



Memo

To: Board of Directors
From: Josselyn Quine
Date: June 26, 2026
Subject: Cost of Living Adjustment

In considering the annual Cost of Living Adjustment (COLA), the District has reviewed the change in the Consumer Price Index (CPI), as determined by the U.S. Department of Labor. COLA is intended to adjust the wage schedules for the changes in purchasing power caused by inflation or deflation. The CPI increase for the year ending April 2026 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	4.20%	4.40%	4.30%
Los Angeles-Long Beach-Anaheim	3.60%	3.60%	3.60%
Riverside-San Bernardino-Ontario	3.40%	3.40%	3.40%

Last year, the Board gave the employees a 2.50% Cost of Living Adjustment. The 2025 US City Average CPI was 2.20%, the Los Angeles Average CPI was 3.00% and the Riverside-San Bernardino-Ontario average was 2.50%. We have included both the 2025 Approved Pay Schedule and the 2026 Proposed Pay Schedule.

Recommendation: Approve a **3.75%** COLA and corresponding pay schedule dated July 21, 2026, for all current employees effective July 16, 2026.

Financial Impact: Increases the gross base payroll by approximately **\$49,075.55** per year. The 2026-27 approved budget includes a 6% increase in payroll costs.

Note: The Department of Labor has two Consumer Price Indexes

1. Consumer Price Index for All Urban Consumers (CPI-U)
2. Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)

The two indexes measure the price index for slightly different groups. For comparison purposes, both indexes are included and then averaged.

Providing our community with a reliable water system that delivers high quality water for its health and safety needs.

Other companies:

COLA Increases for other Agencies			
Lake Arrowhead CSD		2.60%	As of 1/1/2026 (Union)
Running Springs Water District		3%	
Crestline-Lake Arrowhead Water Agency		3.08%	Not decided yet. This is the average percentage they have received so far from other agencies.
Crestline Sanitation District		6%	Union - 2026 - 2029 6% each year

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HOURLY SALARY SCHEDULE
REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
BOARD OF DIRECTORS ON JULY 21, 2026

Position Classification	RANGE NUMBER	STEP					2.5% STEPS			
		A	B	C	D	E	F	G	H	I
General Manager	SPEC	117.18								
	50	90.70	95.23	100.00	105.00	110.24	113.00	115.83	118.72	121.69
	49	88.49	92.91	97.56	102.43	107.56	110.24	113.00	115.83	118.72
	48	86.33	90.64	95.18	99.94	104.93	107.56	110.24	113.00	115.83
	47	84.22	88.43	92.86	97.50	102.37	104.93	107.56	110.25	113.00
	46	82.17	86.28	90.59	95.12	99.88	102.37	104.93	107.56	110.24
	45	80.16	84.17	88.38	92.80	97.44	99.88	102.37	104.93	107.56
	44	78.21	82.12	86.23	90.54	95.06	97.44	99.88	102.37	104.93
	43	76.30	80.12	84.12	88.33	92.74	95.06	97.44	99.88	102.37
	42	74.44	78.16	82.07	86.17	90.48	92.74	95.06	97.44	99.88
	41	72.62	76.26	80.07	84.07	88.28	90.48	92.75	95.06	97.44
Office Manager Operations Manager	40	70.85	74.40	78.12	82.02	86.12	88.28	90.48	92.75	95.06
	39	69.13	72.58	76.21	80.02	84.02	86.12	88.28	90.48	92.74
	38	67.44	70.81	74.35	78.07	81.97	84.02	86.12	88.28	90.48
	37	65.79	69.08	72.54	76.17	79.97	81.97	84.02	86.12	88.28
	36	64.19	67.40	70.77	74.31	78.02	79.97	81.97	84.02	86.12
	35	62.62	65.76	69.04	72.50	76.12	78.02	79.97	81.97	84.02
	34	61.10	64.15	67.36	70.73	74.26	76.12	78.02	79.97	81.97
	33	59.61	62.59	65.72	69.00	72.45	74.26	76.12	78.02	79.97
	32	58.15	61.06	64.11	67.32	70.68	72.45	74.26	76.12	78.02
	31	56.73	59.57	62.55	65.68	68.96	70.69	72.45	74.26	76.12
Lead Office Lead Serviceman	30	55.35	58.12	61.02	64.08	67.28	68.96	70.69	72.45	74.26
	29	54.00	56.70	59.54	62.51	65.64	67.28	68.96	70.69	72.45
	28	52.68	55.32	58.08	60.99	64.04	65.64	67.28	68.96	70.69
	27	51.40	53.97	56.67	59.50	62.48	64.04	65.64	67.28	68.96
	26	50.14	52.65	55.29	58.05	60.95	62.48	64.04	65.64	67.28
Serviceman Customer Service Representative	25	48.92	51.37	53.94	56.63	59.47	60.95	62.48	64.04	65.64
	24	47.73	50.12	52.62	55.25	58.01	59.47	60.95	62.48	64.04
	23	46.56	48.89	51.34	53.90	56.60	58.01	59.47	60.95	62.48
	22	45.43	47.70	50.09	52.59	55.22	56.60	58.01	59.47	60.95
	21	44.32	46.54	48.86	51.31	53.87	55.22	56.60	58.01	59.47
	20	43.24	45.40	47.67	50.06	52.56	53.87	55.22	56.60	58.01
	19	42.19	44.29	46.51	48.83	51.28	52.56	53.87	55.22	56.60
	18	41.16	43.21	45.38	47.64	50.03	51.28	52.56	53.87	55.22
	17	40.15	42.16	44.27	46.48	48.81	50.03	51.28	52.56	53.87
	16	39.17	41.13	43.19	45.35	47.62	48.81	50.03	51.28	52.56
	15	38.22	40.13	42.14	44.24	46.45	47.62	48.81	50.03	51.28
	14	37.29	39.15	41.11	43.16	45.32	46.45	47.62	48.81	50.03
	13	36.38	38.20	40.11	42.11	44.22	45.32	46.45	47.62	48.81
	12	35.49	37.26	39.13	41.08	43.14	44.22	45.32	46.45	47.62
	11	34.62	36.35	38.17	40.08	42.09	43.14	44.22	45.32	46.45
Part Time/Seasonal	10	33.78	35.47	37.24	39.10	41.06	42.09	43.14	44.22	45.32
	9	25.75	27.04	28.39	29.81	31.30	32.08	32.88	33.70	34.55
	8	25.12	26.38	27.69	29.08	30.53	31.30	32.08	32.88	33.70
	7	24.51	25.73	27.02	28.37	29.79	30.53	31.30	32.08	32.88
	6	23.91	25.10	26.36	27.68	29.06	29.79	30.53	31.30	32.08
	5	23.33	24.49	25.72	27.00	28.35	29.06	29.79	30.53	31.30
	4	22.76	23.90	25.09	26.34	27.66	28.35	29.06	29.79	30.53
	3	22.20	23.31	24.48	25.70	26.99	27.66	28.35	29.06	29.79
	2	21.66	22.74	23.88	25.08	26.33	26.99	27.66	28.35	29.06
	1	21.13	22.19	23.30	24.46	25.69	26.33	26.99	27.66	28.35
	0	20.62	21.65	22.73	23.87	25.06	25.69	26.33	26.99	27.66