX A - DATA SHEETS**

Classification:	General Manager	
		Range Maximum: 238,077
		Control Point: 216,445

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	General Manager/ CEO	300,036
East Valley Water District	General Manager/ CEO	295,568
Monte Vista Water District	General Manager	208,062
Rubidoux Community Service District	General Manager	256,000
West Valley Water District	General Manager	244,450
City of Fontana	NC	-
City of Ontario	Utilities General Manager	258,898
City of Pomona	Water Resources Director	189,744
City of Redlands	Director Municipal Utilities and Public Works Engineering/ City Engineer	223,644
City of Upland	Public Works Director/ City Engineer	177,860

Survey Average: \$ 239,362
Survey Median: \$ 244,450

SAWCo Control vs Survey Average: -10.6%
SAWCo Control vs Survey Median: -12.9%

SAWCo Max vs Survey Average: -0.5%
SAWCo Max vs Survey Median: -2.7%

Water Agency Average: \$ 260,823
Water Agency Median: \$ 256,000

SAWCo Control vs Water Average: -20.5%
SAWCo Control vs Water Median: -18.3%

SAWCO Control Rank: 7 of 10
SAWCo Max Rank: 6 of 10

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Assistant General Manager
 Range Maximum: 196,768
 Control Point: 178,880

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Director Finance and Technology Services	193,092
East Valley Water District	Chief Financial Officer	206,669
Monte Vista Water District	Assistant General Manager/ CFO	194,459
Rubidoux Community Service District	Director Finance and Administration	199,568
West Valley Water District	Chief Financial Officer	201,552
City of Fontana	NC	-
City of Ontario	NC	-
City of Pomona	Water Resources Manager (D2/T2)	159,648
City of Redlands	Utilities Operation Manager	151,563
City of Upland	Utilities Manager	136,271

Survey Average: \$ 180,353
 Survey Median: \$ 193,776

SAWCo Control vs Survey Average: -0.8%
 SAWCo Control vs Survey Median: -8.3%

SAWCo Max vs Survey Average: 9.1%
 SAWCo Max vs Survey Median: 1.5%

Water Agency Average: \$ 199,068
 Water Agency Median: \$ 199,568

SAWCo Control vs Water Average: -11.3%
 SAWCo Control vs Water Median: -11.6%

SAWCO Control Rank: 6 of 9
 SAWCo Max Rank: 4 of 9

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Water Utility Superintendent
Range Maximum: 122,179
Control Point: 111,072

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	<u>Water Production and Controls Supervisor (D4/T2)</u>	<u>117,696</u>
East Valley Water District	<u>Water Production Supervisor (D3/T4)</u>	<u>111,467</u>
Monte Vista Water District	<u>Water Systems Superintendent</u>	<u>128,981</u>
Rubidoux Community Service District	<u>Systems Operator III (D2/T3)</u>	<u>104,513</u>
West Valley Water District	<u>NC</u>	<u>-</u>
City of Fontana	<u>NC</u>	<u>-</u>
City of Ontario	<u>Water Production Supervisor</u>	<u>87,318</u>
City of Pomona	<u>Water Production and Treatment Operations Supervisor</u>	<u>124,680</u>
City of Redlands	<u>Water Distribution Superintendent</u>	<u>109,592</u>
City of Upland	<u>Utility System Supervisor</u>	<u>89,557</u>

Survey Average: \$ 109,226
Survey Median: \$ 110,530

SAWCo Control vs Survey Average: 1.7%
SAWCo Control vs Survey Median: 0.5%

SAWCo Max vs Survey Average: 11.9%
SAWCo Max vs Survey Median: 10.5%

Water Agency Average: \$ 115,664
Water Agency Median: \$ 114,582

SAWCo Control vs Water Average: -4.1%
SAWCo Control vs Water Median: -3.2%

SAWCO Control Rank: 5 of 9
SAWCo Max Rank: 3 of 9

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Water Utility Worker III
 Range Maximum: 88,774
 Control Point: 80,704

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Water System Operator II (D3/T2)	79,200
East Valley Water District	Senior Water Production Operator (D3/T4)	89,274
Monte Vista Water District	Water Systems Operator III	89,835
Rubidoux Community Service District	Systems Operator II (D2/T2)	85,573
West Valley Water District	Water Systems Operator III (D3/T3)	83,117
City of Fontana	NC	-
City of Ontario	NC	-
City of Pomona	Water System Operator III (D3/T3)	81,936
City of Redlands	NC	-
City of Upland	Senior Utility System Worker (D3/T1)	75,341

Survey Average: \$ 83,468
Survey Median: \$ 83,117

SAWCo Control vs Survey Average: -3.4%
SAWCo Control vs Survey Median: -3.0%

SAWCo Max vs Survey Average: 6.4%
SAWCo Max vs Survey Median: 6.8%

Water Agency Average: \$ 85,400
Water Agency Median: \$ 85,573

SAWCo Control vs Water Average: -5.8%
SAWCo Control vs Water Median: -6.0%

SAWCO Control Rank: 6 of 8
SAWCo Max Rank: 3 of 8

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Water Utility Worker II
Range Maximum: 75,878
Control Point: 68,952

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Water System Operator I (D2/T1)	67,596
East Valley Water District	Water Production Operator II (D2/T2)	76,981
Monte Vista Water District	Water Systems Operator II	79,602
Rubidoux Community Service District	Systems Operator I (D2/T2)	74,092
West Valley Water District	Water Systems Operator II (D2/T2)	75,421
City of Fontana	NC	-
City of Ontario	Water Production Operator	74,776
City of Pomona	Water Systems Operator II (D2 or T2)	70,644
City of Redlands	Water Distribution Crew Leader	71,960
City of Upland	NC	-

Survey Average: \$ 73,884
Survey Median: \$ 74,434

SAWCo Control vs Survey Average: -7.2%
SAWCo Control vs Survey Median: -8.0%

SAWCo Max vs Survey Average: 2.7%
SAWCo Max vs Survey Median: 1.9%

Water Agency Average: \$ 74,738
Water Agency Median: \$ 75,421

SAWCo Control vs Water Average: -8.4%
SAWCo Control vs Water Median: -9.4%

SAWCO Control Rank: 8 of 9
SAWCo Max Rank: 3 of 9

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Water Utility Worker I
Range Maximum: 60,632
Control Point: 55,120

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Water Utility Worker I (D1 coll 1)	62,448
East Valley Water District	Water Production Operator I (D1/T1)	69,742
Monte Vista Water District	Utility Service Worker I	62,358
Rubidoux Community Service District	Meter Reader (D1)	68,827
West Valley Water District	Water Systems Operator I (D1/T1)	65,125
City of Fontana	NC	-
City of Ontario	Utilities Technician	62,941
City of Pomona	Water System Operator I	64,020
City of Redlands	Water Distribution Operator	55,557
City of Upland	Utility System Worker - Water (journey D1/T1)	60,328

Survey Average: \$ 63,483
Survey Median: \$ 62,941

SAWCo Control vs Survey Average: -15.2%
SAWCo Control vs Survey Median: -14.2%

SAWCo Max vs Survey Average: -4.7%
SAWCo Max vs Survey Median: -3.8%

Water Agency Average: \$ 65,700
Water Agency Median: \$ 65,125

SAWCo Control vs Water Average: -19.2%
SAWCo Control vs Water Median: -18.2%

SAWCO Control Rank: 10 of 10
SAWCo Max Rank: 8 of 10

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Water Utility Trainee
 Range Maximum: 42,827
 Control Point: 38,938

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	NC	-
East Valley Water District	NC	-
Monte Vista Water District	NC	-
Rubidoux Community Service District	NC	-
West Valley Water District	Assistant Water Systems Operator	59,093
City of Fontana	NC	-
City of Ontario	NC	-
City of Pomona	Water Utility Worker I	55,200
City of Redlands	NC	-
City of Upland	Utility System Worker - Water Trainee	53,321

Survey Average: \$ 55,871
Survey Median: \$ 55,200

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Administrative Analyst
 Range Maximum: 88,774
 Control Point: 80,704

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	NC	-
East Valley Water District	NC	-
Monte Vista Water District	Projects Assistant	79,602
Rubidoux Community Service District	NC	-
West Valley Water District	NC	-
City of Fontana	Administrative Analyst I	77,584
City of Ontario	Management Analyst	83,554
City of Pomona	Management Analyst	78,000
City of Redlands	Administrative Analyst	77,289
City of Upland	NC	-

Survey Average: \$ 79,206
 Survey Median: \$ 78,000

SAWCo Control vs Survey Average: 1.9%
 SAWCo Control vs Survey Median: 3.5%
 SAWCo Max vs Survey Average: 12.1%
 SAWCo Max vs Survey Median: 13.8%

SAWCO Control Rank: 2 of 6
 SAWCo Max Rank: 1 of 6

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Accounting/ Personnel Specialist
 Range Maximum: 68,952
 Control Point: 62,691

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Account Clerk II	64,980
East Valley Water District	Senior Accounting Technician	71,469
Monte Vista Water District	NC	-
Rubidoux Community Service District	Accounting/ Customer Service Clerk II	80,120
West Valley Water District	Accounting Specialist III	71,822
City of Fontana	Accounting Technician	68,141
City of Ontario	Accounting Technician	67,371
City of Pomona	Senior Accounting Technician	57,996
City of Redlands	Senior Accounting Technician	58,390
City of Upland	Senior Accounting Technician	69,962

Survey Average: \$ 67,806
 Survey Median: \$ 68,141

SAWCo Control vs Survey Average: -8.2%
 SAWCo Control vs Survey Median: -8.7%
 SAWCo Max vs Survey Average: 1.7%
 SAWCo Max vs Survey Median: 1.2%

SAWCO Control Rank: 8 of 10
 SAWCo Max Rank: 5 of 10

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Administrative/ Conservation Specialist
 Range Maximum: 62,691
 Control Point: 56,992

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Account Clerk I	55,440
East Valley Water District	Accounting Technician	64,792
Monte Vista Water District	NC	-
Rubidoux Community Service District	NC	-
West Valley Water District	Accounting Specialist II	68,390
City of Fontana	Account Clerk II	50,752
City of Ontario	NC	-
City of Pomona	Accounting Technician II	50,016
City of Redlands	Accounting Technician II	54,462
City of Upland	Accounting Technician	61,836

Survey Average: \$ 57,955
Survey Median: \$ 55,440

SAWCo Control vs Survey Average: -1.7%
SAWCo Control vs Survey Median: 2.8%

SAWCo Max vs Survey Average: 8.2%
SAWCo Max vs Survey Median: 13.1%

SAWCO Control Rank: 4 of 8
SAWCo Max Rank: 3 of 8

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Senior Administrative Specialist
 Range Maximum: 75,878
 Control Point: 68,952

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Administrative Assistant II	70,332
East Valley Water District	Senior Administrative Assistant	76,981
Monte Vista Water District	NC	-
Rubidoux Community Service District	NC	-
West Valley Water District	NC	-
City of Fontana	Senior Administrative Aide	70,138
City of Ontario	Senior Administrative Assistant	70,450
City of Pomona	Senior Administrative Assistant	63,984
City of Redlands	Senior Administrative Assistant	61,369
City of Upland	Senior Administrative Assistant	58,856

Survey Average: \$ 67,444
 Survey Median: \$ 70,138

SAWCo Control vs Survey Average: 2.2%
 SAWCo Control vs Survey Median: -1.7%

SAWCo Max vs Survey Average: 12.5%
 SAWCo Max vs Survey Median: 8.2%

SAWCO Control Rank: 5 of 8
 SAWCo Max Rank: 2 of 8

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Administrative Specialist
 Range Maximum: 60,632
 Control Point: 55,120

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	Administrative Assistant I	60,024
East Valley Water District	Administrative Assistant	69,742
Monte Vista Water District	Administrative Assistant	56,534
Rubidoux Community Service District	Accounting/ Customer Service Clerk I	68,827
West Valley Water District	NC	-
City of Fontana	Administrative Assistant	64,189
City of Ontario	Office Specialist	53,019
City of Pomona	Administrative Assistant III	56,568
City of Redlands	Administrative Assistant II	52,860
City of Upland	Administrative Assistant	49,514

Survey Average: \$ 59,031
 Survey Median: \$ 56,568

SAWCo Control vs Survey Average: -7.1%
 SAWCo Control vs Survey Median: -2.6%

SAWCo Max vs Survey Average: 2.7%
 SAWCo Max vs Survey Median: 7.2%

SAWCO Control Rank: 7 of 10
 SAWCo Max Rank: 4 of 10

**San Antonio Water Company
Salary Survey Data Sheet**

Classification: Administrative Assistant
 Range Maximum: New
 Control Point: _____

Comparator	Comparison Classification	Range Max:
Cucamonga Valley Water District	NC	-
East Valley Water District	NC	-
Monte Vista Water District	NC	-
Rubidoux Community Service District	NC	-
West Valley Water District	NC	-
City of Fontana	Administrative Clerk II	47,320
City of Ontario	NC	-
City of Pomona	Administrative Assistant I	46,440
City of Redlands	Administrative Assistant I	45,531
City of Upland	NC	-
	Survey Average:	\$ 46,430
	Survey Median:	\$ 46,440

Item Title: Annual Review of Employee Health and Welfare Benefits

Purpose:

To review employee health, dental, vision, life and death & dismemberment insurance coverage and premiums for the upcoming 2021 fiscal year, with the intent to make a recommendation to the full Board.

Issue:

Should the Company maintain its current employee health and welfare benefits package?

Manager's Recommendation:

Approve the Company's current employee health and welfare benefits package as proposed.

Background:

The Company offers full time and regular part-time employees health and welfare benefits for the employee and their dependents.

- Health Insurance

Attached to this report is the upcoming renewal for HealthNet. Our current plan is 'grandfathered', avoiding many of the Affordable Health Care Act mandates. The HealthNet premium is scheduled to increase 0.81% starting January 2021. This represents an increase of \$103 per month for health insurance. For the 2021 fiscal year the premium for employee health insurance is \$153,510 per year.

- Life, Dental and Vision

Attached to this report is the upcoming renewal for Principal. There are no rate changes for AD&D, vision and dental insurance plan. However, the group term life insurance changed by 17.9% due to employee volume decreasing from 10 to 9. This equates to an increase of \$423 annually. Current premium for employee life, accidental death & dismemberment, dental and vision insurance is \$15,918 per year.

Impact on the Budget:

\$241,000 in employee health and welfare benefits, which includes 401k contributions, was budgeted for the 2020 fiscal year.

For the 2019 fiscal year the company budgeted \$223,000 for health and welfare benefits.

Previous Actions:

None.



NOV - 2 2020

San Antonio Water Company

*Health Net**Small Business Group***STANDARD PROPOSAL***Prepared for***SAN ANTONIO WATER COMPANY**

Effective date: 01/01/2021

Quote date: 10/16/2020

Case ID: 108981

Quote number: 315019-01

Presented by:

Producer: Health Net Broker Agency

Agency: JLR ENTERPRISES & INSURANCE SERVICES, INC.

Address: P O BOX 6310

ORANGE CA 92863

Work: (714) 997-4944

Fax: (714) 997-4901

General Agency: WORD & BROWN, INSURANCE ADMINISTRATORS, INC.

Sales Representative: Michele Ines

Work: (800)447-8812





Health Net®

Health Net of California, Inc.
Health Net Life Insurance Company
SBG Account Management
CA21281-02-502
PO Box 9103
Van Nuys, CA 91409-9103

SAN ANTONIO WATER COMPANY
139 N EUCLID AVE
UPLAND CA 91786

10/16/2020

Policyholder ID:
108981

Renew your group coverage for 2021

Dear SALENA HOLLEY,

It's time to renew your small business group (SBG) coverage with Health Net of California, Inc. and/or Health Net Life Insurance Company (Health Net). This year, you can once again choose Health Net for your coverage needs, whether medical, dental, vision, or life! Keep your employees and your business healthy with these small business-focused plans.

Your premium for 2021 and choices for 2021

There is a change to your monthly premium rates, effective 01/01/2021. The amounts shown below are based on your current plan(s). If you have one or more plans that are closing or changing for the upcoming year, the premium below is for the most similar plan(s).

Current monthly premium: **\$12,689.37**

Renewal monthly premium: **\$12,792.53**

Premium change: \$103.16

Percent change: 0.81%

Rate changes are driven by increased costs attributable to the use of medical technologies and prescription drugs, continued provider cost shifting to the private sector to cover funding gaps for public programs, and other factors that impact costs. Implementations of certain Affordable Care Act (ACA) provisions are also influencing rates. These include modified underwriting and rating rules for children under the age of 21, requirements for minimum Essential Health Benefits, and the addition of certain taxes and fees.

CASBG RENEWAL LTR2021

Page 1 of 5



0043 003
D

Your renewals made easy – Take action now

1. Review the enclosed materials. You'll find everything you need to renew!
 - Custom renewal quote.
 - Census listing all covered employees.
 - Renewal Guide with details about our 2021 plans and any benefit changes. Please use this guide to find the perfect fit for 2021.

You'll also find information about buying coverage through Covered California. The Centers for Medicare & Medicaid Services (CMS) requires that we send employer groups this information.

2. Talk to your broker or give me a call to discuss your options and find your best fit for the coming year.
3. Let Health Net know your plan choice after you've made your decision. If we do not hear from you prior to the effective date, we will automatically renew your group in the same plan, if available, or the most similar plan. Plan change requests received after the effective date could slow the delivery of ID cards and impact billing accuracy.
4. The Employer Group Size Verification form must reflect any changes occurring during the calendar year that could impact your employer size determination related to Medicare Secondary Payer or Health Care Reform.

Check out our full plan portfolio!

Find options that can save you money. Plus, our Enhanced Choice option lets you define your contribution costs and give your employees multiple choices.

More helpful information:

- **Summary of Benefits and Coverage (SBC) Documents.** Visit www.healthnet.com/sbc to find a copy of your SBCs, along with distribution instructions. To comply with federal mandates, you are required to distribute electronic or printed copies of the SBC documents to all eligible and covered plan participants.
- **The Affordable Care Act and You.** Visit Health Net's ACA Information Center at www.healthnet.com/employer/reformguide for a high-level overview of the primary reform provisions, including those that have a financial impact.

Your partner for a smooth renewal

Renewing your group coverage can be a positive experience – that's why I'm here! Please give me a call at (800)447-8812, or send an email to MICHELE.D.INES@HEALTHNET.COM.

On behalf of everyone at Health Net, thank you for making us part of your health coverage team. We're proud to support the health of your employees and your business. We look forward to continuing our partnership for the coming year.

Health Net HMO and HSP plans are offered by Health Net of California, Inc. Health Net PPO insurance plans are underwritten by Health Net Life Insurance Company. Health Net of California, Inc. and Health Net Life Insurance Company are subsidiaries of Health Net, LLC. Health Net is a registered service mark of Health Net, LLC. Covered California is a registered trademark of the State of California. All rights reserved.

CASBG RENEWAL LTR2021

Page 2 of 5



0043 004
D

Sincerely,
Michele Ines
Account Manager
License number #0E97004

Enclosures
cc: JLR ENTERPRISES & INSURANCE SERVICES, INC.

Health Net HMO and HSP plans are offered by Health Net of California, Inc. Health Net PPO insurance plans are underwritten by Health Net Life Insurance Company. Health Net of California, Inc. and Health Net Life Insurance Company are subsidiaries of Health Net, LLC. Health Net is a registered service mark of Health Net, LLC. Covered California is a registered trademark of the State of California. All rights reserved.

CASBG RENEWAL LTR2021

Page 3 of 5



0043 005
D



October 20, 2020

SAN ANTONIO WATER COMPANY
ATTN: Teri Layton
139 N EUCLID AVE
UPLAND, CA 91786

JLR ENTERPRISES & INS SERVICES INC
PO BOX 6310
ORANGE, CA 92863-6310

As you approach your upcoming renewal with Principal Life Insurance Company, we would like to thank you for your business over the past year. Our goal is to offer competitive benefit solutions supported with exceptional service. Your business is very important to us and we look forward to working with you over the next year.

Your Renewal

Your renewal rates can be found on the following pages. Your Principal Life coverage will renew on your policy anniversary date of January 1, 2021.

How to Renew Coverage

To renew coverage, your payment of the premium due is acceptance of your rates. We look forward to continuing our relationship with you and fulfilling your needs in the coming year.

Contact Us

To inquire about this renewal or explore alternate benefit designs, contact your broker or local Principal Life Insurance Company sales office at 657-261-2592.

Sincerely,

Group Benefits Underwriting
Specialty Benefits Division

RENEWAL RATES
Effective January 1, 2021

Rates below assume all coverages are renewed. A change to coverages may cause rates to change.

GROUP TERM LIFE - Rates are expressed as Per \$1,000

Renewal rates are guaranteed through December 31, 2021.

ALL MEMBERS				
Volume Lives	Current Rate	Current Monthly Premium	Renewal Rate	Renewal Monthly Premium
\$1,007,000 9	\$0.195	\$196.37	\$0.230	\$231.61
Renewal Premium Percent of Change				17.9% Increase

ACCIDENTAL DEATH & DISMEMBERMENT - Rates are expressed as Per \$1,000

Your rates are not changing.

Renewal rates are guaranteed through December 31, 2021.

Active Members Only				
Volume Lives	Current Rate	Current Monthly Premium	Renewal Rate	Renewal Monthly Premium
\$1,007,000 9	\$0.037	\$37.26	\$0.037	\$37.26
Renewal Premium Percent of Change				No change

DENTAL

Your rates are not changing.

Renewal rates are guaranteed through December 31, 2021.

ALL MEMBERS					
	Lives	Current Rates	Renewal Rates	Current Monthly Premium	Renewal Monthly Premium
Employee	3	\$51.31	\$51.31	\$153.93	\$153.93
Employee & One Dependent	4	\$99.05	\$99.05	\$396.20	\$396.20
Family	2	\$178.94	\$178.94	\$357.88	\$357.88
TOTAL				\$908.01	\$908.01
Renewal Premium Percent of Change					No change

VISION

Your rates are not changing.

Renewal rates are guaranteed through December 31, 2021.

ALL MEMBERS					
	Lives	Current Rates	Renewal Rates	Current Monthly Premium	Renewal Monthly Premium
Employee	4	\$8.55	\$8.55	\$34.20	\$34.20
Employee & Spouse	2	\$18.11	\$18.11	\$36.22	\$36.22
Employee & Child(ren)	1	\$20.74	\$20.74	\$20.74	\$20.74
Family	2	\$32.75	\$32.75	\$65.50	\$65.50
TOTAL				\$156.66	\$156.66
Renewal Premium Percent of Change					No change

Renewal Premium Percent of Change. The renewal premium percent of change is based on information presented in this letter.



Principal Life Insurance Company
 Des Moines, Iowa 50392
 ©2017-2020 Principal Financial Services, Inc.



IMPORTANT NOTICE - CALIFORNIA

California requires insurance carriers to provide information regarding the standards for timely access to health care services annually. Please copy the attached notice and provide to all employees enrolled in Dental and/or Vision benefits.

TIMELY ACCESS TO CARE

The state of California wants you to know you have the right to expect the following from your Preferred Provider:

- Urgent appointments must be offered within 72 hours of the time of request for an appointment, when consistent with your needs and as required by professionally recognized standards of practice;
- Non-urgent appointments must be offered within 36 business days of the request for an appointment; and
- Preventive appointments must be offered within 40 business days of the request for an appointment.

The applicable waiting time for a particular appointment may be extended if the referring or treating licensed health care provider, or the health professional providing triage or screening services, has determined and noted in the record that a longer waiting time will not have a detrimental impact on your health.

When it is necessary for you or your Preferred Provider to reschedule an appointment, the appointment must be promptly rescheduled in a manner that is appropriate for your health care needs, and ensures continuity of care consistent with good professional practice.

At the time of your appointment, you can get an interpreter. For help, call us at the number listed on your ID card or 1-800-247-4695. For more help, persons may contact:

California Insurance Department
Health Claims Bureau
300 South Spring Street, South Tower
Los Angeles, CA 90013
Phone: 1-800-927-4357 (HELP)
TDD: 1-800-482-4833
Website: www.insurance.ca.gov

This notice is for your information only and does not become a part or condition of your dental benefits.

Agenda Item No. 6E

Item Title: Adoption of 2021 Fiscal Year Budget

Purpose:

Adopt an Operating and Capital Budget for fiscal year 2021 (FY2021) that supports Company Mission, "To provide our shareholders with reliable and good quality water service at a cost-effective rate."

Issue:

Consider adopting staff's recommended budget for FY2021.

Manager's Recommendation:

Adopt the draft FY2021 Operating and Capital Budget as presented.

Background:

A draft budget was publicly presented at the Board's Budget Workshop on December 2, 2020.

Capital expenditures for 2021 are projected to be \$3,411,000. Projected 2021 income, excluding depreciation, is expected to be \$1,351,200. The remaining funds needed to complete the 2021 proposed capital improvement projects (\$1,156,800) will come from D&O Reserves (Capital Reserves).

D&O Reserves:

As of 11/30/2020	\$7,660,000
<u>Proposed 2021 Capital Expenditures</u>	<u>(\$1,157,000)</u>
Projected D&O Reserves on 12/31/2021	\$6,504,000

The majority of planned 2021 capital projects were identified in the 2017 Master Plan.

Previous Action:

None.

Impact on Budget:

As proposed, the 2021 Budget is projected to reduce D&O Reserves by \$1,157,000



San Antonio Water Company
Annual Operating & Capital Improvement Budget

Fiscal Year Ending December 31, 2021

General Manager's Message

Dear Board of Directors and Shareholders,

I am pleased to present you with the recommended budget for Fiscal Year 2021 (FY2021). We begin the year in a healthy financial position with the fiscal resources available to continue providing high quality service, replace a significant number of pipes, pumps and tanks, while maintaining emergency reserves. Given the current financial health of the Company, no rate increases are projected for the foreseeable future.

As presented for FY2021, budget revenue is projected to be \$5.43M and expenditures are projected to be \$6.59M. Expenditures include all expected operating, non-operating and capital costs for the next year.

The Company's anticipated operating (non-capital) expenses total \$3.18M, an 8% decrease over the previous year's budget. The reduction is primarily a result of scaling back communication consulting services and moving Studies and Reports (Urban Water Management Plan, and American Water Infrastructure Act) to Capital Expenses. These reductions are partially offset by a projected increase in legal expenses.

Operating revenue is expected to increase slightly from prior year, for a total of \$5.43M. This increase assumes that total water entitlement remains at 13,000 acre-feet. Setting the entitlement at 13,000 acre-feet assumes that rainfall will not be impacted by the projected La Nina atmospheric condition currently projected for the 2021 winter. La Nina conditions can reduce local rainfall. The Company currently has about 10,000 acre-feet in groundwater storage, which will help offset any reduction in rainfall in 2021.

Water sales account for 90% of the company's revenue; funding operations and a large chunk of capital projects (pipes, pumps and tanks). Remaining revenue comes from the sale of surplus property, lease income and interest income.

The Company's anticipated capital expenses total \$3.4M. We are planning to finish construction on many of the remaining projects budgeted in 2020. Of the \$2M originally budgeted for CIP in 2020, we are projected to only spend \$830K. Additionally, a mid-year capital project addition of \$770k for the AMI metering project will result in about \$370k additional capital expense in 2020, for a total 2020 capital expenditure of approximately \$1.2M.

The 2020 CIP schedule was overly aggressive and further hampered by shifting operating conditions due to the COVID19 pandemic. We have completed the design and bidding of all 2020 CIP projects late in the year, moving construction of those projects into 2021. Construction material costs and availability are also impacted by the pandemic.

An additional and major expense planned for this upcoming year will be completion of the 2020 Urban Water Management Plan update and the newly legislated American Water Infrastructure Act report. We are required by law to complete these two reports by July of 2021, as well as an emergency contingency plan by Autumn 2021.

In addition to replacement of pipes, pumps and tanks, the Company is continuing a multi-year review of Company administration and operation facilities, identifying Company facility needs

and how to efficiently meet those needs. Money for the facility review is expected to come from the sale of surplus property, not rates. Any construction as a result of the facility assessment is not anticipated to begin any earlier than 2023.

Our year-end review shows an approximately \$7.7M balance in the Company's capital and operating reserves. As mentioned earlier, the Company is proposing to accelerate the replacement of pipes, pumps and tanks above expected water sales revenue over the next few years. To that end, our 2021 budget relies on the use of approximately \$1.2M of our reserve funds for infrastructure replacement. Of the \$1.2M, approximately \$1.0M should be considered capital costs forwarded from 2020 for completion of the projects budgeted but not completed in 2020. The remaining \$200k would be an additional draw upon reserves. At the end of 2021 remaining reserves available for emergency use should total about \$6.5M.

A big thank you goes to Teri Layton, Salena Holley and the Administration Department for the incredible effort put forth in creating this budget. It was time well spent and very much appreciated. I remain thankful to the community for their input, both Committees for their efforts, and the full Board for providing both the vision and guidance necessary as we respond to the ever-changing challenges facing this Company.



DRAFT

2021 Quick Data

- Annual Entitlement..... 13,000 acre-feet
(No change from 2020)
- Total Company Shares as of January 1, 2021 6,389 shares
- Active Shares as of January 1, 2021 6,178 shares
(inactive shares are those shares currently not taking entitlement water)
- Yearly 2021 entitlement per share 2.035 acre-feet
- Total 2021 active share entitlement 12,570 acre-feet

- Estimated 2021 Water Production, by source:
 - Surface Water 4,425 acre-feet
 - Chino Groundwater Basin 1,232 acre-feet
 - Cucamonga Groundwater Basin 5,981 acre-feet
 - Six Basins Groundwater Basin 932 acre-feet
 - TOTAL 12,570 acre-feet

- Projected 2021 Revenue:
 - Shareholder \$4,941,000
 - Non-shareholder \$490,000
 - TOTAL \$5,431,000

- Projected 2021 Expenses:
 - Operations and Maintenance (\$1,739,000)
 - General Administrative (\$1,438,000)
 - TOTAL (\$3,177,000)

- Projected 2021 Capital Expenses..... (\$3,411,000)

- Projected 2021 Revenue minus Expenses (\$1,157,000)

- Reserves:
 - Cash on Deposit as of September 2020 \$7,587,000
 - Projected CoD as of December 2020 \$7,660,000
 - Projected CoD as of December 2021 \$6,504,000

Company at a Glance

ORGANIZATIONAL

San Antonio Water Company (SAWCo) is a California mutual water company organized under California Corporations Code 14300, regulated under the United States Environmental Protection Agency (USEPA) Safe Drinking Water Act, monitored by the State of California through the Water Code & Health and Safety Code. We also report to the San Bernardino Local Agency Formation Commission (LAFCo).

The Company does not import any water. Instead we are dependent on our local San Antonio Canyon watershed and groundwater basins. Utilizing local water sources dramatically keeps costs down but also increases the risk associated with long term drought. Currently, our shareholders include most residents of the unincorporated area of San Antonio Heights, the Cities of Upland and Ontario, the Monte Vista Water District, the US Forest Service, the San Bernardino County Flood Control District, local quarries and the proud heritage of remaining local grove irrigators.

HEADCOUNT

The Company's vision is to be an organization that defines excellence in delivering high quality water in a cost-effective manner by meeting shareholder needs and entitlements. We will lead the way for water agencies in the region by developing key strategic partnerships, making maximum use of water capture and delivery facilities and technologies, and attracting high caliber employees by being a recognized employer of choice in the field.

None of this vision would be possible without an innovative, self-managed staff that has pride of ownership for their work product while providing exceptional service. This is all done currently with 8 full-time and 1 part-time employees.

Changes in 2020

- Office: 1 part-time position vacated

Due to a reduction in clerical needs, management vacated one part-time office position.

STRATEGIC PLAN

In 2015, the Company went through a strategic planning process and out of this process, the following goals were developed:

- Evaluate and Prioritize Projects for Supply Maximization
- Develop Strategic Partnerships Initiate and Further Joint Projects
- Invest in Technology
- Define SAWCo's Assets & Needs
- Develop the Workforce of the Future
- Improve Internal Relationships

In 2021 the Company plans to continue reaching towards our goals by the following actions:

Evaluate and Prioritize Projects for Supply Maximization – Staff is completing a 2020 Water Master Plan Update. This update will evaluate and prioritize projects for supply maximization. The process will include public participation and we strongly encourage our shareholders to participate.

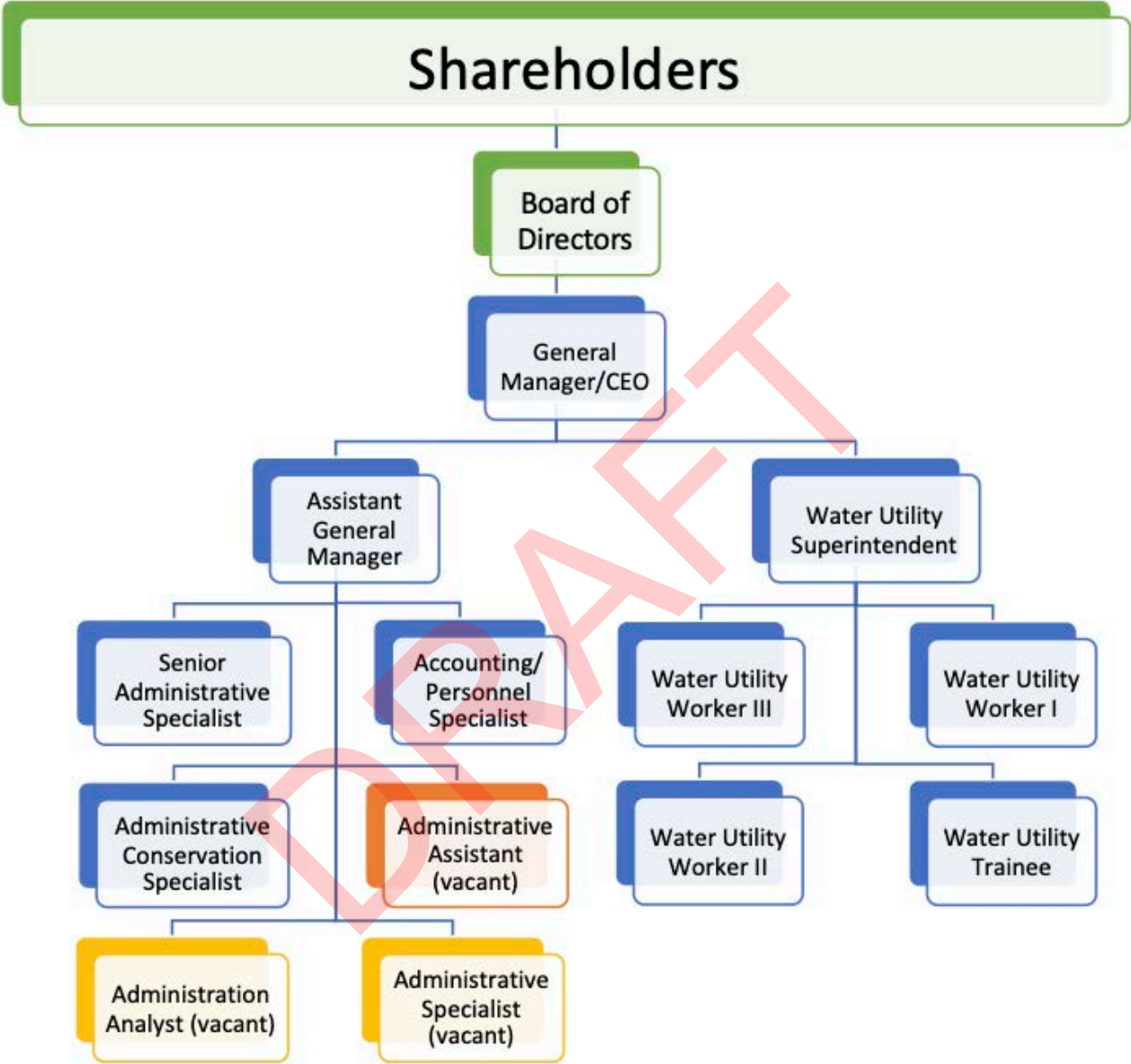
Develop Strategic Partnerships to Initiate and Further Joint Projects – Staff continues to reach-out and build relationships with the different shareholders. We will continue to discuss joint projects that may be beneficial to our shareholders. the Master Plan update may uncover future possibilities.

Invest in Technology – While Smart meters are not necessarily new technology, it would be an improvement to our domestic shareholders. This technology allows individual shareholders the ability to track their own usage and to know of possible leaks as soon as possible. The Company has contracted to have all meters (supply and consumption) upgraded to Advanced Metering Infrastructure (AMI) meters by Spring of 2021.

Define SAWCo's Assets & Needs – The company continues to take on additional responsibilities with limited staff and space. In order to meet these needs, staff is utilizing outside consultants and adjusting priorities. The office is currently not up to seismic code, nor is it ADA compliant. To correct these deficiencies would be costly for a building that is over 90 years old. In 2015, the Board formed a committee to start the process of relocating the office and yard into one facility at a property the Company already owns. In 2021, the Company is continuing to address the limited space, safety for its employees, and functionality for its shareholders and staff.

Develop the Workforce of the Future – Management continues to provide ongoing training for current employees and assess the needs of the company. Limited advancement opportunities due to our small staff and a perceived lower benefits package compared to local public water companies continue to hinder the recruitment process. The Company is currently attempting to obtain an eligibility letter from the Federal Government, which would allow us to engage CalPERS [Public Employees Retirement System] to compare actual costs and benefits. In 2020, we hired a consultant to perform a benefit and comp study to keep us competitive with the current market.

Improve Relationships – Recent public conversations have exposed a need to improve the distribution of information to our shareholders and employees. It is apparent that misinformation needs to be curtailed and corrected. The Company will conduct a public outreach campaign intended to inform and solicit feedback from our shareholders and employees. Strong leadership will help to carry the company in one direction.



San Antonio Water Company

2020 ACCOMPLISHMENTS:

- Campus Avenue Waterline Replacement
- Reservoir 7 Reroof Replacement
- Edison Pond Valve Replacement
- Compensation and Benefit Study
- Office Equipment Upgrade [copier, 3 computers]
- Policy Manual
- GIS Mapping
- Successful stock auction
- Updated Investment Policy, Reserves Policy and Travel Policy
- Updated Collection Policy for compliance with SB998
- Updated Employee Handbook
- Completed Advanced Metering Infrastructure (AMI) study and authorized implementation

2021 GOALS & OBJECTIVES:

- Holly Drive Reservoir, Phase II
- Water Pipeline Improvements
- Company-wide Smart Meter Installation
- Frankish Tunnel Pipeline Repair and Meter Install
- Reservoir 9 Pipeline Replacement
- Revise and Improve Standard Financial Reports and Reporting Policy
- Complete update of Water Facilities Master Plan
- Completion of a Facility Assessment
- Update of Water Sanitary Survey
- Pre-design of new office/yard facilities

FINANCIALS

DRAFT

DRAFT 2021 OPERATING BUDGET OVERVIEW

	2021 Budget	2020 Budget	2020 Actual thru June	2020 Projected	2019 Actual	2018 Actual
SHAREHOLDER REVENUE						
1185 1	\$ 301,000	\$ 301,000	\$ 104,674	\$ 269,794	\$ 224,897	\$ 243,142
1215 3	\$ 148,000	\$ 148,000	\$ 82,665	\$ 163,675	\$ 173,314	\$ 208,833
1220 4	\$ 104,000	\$ 105,000	\$ 114,671	\$ 171,806	\$ 203,813	\$ 262,440
1230 2	\$ 200,000	\$ 200,000	\$ 100,601	\$ 200,601	\$ 200,337	\$ 199,271
1235 5	\$ 60,000	\$ 60,000	\$ 30,456	\$ 60,456	\$ 61,112	\$ 59,622
1245 6	\$ 3,100,000	\$ 3,073,000	\$ 1,469,630	\$ 3,171,119	\$ 2,846,680	\$ 2,480,476
1260 8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1268 7	\$ 80,000	\$ 80,000	\$ 41,400	\$ 81,384	\$ 82,050	\$ 79,800
1274 10	\$ 477,000	\$ 477,000	\$ 238,386	\$ 476,981	\$ 476,686	\$ 476,320
1275 12	\$ 220,000	\$ 223,000	\$ 80,610	\$ 223,528	\$ 185,750	\$ 198,374
1276 9	\$ 126,000	\$ 126,000	\$ 23,230	\$ 86,230	\$ 141,262	\$ 125,881
1280 13	\$ 15,000	\$ 15,000	\$ -	\$ 7,500	\$ 52,194	\$ 14,365
1288 11	\$ 23,000	\$ 23,000	\$ 11,390	\$ 22,885	\$ 23,070	\$ 24,070
1290 14	\$ 24,000	\$ 24,000	\$ 11,532	\$ 23,532	\$ 23,064	\$ 23,064
1295 15	\$ 54,000	\$ 54,000	\$ 26,216	\$ 53,216	\$ 52,347	\$ 53,696
1302 16	\$ -	\$ -	\$ 677	\$ 677	\$ 3,881	\$ -
1400 35	\$ 5,000	\$ 5,000	\$ 1,740	\$ 4,240	\$ 3,510	\$ 4,800
1405 38	\$ -	\$ -	\$ 2,341	\$ 2,341	\$ 10,725	\$ -
1410 26	\$ 4,000	\$ 4,000	\$ 1,635	\$ 1,635	\$ 6,235	\$ 5,770
1415 27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1420 33	\$ -	\$ -	\$ 125	\$ 125	\$ 325	\$ 100
1425 28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1430 30	\$ -	\$ -	\$ 120	\$ 120	\$ 180	\$ 220
TOTAL	\$ 4,941,000	\$ 4,918,000	\$ 2,342,098	\$ 5,021,845	\$ 4,771,433	\$ 4,460,246
NON-SHAREHOLER REVENUE						
1635 21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1725 23	\$ 2,000	\$ 2,000	\$ 1,101	\$ 2,101	\$ 1,684	\$ 51
1728 31	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 125
1730 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1750 32	\$ -	\$ -	\$ 407	\$ 407	\$ 565	\$ 686
1753 18	\$ 54,000	\$ 54,000	\$ 32,105	\$ 59,105	\$ 57,684	\$ 53,645
1755 17	\$ 90,000	\$ 90,000	\$ 28,124	\$ 73,124	\$ 79,848	\$ 62,015
1786	\$ -	\$ -	\$ -	\$ -	\$ 557	\$ -
1875 22	\$ -	\$ -	\$ -	\$ -	\$ 1,322	\$ 2,468
37	\$ 344,000	\$ 344,000	\$ 1,000	\$ 345,000	\$ 345,759	\$ -
Subtotal:	\$ 490,000	\$ 490,000	\$ 62,736	\$ 479,737	\$ 487,419	\$ 118,991
DEPRECIATION & OBSOLESCENCE REVENUE						
1300 36	\$ -	\$ -	\$ 73,980	\$ 73,980	\$ -	\$ -
Subtotal:	\$ -	\$ -	\$ 73,980	\$ 73,980	\$ -	\$ -
Revenue Total:	\$ 5,431,000	\$ 5,408,000	\$ 2,478,814	\$ 5,575,562	\$ 5,258,851	\$ 4,579,237

	2021 Budget	2020 Budget	2020 Actual thru June	2020 Projected	2019 Actual	2018 Actual
FACILITIES & O&M EXPENSES						
Operating Facilities						
2175 20 Facility Related Field Labor	\$ 225,000	\$ 221,000	\$ 114,591	\$ 225,091	\$ 208,615	\$ 207,400
2235 21 Repairs to Facilities and Equipment	\$ 300,000	\$ 305,000	\$ 190,387	\$ 342,887	\$ 39,929	\$ 576,907
2265 22 Power-Gas & Electric (utilities)	\$ 600,000	\$ 600,000	\$ 180,214	\$ 510,214	\$ 611,563	\$ 776,905
Operating Facilities Total:	\$ 1,125,000	\$ 1,126,000	\$ 485,193	\$ 1,078,193	\$ 860,106	\$ 1,561,211
Operating Activities						
2475 18 Customer Services/Billing	\$ 85,000	\$ 86,000	\$ 44,562	\$ 83,262	\$ 70,007	\$ 94,764
2498 19 Conservation Activities	\$ 20,000	\$ 30,000	\$ 6,190	\$ 21,190	\$ 21,565	\$ 33,165
Operating Activities Total:	\$ 105,000	\$ 116,000	\$ 50,752	\$ 104,452	\$ 91,572	\$ 127,930
Other Operating Expense						
2205 24 Non-Facility Related Labor	\$ 75,000	\$ 83,000	\$ 34,159	\$ 75,659	\$ 76,155	\$ 83,899
2210 25 O&M - All Other	\$ 3,800	\$ 1,000	\$ 2,742	\$ 3,242	\$ 7,402	\$ 809
2280 26 Purchased Water	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2295 23 Supplies (Inventory & Tools Expense)	\$ 10,000	\$ 10,000	\$ 5,372	\$ 10,372	\$ 7,316	\$ 5,221
2715 28 Property Taxes	\$ 220,000	\$ 220,000	\$ 102,342	\$ 212,342	\$ 216,650	\$ 216,774
2805 27 Wtr. Resource Mgmt. (Basin Assm'ts)	\$ 200,000	\$ 220,000	\$ 31,473	\$ 169,655	\$ 127,134	\$ 220,869
2830 Loss on Disposal of Asset	\$ -	\$ -	\$ -	\$ -	\$ 38,899	\$ -
2850 30 Inventory Shrinkage	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Operating Expense Total:	\$ 508,800	\$ 534,000	\$ 176,087	\$ 471,269	\$ 473,555	\$ 527,573
O & M Expense Total:	\$ 1,738,800	\$ 1,776,000	\$ 712,032	\$ 1,653,914	\$ 1,425,234	\$ 2,216,714

GENERAL ADMINISTRATIVE EXPENSES						
Personnel						
2115 2 Administrative Services	\$ 290,000	\$ 295,000	\$ 137,336	\$ 284,836	\$ 293,365	\$ 232,498
2130 3 Development/Water Svc App	\$ 1,000	\$ 1,000	\$ 20	\$ 520	\$ 502	\$ 876
2325 13 Taxes - Payroll (office and field)	\$ 80,000	\$ 78,000	\$ 39,492	\$ 78,492	\$ 68,841	\$ 70,873
2355 4 Worker's Compensation Insurance	\$ 15,000	\$ 16,000	\$ 4,925	\$ 12,925	\$ 15,798	\$ 14,997
2385 5 Benefit Pay (Vac., Sick, Etc.)	\$ 185,000	\$ 147,000	\$ 106,501	\$ 183,676	\$ 158,122	\$ 172,649
2415 6 Benefit Insurance (Pension, Life, Medical, Dental, Vision)	\$ 250,000	\$ 241,000	\$ 115,415	\$ 235,915	\$ 221,478	\$ 207,301
2430 7 Benefit Administrative Services	\$ 3,000	\$ 1,000	\$ 1,185	\$ 2,115	\$ 1,197	\$ 1,375
Personnel Total:	\$ 824,000	\$ 779,000	\$ 404,874	\$ 798,479	\$ 759,303	\$ 700,569
Other						
2445 9 Office/ IT Support	\$ 63,000	\$ 70,000	\$ 18,998	\$ 53,998	\$ 72,064	\$ 61,979
2505 1 Directors Fees & Expenses	\$ 34,000	\$ 32,000	\$ 17,008	\$ 33,008	\$ 33,568	\$ 33,283
2535 11 Liability Insurance (Non-empl. benft.)	\$ 30,000	\$ 39,000	\$ 29,894	\$ 29,894	\$ 29,928	\$ 27,227
2595 14 Communications	\$ 40,000	\$ 106,000	\$ 26,484	\$ 79,484	\$ 66,245	\$ 21,671
2625 15 Dues & Subscriptions	\$ 3,000	\$ 3,000	\$ 1,278	\$ 2,418	\$ 3,396	\$ 2,450
2655 10 Outside Services	\$ 30,000	\$ 349,000	\$ 3,183	\$ 37,683	\$ 18,340	\$ 37,749
2745 12 Taxes - Income	\$ 14,000	\$ 8,000	\$ 12,000	\$ 14,000	\$ 11,905	\$ 9,830
2775 8 Accounting Expense	\$ 70,000	\$ 76,000	\$ 41,588	\$ 70,606	\$ 61,650	\$ 62,494
2276 8 Legal Expense	\$ 250,000	\$ 180,000	\$ 157,642	\$ 247,642	\$ 196,184	\$ 213,557
2790 16 Human Resource Expense	\$ 45,000	\$ 42,000	\$ 20,612	\$ 41,612	\$ 44,381	\$ 45,398
2865 17 All Other	\$ 35,000	\$ 42,000	\$ 5,975	\$ 26,975	\$ 31,636	\$ 33,144
Other Total:	\$ 614,000	\$ 947,000	\$ 334,661	\$ 637,320	\$ 569,297	\$ 548,782
G. & A. Expense Total:	\$ 1,438,000	\$ 1,726,000	\$ 739,536	\$ 1,435,799	\$ 1,328,600	\$ 1,249,351

Capital Expenditure						
Facilities	\$ 3,156,000	\$ 2,022,000	\$ 653,000	\$ 1,178,000		
Equipment/Studies/Reports	\$ 255,000	\$ 34,100	\$ 29,000	\$ 59,000		
CIP Total:	\$ 3,411,000	\$ 2,056,100	\$ 682,000	\$ 1,237,000	\$ -	\$ -

Total Revenue:	\$ 5,431,000	\$ 5,408,000	\$ 2,478,814	\$ 5,575,562	\$ 5,258,851	\$ 4,579,237
Total Expenses excluding CIP:	\$ 3,176,800	\$ 3,502,000	\$ 1,451,568	\$ 3,089,713	\$ 2,753,834	\$ 3,466,065
Total Expenses including CIP:	\$ 6,587,800	\$ 5,558,100	\$ 2,133,568	\$ 4,326,713	\$ 2,753,834	\$ 3,466,065
Net Income without D&O funds:	\$ 2,254,200	\$ 1,906,000	\$ 953,267	\$ 2,411,869	\$ 2,505,017	\$ 1,113,172
Net Income with D&O funds:	\$ 2,254,200	\$ 1,906,000	\$ 1,027,246	\$ 2,485,849	\$ 2,505,017	\$ 1,113,172

2565 29 Depreciation	\$ 903,000	\$ 901,000	\$ 459,714	\$ 910,214	\$ 917,344	\$ 881,254
----------------------	------------	------------	------------	------------	------------	------------

Net income excluding Capital Expenditures less Depreciation	\$ 1,351,200	\$ 1,005,000	\$ 567,532	\$ 1,575,635	\$ 1,587,673	\$ 231,918
Net income including Capital Expenditures less Depreciation	\$ (2,059,800)	\$ (1,051,100)	\$ (114,468)	\$ 338,635	\$ 1,587,673	\$ 231,918
Net income including Capital Expenditures	\$ (1,156,800)	\$ (150,100)	\$ 271,267	\$ 1,174,869	\$ 2,505,017	\$ 1,113,172
Net income including Capital Expenditures less NSR	\$ (1,646,800)	\$ (640,100)	\$ 208,530	\$ 695,132	\$ 2,017,598	\$ 994,181

DRAFT 2021 MONTHLY REVENUE VS EXPENSES

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Projected Revenue	\$ 308,099	\$ 313,549	\$ 278,499	\$ 283,749	\$ 435,299	\$ 600,549	\$ 606,599	\$ 553,249	\$ 506,599	\$ 414,949	\$ 371,999	\$ 695,049	
Projected Operating Expenses	\$ (225,209)	\$ (208,554)	\$ (351,699)	\$ (248,554)	\$ (218,764)	\$ (233,484)	\$ (233,554)	\$ (238,854)	\$ (253,394)	\$ (251,344)	\$ (334,463)	\$ (378,929)	\$ (3,176,800)
Projected CIP Expenses	\$ (478,000)	\$ (757,000)	\$ (559,000)	\$ (609,000)	\$ (280,000)	\$ (70,000)	\$ (70,000)	\$ (93,000)	\$ (60,000)	\$ (60,000)	\$ (60,000)	\$ (60,000)	
Projected Delta	\$ (395,110)	\$ (652,005)	\$ (632,200)	\$ (573,805)	\$ (63,465)	\$ 297,065	\$ 303,045	\$ 221,395	\$ 193,205	\$ 103,605	\$ (22,464)	\$ 256,120	
Water Sales Revenue	\$ 295,932	\$ 301,382	\$ 266,332	\$ 271,582	\$ 423,132	\$ 588,382	\$ 594,432	\$ 541,082	\$ 494,432	\$ 402,782	\$ 359,832	\$ 338,882	\$ 4,878,184
Non-Water Sales Revenue	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 12,167	\$ 356,167	\$ 490,004
Personel Expenses	\$ (80,750)	\$ (65,025)	\$ (65,025)	\$ (65,025)	\$ (65,235)	\$ (65,025)	\$ (65,025)	\$ (65,025)	\$ (65,025)	\$ (67,815)	\$ (65,025)	\$ (90,000)	\$ (824,000)
Other Expenses	\$ (45,468)	\$ (44,538)	\$ (77,683)	\$ (74,538)	\$ (44,538)	\$ (49,468)	\$ (44,538)	\$ (44,838)	\$ (49,378)	\$ (44,538)	\$ (44,538)	\$ (49,938)	\$ (614,000)
Operating Expenses	\$ (98,991)	\$ (98,991)	\$ (208,991)	\$ (108,991)	\$ (108,991)	\$ (118,991)	\$ (123,991)	\$ (128,991)	\$ (138,991)	\$ (138,991)	\$ (224,900)	\$ (238,991)	\$ (1,738,800)
Capital Expenses	\$ (478,000)	\$ (757,000)	\$ (559,000)	\$ (609,000)	\$ (280,000)	\$ (70,000)	\$ (70,000)	\$ (93,000)	\$ (60,000)	\$ (60,000)	\$ (60,000)	\$ (60,000)	\$ (3,156,000)
	\$ (395,110)	\$ (652,005)	\$ (632,200)	\$ (573,805)	\$ (63,465)	\$ 297,065	\$ 303,045	\$ 221,395	\$ 193,205	\$ 103,605	\$ (22,464)	\$ 256,120	\$ (964,612)

DRAFT

DRAFT 2021 OPERATING BUDGET REVENUE

		2021												TOTAL	
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
SHAREHOLDER REVENUE															
1185	1	Domestic Water Income (Base)	\$ 14,200	\$ 15,400	\$ 14,200	\$ 14,700	\$ 26,500	\$ 33,200	\$ 35,500	\$ 37,900	\$ 37,900	\$ 28,400	\$ 23,700	\$ 19,000	\$ 300,600
1215	3	Domestic Water Income (Supplemental)	\$ 7,000	\$ 7,600	\$ 7,000	\$ 7,200	\$ 13,000	\$ 16,300	\$ 17,400	\$ 18,600	\$ 18,600	\$ 14,000	\$ 11,600	\$ 9,300	\$ 147,600
1220	4	Domestic Water Income (Tier 3)	\$ 4,900	\$ 5,400	\$ 4,900	\$ 5,100	\$ 9,200	\$ 11,500	\$ 12,300	\$ 13,200	\$ 13,200	\$ 9,900	\$ 8,200	\$ 6,600	\$ 104,400
1230	2	Domestic Water Income (Readi/Chrg)	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 16,700	\$ 200,400
1235	5	Domestic Water Availabilty Charge (WAC)	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 60,000
1245	6	Municipal Water Income (Base)	\$ 173,600	\$ 173,600	\$ 144,000	\$ 144,000	\$ 264,800	\$ 412,900	\$ 412,900	\$ 353,700	\$ 309,200	\$ 238,700	\$ 209,100	\$ 202,000	\$ 3,038,500
1260	8	Municipal Water Income (Supplemental)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1268	7	Municipal Water Income (Readi/Chrg)	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 6,650	\$ 79,800
1276	9	Municipal Water Availability Charge (WAC)	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 39,732	\$ 476,784
1274	10	Misc Water Income (Base)	\$ 7,700	\$ 10,100	\$ 7,700	\$ 11,300	\$ 21,100	\$ 25,200	\$ 27,800	\$ 28,400	\$ 27,000	\$ 22,500	\$ 18,700	\$ 12,700	\$ 220,200
1275	12	Misc Water Income (Supplemental)	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 126,000
1280	13	Misc Water Income (Tier 3)	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 15,000
1288	11	Misc Water Income (Readi/Chrg)	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 22,800
1290	14	Misc Water Availability Charge (WAC)	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 24,000
1295	15	Dormant Water Availability Charge (WAC)	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 54,000
1302	16	Meter Service Fees (Connections)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1400	35	Stock Transfer	\$ -	\$ 750	\$ -	\$ 750	\$ -	\$ 750	\$ -	\$ 750	\$ -	\$ 750	\$ -	\$ 750	\$ 4,500
1405	38	Capital Facilities Connection Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1410	26	Late/Re-establishment Fee	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 3,600
1415	27	Drought Ordinance Violation Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1420	33	Return Check Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1425	28	Broken/Missing Lock Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1430	30	Stock Certificate Storage & Handling Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Subtotal:			\$ 295,932	\$ 301,382	\$ 266,332	\$ 271,582	\$ 423,132	\$ 588,382	\$ 594,432	\$ 541,082	\$ 494,432	\$ 402,782	\$ 359,832	\$ 338,882	\$ 4,878,184
NON-SHAREHOLER REVENUE															
1635	21	Development Plan Check Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1725	23	Miscellaneous Income	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 167	\$ 2,004.00
1728	31	Plans & Spec Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1730	24	Construction Permit & Inspection	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1750	32	Service/Litigation Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1753	18	Ground Lease Income	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 54,000.00
1755	17	Interest Income	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 90,000.00
1875	22	Overhead Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
37		Gain on Sale of Assets	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 344,000	\$ 344,000.00
Subtotal:			\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 12,167.00	\$ 356,167.00	\$ 490,004.00
DEPRECIATION & OBSOLESCENCE REVENUE															
1300	36	Water Sales from Stored G. W. [D&O Reserves]	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Subtotal:			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Revenue Total:			\$ 308,099	\$ 313,549	\$ 278,499	\$ 283,749	\$ 435,299	\$ 600,549	\$ 606,599	\$ 553,249	\$ 506,599	\$ 414,949	\$ 371,999	\$ 695,049	\$ 5,368,188

DRAFT 2021 OPERATING BUDGET CAPITAL IMPROVEMENTS

		DRAFT 2021 CIP												TOTAL
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
#	Domestic Water System													
1	Holly Drive Tank, Phase II	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000								\$ 500,000
2	Smart Meter Installation	\$ 185,000	\$ 185,000											\$ 370,000
3	Water Pipeline Improvements	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000								\$ 700,000
	Cliff near Euclid Crescent and Cliff													
	Primrose, north of 25th													
	Linda & Lamplighter, north of 24th													
7	SCADA PLC Controller Replacement			\$ 40,000	\$ 40,000	\$ 40,000								\$ 120,000
8	Cucamonga Crosswall Enviro Mitigation				\$ 50,000				\$ 23,000					\$ 73,000
9	Frankish Tunnel Pipeline Repair and Meter Install	\$ 53,000	\$ 53,000											\$ 106,000
10	Site 19 Well						\$ 30,000	\$ 30,000	\$ 30,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 330,000
	Total	\$ 478,000	\$ 478,000	\$ 280,000	\$ 330,000	\$ 280,000	\$ 30,000	\$ 30,000	\$ 53,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 2,199,000
Irrigation System														
1	SCADA PLC Controller Replacement						\$ 40,000	\$ 40,000	\$ 40,000					\$ 120,000
3	Reservoir 9 Pipeline Replacement		\$ 279,000	\$ 279,000	\$ 279,000									\$ 837,000
	Total	\$ -	\$ 279,000	\$ 279,000	\$ 279,000	\$ -	\$ 40,000	\$ 40,000	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ 957,000
TOTAL		\$ 478,000	\$ 757,000	\$ 559,000	\$ 609,000	\$ 280,000	\$ 70,000	\$ 70,000	\$ 93,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 3,156,000

Design/Engineering
Construction

DRAFT

DRAFT 2021 OPERATING BUDGET EQUIPMENT/STUDIES/REPORTS

		DRAFT 2021 EQUIPMENT												TOTAL
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
#	Equipment Purchases													
1	Computers						\$ 3,000							\$ 3,000
2	Misc. Hand Tools for Trucks		\$ 500		\$ 500		\$ 500		\$ 500					\$ 2,000
3	Operations Truck			\$ 85,000										\$ 85,000
	Total	\$ -	\$ 500	\$ 85,000	\$ 500	\$ -	\$ 3,500	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 90,000

		DRAFT 2021 STUDIES AND REPORTS												TOTAL
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
#	Studies and Reports													
1	Urban Water Management Plan				\$ 25,000	\$ 25,000	\$ 25,000							\$ 75,000
2	American Water Infrastructure Act (AWIA) Risk and Resilience Assessment and Emergency Response Plan							\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000			\$ 80,000
3	San Antonio Canyon Watershed Study			\$ 10,000										\$ 10,000
	Total	\$ -	\$ -	\$ 10,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ 165,000

DRAFT

CAPITAL IMPROVEMENTS

DRAFT

Project Title: **Holly Drive Tank, Phase II**

Total Budget: **\$638,820**

Engineering: \$92,260 (contract authorized Sept. 15, 2020)

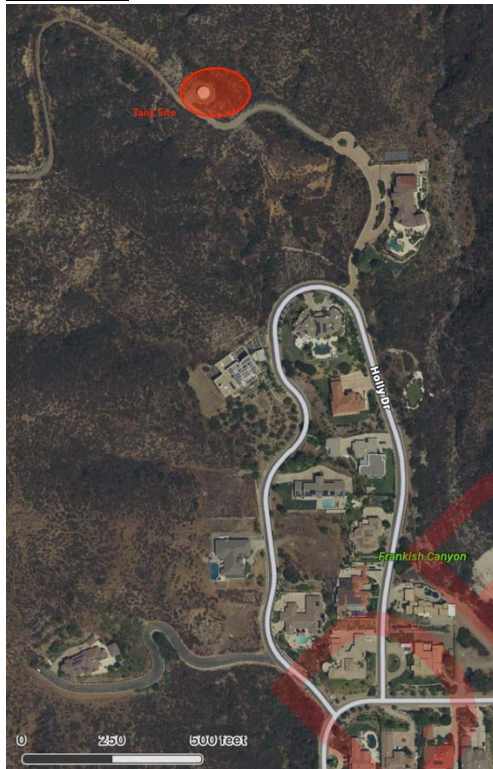
Tank Construction: \$446,560 (contract authorized Sept. 15, 2020)

Site Construction: \$100,000 (To be bid)

Schedule:

Construction: December 2020 - June 2021

Location:



Justification: Provide an additional 170,000-gallon storage capacity to meet operational storage, emergency storage and fire flow requirements. Install two inline system control valves.

Project Title: **Water Pipeline Improvements**

Total Budget: **\$793,000 (10% construction contingency)**

Engineering: \$191,155 (contract authorized April 21, 2020)

Spent as of 12/01/20: \$81,517.35

Remaining: \$109,637.65

Construction: \$547,135 (CP Construction)

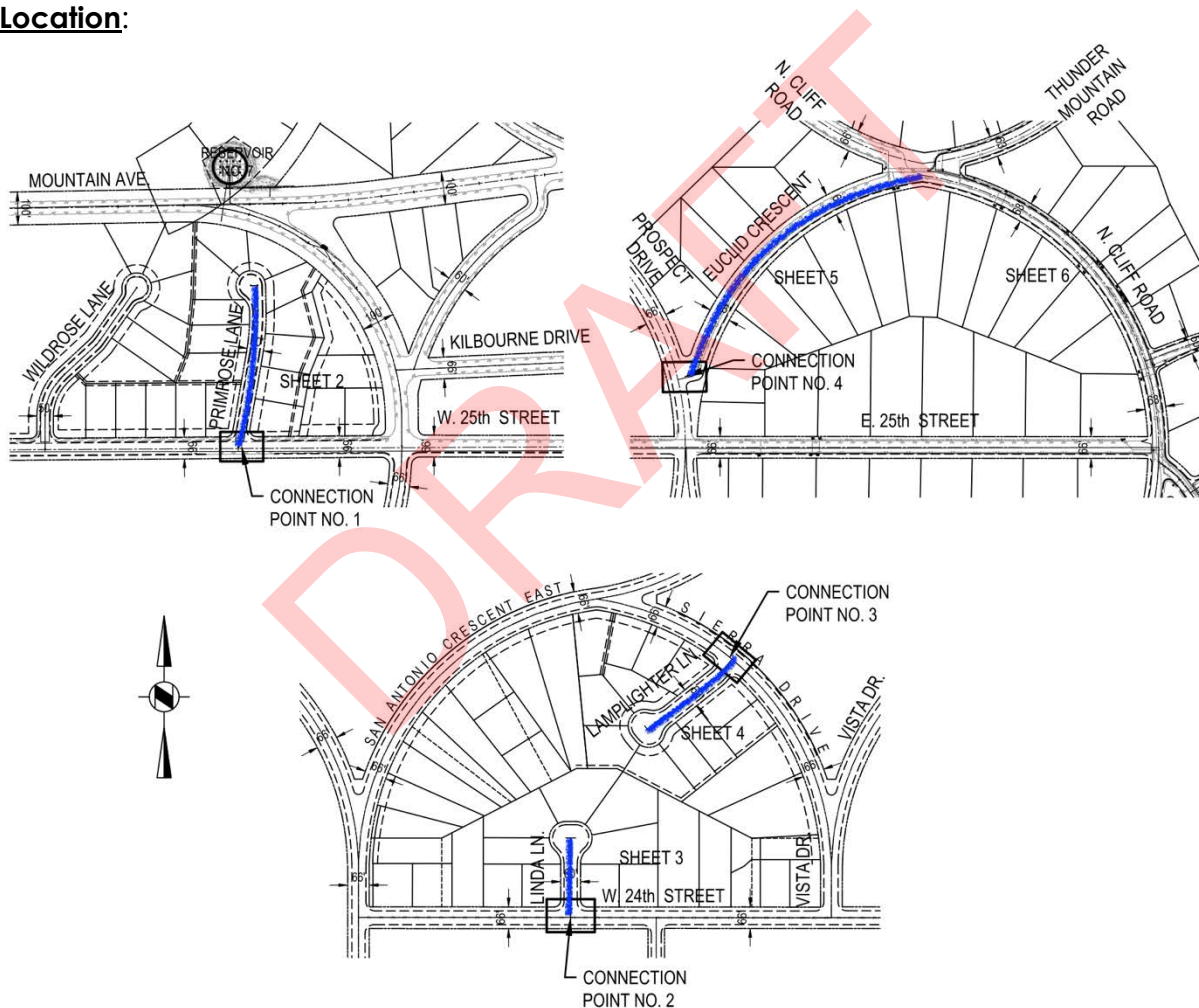
Schedule:

Engineering: May – November 2020

Bidding: November - December 2020

Construction: January – May 2021

Location:



Justification: Upgrade small diameter pipeline in Cliff Road, from 25th Street to Euclid Crescent. Install new laterals to five homes on Cliff Drive, connecting them to the new upper zone pipeline. The existing FH does not meet available fire flow. Pipeline has exceeded its useful life. Identified in the 2017 Master Plan as a medium priority project.

Replace pipeline on Primrose Lane, north of West 25th Street. The pipeline was installed before 1976 and has exceed its useful life. Also, will relocate one service lateral from a backyard run into Mountain Avenue. Identified in the 2017 Master Plan as a low priority project.

Replace pipeline on Linda Lane, north of W 24th Street and Lamplighter Lane, west of Sierra Drive. Abandon pipeline located in backyards between Linda and Lamplighter. Install flushing hydrants at end of Linda and Lamplighter. The existing pipeline was installed before 1976 and has exceeded its useful life. Identified in the 2017 Master Plan as a low priority project.

DRAFT

Project Title: **SCADA PLC Controller Replacement**

Total Budget: **\$40,000**

Engineering: \$0

Construction: \$120,000

Schedule:

Installation: March - May 2021

Location: System Wide

Justification: A water system is controlled in-part through the System Control and Data Acquisition (SCADA) computer network. Communications occur between the central control server and Programmable Logic Controllers (PLCs) located at each facility. PLCs contain instructions on site specific activities ranging from reservoir water levels, chlorination levels and site security alarms. The Company's current PLC inventory contains almost 40 PLCs of differing electronics from different companies programmed by different people, without the benefit of standardization or documentation retained by the Company.

Staff is proposing the modernization of Company PLCs on a multi-year basis, replacing two to four per year. Replacement will include standardization of instruction sets and documentation of each PLC's programming, input and output.

For this year staff is proposing replacement of the PLCs at the Forebay, Well 16 and Office.

Project Title: **Cucamonga Crosswall Environmental Mitigation, Year 3 of 5**
Total Budget: **\$73,000**
Maintenance: \$73,000

Schedule:

Maintenance: April & August 2021

Location:



Justification: As a condition of the Cucamonga Crosswalls repair project, the Company committed to conduct mitigation and associated environmental monitoring for a period of no less than five years. This commitment was a condition of the California Department of Fish and Wildlife Streambed Alteration Agreement.

The mitigation includes yearly removal of invasive plant species and seeding of native plant species. Mitigation will occur in the late winter-early spring months. The intent is to provide enough time for native and invasive seed to germinate but not establish strong roots or go to seed.

Project Title: **Frankish Tunnel Pipeline Repair and Meter Install**

Total Budget: **\$136,000 (10% construction contingency)**

Engineering: \$31,655 (contract authorized April 21, 2020)

Spent as of 12/01/20: \$26,860

Remaining: \$4,795

Construction: \$94,830 (CP Construction)

Schedule:

Design: June – November 2020

Construction: January – February 2021

Location:



Justification: The metering arrangement at the Frankish Tunnel outfall is not set to the appropriate hydraulic grade and the Company is unable to meter all waterflow from the tunnel. Additionally, this location is a transfer point for spread water from the forebay into Basin 6A. To improve metering and accounting for all available water, staff would like to upgrade the tunnel outfall and install an additional meter.

Project Title: **Well Site 19**

Total Budget: **\$2,500,000**

Engineering: \$500,000 (\$330k in 2021)

Construction: \$2,000,000

Schedule:

Engineering: June 2021 – March 2022

Bidding: June-July 2022

Construction: October 2022 – February 2023

Location:



Justification: Unable to meet supply requirements, 2008 Master Plan recommendation. Construct a new well at Site 19. Identified in the 2017 Master Plan as a high priority project.

Project Title: **Advanced Metering Infrastructure (AMI) Implementation / Meter Replacement w/ Metron-Farnier**

Total Budget: **\$770,000** (contract authorized September 15, 2020)

Installation: \$740,000

Budgeted for 2020: \$370k

Budgeted for 2021: \$370k

Schedule:

Installation: December 2020 – January 2021

Location: System Wide

Justification: Since the Company only reads meters one a month, leaks on shareholder systems can go unchecked for weeks, leading to a high loss of water and associated high water bill. AMI meters provide daily water reads that show hourly water consumption over a 24-hour period. AMI meters are tied into computers systems that can automatically alert the Company and Shareholders if their system hits certain thresholds; 24-hours of continuous use, extremely high-water use, etc. A high-level review indicates that installing AMI smart meters would add about \$1.65 per month to Company meter costs, or an additional \$24,000 per year above what we are currently spending on meter services, not including our shareholder leak forgiveness program. The Company currently averages about \$7,000 per year in billing adjustments due to large shareholder leak forgiveness. Additionally, budgeting for the Company's meter replacement program over the next ten years will be eliminated. Current year budget is \$70,000. This program will be slightly revenue negative for the Company because shareholder leaks will be detected and fixed, resulting in reduced water sales.

Project Title: **Irrigation SCADA PLC Controller Replacement**

Total Budget: **\$120,000**

Installation: \$120,000

Schedule:

Installation: June - August 2021

Location: System Wide

Justification: A water system is controlled in-part through the System Control and Data Acquisition (SCADA) computer network. Communications occur between the central control server and Programmable Logic Controllers (PLCs) located at each facility. PLCs contain instructions on site specific activities ranging from reservoir water levels, chlorination levels and site security alarms. The Company's current PLC inventory contains 12 PLCs, with differing electronics from different companies programmed by different people, without the benefit of standardization or documentation retained by the Company.

Staff is proposing the modernization of Company PLCs on a multi-year basis, replacing two to four per year. Replacement will include standardization of instruction sets and documentation of each PLC's programming, input and output. For 2020 staff is proposing replacement of PLCs at Well 31, V-Screen and Reservoir 1.

Project Title: **Reservoir 9 Pipeline Replacement**

Total Budget: **\$900,000**

Engineering: \$78,950 (contract authorized April 21, 2020)

Spent as of 12/01/20: \$61,495

Remaining: \$17,455

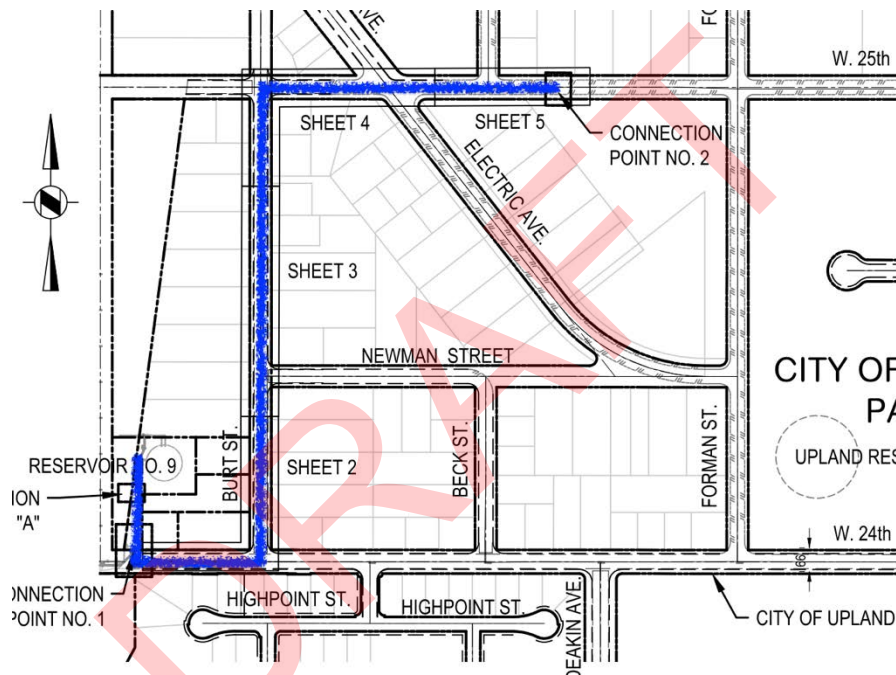
Construction: \$807,090 (contract authorized November 17, 2020)

Schedule:

Design: April – Sept 2020

Construction: January – April 2021

Location:



Justification:

Replace pipeline on 25th Street and along backside of Burt Street homes to Reservoir #9. Abandon pipeline installed in backyard along Electric Avenue and Newman Street. The 24" concrete pipeline was installed before 1976 and has exceeded its useful life. Identified by staff as a high maintenance root-bound pipeline.

ENTITLEMENT PROJECTIONS

DRAFT

		2021 Projections												Entitlement
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
San Antonio Heights	Projected Monthly Delivery	60	65	60	62	112	140	150	160	160	120	100	80	
	Projected Cumulative Delivery	60	125	185	247	359	499	649	809	969	1,089	1,189	1,269	= 1,269
City of Upland	Projected Monthly Delivery	500	500	400	400	800	1,300	1,300	1,100	950	720	620	596	
	Projected Cumulative Delivery	500	1,000	1,400	1,800	2,600	3,900	5,200	6,300	7,250	7,970	8,590	9,186	= 9,186
Monte Vista Water District	Projected Monthly Delivery	48	48	48	48	52	52	52	52	52	48	48	48	
	Projected Cumulative Delivery	48	96	144	192	244	296	348	400	452	500	548	596	= 672
City of Ontario	Projected Monthly Delivery	38	38	38	38	42	42	42	42	42	38	38	38	
	Projected Cumulative Delivery	38	76	114	152	194	236	278	320	362	400	438	476	= 601
Holiday Rock Company	Projected Monthly Delivery	20	20	20	20	24	25	30	30	30	20	20	10	
	Projected Cumulative Delivery	20	40	60	80	104	129	159	189	219	239	259	269	= 269
Red Hills Golf Course	Projected Monthly Delivery	8	15	8	20	45	55	60	60	55	50	40	30	
	Projected Cumulative Delivery	8	23	31	51	96	151	211	271	326	376	416	446	= 444
Red Hills HOA	Projected Monthly Delivery	1	1	1	1	1	2	2	2	2	2	1	1	
	Projected Cumulative Delivery	1	2	3	4	5	7	9	11	13	15	16	17	= 20
Minor Irrigators	Projected Monthly Delivery	1	2	1	1	6	8	8	10	10	8	6	4	
	Projected Cumulative Delivery	1	3	4	5	11	19	27	37	47	55	61	65	= 102
COMPANY TOTAL (EX. INACTIVE)	Projected Monthly Delivery	676	689	576	590	1,082	1,624	1,644	1,456	1,301	1,006	873	807	
	Projected Cumulative Consumption	676	1,365	1,941	2,531	3,613	5,237	6,881	8,337	9,638	10,644	11,517	12,324	
	Straight Line Mnthly Ent	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	1,047.56	
	Cumulative Mnthly Ent	1,048	2,095	3,143	4,190	5,238	6,285	7,333	8,380	9,428	10,476	11,523	12,571	
	Active Share Ent	12,571	12,571	12,571	12,571	12,571	12,571	12,571	12,571	12,571	12,571	12,571	12,571	

		Projected Production												
Gravity		300	600	600	600	400	300	200	100	100	100	100	100	
Gravity Cumulative		300	900	1500	2100	2700	3100	3400	3600	3700	3800	3900	4000	= 4,425
Chino							100	100	100	100	100	100	100	
Chino Cumulative		0	0	0	0	0	100	200	300	400	500	600	700	= 1,232
Cucamonga		200	200	300	600	600	700	700	700	600	600	400	400	
Cucamonga Cumulative		200	400	700	1300	1900	2600	3300	4000	4600	5200	5600	6000	= 5,981
Six Basins		80	80	80	80	80	80	90	100	100	90	80	80	
Six Basins Cumulative		80	160	240	320	400	480	570	670	770	860	940	1020	= 932

Agenda Item No. 6F

Item Title: Company Response to COVID-19

Purpose:

To discuss the Company's response to the COVID-19 Pandemic.

Issue:

How are State and Local Government Recommendations and Orders impacting the Company during the COVID-19 Pandemic?

Manager's Recommendation:

No recommendation. For discussion only.

Background:

While the nation continues to grapple with appropriate responses to the pandemic there has been limited disruption to the Company's operations.

Impact on the Budget:

Limited but currently uncategorized

Previous Actions:

None.