

LAKE ARROWHEAD COMMUNITY SERVICES DISTRICT

MEMORANDUM

DATE: JANUARY 26, 2021

TO: BOARD OF DIRECTORS
Lake Arrowhead Community Services District

FROM: NATALIE POTTER, Human Resources Manager
CATHERINE CERRI, General Manager

SUBJECT: CONSIDER APPROVING A REVISED 2021 UTILITY
WORKERS UNION OF AMERICA, LOCAL 557 SALARY
SCHEDULE

A. RECOMMENDATION

Consider approving a Revised Salary Schedule with Cost-of-Living Adjustment (“COLA”), effective January 1, 2021 in accordance with CalPERS requirements.

B. REASON FOR RECOMMENDATION

The District is required to update the Salary Schedule with the Cost-of-Living Adjustment (“COLA”) based on the Consumer Price Index, Urban Wage Earners and Clerical Workers (“CPI-W”), Riverside-San Bernardino-Ontario, year ending November 2020, effective January 1, 2021, in accordance with the Memorandum of Understanding (MOU) between Lake Arrowhead Community Services District (LACSD) and the Utility Workers Union (UWU) of America Local 557. The CPI change for 2021 was 2.1%. In addition, this would ensure compliance with law and CalPERS requirements to approve and post a Revised Salary Schedule annually.

C. BACKGROUND INFORMATION

Per the MOU between LACSD and UWU effective October 1, 2020 through September 30, 2023, salaries will be adjusted by a COLA determined by the specified CPI-W percent change year ending average for November as compiled by the Bureau of Labor Statistics preceding the January 1 date the COLA adjustment is to be made.

The District requests the attached Revised Salary Schedule be in effect for payrolls effective January 1, 2021 to December 30, 2021 for UWU of America Local 557 employees per the below contract section.

UWU of America, Local 557 Memorandum of Understanding

13.2.3 On January 1, 2021, there will be a COLA adjustment based on the CPI-W with an annual cap of three percent (3%) and a floor of one percent (1%).

D. FISCAL IMPACT

The total fiscal impact of the 2.1% COLA increase on January 1, 2021 for the Union employees for 2020-21 is \$59,509. An increase of \$85,632 was included in the 2020-21 budget.

E. ENVIRONMENTAL IMPACT

None

F. ATTACHMENTS

- Utility Workers Union (UWU) of America Local 557 Salary Schedule effective 01-01-20.
- Utility Workers Union (UWU) of America Local 557 Salary Schedule effective 01-01-21.
- CPI-W, Urban Wage Earners and Clerical Workers, Riverside-San Bernardino-Ontario, November 2020 (12/10/2020)

Lake Arrowhead Community Services District
 Local 557 Union Salary Schedule
 Effective January 1, 2020
 3.5% COLA ~ 5% Step Increments

Grade	Step 1				Step 2				Step 3				Step 4			
	Hourly	Monthly	Per Pay Period	Annual	Hourly	Monthly	Per Pay Period	Annual	Hourly	Monthly	Per Pay Period	Annual	Hourly	Monthly	Per Pay Period	Annual
1000 Customer Service Rep I/II Field Operations Worker I Physical Plant Worker 1*	19.15	3,319.33	1,532.00	39,832.00	20.11	3,485.73	1,608.80	41,828.80	21.11	3,659.07	1,688.80	43,908.80	22.16	3,841.07	1,772.80	46,092.80
1050 Customer Service Rep I/II Field Operations Worker I	20.11	3,485.73	1,608.80	41,828.80	21.11	3,659.07	1,688.80	43,908.80	22.16	3,841.07	1,772.80	46,092.80	23.27	4,033.47	1,861.60	48,401.60
1100 Customer Service Rep I/II Field Operations Worker I	21.11	3,659.07	1,688.80	43,908.80	22.16	3,841.07	1,772.80	46,092.80	23.27	4,033.47	1,861.60	48,401.60	24.44	4,236.27	1,955.20	50,835.20
1150 Customer Service Rep 1/II	22.16	3,841.07	1,772.80	46,092.80	23.27	4,033.47	1,861.60	48,401.60	24.44	4,236.27	1,955.20	50,835.20	25.67	4,449.47	2,053.60	53,393.60
1200 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	23.27	4,033.47	1,861.60	48,401.60	24.44	4,236.27	1,955.20	50,835.20	25.67	4,449.47	2,053.60	53,393.60	26.95	4,671.33	2,156.00	56,056.00
1250 Administrative Assistant Field Operations Worker II WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	24.44	4,236.27	1,955.20	50,835.20	25.67	4,449.47	2,053.60	53,393.60	26.95	4,671.33	2,156.00	56,056.00	28.29	4,903.60	2,263.20	58,843.20
1300 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	25.67	4,449.47	2,053.60	53,393.60	26.95	4,671.33	2,156.00	56,056.00	28.29	4,903.60	2,263.20	58,843.20	29.70	5,148.00	2,376.00	61,776.00
1350 Accounting Technician Electrical/Instrumentation Technician I Equipment Mechanice I Engineering Technician I/II Field Representative / Meter Reader Senior Field Operations Worker Water Treatment Plant Operator I/II WW Treatment Plan Operator I/II Water Efficiency Field Rep	26.95	4,671.33	2,156.00	56,056.00	28.29	4,903.60	2,263.20	58,843.20	29.70	5,148.00	2,376.00	61,776.00	31.19	5,406.27	2,495.20	64,875.20
1400 Engineering Technician I/II	28.29	4,903.60	2,263.20	58,843.20	29.70	5,148.00	2,376.00	61,776.00	31.19	5,406.27	2,495.20	64,875.20	32.75	5,676.67	2,620.00	68,120.00
1450 Laboratory Analyst Technician Engineering Technician I/II	29.70	5,148.00	2,376.00	61,776.00	31.19	5,406.27	2,495.20	64,875.20	32.75	5,676.67	2,620.00	68,120.00	34.39	5,960.93	2,751.20	71,531.20
1500 Electrical/Instrumentation Technician II Equipment Mechanic II Engineering Technician I/II Sr. Treatment Plan Operator W / WW Sr. Accountant Sr. Field Rep / Meter Reader	31.19	5,406.27	2,495.20	64,875.20	32.75	5,676.67	2,620.00	68,120.00	34.39	5,960.93	2,751.20	71,531.20	36.11	6,259.07	2,888.80	75,108.80
1550 Engineering Technician I/II Laboratory Analyst	32.75	5,676.67	2,620.00	68,120.00	34.39	5,960.93	2,751.20	71,531.20	36.11	6,259.07	2,888.80	75,108.80	37.91	6,571.07	3,032.80	78,852.80
1600 Engineering Technician I/II	34.39	5,960.93	2,751.20	71,531.20	36.11	6,259.07	2,888.80	75,108.80	37.91	6,571.07	3,032.80	78,852.80	39.82	6,902.13	3,185.60	82,825.60

*Part Time Position

Lake Arrowhead Community Services District
 Local 557 Union Salary Schedule
 Effective January 1, 2020
 3.5% COLA ~ 5% Step Increments

Grade	Step 5				Step 6				Step 7			
	Hourly	Monthly	Per Pay Period	Annual	Hourly	Monthly	Per Pay Period	Annual	Hourly	Monthly	Per Pay Period	Annual
1000 Customer Service Rep I/II Field Operations Worker I Physical Plant Worker 1*	23.27	4,033.47	1,861.60	48,401.60	24.44	4,236.27	1,955.20	50,835.20	25.67	4,449.47	2,053.60	53,393.60
1050 Customer Service Rep I/II Field Operations Worker I	24.44	4,236.27	1,955.20	50,835.20	25.67	4,449.47	2,053.60	53,393.60	26.95	4,671.33	2,156.00	56,056.00
1100 Customer Service Rep I/II Field Operations Worker I	25.67	4,449.47	2,053.60	53,393.60	26.95	4,671.33	2,156.00	56,056.00	28.29	4,903.60	2,263.20	58,843.20
1150 Customer Service Rep 1/II	26.95	4,671.33	2,156.00	56,056.00	28.29	4,903.60	2,263.20	58,843.20	29.70	5,148.00	2,376.00	61,776.00
1200 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	28.29	4,903.60	2,263.20	58,843.20	29.70	5,148.00	2,376.00	61,776.00	31.19	5,406.27	2,495.20	64,875.20
1250 Administrative Assistant Field Operations Worker II WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	29.70	5,148.00	2,376.00	61,776.00	31.19	5,406.27	2,495.20	64,875.20	32.75	5,676.67	2,620.00	68,120.00
1300 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	31.19	5,406.27	2,495.20	64,875.20	32.75	5,676.67	2,620.00	68,120.00	34.39	5,960.93	2,751.20	71,531.20
1350 Accounting Technician Electrical/Instrumentation Technician I Equipment Mechanice I Engineering Technician I/II Field Representative / Meter Reader Senior Field Operations Worker Water Treatment Plant Operator I/II WW Treatment Plan Operator I/II Water Efficiency Field Rep	32.75	5,676.67	2,620.00	68,120.00	34.39	5,960.93	2,751.20	71,531.20	36.11	6,259.07	2,888.80	75,108.80
1400 Engineering Technician I/II	34.39	5,960.93	2,751.20	71,531.20	36.11	6,259.07	2,888.80	75,108.80	37.91	6,571.07	3,032.80	78,852.80
1450 Laboratory Analyst Technician Engineering Technician I/II	36.11	6,259.07	2,888.80	75,108.80	37.91	6,571.07	3,032.80	78,852.80	39.82	6,902.13	3,185.60	82,825.60
1500 Electrical/Instrumentation Technician II Equipment Mechanic II Engineering Technician I/II Sr. Treatment Plan Operator W / WW Sr. Accountant Sr. Field Rep / Meter Reader	37.91	6,571.07	3,032.80	78,852.80	39.82	6,902.13	3,185.60	82,825.60	41.82	7,248.80	3,345.60	86,985.60
1550 Engineering Technician I/II Laboratory Analyst	39.82	6,902.13	3,185.60	82,825.60	41.82	7,248.80	3,345.60	86,985.60	43.89	7,607.60	3,511.20	91,291.20
1600 Engineering Technician I/II	41.82	7,248.80	3,345.60	86,985.60	43.89	7,607.60	3,511.20	91,291.20	46.11	7,992.40	3,688.80	95,908.80

*Part Time Position

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Grade	Step 1 Per Pay Period				Step 2 Per Pay Period				Step 3 Per Pay Period				Step 4 Per Pay Period			
	Hourly	Monthly	Period	Annual	Hourly	Monthly	Period	Annual	Hourly	Monthly	Period	Annual	Hourly	Monthly	Period	Annual
1000 Customer Service Rep I/II Field Operations Worker I Physical Plant Worker 1*	19.55	3,388.67	1,564.00	40,664.00	20.53	3,558.53	1,642.40	42,702.40	21.55	3,735.33	1,724.00	44,824.00	22.63	3,922.53	1,810.40	47,070.40
1050 Customer Service Rep I/II Field Operations Worker I	20.53	3,558.53	1,642.40	42,702.40	21.55	3,735.33	1,724.00	44,824.00	22.63	3,922.53	1,810.40	47,070.40	23.76	4,118.40	1,900.80	49,420.80
1100 Customer Service Rep I/II Field Operations Worker I	21.55	3,735.33	1,724.00	44,824.00	22.63	3,922.53	1,810.40	47,070.40	23.76	4,118.40	1,900.80	49,420.80	24.95	4,324.67	1,996.00	51,896.00
1150 Customer Service Rep I/II	22.63	3,922.53	1,810.40	47,070.40	23.76	4,118.40	1,900.80	49,420.80	24.95	4,324.67	1,996.00	51,896.00	26.21	4,543.07	2,096.80	54,516.80
1200 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	23.76	4,118.40	1,900.80	49,420.80	24.95	4,324.67	1,996.00	51,896.00	26.21	4,543.07	2,096.80	54,516.80	27.52	4,770.13	2,201.60	57,241.60
1250 Administrative Assistant Field Operations Worker II WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	24.95	4,324.67	1,996.00	51,896.00	26.21	4,543.07	2,096.80	54,516.80	27.52	4,770.13	2,201.60	57,241.60	28.88	5,005.87	2,310.40	60,070.40
1300 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	26.21	4,543.07	2,096.80	54,516.80	27.52	4,770.13	2,201.60	57,241.60	28.88	5,005.87	2,310.40	60,070.40	30.32	5,255.47	2,425.60	63,065.60
1350 Accounting Technician Electrical/Instrumentation Technician I Equipment Mechanic I Engineering Technician I/II Field Representative / Meter Reader Senior Field Operations Worker Water Treatment Plant Operator I/II WW Treatment Plant Operator I/II Water Efficiency Field Rep	27.52	4,770.13	2,201.60	57,241.60	28.88	5,005.87	2,310.40	60,070.40	30.32	5,255.47	2,425.60	63,065.60	31.84	5,518.93	2,547.20	66,227.20
1400 Engineering Technician I/II	28.88	5,005.87	2,310.40	60,070.40	30.32	5,255.47	2,425.60	63,065.60	31.84	5,518.93	2,547.20	66,227.20	33.44	5,796.27	2,675.20	69,555.20
1450 Laboratory Analyst Technician Engineering Technician I/II	30.32	5,255.47	2,425.60	63,065.60	31.84	5,518.93	2,547.20	66,227.20	33.44	5,796.27	2,675.20	69,555.20	35.11	6,085.73	2,808.80	73,028.80
1500 Electrical/Instrumentation Technician II Equipment Mechanic II Engineering Technician I/II Sr. Treatment Plant Operator W / WW Sr. Accountant Sr. Field Rep / Meter Reader	31.84	5,518.93	2,547.20	66,227.20	33.44	5,796.27	2,675.20	69,555.20	35.11	6,085.73	2,808.80	73,028.80	36.87	6,390.80	2,949.60	76,689.60
1550 Engineering Technician I/II Laboratory Analyst	33.44	5,796.27	2,675.20	69,555.20	35.11	6,085.73	2,808.80	73,028.80	36.87	6,390.80	2,949.60	76,689.60	38.71	6,709.73	3,096.80	80,516.80
1600 Engineering Technician I/II	35.11	6,085.73	2,808.80	73,028.80	36.87	6,390.80	2,949.60	76,689.60	38.71	6,709.73	3,096.80	80,516.80	40.66	7,047.73	3,252.80	84,572.80
General Manager	101.82	17,648.80	8,145.60	211,785.60												

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Grade	Step 5				Step 6				Step 7			
	Hourly	Monthly	Per Pay Period	Annual	Hourly	Monthly	Per Pay Period	Annual	Hourly	Monthly	Per Pay Period	Annual
1000 Customer Service Rep I/II Field Operations Worker I Physical Plant Worker 1*	23.76	4,118.40	1,900.80	49,420.80	24.95	4,324.67	1,996.00	51,896.00	26.21	4,543.07	2,096.80	54,516.80
1050 Customer Service Rep I/II Field Operations Worker I	24.95	4,324.67	1,996.00	51,896.00	26.21	4,543.07	2,096.80	54,516.80	27.52	4,770.13	2,201.60	57,241.60
1100 Customer Service Rep I/II Field Operations Worker I	26.21	4,543.07	2,096.80	54,516.80	27.52	4,770.13	2,201.60	57,241.60	28.88	5,005.87	2,310.40	60,070.40
1150 Customer Service Rep 1/II	27.52	4,770.13	2,201.60	57,241.60	28.88	5,005.87	2,310.40	60,070.40	30.32	5,255.47	2,425.60	63,065.60
1200 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	28.88	5,005.87	2,310.40	60,070.40	30.32	5,255.47	2,425.60	63,065.60	31.84	5,518.93	2,547.20	66,227.20
1250 Administrative Assistant Field Operations Worker II WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	30.32	5,255.47	2,425.60	63,065.60	31.84	5,518.93	2,547.20	66,227.20	33.44	5,796.27	2,675.20	69,555.20
1300 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	31.84	5,518.93	2,547.20	66,227.20	33.44	5,796.27	2,675.20	69,555.20	35.11	6,085.73	2,808.80	73,028.80
1350 Accounting Technician Electrical/Instrumentation Technician I Equipment Mechanic I Engineering Technician I/II Field Representative / Meter Reader Senior Field Operations Worker Water Treatment Plant Operator I/II WW Treatment Plan Operator I/II Water Efficiency Field Rep	33.44	5,796.27	2,675.20	69,555.20	35.11	6,085.73	2,808.80	73,028.80	Y-Rated 36.87	6,390.80	2,949.60	76,689.60
1400 Engineering Technician I/II	35.11	6,085.73	2,808.80	73,028.80	36.87	6,390.80	2,949.60	76,689.60	38.71	6,709.73	3,096.80	80,516.80
1450 Laboratory Analyst Technician Engineering Technician I/II	36.87	6,390.80	2,949.60	76,689.60	38.71	6,709.73	3,096.80	80,516.80	40.66	7,047.73	3,252.80	84,572.80
1500 Electrical/Instrumentation Technician II Equipment Mechanic II Engineering Technician I/II Sr. Treatment Plan Operator W / WW Sr. Accountant Sr. Field Rep / Meter Reader	38.71	6,709.73	3,096.80	80,516.80	40.66	7,047.73	3,252.80	84,572.80	42.70	7,401.33	3,416.00	88,816.00
1550 Engineering Technician I/II Laboratory Analyst	40.66	7,047.73	3,252.80	84,572.80	42.70	7,401.33	3,416.00	88,816.00	44.81	7,767.07	3,584.80	93,204.80
1600 Engineering Technician I/II	42.70	7,401.33	3,416.00	88,816.00	44.81	7,767.07	3,584.80	93,204.80	47.08	8,160.53	3,766.40	97,926.40
General Manager												

CONSUMER PRICE INDEXES PACIFIC CITIES AND U. S. CITY AVERAGE NOVEMBER 2020

(All items indexes. 1982-84=100 unless otherwise noted. Not seasonally adjusted.)

MONTHLY DATA	All Urban Consumers (CPI-U)						Urban Wage Earners and Clerical Workers (CPI-W)					
	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	1 Month ending	Year ending				1 Month ending		
	Nov 2019	Oct 2020	Nov 2020	Oct 2020	Nov 2020	Nov 2020	Nov 2019	Oct 2020	Nov 2020	Oct 2020	Nov 2020	Nov 2020
U. S. City Average.....	257.208	260.388	260.229	1.2	1.2	-0.1	250.644	254.076	253.826	1.3	1.3	-0.1
West.....	273.128	276.876	276.875	1.2	1.4	0.0	264.619	268.679	268.547	1.3	1.5	0.0
West – Size Class A ¹	282.189	285.347	285.451	0.9	1.2	0.0	272.230	275.743	275.710	0.9	1.3	0.0
West – Size Class B/C ²	158.482	161.141	161.069	1.6	1.6	0.0	158.047	160.841	160.702	1.7	1.7	-0.1
Mountain ³	106.361	107.754	107.726	1.3	1.3	0.0	106.516	108.135	108.102	1.5	1.5	0.0
Pacific ³	106.048	107.525	107.535	1.2	1.4	0.0	106.142	107.759	107.699	1.2	1.5	-0.1
Los Angeles-Long Beach-Anaheim, CA.....	277.239	279.947	280.102	0.7	1.0	0.1	268.041	270.864	270.695	0.6	1.0	-0.1
BI-MONTHLY DATA (Published for odd months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending	Year ending				2 Months ending		
	Nov 2019	Sep 2020	Nov 2020	Sep 2020	Nov 2020	Nov 2020	Nov 2019	Sep 2020	Nov 2020	Sep 2020	Nov 2020	Nov 2020
Riverside-San Bernardino-Ontario, CA ³	106.573	108.201	108.626	1.7	1.9	0.4	106.824	108.684	109.021	2.1	2.1	0.3
San Diego-Carlsbad, CA.....	301.520	304.443	306.334	1.1	1.6	0.6	284.856	287.515	290.228	1.2	1.9	0.9
Urban Hawaii.....	282.248	287.529	286.872	1.9	1.6	-0.2	279.140	284.455	284.293	2.0	1.8	-0.1
BI-MONTHLY DATA (Published for even months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending	Year ending				2 Months ending		
	Oct 2019	Aug 2020	Oct 2020	Aug 2020	Oct 2020	Oct 2020	Oct 2019	Aug 2020	Oct 2020	Aug 2020	Oct 2020	Oct 2020
Phoenix-Mesa-Scottsdale, AZ ⁴	145.833	146.395	146.830	1.8	0.7	0.3	144.494	145.147	145.893	2.2	1.0	0.5
San Francisco-Oakland-Hayward, CA.....	298.443	300.182	301.736	1.6	1.1	0.5	291.707	293.062	294.442	1.6	0.9	0.5
Seattle-Tacoma-Bellevue, WA.....	278.682	284.905	284.505	1.6	2.1	-0.1	274.358	281.131	280.152	2.4	2.1	-0.3
Urban Alaska.....	227.552	226.984	228.343	-1.5	0.3	0.6	225.143	226.874	228.317	0.1	1.4	0.6

1 Population over 2,500,000 2 Population 2,500,000 and under, Dec 1996 = 100 3 Dec 2017=100 4 Dec 2001=100

NOTE: In January 2018, BLS introduced a new geographic area sample for the Consumer Price Index (CPI): www.bls.gov/regions/west/factsheet/2018cpirevisionwest.pdf

1967=100 base year indexes and tables with semiannual and annual average data are available at: www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm

Release date December 10, 2020. The next release date is scheduled for January 13, 2021. For questions, please contact us at BLInfoSF@bls.gov or (415) 625-2270.