

**San Gabriel County Water District
Regular Meeting of the Board of Directors
8366 Grand Ave
Rosemead, CA 91770**

October 27, 2026

4:00 P.M.

AGENDA

Call to Order

1. Pledge of Allegiance

2. Roll Call	Director DeLaTorre	_____
	Director Saucedo	_____
	Director Taylor	_____
	Director Mamdapurkar	_____
	Director Vera	_____

3. Additions, Re-order and Adoption of the Agenda:

Motion:

Second:

Action:

4. Public Comment on Agenda and Non-Agenda items

Anyone wishing to discuss items on and not on the agenda may do so at this time

5. Minutes of a Regular Meeting of the Board of Directors held October 13, 2026

Motion:

Second:

Action:

6. List of Demands on the General Account

a. Revolving/Payroll Account Reimbursement

Motion:

Second:

Action:

7. District Counsel

8. Action Items

- a. Authorize and Approve Resolution No. 10-26-544 Adjusting Employee Salary Schedules to Maintain Labor Market Alignment with Comparable Water Agencies.**

Motion:
Second:
Action:

9. Miscellaneous Information Items

- a. Receive and File: September 2026 Banking & Investment Report**
- b. Receive and File: September 2026 Revenue and Expenditure Report**

10. General Manager Report

11. Future Agenda Items

12. Director Comments

13. Adjournment

Motion:
Second:
Action:

Materials related to an item on this agenda submitted after distribution of the agenda packet are available for public review at the District office, located at 8366 Grand Ave., Rosemead, CA 91770.

If you have special needs because of a disability which make it difficult for you to access or participate in the meeting, please contact the District Finance & Administration Manager, (626) 287-0341, by at least noon on the Monday preceding the meeting. The District will attempt to make arrangements to accommodate your attendance.

**MINUTES OF A REGULAR MEETING OF
THE BOARD OF DIRECTORS OF
SAN GABRIEL COUNTY WATER DISTRICT
HELD ON OCTOBER 13, 2026**

CALL TO ORDER	A regular meeting of the Board of Directors of the San Gabriel County Water District was called to order on Tuesday, October 13 th , 2026, at 8366 Grand Avenue, Rosemead, California at the hour of 4:00 p.m.
ROLL CALL	Present at the meeting were General Manager Jim Prior, Finance and Administration Manager Carmen Corona, Assistant General Manager Casey Feilen, Superintendent Carlos Cardona, Directors DeLaTorre, Saucedo, Mamdapurkar, Taylor and Vera and District Counsel Koczanowicz.
AGENDA	Upon motion by Director Taylor and seconded by Director Vera, the Board voted unanimously to adopt the agenda as presented.
PUBLIC COMMENT	None
MINUTES	Upon motion by Director Saucedo, seconded by Director Taylor Director the Board voted to approve the minutes for the September 22 nd , 2026 regular meeting. Motion passed 5-0.
DEMANDS	Director Saucedo motioned to authorize payments from the General Account in the amount of \$575,897.72 (chk#24617-24664) and an Electronic Funds Transfer from the General to the Revolving Account in the amount of \$131,562.85 (ch#15093-15154 including a void checks# 15037 and 15120). The motion was seconded by Director Mamdapurkar. Director Taylor inquired about checks and payments related to work on Well 12, IT services, the Fwy undercrossing project and spare motor that the District acquired. Director Mamdapurkar asked about the Interwest payment for the ROW acquisition and Director Vera about PWAG membership fees and costs of rehabbing of one of the rentals. All questions were answered by staff to the Board's satisfaction. Motion passed on a 5-0 roll-call vote.
DISTRICT COUNSEL REPORT	District Counsel informed the Board that the Property Management Firm tendered the defense and indemnity for the lawsuit brought by one of the tenants to the District. This request was consistent with the terms of the Professional Services Agreement between the District and the Property Management Firm. Mr. Koczanowicz informed the Board that, in turn, District tendered the lawsuit to the ACWA/JPIA, the District's pooled risk provider. As of the meeting date the tender has not been returned. District Counsel also informed the Board that the Closed Session that was on the agenda was not necessary, as we have not heard back from ACWA/JPIA. He also briefed the Board on a case from the 9th Circuit Court of Appeals Baker v. Burgum. The Court overturned the lower Court's finding that the United States Government was immune from a lawsuit filed for

determination of water rights. Court reasoned that the statutory immunity was not applicable as the enumerated exceptions in the statute were applicable and the lower court misinterpreted the statutory language. A strong dissent was written pointing out that the Majority disregarded some controlling case law in its decision.

ACTION ITEMS
SGCWD Salary
Adjustment

Director Taylor moved the item with a second by Director Mamdapurkar. General Manager presented the item to the Board. He was recommending a 10% across the board increase for the District employees. His recommendation was supported by salary surveys and productivity matrix. The District's salaries are significantly lower than vast majority of similar Districts in the area. A 10% increase would put the salaries in the middle of the surveyed entities. In addition, the District has the highest number of connections per employee and water rates that are among the lowest in the area. Mr. Prior proudly spoke about the District staff, their productivity, loyalty and expertise. After a brief discussion the Board voted unanimously to approve the 10% raise. The Resolution will come before the Board for final action at the next meeting.

MISC
INFORMATION

September 2026 Water Well Report.
Board received and filed a Water Well Report. Director Taylor noted that Key Well was down three and a half feet; Some discussion ensued about water levels and Well 14 status.

GENERAL
MANAGER
COMMENTS

The General Manager reported that the Christmas Lunch would be at the Hilton on December 8th; that Well 12 rehab work was proceeding on schedule and that the Fwy undercrossing project was nearing completion. He expected the abandonment and Cal-Trans shut down to occur soon, concluding the project.

FUTURE
AGENDA
ITEMS

Salary Adjustment Resolution

DIRECTOR
COMMENTS

None

CLOSED SESSION

This item was removed from the agenda by District Counsel's request

ADJOURNMENT

Upon motion by Director Taylor, seconded by Director Saucedo the Board voted unanimously to adjourn the meeting at 4:55 p.m.

President

Secretary

[SEAL]

EFT-From the General Account for the Revolving Reimbursement

	Date Paid	Amount Paid
Payroll	10/7/2026	\$ 95,376.53
Director's Payroll	10/13/2026	\$ 261.20
Payroll	10/21/2026	\$ 95,115.46
	Total Amount to be Reimbursed:	\$ 190,753.19

RESOLUTION NO. 10-26-544

**A RESOLUTION OF THE BOARD OF DIRECTORS OF SAN GABRIEL COUNTY
WATER DISTRICT ADJUSTING EMPLOYEE SALARY SCHEDULES TO MAINTAIN
LABOR MARKET ALIGNMENT WITH COMPARABLE WATER AGENCIES**

WHEREAS, the District recently conducted, or caused to be conducted, a comprehensive Labor Market Salary Survey evaluating the current base compensation of comparable regional water districts and public agencies; and

WHEREAS, the findings of said salary survey indicated that compensations for certain District job classifications fall below the market average or median of peer water agencies; and

WHEREAS, the Board of Directors desires to implement a targeted salary adjustment to realign affected employee pay ranges with prevailing market rates, thereby establishing regional internal and external equity.

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of San Gabriel County Water District as follows:

The adjusted salary schedule and ranges authorized by this Resolution and attached hereto as Exhibit A, shall take effect on December 1, 2026 and shall supersede any prior adopted salary resolutions or schedules.;

**PASSED, APPROVED AND ADOPTED THIS 27th DAY OF OCTOBER 2026
BY THE FOLLOWING VOTE:**

 list the directors and votes here

President, Board of Directors

ATTEST:

Secretary

(SEAL)

TABLE 4-1

DISTRICT POSITIONS

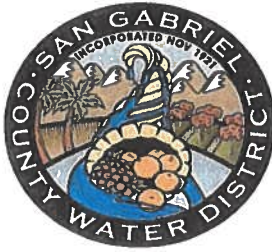
<u>POSITION /CLASSIFICATION</u>	<u>2025 ACTUAL</u>	<u>2026 APPROVED</u>
Office Clerk	1	1
Billing Clerk	1	1
Water Service Worker I	0	2
Management Assistant/Account Clerk	1	1
Water Service Worker II	0	0
Production Operator	1	1
Production Lead Person	0	1
Water Service Worker III	3	1
Water Quality Specialist	1	1
Conservation Specialist/Customer Service Rep	1	1
Cross Connection Control Specialist	0	1
Project Manager	1	1
Distribution Lead Person	1	1
Operation Superintendent	1	1
Finance & Administration Manager	1	1
Assistant General Manager	1	1
General Manager	1	1
TOTAL PERMANENT EMPLOYEES	16	17

TABLE 4-2

***SAN GABRIEL COUNTY WATER DISTRICT
5-STEP MERIT PLAN SALARY SCHEDULE
CALENDAR YEAR 2026***

RE-CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E
Office Clerk	5732	6019	6320	6636	6967
Water Service Worker I	5837	6129	6435	6757	7095
Water Service Worker I	5837	6129	6435	6757	7095
Billing Clerk	6263	6576	6905	7250	7613
Water Service Worker II	6428	6749	7087	7441	7813
Management Assistant/Account Clerl	7485	7859	8252	8665	9098
Customer Service Rep/Conservation	7426	7797	8187	8597	9026
Production Operator	7312	7678	8061	8465	8888
Project Manager	9128	9584	10064	10567	11095
Water Quality Specialist	7887	8281	8695	9130	9587
Water Service Worker III	7433	7805	8195	8605	9035
Production Lead Person	8691	9126	9582	10061	10564
Cross Connection Control Specialist	7887	8281	8695	9130	9587
Distribution Lead Person	8691	9126	9582	10061	10564
Operations Superintendent	11929	12525	13152	13809	14500
Finance & Admin. Manager	13247	13909	14605	15335	16102
Assistant General Manager	14970	15719	16504	17330	18196
General Manager	18725	19661	20644	21677	22760

10.% Salary adjustment effective 12/1/26



September 2026

Cash & Investments

LAIF Investment	\$	9,722,843
Capital Emergency Fund	\$	<u>5,000,000</u>
LAIF Total	\$	14,722,843
LAIF Interest Rate	3.908%	
Time-Value Investment	\$	1,663,179
Citizens Bank - General	\$	3,239,399
Citizens Bank - Revolving	\$	68,423
Citizens-Bank - Safety Lunches	\$	14,477
Xpress Bill Pay Holding (Online)	\$	<u>-</u>
Citizens Bank - General/Revolving & Other	\$	3,322,299

**I hereby certify that the forgoing is true and correct and in accordance with the District's Investment Policy.*

Date: 10/27/2026

Carmen J. [Signature]
Treasurer

	<u>Sep-25</u>	<u>YTD Sep-25</u>	<u>Sep-26</u>	<u>YTD Sep-26</u>
Cash Receipts	\$ 1,124,587	\$ 9,585,360	\$ 1,063,796	\$ 9,863,335
Disbursements	\$ 1,355,608	\$ 7,737,058	\$ 1,907,706	\$ 12,879,811
Water Sales	\$ 905,670	\$ 6,892,969	\$ 897,211	\$ 7,286,897

	2025		2026		
Meter charges	359,873	Meter charges	378,682	Water Payments	993,004
Water Charges	<u>545,796</u>	Water Charges	<u>518,529</u>	A.R Payments	61,959
Total Billed	905,670	Total Billed	897,211	Time Value Interest	7,661
				Obsolete Checks	<u>1,172</u>
					1,063,796

REVENUE AND EXPENDITURE DISTRIBUTION

September 2026
Year-To-Date Percent
75%

Acct. #	Description	Budget	Receipts & Expenditures Sep-26	Total YTD	Balance	YTD %
	Total Revenues	\$ 12,112,089	\$ 960,379	\$ 8,924,720	\$ (3,187,369)	74%
	Operational Expense					
	Production & Supply	2,576,224	175,322	2,163,542	(412,682)	84%
	Transmission & Distribution	805,066	77,554	576,469	(228,597)	72%
	Customer Service	420,456	39,360	323,482	(96,974)	77%
	General & Administrative	4,201,973	254,565	2,698,169	(1,503,804)	64%
	Total Operational Expense	8,003,719	546,800	5,761,661	(2,242,058)	72%
	Gain/(Loss) before Capital	4,108,370	413,578	3,163,059	(945,311)	77%
	Capital Expenditures	6,385,000	280,094	5,426,035	(958,965)	85%
	Gain/(Loss)	\$ (2,276,630)	\$ 133,484	\$ (2,262,976)	\$ 13,654	