



SAN ANTONIO WATER COMPANY

BOARD OF DIRECTORS MEETING

Tuesday March 18, 2025 at
5:00 p.m.

In the Upland City Hall Council Chambers 460 N.
Euclid Avenue, Upland, CA 91786
And Virtual/Online or Teleconference

Members of the public may join the meeting by computer, tablet or smartphone.

<https://meet.goto.com/297618077>

You can also dial in using your phone.

Access Code: 297-618-077

United States: [+1 \(408\) 650-3123](tel:+14086503123)

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 action 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 February 18, 2025

B. Planning, Resources, and Operations Committee (PROC) Meeting Minutes

No meeting minutes to approve.

C. Administration and Finance Committee (AFC) Meeting Minutes

Regular meeting minutes of January 28, 2025.

D. AdHoc Committee for Office Feasibility Study

No meeting minutes to approve.

E. Financial Statement

Income Statement and Balance Sheet for January 31, 2025.

F. Investment Activity Report

Monthly Report of Investments Activity.

G. 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

5. Board Committee – Delegate Report:

A. PVPA Representative Report

Verbal report by Director Parker.

- B. Six Basins Representative Report
Verbal report by Mr. Lee.
- C. Chino Basin Representative Report
Verbal report by Mr. Lee.
- D. Cucamonga Basin Representative Report
Verbal report by Mr. Lee.
- E. Administration and Finance Committee (AFC) Chairman's Report
Verbal report by Director Velto.
- F. Planning, Resources, and Operations Committee (PROC) Chairman's Report
No meeting to report.
- G. Office & Yard Feasibility Study Ad Hoc Committee
No meeting to report.

6. Salary Table Adjustment

Discussion and possible action approving adjusting employee salary tables to match local inflation.

7. Closed Session:

A. EMPLOYEE PERFORMANCE EVALUATION [Gov't Code § 54957]: General Manager

B. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION [Gov't Code § 54956.9(d)(1)]
Name of Case: Aqueous Film-Forming Foams Product Liability Litigation, Master Docket No. 2:18-mn-2873-RMG

C. PUBLIC EMPLOYMENT [Gov't Code § 54957] – Assistant General Manager; Accounting/Personnel Specialist; Administrative/Conservation Specialist; Senior Administrative Specialist; Water Utility Worker III; Water Utility Worker II; Water Utility Superintendent

8. Amendment to the General Manager's Employment Agreement.

Discussion and possible action on amendment to the General Manager's employment agreement.

9. Director's Comments and Future Agenda Items

Adjournment

The Annual Shareholder's Meeting will be held on Tuesday April 8, 2025 at 6:00 p.m.

The next regular Board Meeting will be held on Tuesday April 15, 2025 at 5:00 p.m.

NOTE: All agenda report items and back-up materials are available for review and/or acquisition from the Company Office (139 N. Euclid Avenue, Upland, CA.) during regular office hours, Monday through Thursday [7:30a – 11:30a and 12:30p – 5:00p] 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 March 13, 2025 a true and correct copy of this agenda was posted at the entry of the Water Company's office (139 N. Euclid Avenue), on the City of Upland public bulletin board (460 N. Euclid Ave.), Public Library (450 N. Euclid Ave.), and on the Water Company's website.

SAN ANTONIO WATER COMPANY
MINUTES OF THE SAN ANTONIO WATER COMPANY
Tuesday, February 18, 2025

An open meeting of the Board of Directors of the San Antonio Water Company (SAWCo) was called to order at 5:00 p.m. on the above date at the City of Upland Council Chambers, 460 N. Euclid Ave., Upland, California. Directors present were Rudy Zuniga, Will Elliott, Bill Velto, Kati Parker, Bob Cable, Becky Miller and Bob Bowcock. Also in attendance were SAWCo's General Manager Brian Lee, General Legal Counsel Derek Hoffman, and Senior Administrative Specialist Tiffany Dickinson. President Zuniga presided.

Director Zuniga led all in attendance in the flag salute.

1. Recognitions and Presentations: None.
2. Additions-Deletions to the Agenda: None.
3. Shareholder-Public Testimony: None.
4. Consent Calendar Items:
 - A. Approval of Board Meeting Minutes
Regular Meeting Minutes of January 21, 2025
 - B. Planning, Resources and Operations Committee (PROC) Meeting Minutes
No meeting minutes to approve.
 - C. Administration and Finance Committee (AFC) Meeting Minutes
Regular meeting minutes of September 24, 2024.
 - D. AdHoc Committee for Office Feasibility Study
No meeting minutes to approve.
 - E. Financial Statement
Income Statement and Balance Sheet for December 31, 2024.
 - F. Investment Activity Report
Monthly Report of Investments Activity.
 - G. Water Production and Consumption
Monthly water production and consumption figures.
 - I. Prominent Issues Update
Status summaries on certain on-going active issues.
 - J. Projects and Operations Update
Status summaries on projects and operations matters.
 - K. Groundwater Level Patterns [Quarterly in January, April, July, and October]
Tracking patterns of groundwater elevations relative to ground surface.
 - L. Conservation Program Update [Quarterly in January, April, July, and October]
Update on SAWCo's existing water conservation programs.
 - M. Correspondence of Interest

Director Velto moved and Director Miller 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 Parker reported PVPA met last Wednesday for standard business, approved invoices and approved the annual weed abatement for fire control on property they own.
- B. **Six Basins Representative Report** – Mr. Lee stated there is no update to report aside from what is already in the agenda packet.
- C. **Chino Basin Representative Report** – Mr. Lee stated there is no update to report aside from what is already in the agenda packet.
- D. **Cucamonga Basin Representative Report** – Mr. Lee stated there is no update to report aside from what is already in the agenda packet.
- E. **Administration and Finance Committee (AFC) Chairman's Report** – Director Velto reported items 6 and 7 on the agenda were discussed at the AFC meeting and moved forward for full board discussion.
- 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. Company Driving Policy: Mr. Lee stated at the encouragement of the company's insurance carrier, staff has put together a driving policy that was reviewed by the AFC last month, and the AFC moved to bring it forward to the full board after legal review. Legal provided the review draft presented in the agenda packet and staff is looking for approval from the full board to implement the driving policy.

With no discussion from the Board, Director Elliott moved and Director Parker seconded to approve the driving policy as presented. Motion carried unanimously.

- 7. Directors Compensation Policy: Mr. Lee provided background for this item. Last month, Monte Vista Water District hosted a forum for the Peace One Agreement for the Chino Basin Watermaster. It is coming up for expiration in 2030 and part of the requirements is that we renegotiate the terms of the peace agreement this year (2025). To kick this off, Monte Vista Water District hosted this forum with an update and a review of the peace agreement.

Staff invited the board to attend the forum with an anticipation that a \$250 stipend would be provided to those board members that chose to attend. Director Parker and Director Miller were attended the meeting, and staff thought they would be reimbursed.

Mr. Lee stated upon rereading it became clear the resolution could be interpreted multiple ways. Staff is asking the Board for approval to pay the \$250 stipend for the two directors attending the forum. He added staff has brought forth a revised resolution that clears the language so there is no question about when stipends are to be provided. He also added that staff has not changed the dollar amounts, it still stands at \$250 per meeting and \$1,000 per month, only clarifying the stipend to be preapproved by the President or Vice President of the Board moving forward.

Director Velto showed concern over meeting with staff, he was not sure that fell under the purview of a stipend. He wanted to make sure the stipend is for meetings that are to do with the agency, any outside agency the company does business with or, as example the review of the peace agreement.

Mr. Hoffman further explained the main point there is to get a director fee paid for attendance in any of the mentioned meetings, it would need to be preauthorized by the board president or the vice president and the \$1,000 a month still applies.

Director Velto moved and Director Elliott seconded to approve the revised directors compensation policy. Motion carried unanimously.

Director Velto moved and Director Elliott seconded to approve staff pay the \$250 stipend to the two directors, Director Parker and Director Miller, for attending the forum on the Peace One Agreement. Motion carried unanimously.

8. Closed Session:

- A. EMPLOYEE PERFORMANCE EVALUATION [Government Code § 54957]: General Manager
- B. CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION [Government Code Section 54956.9(d)(1)] Name of Case: San Antonio Water Company v. Foothill Irrigation Company, et al., San Bernardino Superior Court Case No. 92645
- C. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION [Gov't Code § 54956.9(d)(1)] Name of Case: Aqueous Film-Forming Foams Product Liability Litigation, Master Docket No. 2:18-mn-2873-RMG

The Board went into closed session at 5:12 PM. Upon return from the closed session at 5:34 PM, Mr. Hoffman stated the Board met in closed session on the items listed on the agenda and there is no reportable action.

- 9. Director's Comments and Future Agenda Items: None.

Adjournment:

With no further business to discuss the meeting was adjourned at 5:35 PM.

Assistant Secretary
Brian Lee

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

January 28, 2025

An open meeting of the Administration and Finance Committee (AFC) of the San Antonio Water Company (SAWCo) was held at the Company office and called to order at 4:00 p.m. on the above date as noticed. Committee Members present were Bill Velto, Bob Cable, and Rudy Zuniga. Also in attendance were SAWCo's General Legal Counsel Derek Hoffman and General Manager Brian Lee. Director Velto presided.

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 September 24, 2024. Motion carried unanimously.
5. Administrative and Financial Issues:
 - A. ***Company Driving Policy-Recommend approving a company driving policy***- Mr. Lee stated the assistant general manager has prepared a company driving policy that has been forwarded to the committee for review, for the committee to then forward this to the full board for adoption and inclusion in the company policy. He added it is a generic policy, but it is good to have a policy in place.

Mr. Lee asked Director Cable to provide his comments publicly on the policy.

Director Cable mentioned part of the policy states if an employee receives two points, for example two tickets, and said employee has gone to traffic school, but the company goes based off the DMV records and sees the employee has two marks they are then suspended from work for 120 days based off what the policy currently states. He added he hopes for a caveat to be added in the policy if the employee provides proof of completion of court mandated traffic school, the company will accept that and not the DMV records.

Director Velto and Director Zuniga had follow up questions from different angles on different situations.

Mr. Hoffman added legal counsel will take another look through the many lenses and offer any edits necessary before bringing the policy back to the full board.

Director Velto added he wants to make sure the policy is consistent and does not create any consequences with any other policies and then bring to the full board.

All directors present were in agreeance to send the company driving policy to the full board after necessary edits are made.

6. Closed Session

General Manager's Annual Review, Goals and Objectives [Government Code § 54957 subdivision 9(b)]: Discussion and Possible Action regarding General Manager's Performance and Goals

The AFC went into closed session at 4:08 PM. Upon return from the closed session at 4:34 PM, Mr. Hoffman stated the AFC met in closed session for the one item on the agenda and there is no reportable action.

7. General Manager:

Discussion and Possible Action Related to Annual Performance Evaluation/Compensation Adjustment Pursuant to Employment Contract

Mr. Hoffman stated there is no need for item 7 in open session.

8. Committee Comments and Future Agenda Items: None.

9. Adjournment: Seeing no further business, the meeting was adjourned at 4:35 p.m.

Assistant Secretary
Brian Lee



San Antonio Water Company, CA

Income Statement Group Summary

For Fiscal: 2025 Period Ending: 01/31/2025

IncomeStatement	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
Category: 4 - Income					
SubCategory: 40 - Shareholder Revenue					
1185 - Water Sales - Domestic	500,000.00	500,000.00	30.57	30.57	499,969.43
1230 - Water Fixed Charges - Domestic	261,000.00	261,000.00	37.73	37.73	260,962.27
1245 - Water Sales - Municipal	3,050,000.00	3,050,000.00	252,549.04	252,549.04	2,797,450.96
1268 - Water Fixed Charges - Municipal	554,000.00	554,000.00	46,170.00	46,170.00	507,830.00
1274 - Water Sales - Misc.	275,000.00	275,000.00	21,038.26	21,038.26	253,961.74
1288 - Water Fixed Charges - Misc.	46,000.00	46,000.00	3,822.00	3,822.00	42,178.00
1295 - Water Fixed Charges - Inactive Shareholders	45,000.00	45,000.00	0.00	0.00	45,000.00
1309 - Shareholder Fees	10,000.00	10,000.00	840.00	840.00	9,160.00
SubCategory: 40 - Shareholder Revenue Total:	4,741,000.00	4,741,000.00	324,487.60	324,487.60	4,416,512.40
SubCategory: 42 - Non-Shareholder Revenue					
1725 - Misc. Income	2,000.00	2,000.00	232.73	232.73	1,767.27
1750 - Service/Litigation Agreements	0.00	0.00	31.71	31.71	-31.71
1753 - Ground Lease Income	74,000.00	74,000.00	5,070.54	5,070.54	68,929.46
1755 - Interest Earned	50,000.00	50,000.00	31,633.03	31,633.03	18,366.97
SubCategory: 42 - Non-Shareholder Revenue Total:	126,000.00	126,000.00	36,968.01	36,968.01	89,031.99
Category: 4 - Income Total:	4,867,000.00	4,867,000.00	361,455.61	361,455.61	4,505,544.39
Category: 5 - O & M Expense					
SubCategory: 50 - Operating Facilities					
2175 - Field Labor	400,000.00	400,000.00	50,563.44	50,563.44	349,436.56
2235 - Repairs to Facilities and Equipment	300,000.00	300,000.00	19,763.22	19,763.22	280,236.78
2265 - Power-Gas & Electric (utilities)	915,000.00	915,000.00	67,175.12	67,175.12	847,824.88
SubCategory: 50 - Operating Facilities Total:	1,615,000.00	1,615,000.00	137,501.78	137,501.78	1,477,498.22
SubCategory: 51 - Operating Activities					
2475 - Customer Service	11,000.00	11,000.00	1,718.66	1,718.66	9,281.34
2498 - Conservation	15,000.00	15,000.00	981.09	981.09	14,018.91
SubCategory: 51 - Operating Activities Total:	26,000.00	26,000.00	2,699.75	2,699.75	23,300.25
SubCategory: 52 - Other Operating Expense					
2210 - O & M - All Other	3,500.00	3,500.00	125.00	125.00	3,375.00
2295 - Supplies (Inventory & Tools Expense)	20,000.00	20,000.00	680.84	680.84	19,319.16
2565 - Depreciation/Amortization	1,100,000.00	1,100,000.00	107,945.95	107,945.95	992,054.05
2715 - Property Taxes	245,000.00	245,000.00	0.00	0.00	245,000.00
2805 - Water Resource Mgmt.	200,000.00	200,000.00	21,308.00	21,308.00	178,692.00
2830 - Loss on Disposal of Asset	0.00	0.00	3,440.00	3,440.00	-3,440.00
SubCategory: 52 - Other Operating Expense Total:	1,568,500.00	1,568,500.00	133,499.79	133,499.79	1,435,000.21
Category: 5 - O & M Expense Total:	3,209,500.00	3,209,500.00	273,701.32	273,701.32	2,935,798.68
Category: 6 - G & A Expense					
SubCategory: 60 - Personnel					
2115 - Administrative Labor	540,000.00	540,000.00	59,085.80	59,085.80	480,914.20
2325 - Payroll Taxes	90,000.00	90,000.00	13,038.07	13,038.07	76,961.93
2355 - Worker's Compensation Insurance	16,000.00	16,000.00	1,856.00	1,856.00	14,144.00
2385 - Benefit Pay (Vac., sick, etc.)	225,000.00	225,000.00	40,436.95	40,436.95	184,563.05
2415 - Benefit Insurance (Pension, Life, Medical, Vision etc)	260,000.00	260,000.00	27,785.72	27,785.72	232,214.28
2430 - Benefit Administrative Services	1,000.00	1,000.00	0.00	0.00	1,000.00
SubCategory: 60 - Personnel Total:	1,132,000.00	1,132,000.00	142,202.54	142,202.54	989,797.46
SubCategory: 61 - Other					
2445 - Office/IT Support	80,000.00	80,000.00	6,857.28	6,857.28	73,142.72
2505 - Directors Fees & Expense	40,000.00	40,000.00	129.95	129.95	39,870.05
2535 - Liability Insurance	90,000.00	90,000.00	0.00	0.00	90,000.00
2595 - Communication	40,000.00	40,000.00	2,372.45	2,372.45	37,627.55

Income Statement

For Fiscal: 2025 Period Ending: 01/31/2025

IncomeStatement	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
2625 - Dues & Publications	14,000.00	14,000.00	1,250.00	1,250.00	12,750.00
2655 - Outside Services	20,000.00	20,000.00	12,769.78	12,769.78	7,230.22
2745 - Income Tax Expense	20,000.00	20,000.00	0.00	0.00	20,000.00
2775 - Accounting	23,000.00	23,000.00	0.00	0.00	23,000.00
2776 - Legal	240,000.00	240,000.00	29,127.80	29,127.80	210,872.20
2790 - Human Resources Expense	2,000.00	2,000.00	0.00	0.00	2,000.00
2865 - All other	20,000.00	20,000.00	821.31	821.31	19,178.69
SubCategory: 61 - Other Total:	589,000.00	589,000.00	53,328.57	53,328.57	535,671.43
Category: 6 - G & A Expense Total:	1,721,000.00	1,721,000.00	195,531.11	195,531.11	1,525,468.89
Total Surplus (Deficit):	-63,500.00	-63,500.00	-107,776.82	-107,776.82	

Income Statement

For Fiscal: 2025 Period Ending: 01/31/2025

Fund Summary

Fund	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
10 - 10	-63,500.00	-63,500.00	-107,776.82	-107,776.82	44,276.82
Total Surplus (Deficit):	-63,500.00	-63,500.00	-107,776.82	-107,776.82	



San Antonio Water Company, CA

Balance Sheet

Account Summary

As Of 01/31/2025

Account	Name	Balance
Fund: 10 - 10		
Assets		
BalSubCategory: 10 - Cash		
10-00-00-10100-00000	Petty Cash	250.00
10-00-00-10201-00000	Checking Account-8431	1,437,021.13
10-00-00-10415-00000	D&O Checking Account	1,171,859.82
10-00-00-10438-00000	Depre/Obsolescene Res (LAIF)	2,751,520.45
	Total BalSubCategory 10 - Cash:	5,360,651.40
BalSubCategory: 11 - Accounts Receivable		
10-00-00-11100-00000	Accounts Receivable-Domestic	39,915.63
10-00-00-11200-00000	Accounts Receivable-Municipal	298,719.04
10-00-00-11250-00000	Accounts Receivable-Misc.	32,389.51
10-00-00-11260-00000	Accounts Receivable - Dormant	4,643.38
10-00-00-11275-00000	Contra Accounts Receivable - Unapplied C	-20,349.63
10-00-00-11300-00000	Accounts Receivable-Other	224,183.96
10-00-00-11400-00000	Accounts Receivable-Metron Meters	58,970.00
	Total BalSubCategory 11 - Accounts Receivable:	638,471.89
BalSubCategory: 12 - Inventory		
10-00-00-12100-00000	Inventories-Materials & Supply	88,805.88
	Total BalSubCategory 12 - Inventory:	88,805.88
BalSubCategory: 13 - Prepaid		
10-00-00-13100-00000	Prepaid Insurance	8,868.75
10-00-00-13105-00000	PREPAID POSTAGE	369.00
10-00-00-13200-00000	Prepaid State Franchise Tax	2,786.00
	Total BalSubCategory 13 - Prepaid:	12,023.75
BalSubCategory: 14 - Investments		
10-00-00-14150-00000	P.V.P.A. Investment	1.00
10-00-00-14151-00000	457B Plan Investment	137,347.57
	Total BalSubCategory 14 - Investments:	137,348.57
BalSubCategory: 15 - Property, Plant, & Equipment		
10-00-00-15100-00000	Land & Water Rights	920,161.26
10-00-00-15110-00000	Work in Progress	87,402.84
10-00-00-15110-1507J	Work in Progress "Proj J"	366,651.92
10-00-00-15110-2201	Work in Progress	74,866.13
10-00-00-15110-2203	Work in Progress-Proj 2203	51,422.55
10-00-00-15150-00000	Buildings & Site Improvements	1,827,589.96
10-00-00-15200-00000	Wells-Shafts, Bldgs, & Equip	8,279,968.51
10-00-00-15250-00000	Boosters-Bldgs & Equip	2,629,884.62
10-00-00-15300-00000	Reservoirs	5,302,886.16
10-00-00-15350-00000	Tunnels, Forebay, & Ponds	1,592,905.29
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	19,727,407.10
10-00-00-15500-00000	Autos & Equipment	937,605.41
10-00-00-15550-00000	Tools	109,906.68
10-00-00-15600-00000	Telemetry System	704,419.66
10-00-00-15650-00000	Office Equipment	510,373.67
10-00-00-15990-00000	Accumulated Depreciation	-17,474,842.53
	Total BalSubCategory 15 - Property, Plant, & Equipment:	25,753,703.94
BalSubCategory: 16 - Other Assets		
10-00-00-16100-00000	Documents & Studies	952,379.74
10-00-00-16105-24010	Work in Progree	1,575.00

Balance Sheet

As Of 01/31/2025

Account	Name	Balance
10-00-00-16990-00000	Accumulated Amortization	-674,014.58
	Total BalSubCategory 16 - Other Assets:	279,940.16
	Total Assets:	32,270,945.59
		<u>32,270,945.59</u>
Liability		
BalSubCategory: 20 - Short-term less than 1 year		
10-00-00-20100-00000	Trade Accounts Payable	116,665.45
10-00-00-20115-00000	D&O Trade Accounts Payable	1,548.75
10-00-00-20261-00000	Section 125 - Dental	0.04
10-00-00-20262-00000	Section 125 - Vision	0.09
10-00-00-20263-00000	Section 125 - Medical	0.04
10-00-00-20600-00000	Water Hydrant Meter Deposit	1,700.00
10-00-00-20820-00000	Accrued Vacation Payable	43,373.70
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:	208,511.24
BalSubCategory: 21 - Long-term more than 1 year		
10-00-00-20152-00000	457B Deferred Comp Liability	137,347.57
10-00-00-21500-00000	Unclaimed Credits	101,543.99
	Total BalSubCategory 21 - Long-term more than 1 year:	238,891.56
	Total Liability:	447,402.80
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	3,956,050.99
10-00-00-30410-00000	Retained Earnings-Unrestricted	24,456,853.83
	Total BalSubCategory 30 - Stockholder equity:	31,931,319.61
	Total Beginning Equity:	31,931,319.61
Total Revenue		361,455.61
Total Expense		469,232.43
Revenues Over/Under Expenses		-107,776.82
	Total Equity and Current Surplus (Deficit):	31,823,542.79
	Total Liabilities, Equity and Current Surplus (Deficit):	<u>32,270,945.59</u>

Monthly Investment Activity Summary - Compiled from Banking Statements for Correlation with Monthly Financials								
						Reserves		
	Institution	Type of Investment	Date of Maturity	Rate of Interest	1/31/2025	Operating target: \$930k-\$1.85M	Depreciation & Obsolescence target: \$1.3M-\$5.2M	
							Capital Investment & Depreciation	Modernization
Undesignated	Citizens Business Bank (CBB)	Checking	N/A	None	\$ 1,437,021.13	\$ 1,437,021.13		
Designated	Citizens Business Bank (CBB)	Checking	N/A	None	\$ 1,171,859.82		\$ 1,171,859.82	
	Local Agency Investment Fund	LAIF	N/A	4.366%	\$ 2,751,520.45		\$ 968,358.25	\$ 1,783,162.20
					\$ 5,360,401.40	\$ 1,437,021.13	\$ 2,140,218.07	\$ 1,783,162.20

2025 Production

CHINO BASIN		Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Yearly Production Rights = 1232		-	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	-	-	-	-	-
Well #12 - inactive		-	-	-	-	-	-	-	-	-	-	-	-	-
Well #15 - Domestic		-	0.06	-	-	-	-	-	-	-	-	-	-	0.06
Well #16 - Domestic		-	-	-	-	-	-	-	-	-	-	-	-	-
Well#18 - inactive		-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal		-	0.06	-	-	-	-	-	-	-	-	-	-	0.06
CUCAMONGA BASIN		Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Yearly Production Rights = 6285 (1785 10-yr Average Spread)		10.55%	17.21%	23.87%	31.25%	38.00%	44.94%	51.87%	58.78%	65.70%	72.62%	79.53%	86.45%	-
Well #2		104.26	100.10	-	-	-	-	-	-	-	-	-	-	204.36
Well #3		-	0.10	-	-	-	-	-	-	-	-	-	-	0.10
Well#19 - inactive		-	-	-	-	-	-	-	-	-	-	-	-	-
Well #22		16.70	7.28	-	-	-	-	-	-	-	-	-	-	23.98
Well #24		325.59	165.56	-	-	-	-	-	-	-	-	-	-	491.15
Well #31		-	-	-	-	-	-	-	-	-	-	-	-	-
Well #32 - Domestic		-	-	-	-	-	-	-	-	-	-	-	-	-
Upl. # 15 (SAWCo's Rts)		216.25	145.73	-	-	-	-	-	-	-	-	-	-	361.98
Subtotal		662.80	418.77	-	-	-	-	-	-	-	-	-	-	1,081.57
Upl. # 15 (WECWCo's Rts) Memo Only		-	-	-	-	-	-	-	-	-	-	-	-	-
SIX BASINS		Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Yearly Production Rights = 932		14.58%	26.07%	37.57%	50.29%	61.94%	73.91%	85.86%	97.78%	109.72%	121.65%	133.58%	145.51%	-
Well #25-A		-	-	-	-	-	-	-	-	-	-	-	-	-
Well #26		60.08	38.22	-	-	-	-	-	-	-	-	-	-	98.30
Well 27-A		75.79	68.90	-	-	-	-	-	-	-	-	-	-	144.69
Subtotal		135.87	107.12	-	-	-	-	-	-	-	-	-	-	242.99
TOTAL PUMPED		798.66	525.95	-	-	-	-	-	-	-	-	-	-	1,324.61
GRAVITY FLOW		Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
V screen		218.34	236.02	-	-	-	-	-	-	-	-	-	-	454.36
backwash from city treatment plant		4.84	-	-	-	-	-	-	-	-	-	-	-	4.84
San Antonio Tunnel (forebay)		217.25	229.98	-	-	-	-	-	-	-	-	-	-	447.23
Frankish & Stamm Tunnel 8" PRODUCTION		-	18.83	-	-	-	-	-	-	-	-	-	-	18.83
San Ant. Tunnel Connect to City		-	-	-	-	-	-	-	-	-	-	-	-	-
Discharge to waste		-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL GRAVITY		440.43	484.84	-	-	-	-	-	-	-	-	-	-	925.26
Monthly														
San Antonio Tunnel		217.25	229.98	-	-	-	-	-	-	-	-	-	-	447.23
V Screen, Frankish & Stamm Tunnel and TP Backwash		223.18	254.86	-	-	-	-	-	-	-	-	-	-	478.03
Gravity Production		440.43	484.84	-	-	-	-	-	-	-	-	-	-	925.26
Cumulative														
San Antonio Tunnel		217.25	447.23	-	-	-	-	-	-	-	-	-	-	447.23
V Screen, Frankish & Stamm Tunnel and TP Backwash		223.18	478.03	-	-	-	-	-	-	-	-	-	-	478.03
Gravity Production		440.43	925.26	-	-	-	-	-	-	-	-	-	-	925.26
Purchased Water - Upl. City to Dom. Sys.		-	-	-	-	-	-	-	-	-	-	-	-	-
Total Production		1,239.09	1,010.78	-	-	-	-	-	-	-	-	-	-	2,249.87
Total Cumulative Production		1,239.09	2,249.87	-	-	-	-	-	-	-	-	-	-	
Domestic Production		Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Domestic Production		217.25	230.03	-	-	-	-	-	-	-	-	-	-	447.29
Irrigation Production		1,021.84	780.75	-	-	-	-	-	-	-	-	-	-	1,802.58
RainFall (Inches)		0.94	-	-	-	-	-	-	-	-	-	-	-	-
Cumulative (Inches)		0.94	-	-	-	-	-	-	-	-	-	-	-	-

2025 Consumption

DOMESTIC	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Dom. Sys. - Base	67.38	28.70	-	-	-	-	-	-	-	-	-	-	96.08
Dom. Sys. - Supplemental	12.82	23.57	-	-	-	-	-	-	-	-	-	-	36.39
Dom Sys - Tier 3	7.95	23.70	-	-	-	-	-	-	-	-	-	-	31.65
Dom. Sys. - Del. to Upland(24th/Campus)	50.56	46.28	-	-	-	-	-	-	-	-	-	-	96.84
Dom. Sys. -Del. To Upland (Well 16/15)	-	-	-	-	-	-	-	-	-	-	-	-	-
Dom. Sys. - Del. to Upland(24th/Mtn)-installed 4/2/19	0.00	-	-	-	-	-	-	-	-	-	-	-	0.00
Tunnel meter to the Upland	-	-	-	-	-	-	-	-	-	-	-	-	-
Discharge to waste	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	138.71	122.25	-	-	-	-	-	-	-	-	-	-	260.96

Truck Loads - note only crosswall projects	-	-	-	-	-	-	-	-	-	-	-	-	-
Well 32 Hydrant Mtr. - note only(started 8/6/18)Crosswalls	-	-	-	-	-	-	2.15	-	-	-	-	-	2.15

Irr. Note only Del. to MVWD(wheeled through Upland)	-	-	-	-	-	-	-	-	-	-	-	-	-
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IRRIGATION	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Irrig. Sys.-Upland(Pump & Rec'd) (City W#15)	216.25	145.73	-	-	-	-	-	-	-	-	-	-	361.98
Irrig. Sys. - Upl. City - Tier 1	494.27	345.41	-	-	-	-	-	-	-	-	-	-	839.68
Irrig. Sys. - Upl. City - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Monte Vista - Tier 1	48.50	14.20	-	-	-	-	-	-	-	-	-	-	62.70
Irrig. Sys. - Monte Vista - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Ont. City - Tier 1	43.00	12.60	-	-	-	-	-	-	-	-	-	-	55.60
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	-	-	-	-	-	-	-	-	-	-	29.05
Irrig. Sys. - Holiday Rock Co - Tier 2	13.37	3.24	-	-	-	-	-	-	-	-	-	-	16.61
Irrig. Sys. - Holiday Rock Co - Tier 3	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Red Hill Golf Course - Tier 1	15.99	6.96	-	-	-	-	-	-	-	-	-	-	22.95
Irrig. Sys. - Red Hill Golf Course - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Red Hill Golf Course - Tier 3	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Red Hills HOA - Tier 1	0.73	0.08	-	-	-	-	-	-	-	-	-	-	0.81
Irrig. Sys. - Red Hills HOA - Tier 2	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Red Hills HOA - Tier 3	-	-	-	-	-	-	-	-	-	-	-	-	-
Irrig. Sys. - Minor Irrigators - Tier 1	3.67	1.32	-	-	-	-	-	-	-	-	-	-	4.99
Irrig. Sys. - Minor Irrigators - Tier 2	0.17	-	-	-	-	-	-	-	-	-	-	-	0.17
Irrig. Sys. - Minor irrigators - Tier 3	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	850.47	544.06	-	-	-	-	-	-	-	-	-	-	1,394.53

COMPANY TOTALS	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
San Antonio Heights	88.15	75.97	-	-	-	-	-	-	-	-	-	-	164.12
City of Upland	761.08	537.41	-	-	-	-	-	-	-	-	-	-	1,298.50
Monte Vista Water District	48.50	14.20	-	-	-	-	-	-	-	-	-	-	62.70
City of Ontario	43.00	12.60	-	-	-	-	-	-	-	-	-	-	55.60
Cucamonga Valley Water District	-	-	-	-	-	-	-	-	-	-	-	-	-
Holiday Rock Company	27.90	17.76	-	-	-	-	-	-	-	-	-	-	45.66
Red Hills Golf Course	15.99	6.96	-	-	-	-	-	-	-	-	-	-	22.95
Red Hill HOA	0.73	0.08	-	-	-	-	-	-	-	-	-	-	0.81
Minor Irrigators	3.84	1.32	-	-	-	-	-	-	-	-	-	-	5.16
TOTAL	989.19	666.31	-	-	-	-	-	-	-	-	-	-	1,655.49

IRRIGATORS	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Irrigator Emberton	0.29	0.27	-	-	-	-	-	-	-	-	-	-	0.56
Irrigator Dicarilo	0.18	0.01	-	-	-	-	-	-	-	-	-	-	0.19
Irrigator Mistretta	0.48	-	-	-	-	-	-	-	-	-	-	-	0.48
Irrigator Scheu	2.38	0.79	-	-	-	-	-	-	-	-	-	-	3.17
Irrigator Pfister	0.51	0.25	-	-	-	-	-	-	-	-	-	-	0.77

2025 Spread and Storage

Cucamonga Basin	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
23rd St. (Meter) - Basin 6 - A	24.23	0.00	-	-	-	-	-	-	-	-	-	-	24.23
15th Street Basin	-	-	-	-	-	-	-	-	-	-	-	-	-
Basin 3 meter (23rd street Clock)	51.88	115.65	-	-	-	-	-	-	-	-	-	-	167.53
Frankish & Stamm Tunnel to Basin 3	-	19.44	-	-	-	-	-	-	-	-	-	-	19.44
Vscreen via Frankish & Stamm Meter to Basin 3	1.33	0.27	-	-	-	-	-	-	-	-	-	-	1.60
PRV Station (res 1)(basin 6)	0.40	4.72	-	-	-	-	-	-	-	-	-	-	5.12
Monthly Spread	77.84	140.08	-	-	-	-	-	-	-	-	-	-	217.92
Cumulative Spread	77.84	217.92	-	-	-	-	-	-	-	-	-	-	

Six Basins

Note: City of Upland Well Exercising may contribute to spread

Monthly Spread	122.03	169.78	-	-	-	-	-	-	-	-	-	-	291.81
Cumulative Spread	122.03	291.81	-	-	-	-	-	-	-	-	-	-	

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

Previous Storage	985.50	1,049.33	1,189.66	1,267.32	1,344.99	1,422.66	1,500.32	1,577.99	1,655.66	1,733.32	1,810.99	-
Spread	122.03	169.78	-	-	-	-	-	-	-	-	-	-
Unused Monthly OSY	(58.20)	(29.45)	77.67	77.67	77.67	77.67	77.67	77.67	77.67	77.67	77.67	-
Current Storage Estimate	1,049	1,190	1,267	1,345	1,423	1,500	1,578	1,656	1,733	1,811	1,811	-

932 yearly OSY = 77.67 monthly OSY

Chino Basin

Monthly Spread	-	-	-	-	-	-	-	-	-	-	-	-	-
Cumulative Spread	-	-	-	-	-	-	-	-	-	-	-	-	-

Local Supplemental Account (Spreading)*	7,808.00	7,808.00	-	-	-	-	-	-	-	-	-	-
Carry Over Account	1,122.10	1,232.00	-	-	-	-	-	-	-	-	-	-
Excess Carry Over Account*	7,805.60	7,908.27	-	-	-	-	-	-	-	-	-	-
Preemptive Replenishment Account	-	-	-	-	-	-	-	-	-	-	-	-
Total Storage	16,735.70	16,948.27	-	-	-	-	-	-	-	-	-	-
Spread	-	-	-	-	-	-	-	-	-	-	-	-
Unused Monthly OSY	102.67	102.61	-	-	-	-	-	-	-	-	-	-
Current Storage Estimate*	16,838	17,051	-	-	-	-	-	-	-	-	-	-

1,232 yearly OSY = 102.67 monthly OSY

* Does not include yearly storage losses calc of 0.07%

Company Wide

Monthly Spread	199.86	309.86	-	-	-	-	-	-	-	-	-	-	509.73
Cumulative Spread	199.86	509.73	-	-	-	-	-	-	-	-	-	-	
Total Current Storage Estimate	17,888	18,241	1,267	1,345	1,423	1,500	1,578	1,656	1,733	1,811	1,811	-	

Meter to spread ponds (NOTE ONLY)	0.44	0.25	-	-	-	-	-	-	-	-	-	-	0.70
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2025 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 = 6285 (4,500AF + 1785AF 10-yr Average Spread)

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Production	662.80	418.77	-	-	-	-	-	-	-	-	-	-	-
Cumulative Production	662.80	1,081.57	-	-	-	-	-	-	-	-	-	-	1,081.57
Cumulative Production Rights	523.73	1,047.46	-	-	-	-	-	-	-	-	-	-	6,285
% of Production Rights*	10.55%	17.21%	23.87%	31.25%	38.00%	44.94%	51.87%	58.78%	65.70%	72.62%	79.53%	86.45%	17.2%

Six Basins Production

Yearly Production Rights = 932AF

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Production	135.87	107.12	-	-	-	-	-	-	-	-	-	-	-
Cumulative Production	135.87	242.99	-	-	-	-	-	-	-	-	-	-	242.99
Cumulative Production Rights	77.67	155.33	-	-	-	-	-	-	-	-	-	-	932
% of Production Rights*	14.58%	26.07%	37.57%	50.29%	61.94%	73.91%	85.86%	97.78%	109.72%	121.65%	133.58%	145.51%	26.1%

Chino Basin Production

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

Yearly Production Rights = 1232AF

	Dec-23	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Production	-	0.06	-	-	-	-	-	-	-	-	-	-	-	0.06
Cumulative Production for 2024	2.43	-	0.06	-	-	-	-	-	-	-	-	-	-	-
Water Year 23-24														
Cumulative Production	2.43	-	0.06	0.06	-	-	-							2.49
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 23-24*	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Water Year 24-25														
Cumulative Production								-	-	-	-	-	-	-
Cumulative Rights								102.67	205.33	308.00	410.67	513.33	616.00	1,232.00
% of Production Rights 22-23*								-	-	-	-	-	-	-

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

Chino Basin	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	WY19-20
Water Year 19-20													
Cumulative Production	5.24	110.22	227.03	351.18	470.30	470.30	470.53	470.80	470.80	471.09	486.34	614.43	
Cumulative Rights	102.67	205.33	308.00	410.67	513.33	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	5.10%	53.68%	73.71%	85.51%	91.62%	76.35%	65.47%	57.32%	50.95%	45.89%	43.06%	49.87%	

2025 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%	100%

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

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	989.19	666.31	-	-	-	-	-	-	-	-	-	-	-
Cumulative Consumption	989.19	1,655.49	-	-	-	-	-	-	-	-	-	-	1,655.49
<i>Cumulative Entitlement (straight line)</i>	<i>1,040.09</i>	<i>2,080.19</i>	-	-	-	-	-	-	-	-	-	-	12,481
% of Entitlement*	7.93%	13.26%	18.60%	24.51%	29.92%	35.48%	41.04%	46.57%	52.12%	57.66%	63.20%	68.74%	13.3%

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

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	989.19	666.31	-	-	-	-	-	-	-	-	-	-	-
Cumulative Consumption	989.19	1,655.49	-	-	-	-	-	-	-	-	-	-	1,655.49
<i>Cumulative Entitlement (straight line)</i>	<i>1,083.33</i>	<i>2,166.67</i>	-	-	-	-	-	-	-	-	-	-	13,000
% of Entitlement*	7.61%	12.73%	17.86%	23.53%	28.73%	34.07%	39.40%	44.71%	50.04%	55.35%	60.68%	66.00%	12.7%

Production versus Consumption, Company Wide

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Production	1,239.09	1,010.78	-	-	-	-	-	-	-	-	-	-	2,249.87
Consumption	989.19	666.31	-	-	-	-	-	-	-	-	-	-	1,655.49
Spread	199.86	309.86	-	-	-	-	-	-	-	-	-	-	509.73
Total Consumption	1,189.05	976.17	-	-	-	-	-	-	-	-	-	-	2,165.22
Difference	50.04	34.61	-	-	-	-	-	-	-	-	-	-	84.65
% of Production	4.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%

Production versus Consumption, Domestic System

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Production	217.25	230.03	-	-	-	-	-	-	-	-	-	-	447.29
Consumption	138.71	122.25	-	-	-	-	-	-	-	-	-	-	260.96
Monthly Difference	78.54	107.78	-	-	-	-	-	-	-	-	-	-	186.32
% difference	56.62%	88.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	71.4%

Production versus Consumption, Irrigation System

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Production	1,021.84	780.75	-	-	-	-	-	-	-	-	-	-	1,802.58
Addition from Domestic	78.54	107.78	-	-	-	-	-	-	-	-	-	-	186.32
Total Production	1,100.38	888.53	-	-	-	-	-	-	-	-	-	-	1,988.91
Consumption	1,050.34	853.92	-	-	-	-	-	-	-	-	-	-	1,904.26
Monthly Difference	50.04	34.61	-	-	-	-	-	-	-	-	-	-	84.65
% difference	4.76%	4.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.4%

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

2025 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-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	989.19	666.31	-	-	-	-	-	-	-	-	-	-	
Cumulative Consumption	989.19	1,655.49	-	-	-	-	-	-	-	-	-	-	1,655.49
Cumulative Entitlement	979.37	1,958.74	-	-	-	-	-	-	-	-	-	-	12,481.14
% of Yearly Entitlement*	7.93%	13.26%	18.60%	24.51%	29.92%	35.48%	41.04%	46.57%	52.12%	57.66%	63.20%	68.74%	13.26%

Shares | 6,134

COMPANY TOTALS

All Shares

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	989.19	666.31	-	-	-	-	-	-	-	-	-	-	
Cumulative Consumption	989.19	1,655.49	-	-	-	-	-	-	-	-	-	-	1,655.49
Cumulative Entitlement	1,083.33	2,166.67	-	-	-	-	-	-	-	-	-	-	13,000.00
% of Yearly Entitlement*	7.61%	12.73%	17.86%	23.53%	28.73%	34.07%	39.40%	44.71%	50.04%	55.35%	60.68%	66.00%	12.73%

Shares | 6,389

San Antonio Heights

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	88.15	75.97	-	-	-	-	-	-	-	-	-	-	
Cumulative Consumption	88.15	164.12	-	-	-	-	-	-	-	-	-	-	164.12
Cumulative Entitlement	70.45	140.91	-	-	-	-	-	-	-	-	-	-	1,305.29
% of Yearly Entitlement*	6.75%	12.57%	18.39%	24.84%	30.74%	36.80%	42.85%	48.89%	54.93%	60.97%	67.01%	73.06%	12.57%

Shares | 642

City of Upland

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	761.08	537.41	-	-	-	-	-	-	-	-	-	-	
Cumulative Consumption	761.08	1,298.50	-	-	-	-	-	-	-	-	-	-	1,298.50
Cumulative Entitlement	764.98	1,529.96	-	-	-	-	-	-	-	-	-	-	9,179.76
% of Yearly Entitlement*	8.29%	14.15%	20.00%	26.48%	32.42%	38.51%	44.60%	50.67%	56.75%	62.83%	68.90%	74.98%	14.15%

Shares | 4,511.50

Monte Vista Water District

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	48.50	14.20	-	-	-	-	-	-	-	-	-	-	
Cumulative Consumption	48.50	62.70	-	-	-	-	-	-	-	-	-	-	62.70
Cumulative Entitlement	56.42	112.84	-	-	-	-	-	-	-	-	-	-	677.06
% of Yearly Entitlement*	7.16%	9.26%	11.36%	13.68%	15.81%	17.99%	20.17%	22.35%	24.52%	26.70%	28.88%	31.06%	9.26%

Shares | 333

City of Ontario

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR
Consumption	43.00	12.60	-	-	-	-	-	-	-	-	-	-	
Cumulative Consumption	43.00	55.60	-	-	-	-	-	-	-	-	-	-	55.60
Cumulative Entitlement	50.06	100.13	-	-	-	-	-	-	-	-	-	-	600.76
% of Yearly Entitlement*	7.16%	9.25%	11.35%	13.67%	15.80%	17.98%	20.17%	22.34%	24.52%	26.70%	28.87%	31.05%	9.25%

Shares | 295

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

2025 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-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR	Shares	4
Consumption	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cumulative Consumption	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cumulative Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	-		8.14
% of Yearly Entitlement*															

Holiday Rock Company

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR	Shares	132
Consumption	27.90	17.76	-	-	-	-	-	-	-	-	-	-	-		
Cumulative Consumption	27.90	45.66	-	-	-	-	-	-	-	-	-	-	-		45.66
Cumulative Entitlement	14.52	29.05	-	-	-	-	-	-	-	-	-	-	-		269.10
% of Yearly Entitlement*	10.37%	16.97%	23.57%	30.87%	37.56%	44.43%	51.30%	58.14%	65.00%	71.84%	78.70%	85.55%	16.97%		

Red Hills Golf Course

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR	Shares	164
Consumption	15.99	6.96	-	-	-	-	-	-	-	-	-	-	-		
Cumulative Consumption	15.99	22.95	-	-	-	-	-	-	-	-	-	-	-		22.95
Cumulative Entitlement	17.96	35.91	-	-	-	-	-	-	-	-	-	-	-		332.68
% of Yearly Entitlement*	4.81%	6.90%	8.99%	11.30%	13.43%	15.60%	17.78%	19.95%	22.12%	24.29%	26.46%	28.63%	6.90%		

Minor Irrigators

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	THIS YEAR	Shares	45
Consumption	3.84	1.32	-	-	-	-	-	-	-	-	-	-	-		
Cumulative Consumption	3.84	5.16	-	-	-	-	-	-	-	-	-	-	-		5.16
Cumulative Entitlement	4.97	9.94	-	-	-	-	-	-	-	-	-	-	-		92.07
% of Yearly Entitlement*	4.17%	5.61%	7.05%	8.64%	10.09%	11.59%	13.08%	14.57%	16.07%	17.56%	19.05%	20.54%	5.61%		

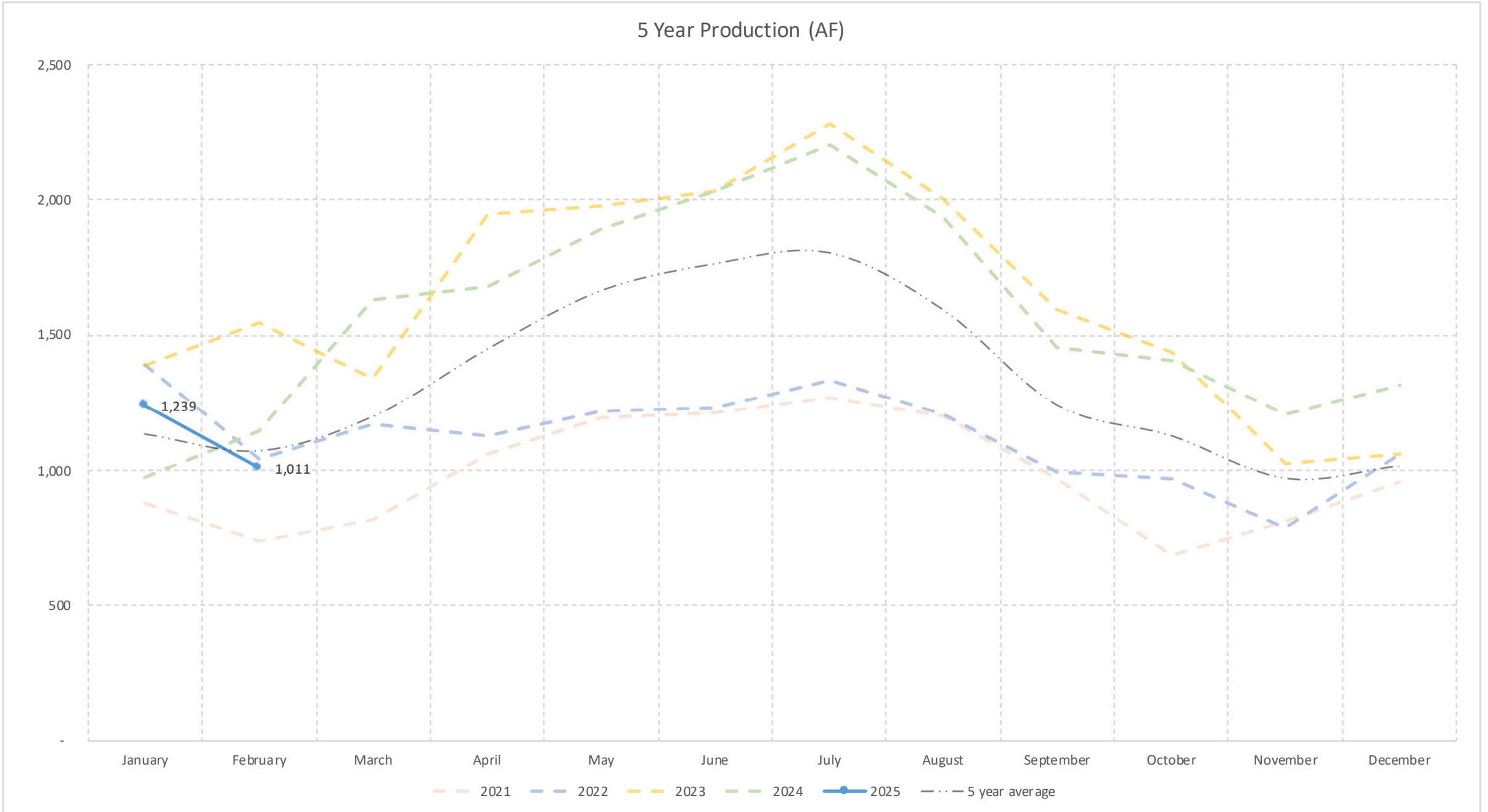
* - Out months are Exponential Smoothing (ETS) forecasts based on consumption to date

Cumulative Consumption to Date

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Domestic	88.15	164.12	-	-	-	-	-	-	-	-	-	-
Municipal	852.58	1,416.80	-	-	-	-	-	-	-	-	-	-
Misc	48.46	74.58	-	-	-	-	-	-	-	-	-	-
Total Consumption	989	1,655	-	-	-	-	-	-	-	-	-	-

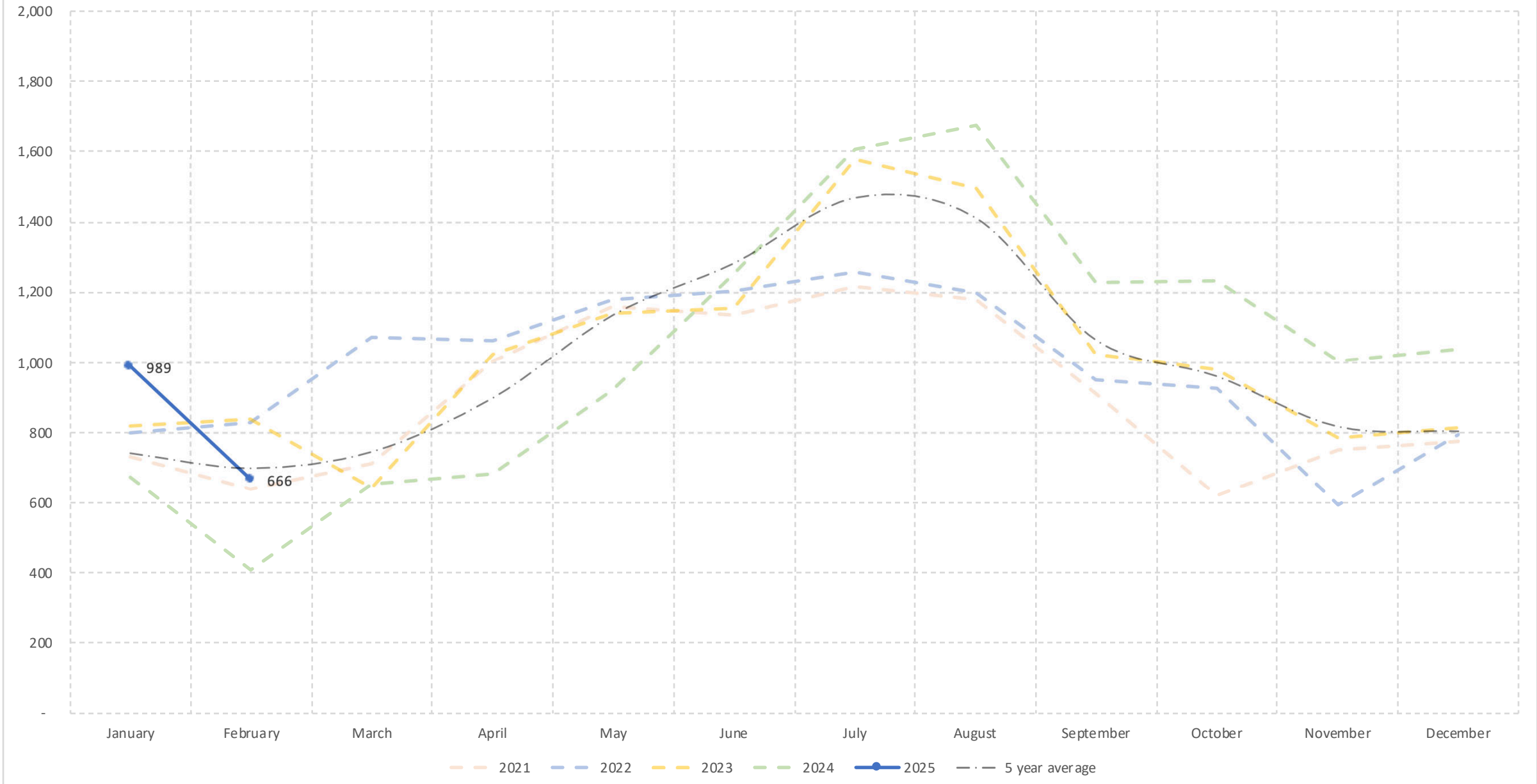
5yr Production

5 Year Production (AF)



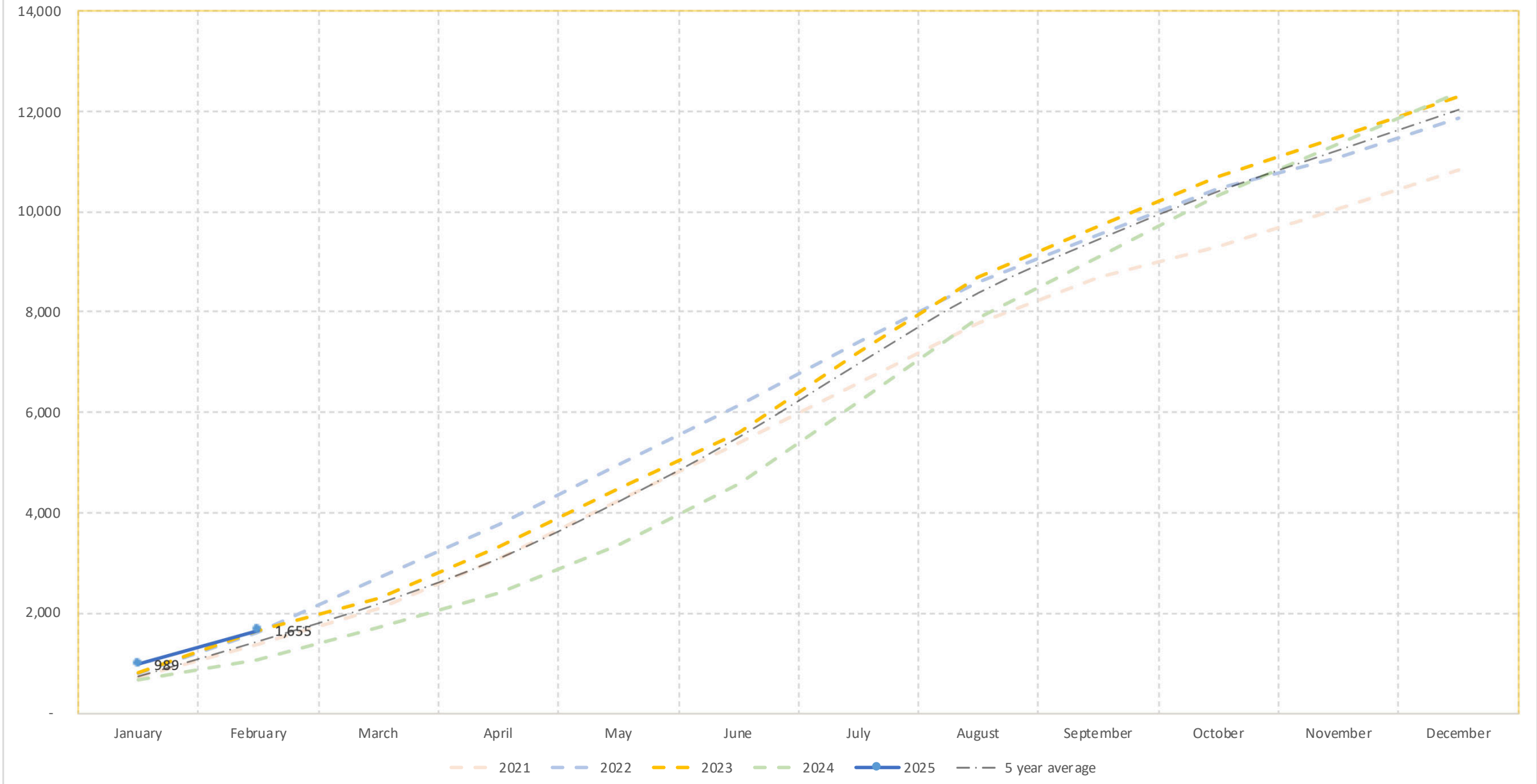
5yr Consumption

5 Year Consumption (AF)



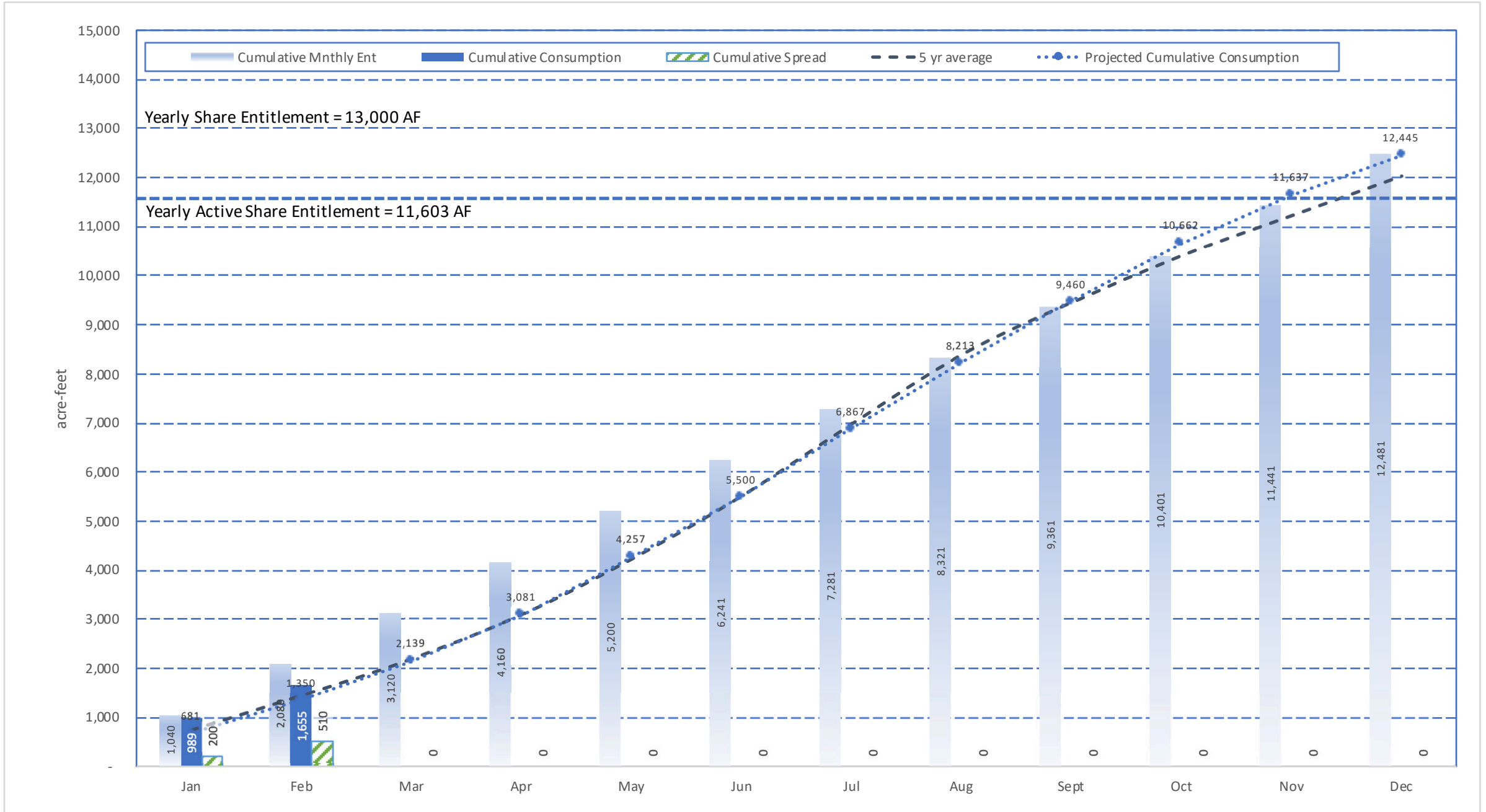
5yr Cumulative Consumption

Cumulative Consumption (AF)

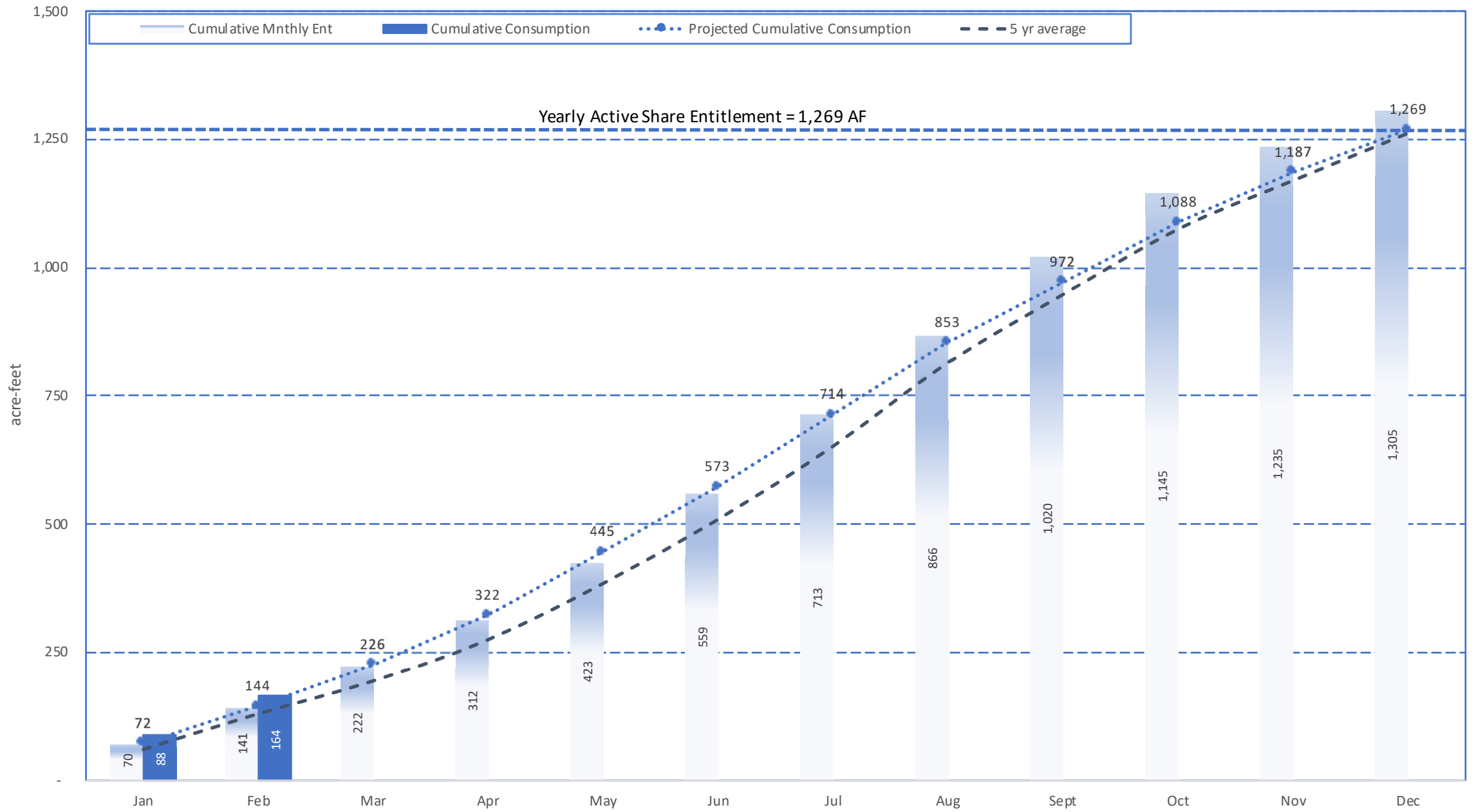




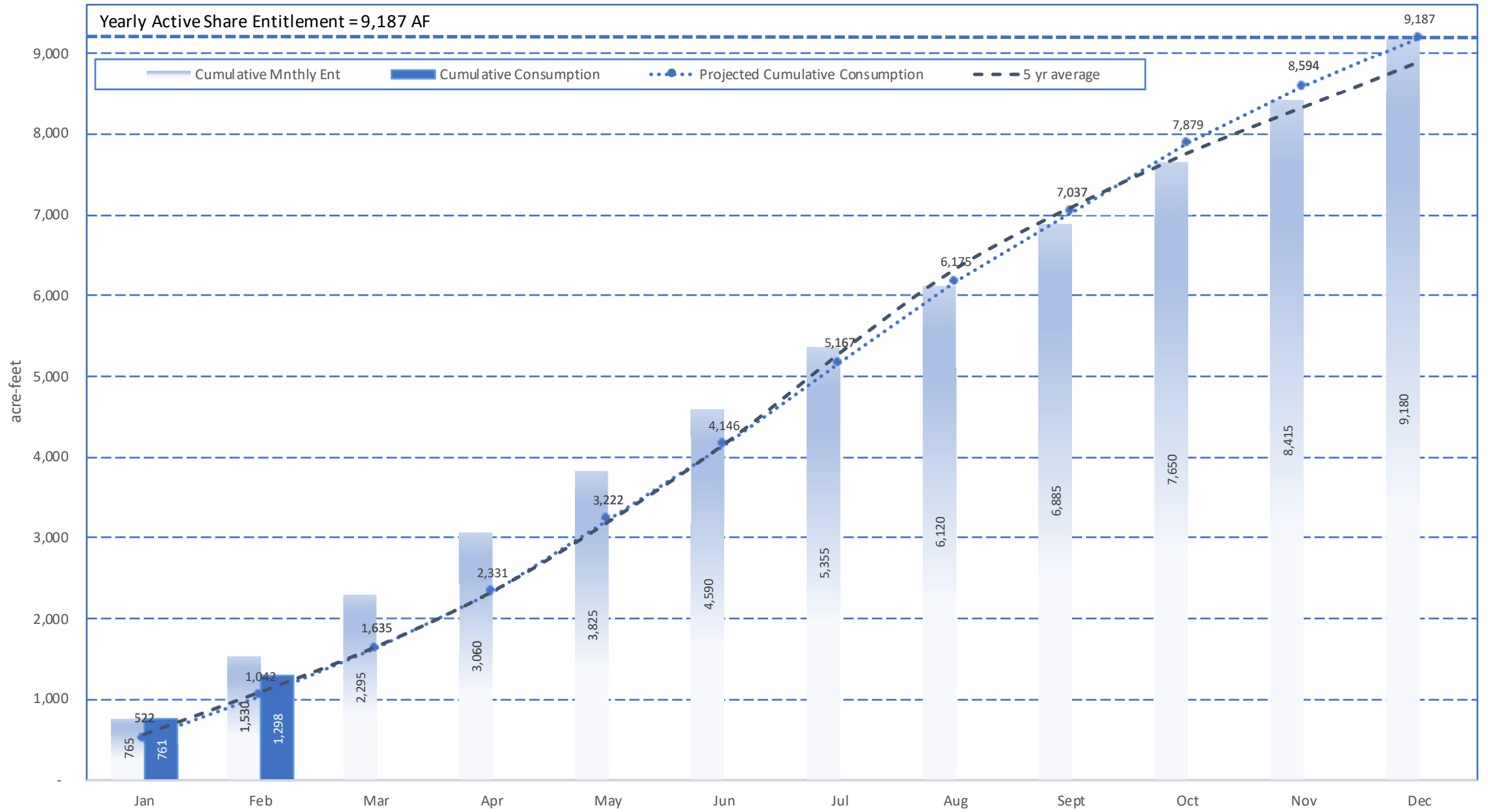
2025 Consumption Chart



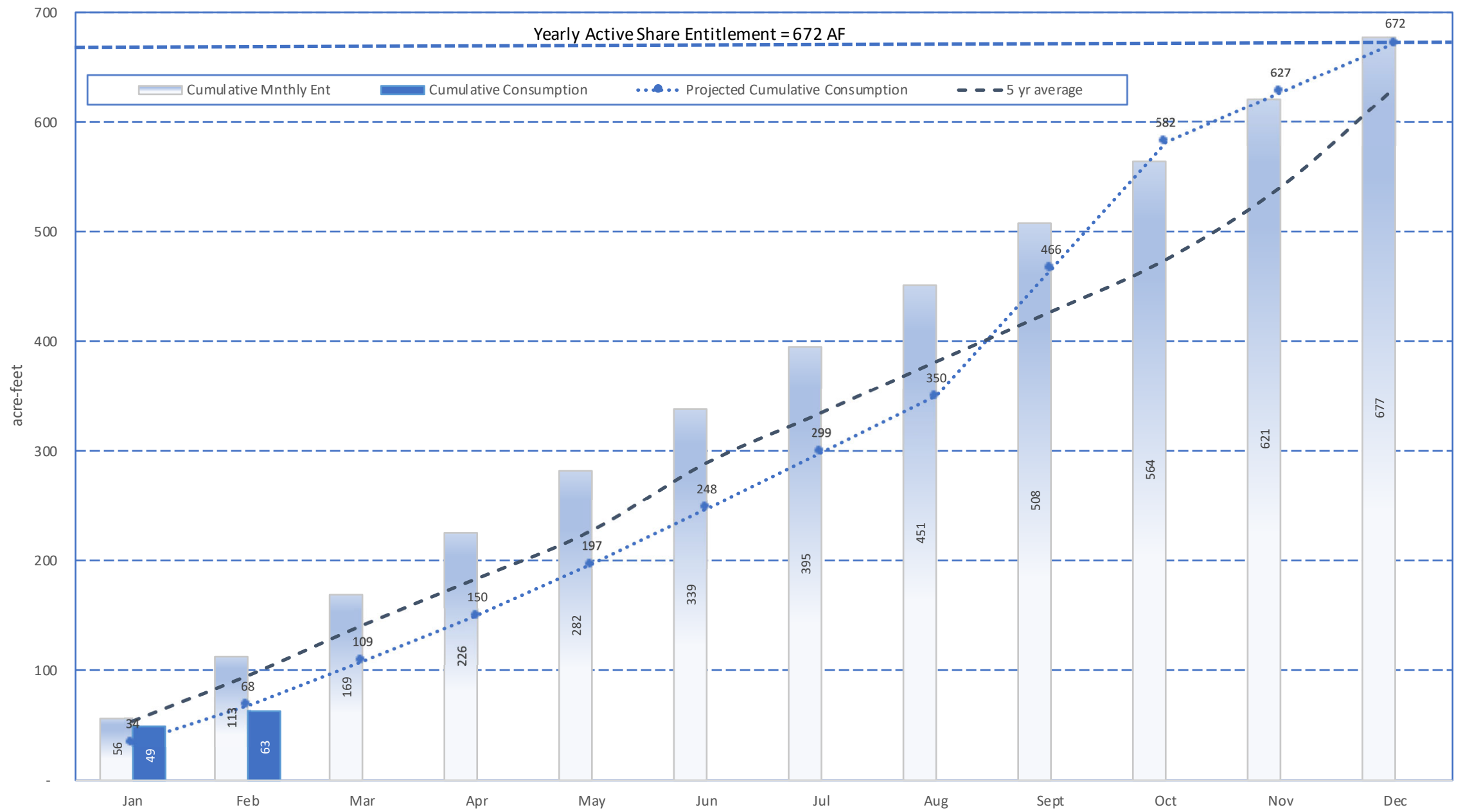
2025 Domestic Consumption



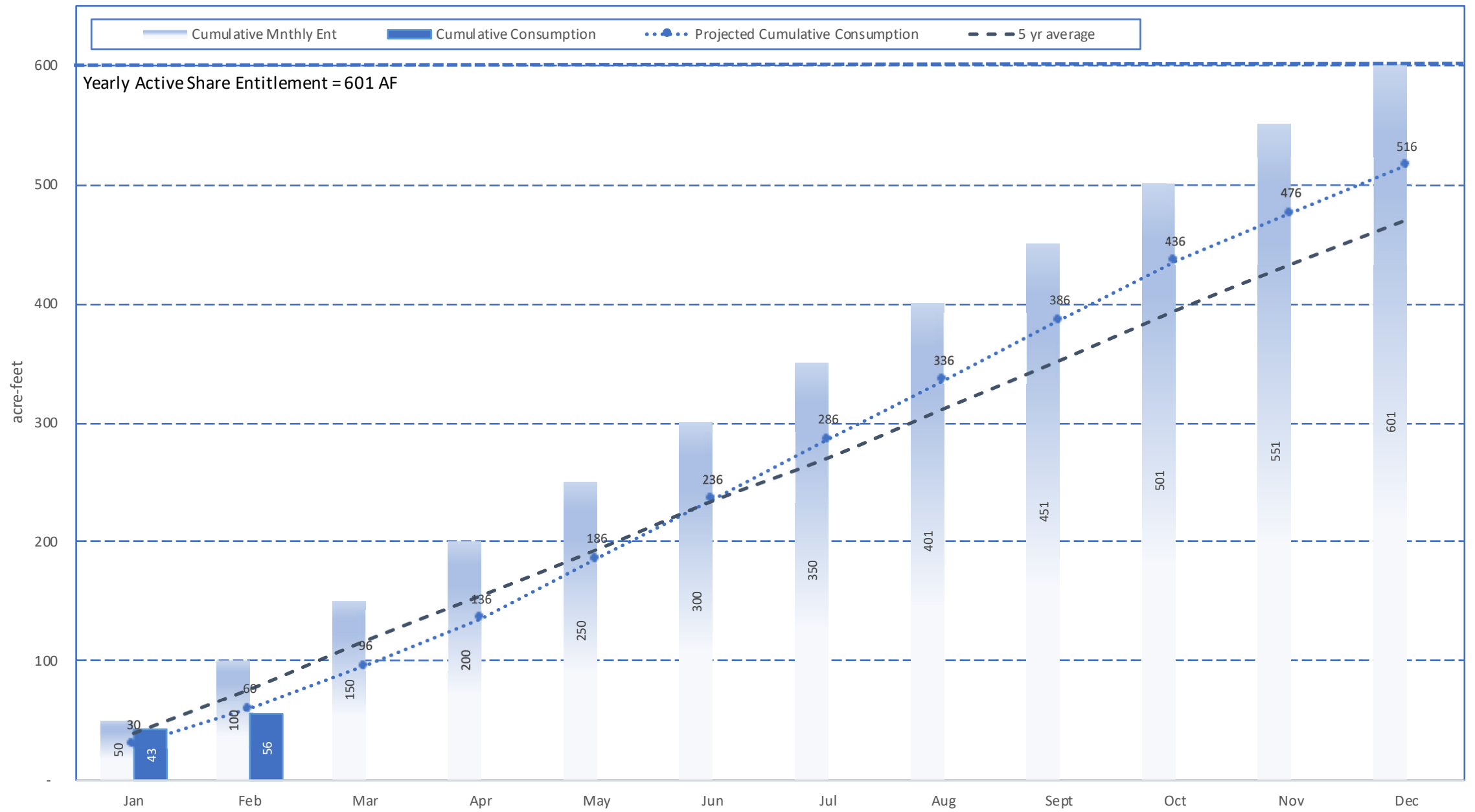
2025 Upland Consumption



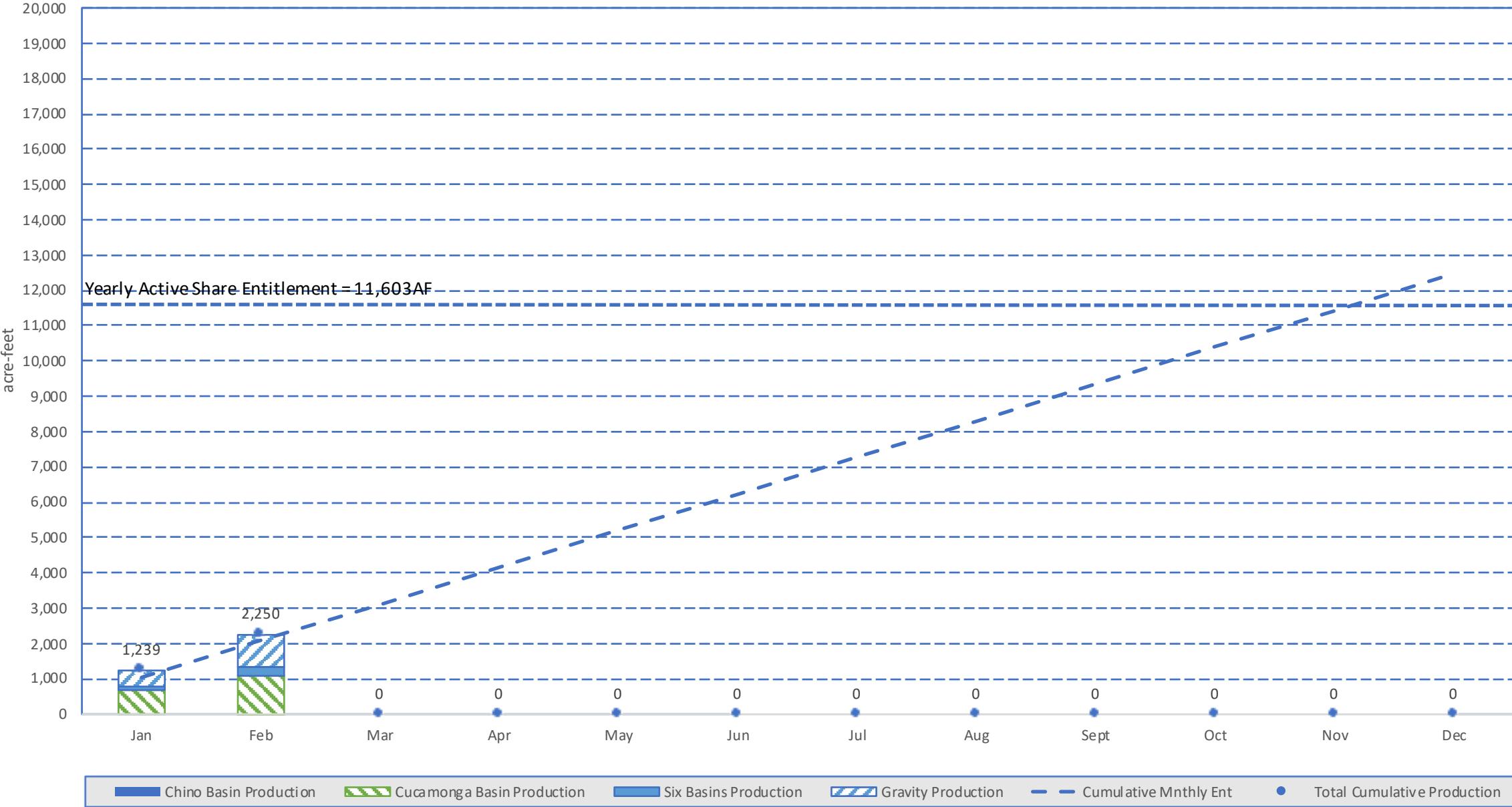
2025 Monte Vista Consumption



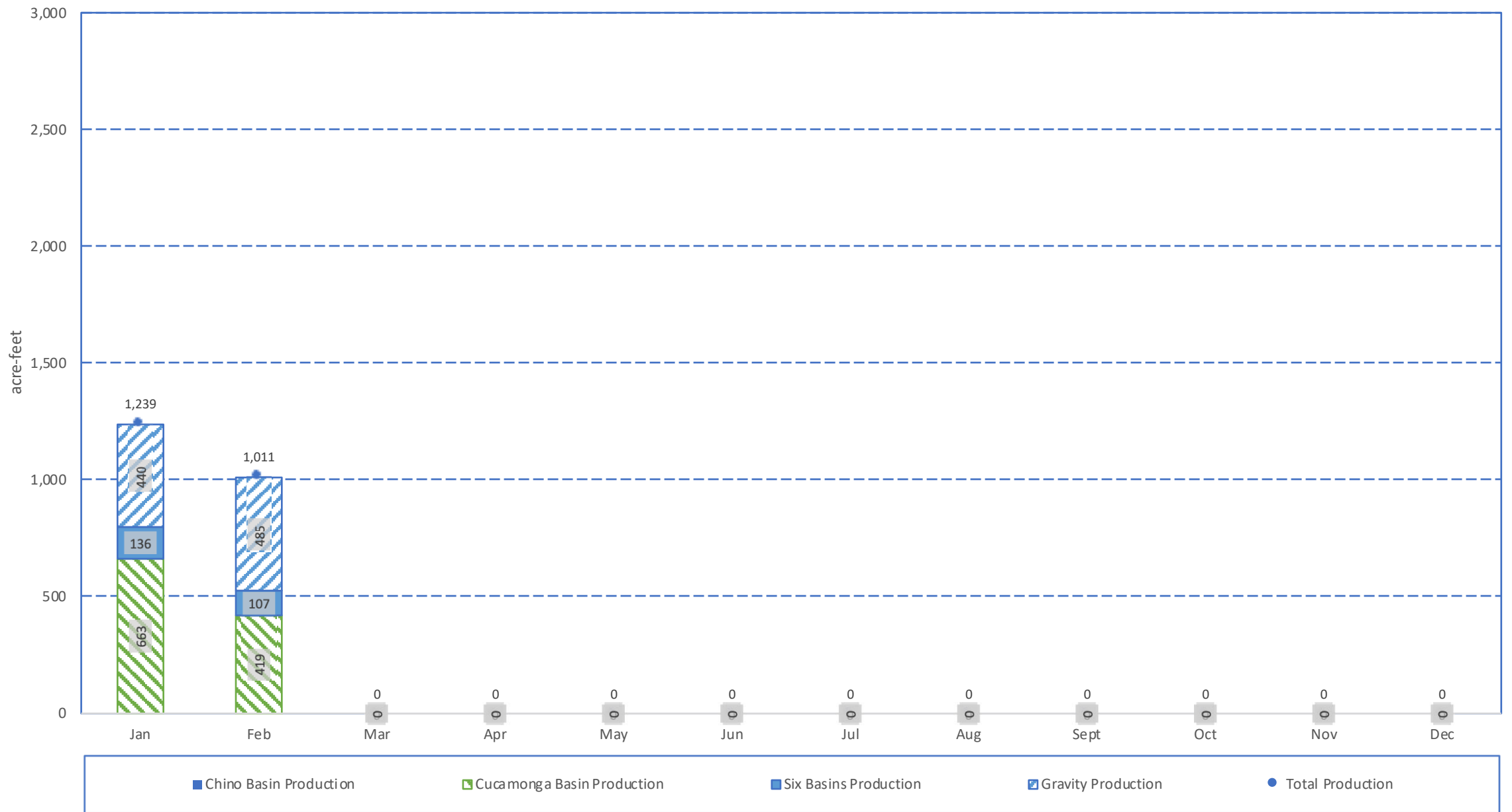
2025 Ontario Consumption



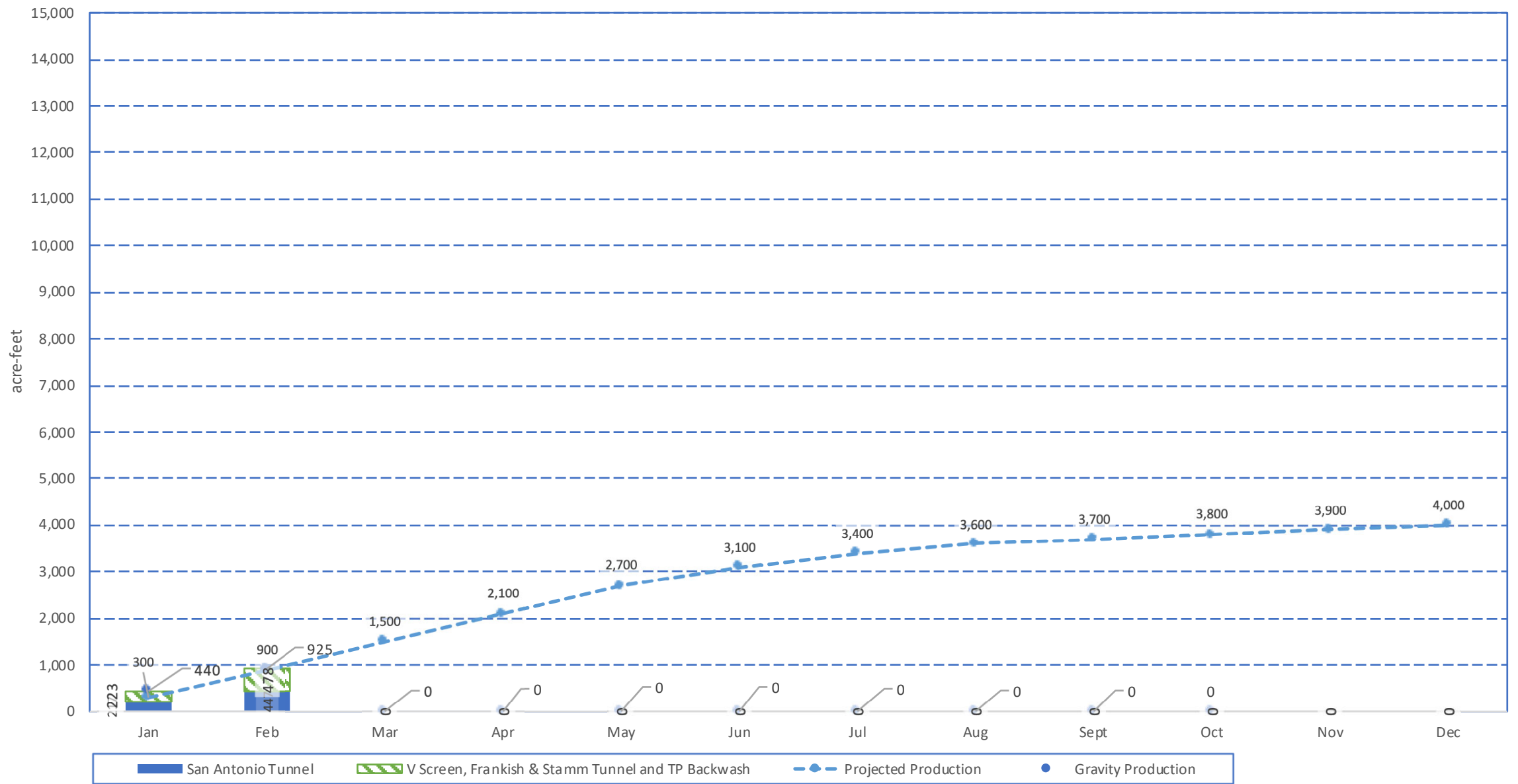
2025 Total Yearly Production



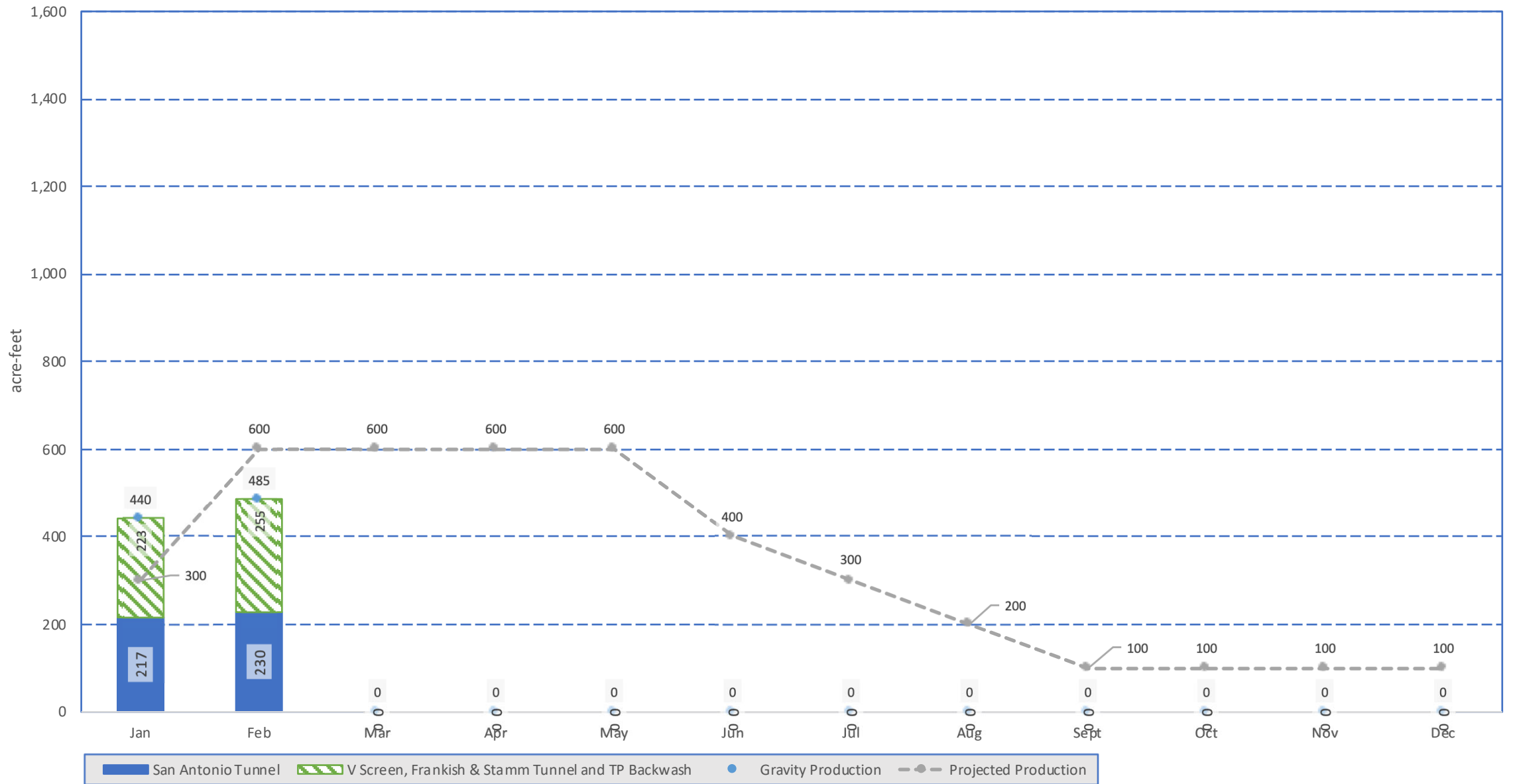
2025 Monthly Production



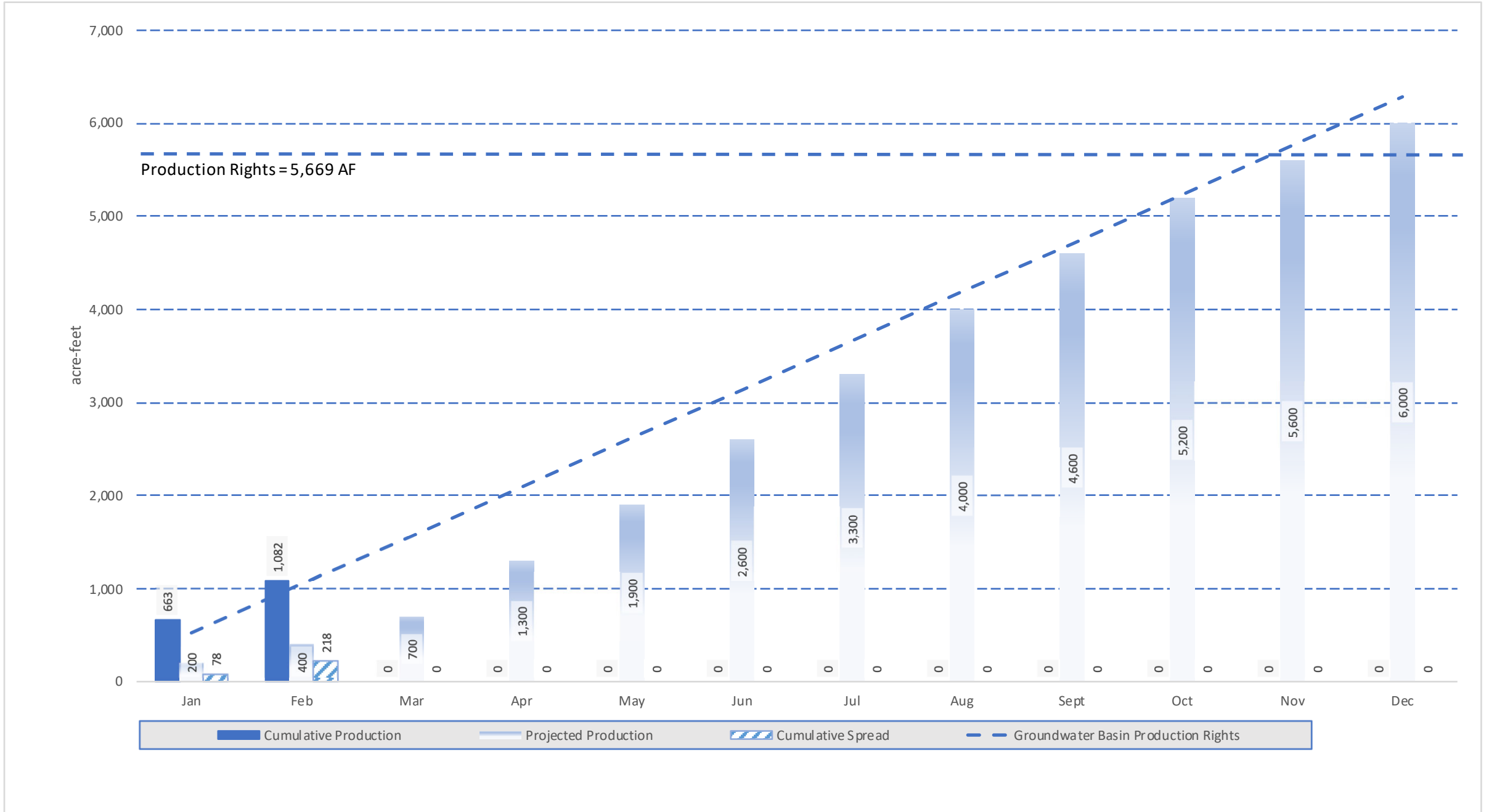
2025 Gravity Cumulative



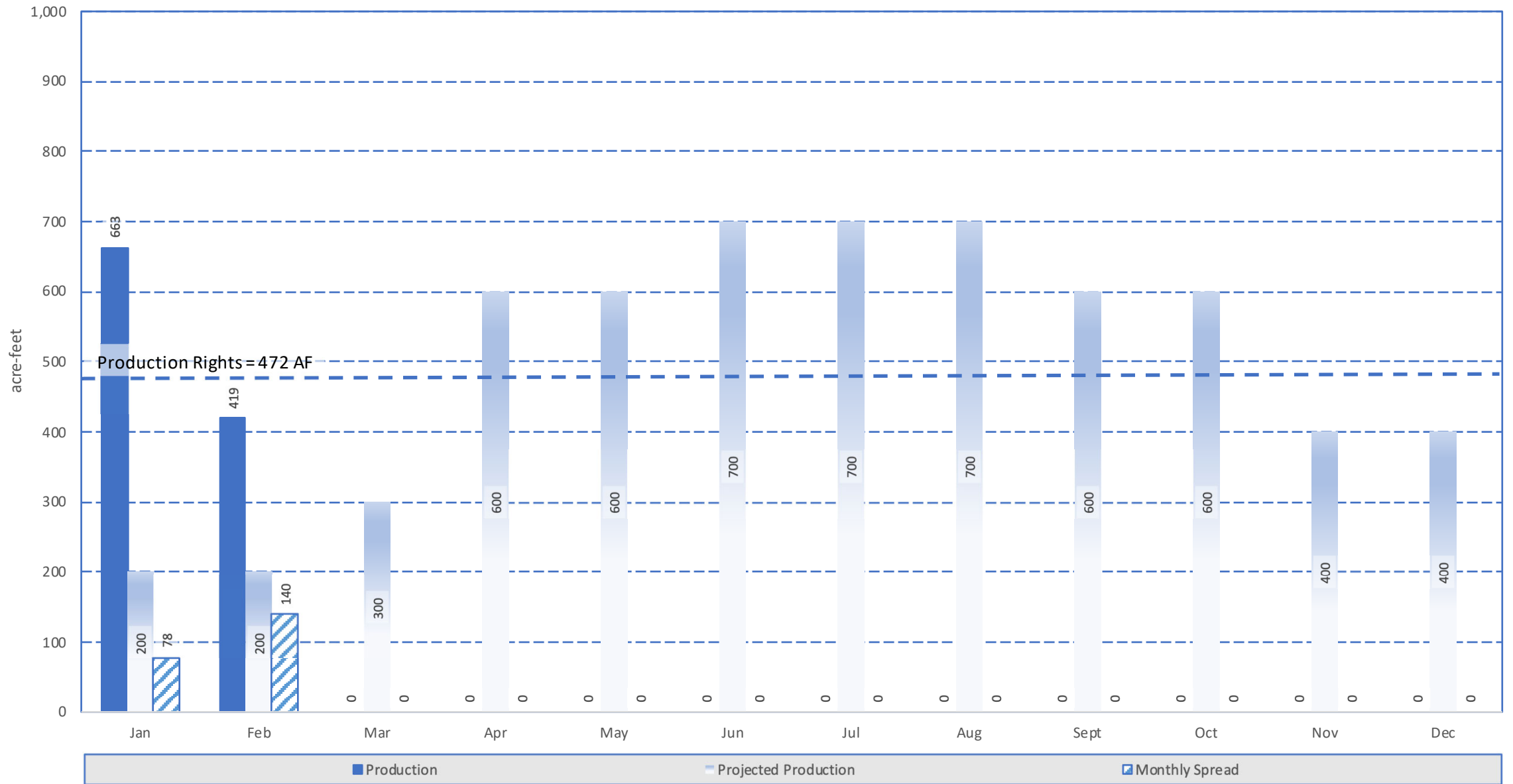
2025 Gravity Monthly



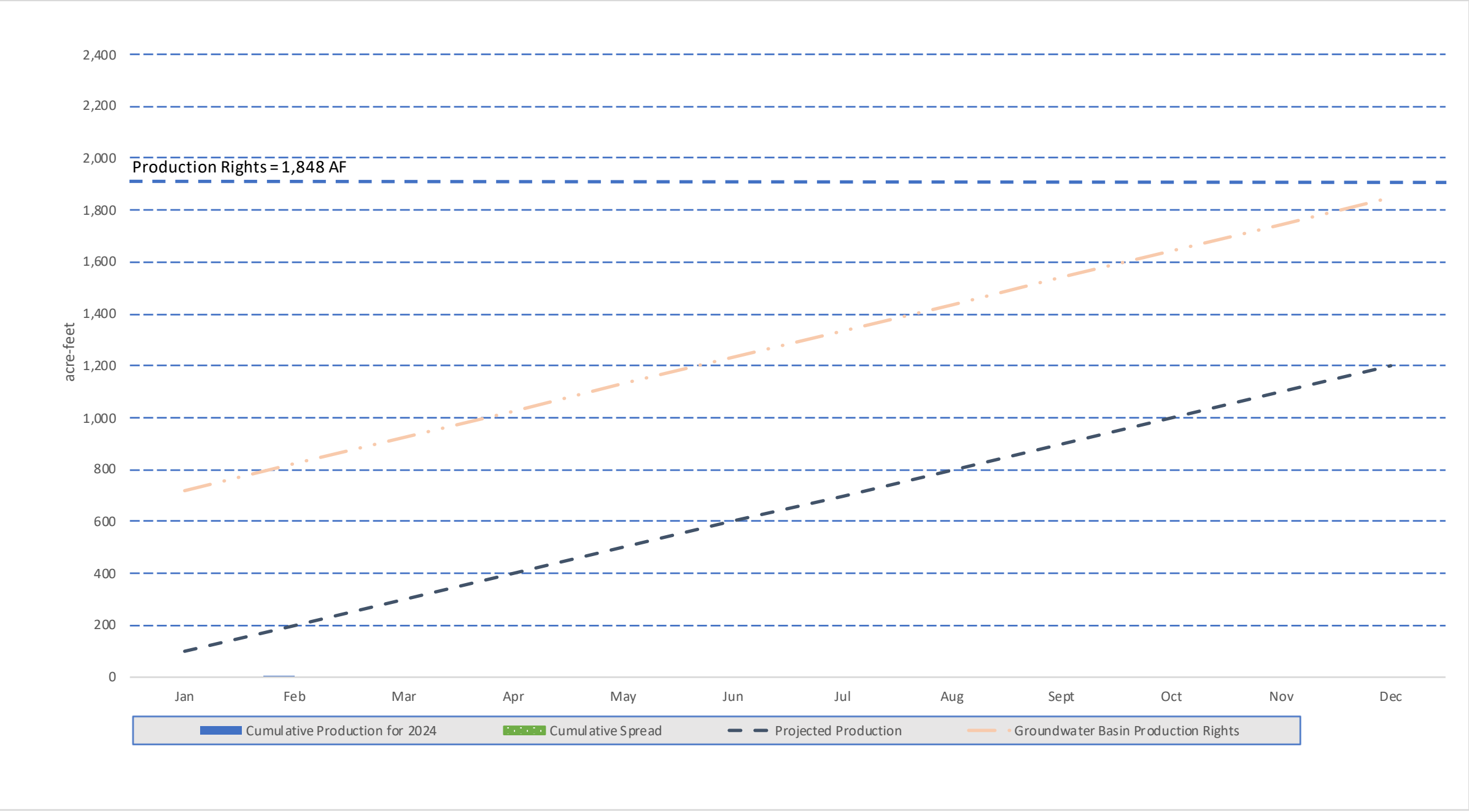
2024 Cucamonga Basin Cumulative



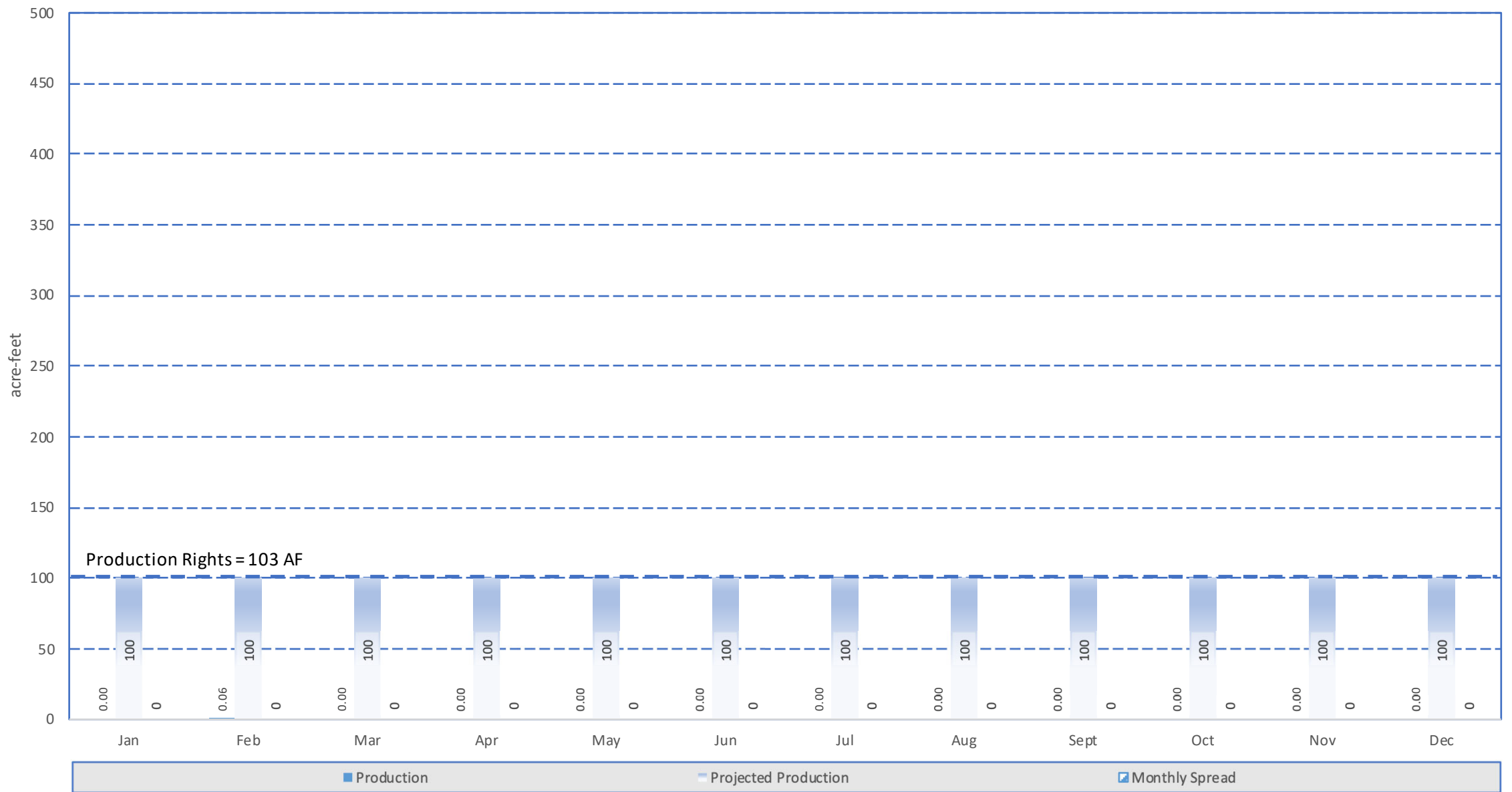
2025 Cucamonga Basin Monthly



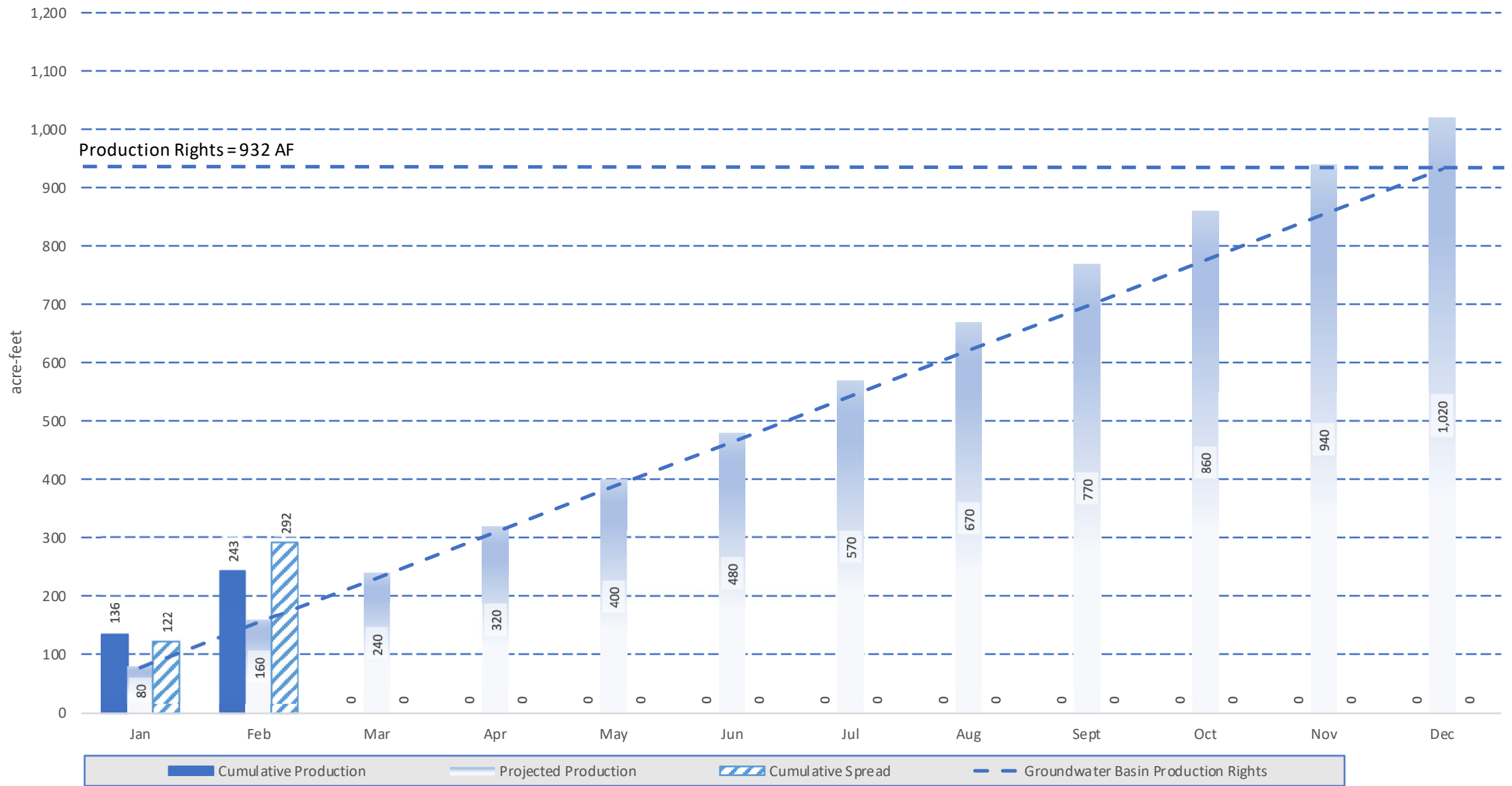
2025 Chino Basin Cumulative



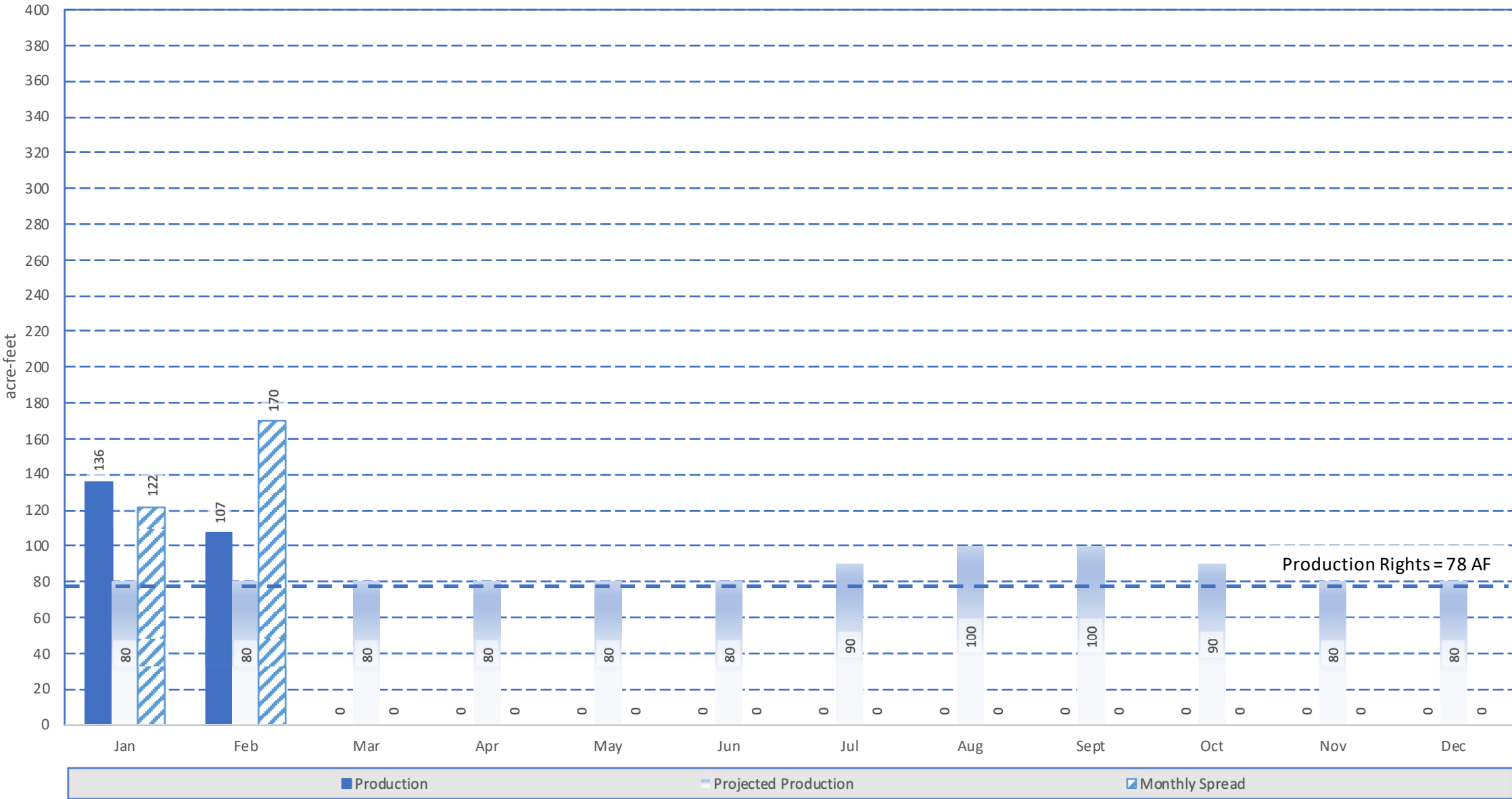
2025 Chino Basin Monthly



2025 Six Basins Cumulative



2025 Six Basins Monthly



- Water Supply through February 2025
 - Annual entitlement for CY2025 is 13,000 AF
 - Cumulative yearly production is 2,250 AF
 - Cumulative yearly consumption was 1,655 AF
 - Cumulative yearly spread was 510 AF
 - Cumulative unaccounted water was 85 AF

Six Basins Production for 2025

- Annual production right is 932 AF.
- Cumulative production is 243 AF.
Production is sent to the WFA treatment facility to meet City of Ontario and MVWD entitlement.
- The Company spread a total of 292 AF.

Cucamonga Basin Production for 2025

- Annual production right is 5,637 AF.
- Cumulative production was 1,082 AF.
- The Company spread a total of 218 AF.

Chino Basin Production for 2025

- Annual production right is 1,232 AF.
- Cumulative production was 0 AF.
- The Company spread a total of 0 AF.

Surface Water (San Antonio Creek) flow for 2025

Total flow was 454 AF.

Tunnel flow for 2025

San Antonio Tunnel flow was 447 AF.
Frankish and Stamm Tunnel flow was 19 AF.

- Company Stock
 - Zero (0) share of water stock moved from active to dormant this transfer period.
 - Five and one-quarter (5 1/4) shares of water stock moved from dormant to active this transfer period.

- Communication and Information Activities
Quarterly Winter Newsletter was mailed via email to approximately 600 shareholders.

- Administration Matters

Meetings of interest:

- Wed, Feb 26 – GM attended 6BWM monthly meeting
- Thu, Mar 13 – GM attended CBWM AP monthly meeting and closed session.

- Groundwater Basin Matters

Chino Basin -

25-26 Budget – CBWM has scheduled a budget workshop for April 22 @ 1:30PM

Safe Yield – CBWM has begun discussions on the court mandated 2025 safe yield reset. There were two workshops held in Aug. regarding calibration and uncertainty analysis. AP consultant is reviewing, discussing with AP and responding with comments. Currently looking at individual agency water plan scenarios. WM has scheduled a workshop on March 25.

Spread Water from SAWCo - Application to spread 2,500 AF per year for years 21/22 through 25/26 was approved by WM Board in July, 22. We started spreading water in January 2023.

Legal Issues-

- AP Motion for Costs and Fees
 - Hearing has been continued and will likely be dropped. Parties have agreed to a settlement. AP approved proposed settlement. City of Ontario punted proposed settlement in response to tentative ruling regarding Assessment Packages. In response to Ontario's deferral of proposed settlement, AP has asked the courts to rule on attorney fee question.
- Fiscal Year 21-22 and 22-23 Assessment Packages
 - Appeals court has issued a tentative ruling against Watermaster. Oral arguments are due next month.
- Fiscal Year 22-23 Watermaster Budget Expense re CEQA
 - Tentative ruling upheld Judge's ruling in Watermaster's favor. Oral arguments likely in ~~Dec~~ Jan-Feb ~~March~~
- San Sevaine Basin
 - Storm water silt from upstream development. Notice has been sent to offending party for failure to meet Storm Water Pollution Prevention Plan (SWPPP) requirements. City of Fontana currently reluctant to act. Two legal actions possible; tort suite and/or Clean Water Act suite.

Six Basins –

Meeting held on Wed, Jan 22nd. The San Gabriel Band of Mission Indians has filed a stipulation to the Courts requesting intervention in the 6BWM judgement. The tribe has also claimed water resources within the 6BWM area, discussing a specific cienega in Clairmont.

Cucamonga Basin –

The March 4th meeting discussion focused on managing of Data Management System (DMS) going forward, cost sharing for past work and a grant for stream gage improvements. Also discussed was cost sharing for the 2025 regional group Urban Water Management Plan (UWMP). WSC Engineering was selected out of three consultants interviewed. Ten agencies will be participating in this regional effort. The cost of participation in the group effort will be \$42,402. A formal agenda item will be included in the April packet for Board consideration.

Agenda Item No. 4I

Item Title: Projects and Operations Update

Purpose:

To update the Board and Shareholders on Company capital projects.

Updates:

1507 – Office Relocation

The Board approved a design and construction management contract at its March 2023 regular meeting. Contract has been executed and Architect is currently working on plans. Consultant has started discussions with Edison regarding eastern easement onto property. Company hired a CEQA consultant in May 2024. Architect hired civil engineering, geotechnical and survey subconsultants in May 2024.

Planning package has been submitted to the City of Upland to begin the Zone Change process. We have received initial comments back from the City. Most are minor and easily incorporated. Working to clarify one comment regarding undergrounding of electrical transmission lines.

Architect is engaged with SCE to solidify access across their property.

Original Budget	\$4,000,000
Original Contracts	\$283,550
New Contracts or	
Authorized Change Orders	\$163,550
Current Contracts	\$447,100

1902 – Cucamonga Crosswalls Mitigation

~~TKE Engineering is working with staff to close out certain State and Federal Permits.~~ Permits have been closed. Staff is also looking into long-term maintenance permits that will allow the Company yearly access to the site for clearing and grubbing.

2201 Paloma Hydraulic Break

Predesign meeting was held in June and consultant is working on a predesign report. Survey has been completed and predesign work is ongoing. Engineer is currently reviewing elevations and flow to determine best solution. Predesign meeting held to discuss difficulty in controlling flow at such high static head. Options were discussed and engineer is reviewing. Staff still waiting on 30% design plans from consultant.

Original Predesign Budget	\$40,000
Original Design/Const. Budget.....	\$1,080,000
Original Contracts	\$39,750
Authorized Change Orders.....	NA
Current Contracts	\$39,750

2203 Well 31 Pipeline

Project budgeted in the 2022 year. Replace approximately 1,400 linear feet of 14” pipeline from Well 31 delivering water to facilities at Golf Club Drive along backside of homes and within Upland Hills Country Club waterline easement. Abandon aged

pipeline. The current steel pipeline was installed before 1976 and has exceeded its useful life. Identified by staff as a high maintenance pipeline. Design contract has been awarded to TKE Engineering. Construction contract has been awarded to CP Construction. Currently working to secure City Permits. Permits have been secured. Submittal process in progress. Construction expected to start in the next few weeks.

Original Budget.....	\$420,000
Original <u>Design</u> Contracts	<u>\$86,500</u>
<u>Original Construction Contracts</u>	<u>\$413,585</u>
Authorized Change Orders.....	NA
Current Contracts	<u>\$500,085</u>

2204 GIS Update

At the August Special Meeting, the Board authorized a contract with WSC to update the Company's GIS maps. Contract has been executed. Consultant working on updates. WSC conducted training and system review with staff in May. Staff is providing field updates into the GIS system for consultant to correct on a quarterly/half year basis. Staff has executed a change order extending GIS services for another year.

Original Budget.....	\$11,110
Original Contracts	\$11,110
Authorized Change Orders.....	\$6,221
Current Contracts	\$17,331

Rate Study - 2025

Staff prepared and AFC approved release of a Rate Study Request for Proposals (RFP). It has been over six years since the Company has reviewed it's rates and charges. Contract was awarded to Willdan at the October 2024 Board Meeting. Contract has been executed. We are currently in the data gathering phase. Staff meeting with consultant to review data and provide initial guidance. Preliminary proposal ~~may~~ will be ready by ~~March~~ May AFC meeting.

Original Budget.....	\$34,000
Original Contracts	\$34,000
Authorized Change Orders.....	NA
Current Contracts	<u>\$34,000</u>

Agenda Item No. 6

Item Title: Salary Table Adjustment

Purpose:

To consider adjusting employee salary tables to match local inflation.

Issue:

Does the Board wish to adjust the Company salary tables to match inflation?

Manager’s Recommendation:

Adjust the Company’s salary tables 2.94% upward based on the Riverside / San Bernardino / Ontario ‘Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)’ change from January 2024 to January 2025.

Background:

A Consumer Price Index (CPI) measures changes in the price of consumer goods and services purchased by households. The Federal Bureau of Labor Statistics (BLS) tracks CPI for geographical areas in the States (www.bls.gov).

Based on changes in the CPI tables, companies may adjust wages to ensure employee’s ‘cost of living’ is not impacted negatively by inflation. Adjustment to salary tables based on CPI are called, “Cost of Living Adjustments (COLA)”.

Yearly, the Company considers adjustments to its salary tables based on published federal changes to a CPI index.

The CPI numbers and respective yearly change are shown below for the Riverside / San Bernardino / Ontario ‘Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)’:

Geographic Area	Jan 2024	Jan 2025	Change	% Change
Riverside, et al.	131.840	135.718	3.878	2.94

The COLA adjustment only shifts the salary tables. It does not have an immediate impact on an employee’s rate-of-pay. Individual employee’s rate-of-pay are only adjusted once per year, during each employee’s annual review. The adjustment in individual employee’s rate-of-pay are strictly performance based. The company follows a fixed percentage raise-in-pay formula based on an employee’s performance and

where the employee is currently located on their pay scale (see salary performance rating system box on attachment).

The AFC considered this item at its regularly scheduled March 25, 2025 meeting and unanimously recommended adjusting the Company's salary tables 2.94%

Impact on the Budget:

Implementing a COLA increases salary ranges only. It does not adjust current salary rates, except in two instances for 2025. The recommended COLA adjustment would place two employees below the salary range for their position. The Company would adjust these employee's salary upward to bring these employees back into the newly adjusted range (full year cost increase would be \$4,451.20). All other employees would be eligible for performance-based salary adjustments at the time of their annual review.

Previous Actions:

None.

2024 Salary rate				
	Low	Midpoint	Control Point	High
General Manager	\$ 235,206	\$ 279,261	\$ 293,966	\$ 323,398
Assistant General Manager	\$ 181,792	\$ 215,883	\$ 227,240	\$ 249,954
Water Utility Superintendent	\$ 110,386	\$ 131,082	\$ 137,946	\$ 151,757
Administrative Specialist	\$ 56,638	\$ 67,267	\$ 70,803	\$ 77,896
Senior Administrative Specialist	\$ 68,536	\$ 81,370	\$ 85,654	\$ 94,245
Accounting/Personnel Specialist	\$ 68,536	\$ 81,370	\$ 85,654	\$ 94,245
Admin/Conservation Specialist	\$ 56,638	\$ 67,267	\$ 70,803	\$ 77,896
Water Utility Worker 1	\$ 62,296	\$ 73,986	\$ 77,896	\$ 85,654
Water Utility Worker 2	\$ 75,358	\$ 89,502	\$ 94,224	\$ 103,626
Water Utility Worker 3	\$ 82,930	\$ 98,488	\$ 103,626	\$ 114,005

2025 COLA 2.94%

2025 Salary rate				
	Low	Midpoint	Control Point	High
General Manager	\$ 242,121	\$ 287,471	\$ 302,609	\$ 332,906
Assistant General Manager	\$ 187,137	\$ 222,230	\$ 233,921	\$ 257,302
Water Utility Superintendent	\$ 113,631	\$ 134,935	\$ 142,001	\$ 156,218
Administrative Specialist	\$ 58,304	\$ 69,245	\$ 72,885	\$ 80,186
Senior Administrative Specialist	\$ 70,551	\$ 83,762	\$ 88,173	\$ 97,016
Accounting/Personnel Specialist	\$ 70,551	\$ 83,762	\$ 88,173	\$ 97,016
Admin/Conservation Specialist	\$ 58,304	\$ 69,245	\$ 72,885	\$ 80,186
Water Utility Worker 1	\$ 64,128	\$ 76,161	\$ 80,186	\$ 88,173
Water Utility Worker 2	\$ 77,574	\$ 92,134	\$ 96,994	\$ 106,672
Water Utility Worker 3	\$ 85,368	\$ 101,384	\$ 106,672	\$ 117,357

2024 hourly rate				
	Low	Midpoint	Control Point	High
General Manager	\$ 113.08	\$ 134.26	\$ 141.33	\$ 155.48
Assistant General Manager	\$ 87.40	\$ 103.79	\$ 109.25	\$ 120.17
Water Utility Superintendent	\$ 53.07	\$ 63.02	\$ 66.32	\$ 72.96
Administrative Specialist	\$ 27.23	\$ 32.34	\$ 34.04	\$ 37.45
Senior Administrative Specialist	\$ 32.95	\$ 39.12	\$ 41.18	\$ 45.31
Accounting/Personnel Specialist	\$ 32.95	\$ 39.12	\$ 41.18	\$ 45.31
Admin/Conservation Specialist	\$ 27.23	\$ 32.34	\$ 34.04	\$ 37.45
Water Utility Worker 1	\$ 29.95	\$ 35.57	\$ 37.45	\$ 41.18
Water Utility Worker 2	\$ 36.23	\$ 43.03	\$ 45.30	\$ 49.82
Water Utility Worker 3	\$ 39.87	\$ 47.35	\$ 49.82	\$ 54.81

2025 hourly rate				
	Low	Midpoint	Control Point	High
General Manager	\$ 116.40	\$ 138.21	\$ 145.49	\$ 160.05
Assistant General Manager	\$ 89.97	\$ 106.84	\$ 112.46	\$ 123.70
Water Utility Superintendent	\$ 54.63	\$ 64.87	\$ 68.27	\$ 75.11
Administrative Specialist	\$ 28.03	\$ 33.29	\$ 35.04	\$ 38.55
Senior Administrative Specialist	\$ 33.92	\$ 40.27	\$ 42.39	\$ 46.64
Accounting/Personnel Specialist	\$ 33.92	\$ 40.27	\$ 42.39	\$ 46.64
Admin/Conservation Specialist	\$ 28.03	\$ 33.29	\$ 35.04	\$ 38.55
Water Utility Worker 1	\$ 30.83	\$ 36.62	\$ 38.55	\$ 42.39
Water Utility Worker 2	\$ 37.30	\$ 44.30	\$ 46.63	\$ 51.28
Water Utility Worker 3	\$ 41.04	\$ 48.74	\$ 51.28	\$ 56.42

Salary Performance Rating System			
Performance Rating	Bottom Third	Middle Third	Top Third
Outstanding	9.5%	9%	8%
Exceeds Expectations	8.0%	7%	6%
Meets Expectations	6.0%	5%	4%
Fails to Meet Expectations	0 to 2%	0%	0%

Agenda Item No. 8

Item Title: Amendment to General Manager's Employment Agreement

Purpose:

To consider approval of an amendment to the General Manager's Employment Agreement.

Issue:

Does the Board wish to approve the amendment?

Manager's Recommendation:

Approve the amendment.

Background:

The Board and General Manager have been discussing a possible amendment to the GM's Employment Agreement. The AFC was tasked with preparing a draft copy (attached) of the amendment for Board consideration.

Previous Actions:

None.

FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT

This First Amendment to Employment Agreement (“**First Amendment**”) is entered into by and between BRIAN LEE (“**Employee**”), and SAN ANTONIO WATER CORPORATION, a California mutual water company (“**Employer**” or the “**Company**”), and will become effective on March 1, 2025 (“**Effective Date**”).

RECITALS

A. Company and Employee are parties to that certain “Employment Agreement” (“**Original Agreement**”) dated and effective as of September 18, 2023. Company and Employee now desire to amend the Original Agreement in certain particulars as set forth below. Initially capitalized terms used in this First Amendment and not otherwise defined herein will have the meanings given those terms in the Original Agreement.

AGREEMENT

In consideration of the mutual promises and covenants and upon the terms and conditions set forth in this First Amendment, the parties amend the Original Agreement as follows:

1. Renumbering of Section 6.2. Section 6.2 of the Original Agreement is renumbered as Section 6.4. No other changes are made to that Section.
2. Section 6.2 – Bonus Compensation. New Section 6.2 and subsection 6.2.1 are added to Section 6 (Compensation) of the Original Agreement to read as follows:

“Section 6.2. Bonus Compensation. No later than November 30 of each year, the Board will consider approving a yearly bonus for Employee in such amount and on such terms as the Board may determine, in its sole, absolute, and unfettered discretion. Any bonus approved will be paid on or before December 31 of the same year. Employee acknowledges that the decision whether or not to provide Employee a yearly bonus and the amount of any bonus so approved lays within the Board’s sole discretion, is not tied to achievement of any specific performance standards, and may be approved or denied for any reason or no reason at all.

6.2.1. Exclusion from Yearly Base Salary. Any yearly bonus that Employee may receive under Section 6.2 will not be included in Employee’s yearly base salary for any purpose under this Agreement. Without limiting the generality of the foregoing, any yearly bonus will not be considered for purposes of Section 7.4, Section 10, or Section 13.8.”

3. Section 6.3 – Cost of Living Adjustment. New Section 6.3 and subsections 6.3.1 through 6.3.3 are added to Section 6 (Compensation) of the Original Agreement to read as follows:

“6.3. Cost of Living Adjustment.

6.3.1. Annual Adjustment. Employee will receive an annual Cost of Living Adjustment (“COLA”) to his yearly base salary, effective on March 1, 2025, and annually thereafter on March 1 each calendar year. Any increase shall be reflected in Employee’s first regularly scheduled paycheck following such effective date. The COLA shall be determined based on the percentage increase, if any, in the Riverside/San Bernardino/Ontario Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (or a comparable index if the CPI-W is no longer published), for the twelve (12)-month period ending on the immediately preceding January 31.

6.3.2. Adjustment Calculation. Employee’s yearly base salary will be increased by the same percentage as the CPI-W increase for the applicable period; provided, any such increase will not exceed five percent (5%) per year. In the event that the CPI-W decreases or remains unchanged, no adjustment will be made, and Employee’s salary will not be increased or reduced.”

4. Inconsistent or Duplicative Company Policies. The terms of the Original Agreement, as modified by this First Amendment, supersede, and are the sole expression of the parties’ rights and obligations regarding, any inconsistent or duplicative Company employment or benefit policies and practices whose subject matter is addressed by the terms hereof or by the Original Agreement.

5. No Other Modifications. Other than expressly modified by this First Amendment, the Original Agreement remains in full force and effect in accordance with its terms. All general and specific provisions of the Original Agreement are fully applicable to the parties’ rights and obligations under this First Amendment. Whenever the term “Agreement” appears in the Original Agreement, it will be read and understood to mean the Original Agreement as modified by this First Amendment.

“EMPLOYER”

“EMPLOYEE”

SAN ANTONIO WATER COMPANY, a
California mutual water company

By: _____
Name: _____
Its: _____
Dated: _____

By: _____
Brian Lee
Dated: _____