

**LAKE ARROWHEAD COMMUNITY SERVICES DISTRICT**

**MEMORANDUM**

**DATE:** JANUARY 25, 2022

**TO:** BOARD OF DIRECTORS  
Lake Arrowhead Community Services District

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

**SUBJECT:** CONSIDER APPROVING A REVISED 2022 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, 2022, 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 2021, effective January 1, 2022, 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 2022 was 8.1% but the salary schedule is adjusted by 3% due to the maximum set in the contract with UWU. 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, 2022 to December 30, 2022 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, 2022, 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 fiscal impact of the three percent (3%) COLA increase on January 1, 2022, for the Union employees for 2021-22 is an \$85,666 increase to wages. This amount was included in the 2021-22 budget.

**E. ENVIRONMENTAL IMPACT**

None

**F. ATTACHMENTS**

- Utility Workers Union (UWU) of America Local 557 Salary Schedule effective 01-01-21.
- Utility Workers Union (UWU) of America Local 557 Salary Schedule effective 01-01-22.
- CPI-W, Urban Wage Earners and Clerical Workers, Riverside-San Bernardino-Ontario, November 2021 (12/10/2021)

Lake Arrowhead Community Services District  
 Local 557 Union Salary Schedule  
 Effective January 1, 2021  
 2.1% COLA ~ 5% Step Increments

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												

Lake Arrowhead Community Services District  
 Local 557 Union Salary Schedule  
 Effective January 1, 2021  
 2.1% 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*	23.76	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 I/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 Plant 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 Plant 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												

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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*	20.14	3,490.93	1,611.20	41,891.20	21.15	3,666.00	1,692.00	43,992.00	22.20	3,848.00	1,776.00	46,176.00	23.31	4,040.40	1,864.80	48,484.80
1050 Customer Service Rep I/II Field Operations Worker I	21.15	3,666.00	1,692.00	43,992.00	22.20	3,848.00	1,776.00	46,176.00	23.31	4,040.40	1,864.80	48,484.80	24.47	4,241.47	1,957.60	50,897.60
1100 Customer Service Rep I/II Field Operations Worker I	22.20	3,848.00	1,776.00	46,176.00	23.31	4,040.40	1,864.80	48,484.80	24.47	4,241.47	1,957.60	50,897.60	25.70	4,454.67	2,056.00	53,456.00
1150 Customer Service Rep I/II	23.31	4,040.40	1,864.80	48,484.80	24.47	4,241.47	1,957.60	50,897.60	25.70	4,454.67	2,056.00	53,456.00	27.00	4,680.00	2,160.00	56,160.00
1200 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	24.47	4,241.47	1,957.60	50,897.60	25.70	4,454.67	2,056.00	53,456.00	27.00	4,680.00	2,160.00	56,160.00	28.35	4,914.00	2,268.00	58,968.00
1250 Administrative Assistant Field Operations Worker II WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	25.70	4,454.67	2,056.00	53,456.00	27.00	4,680.00	2,160.00	56,160.00	28.35	4,914.00	2,268.00	58,968.00	29.75	5,156.67	2,380.00	61,880.00
1300 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	27.00	4,680.00	2,160.00	56,160.00	28.35	4,914.00	2,268.00	58,968.00	29.75	5,156.67	2,380.00	61,880.00	31.23	5,413.20	2,498.40	64,958.40
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	28.35	4,914.00	2,268.00	58,968.00	29.75	5,156.67	2,380.00	61,880.00	31.23	5,413.20	2,498.40	64,958.40	32.80	5,685.33	2,624.00	68,224.00
1400 Engineering Technician I/II	29.75	5,156.67	2,380.00	61,880.00	31.23	5,413.20	2,498.40	64,958.40	32.80	5,685.33	2,624.00	68,224.00	34.44	5,969.60	2,755.20	71,635.20
1450 Laboratory Analyst Technician Engineering Technician I/II	31.23	5,413.20	2,498.40	64,958.40	32.80	5,685.33	2,624.00	68,224.00	34.44	5,969.60	2,755.20	71,635.20	36.16	6,267.73	2,892.80	75,212.80
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	32.80	5,685.33	2,624.00	68,224.00	34.44	5,969.60	2,755.20	71,635.20	36.16	6,267.73	2,892.80	75,212.80	37.98	6,583.20	3,038.40	78,998.40
1550 Engineering Technician I/II Laboratory Analyst	34.44	5,969.60	2,755.20	71,635.20	36.16	6,267.73	2,892.80	75,212.80	37.98	6,583.20	3,038.40	78,998.40	39.87	6,910.80	3,189.60	82,929.60
1600 Engineering Technician I/II	36.16	6,267.73	2,892.80	75,212.80	37.98	6,583.20	3,038.40	78,998.40	39.87	6,910.80	3,189.60	82,929.60	41.88	7,259.20	3,350.40	87,110.40

\*Part Time Position

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	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*	24.47	4,241.47	1,957.60	50,897.60	25.70	4,454.67	2,056.00	53,456.00	27.00	4,680.00	2,160.00	56,160.00
1050 Customer Service Rep I/II Field Operations Worker I	25.70	4,454.67	2,056.00	53,456.00	27.00	4,680.00	2,160.00	56,160.00	28.35	4,914.00	2,268.00	58,968.00
1100 Customer Service Rep I/II Field Operations Worker I	27.00	4,680.00	2,160.00	56,160.00	28.35	4,914.00	2,268.00	58,968.00	29.75	5,156.67	2,380.00	61,880.00
1150 Customer Service Rep I/II	28.35	4,914.00	2,268.00	58,968.00	29.75	5,156.67	2,380.00	61,880.00	31.23	5,413.20	2,498.40	64,958.40
1200 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	29.75	5,156.67	2,380.00	61,880.00	31.23	5,413.20	2,498.40	64,958.40	32.80	5,685.33	2,624.00	68,224.00
1250 Administrative Assistant Field Operations Worker II WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	31.23	5,413.20	2,498.40	64,958.40	32.80	5,685.33	2,624.00	68,224.00	34.44	5,969.60	2,755.20	71,635.20
1300 WW Treatment Plant Operator I/II Water Treatment Plant Operator I/II	32.80	5,685.33	2,624.00	68,224.00	34.44	5,969.60	2,755.20	71,635.20	36.16	6,267.73	2,892.80	75,212.80
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 Plant Operator I/II Water Efficiency Field Rep	34.44	5,969.60	2,755.20	71,635.20	36.16	6,267.73	2,892.80	75,212.80	37.98	6,583.20	3,038.40	78,998.40
1400 Engineering Technician I/II	36.16	6,267.73	2,892.80	75,212.80	37.98	6,583.20	3,038.40	78,998.40	39.87	6,910.80	3,189.60	82,929.60
1450 Laboratory Analyst Technician Engineering Technician I/II	37.98	6,583.20	3,038.40	78,998.40	39.87	6,910.80	3,189.60	82,929.60	41.88	7,259.20	3,350.40	87,110.40
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	39.87	6,910.80	3,189.60	82,929.60	41.88	7,259.20	3,350.40	87,110.40	43.98	7,623.20	3,518.40	91,478.40
1550 Engineering Technician I/II Laboratory Analyst	41.88	7,259.20	3,350.40	87,110.40	43.98	7,623.20	3,518.40	91,478.40	46.15	7,999.33	3,692.00	95,992.00
1600 Engineering Technician I/II	43.98	7,623.20	3,518.40	91,478.40	46.15	7,999.33	3,692.00	95,992.00	48.49	8,404.93	3,879.20	100,859.20

\*Part Time Position

## CONSUMER PRICE INDEXES PACIFIC CITIES AND U. S. CITY AVERAGE November 2021

(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 2020	Oct 2021	Nov 2021	Oct 2021	Nov 2021	Nov 2021	Nov 2020	Oct 2021	Nov 2021	Oct 2021	Nov 2021	Nov 2021
U. S. City Average.....	260.229	276.589	277.948	6.2	6.8	0.5	253.826	271.552	273.042	6.9	7.6	0.5
West.....	276.875	293.397	294.986	6.0	6.5	0.5	268.547	286.200	287.891	6.5	7.2	0.6
West – Size Class A <sup>1</sup> .....	285.451	301.670	303.213	5.7	6.2	0.5	275.710	292.839	294.476	6.2	6.8	0.6
West – Size Class B/C <sup>2</sup> .....	161.069	171.226	172.214	6.3	6.9	0.6	160.702	171.846	172.916	6.8	7.6	0.6
Mountain <sup>3</sup> .....	107.726	115.325	116.065	7.0	7.7	0.6	108.102	116.321	117.093	7.6	8.3	0.7
Pacific <sup>3</sup> .....	107.535	113.530	114.103	5.6	6.1	0.5	107.699	114.419	115.067	6.2	6.8	0.6
Los Angeles-Long Beach-Anaheim, CA.....	280.102	294.961	296.790	5.4	6.0	0.6	270.695	285.973	287.940	5.6	6.4	0.7
BI-MONTHLY DATA (Published for odd months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending					Year ending	2 Months ending	
	Nov 2020	Sep 2021	Nov 2021	Sep 2021	Nov 2021	Nov 2021	Nov 2020	Sep 2021	Nov 2021	Sep 2021	Nov 2021	Nov 2021
Riverside-San Bernardino-Ontario, CA <sup>3</sup> .....	108.626	115.557	117.206	6.8	7.9	1.4	109.021	116.254	117.840	7.0	8.1	1.4
San Diego-Carlsbad, CA.....	306.334	324.138	326.422	6.5	6.6	0.7	290.228	308.351	311.014	7.2	7.2	0.9
Urban Hawaii.....	286.872	301.891	302.332	5.0	5.4	0.1	284.293	299.128	300.105	5.2	5.6	0.3
BI-MONTHLY DATA (Published for even months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending					Year ending	2 Months ending	
	Oct 2020	Aug 2021	Oct 2021	Aug 2021	Oct 2021	Oct 2021	Oct 2020	Aug 2021	Oct 2021	Aug 2021	Oct 2021	Oct 2021
Phoenix-Mesa-Scottsdale, AZ <sup>4</sup> .....	146.830	153.931	157.254	5.1	7.1	2.2	145.893	153.035	156.649	5.4	7.4	2.4
San Francisco-Oakland-Hayward, CA.....	301.736	311.167	313.265	3.7	3.8	0.7	294.442	307.423	309.656	4.9	5.2	0.7
Seattle-Tacoma-Bellevue, WA.....	284.505	299.704	303.099	5.2	6.5	1.1	280.152	295.410	297.873	5.1	6.3	0.8
Urban Alaska.....	228.343	239.899	242.708	5.7	6.3	1.2	228.317	239.491	242.539	5.6	6.2	1.3

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](http://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](http://www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm)

Release date December 10, 2021. The next release date is scheduled for January 12, 2022. For questions, please contact us at [BLSinfoSF@bls.gov](mailto:BLSinfoSF@bls.gov) or (415) 625-2270.