



COUNTY WATER DISTRICT OF BILLINGS HEIGHTS

Board of Directors Meeting Minutes

Amended April 17, 2023 at 6:00 PM

County Water District of Billings Heights 1540 Popelka Dr., Board room

The meeting is open to any interested member of the public. Agendas are prepared for the meetings. Agendas may be requested from the General Manager Peyton Brookshire, peyton@heightswaterdistrict.com and are available at <https://heightswaterdistrict.com/agendas-and-minutes/>. Supplemental documents are linked in the Agenda Packet.

CALL MEETING TO ORDER: President Ming Cabrera called the meeting to order at 6:01 p.m.

WELCOME AND INTRODUCTIONS

Board Members present: Ming Cabrera, David Graves, Laura Drager, Brandon Hurst, and Tom Zurbuchen.

Staff Members present: Josh Simpson and Suzie McKethen

Also present: Mike Macki, Butch Bailey, Pam Ellis, Doug Kary, Frank Ewalt, Mark Redding, Wesley

Dunn, Evelyn Plyburn (YCN), and Dana Pulis (Kinetic)

PRESIDENT'S REMARKS: Read by Ming Cabrera

During the course of the meeting the Public may be heard before a vote is cast by the Board. The President will acknowledge the Public once the motion has been made and discussed by the Board for their input. The President will recognize speakers who raise their hand. Once recognized, the speaker should move to the side of the board table so comments can be heard, identify themselves by name, and limit their comments to two minutes. Each speaker will have one opportunity to speak on any agenda item.

PUBLIC COMMENT on Non-Public Hearing Agenda Items: Read by Ming Cabrera

- A. Any member of the public may be heard on any subject that is not on the agenda;
- B. The board will not take action on these items at this time, but may choose to add the item to the agenda for the next scheduled board meeting.

Laura Drager took a poll of the current board members who live, or own property within the City limits. All board members live and/or own property within the City limits.

Public comments: Butch Bailey (former owner of a masonry business and was a contractor) addressed an item from a previous meeting regarding the rates for both the City of Billings and County Water District. He owns three properties with 1" lines: one on Highway 312, his home, and one on the west end. \$22.30 is the base rate (3,300 gal) for Heights Water. The base rate for the City during winter months is \$26.98. During the summer, the west end property sewer bill goes up to \$73.09. Ming Cabrera made a motion to allow Butch to continue an additional minute. Dave Graves seconded.

Frank Ewalt explained the City uses winter water usages to calculate the sewer bills, so summer water usage isn't factored into the sewer bill. He explained the tiers, and stated the District rates are 8.5% higher than the west end.

Doug Kary used a City water bill that used 9,000 gallons. The water was \$44.67 which included \$3.80 fee for the west end water plant. The same usage bill for the District was \$47.58. Damn near equal.

Mike Macki said he had a partner who lives on the west end and his water bill was \$19.86 for one month. One bathroom, kitchen, waters grass with well water. Sewer bill was \$47.00 for the disposal of that water. The City billed him for the disposal of the water that he pumped out of the ground. The City is extremely higher.

Wesley Dunn (former employee of the City of Billings) also explained how the City uses the water usage from

the District customers to calculate the sewer bill.

Pam Ellis stated there was a hand delivered letter suggesting support for Brandon Hurst and Dave Graves. The letter was not signed, doesn't say who paid for the letter, and is an election violation.

CONSENT AGENDA

Dave Graves made a motion to accept Items one through seven of the consent agenda. Laura Drager seconded.

Tom Zurbuchen questioned payment of the Kinetic bill for \$3,500 that was paid March 14, which was prior to the March 15 meeting where there was discussion, and approval by the board to pay \$ 1,500. Why was the payment for \$2,000 more? Tom made a motion to amend the motion to exclude approval of the \$3,500 Kinetic bill because it was paid before there could be discussion. Dave Graves seconded the amended motion. No vote was taken at this time. (Discussion on recording started at approximately at the 15 minute mark.)

Tom also questioned why there were refunds to customers. Suzie McKethen explained that they were customers who had overpayments, and closed their accounts. Balances needed to be refunded back to the customers. No further discussion by the board.

Public Comment: Pam Ellis commented that they had all figured Kinetic had been paid \$3,500 for work that wasn't approved by the board. Every single month on the agenda there are monthly payables, with no monthly payables for approval. Everything included in the packet have already been paid. Management does things not authorized by the board, and the board never holds the management accountable. You need to take monthly payables off, or stop paying bills before the board approves.

Frank Ewalt stated we need to find out why there is a \$2,000 discrepancy on the bill/payment than what the board approved, and why was it paid before the board meeting. We need to get an itemized account of what the \$3,500 was spent for.

Doug Kary commented that there was a bill for Quickbooks (QB) for \$549 and Black Mountain Software (BMS) for \$21,858. He said both software's do the same thing. Okay, they don't do the same thing. You can take QB and put it into BMS, but you can't put BMS and put it into QB.

Brandon Hurst explained the reason we have BMS is because of what it does outside of QB.

Ming Cabrera explained that BMS was approved several years ago to include accounting, payroll, and budgeting features.

The motion of the amended motion to approve the Consent Agenda items one through seven with the removal of the \$3,500 Kinetic bill. All in favor: Ming, Doug, Brandon, and Laura. Nay: Tom. Motion carried.

NEW BUSINESS

Dana Pulis from Kinetic Marketing and Creative: Dana is the owner of the business and employees 32 people. Dana addressed the invoice from March was for the initial meeting, discovery, and a discussion/plan of where we need to go to move forward. It was to identify the scope of work needed.

Please reference the handout included in the April board document pages 39-69 for the marketing plan with a detailed description for each category, and fee breakdown.

What is purposed for the remaining fiscal year (ending June 30, 2023) were four major actions. 1) Social media management; 2) Public communications assistance (as a "situational" item that might be used); 3) Invoice redesign; 4) Monthly education included with the monthly bills. The only proposal Kinetic has given the District, is for the end of the fiscal year 2023.

Tom Zurbuchen commented that this was a big ask for a small district; and who makes the decisions, as the board only meets once a month. This would directly affect the rates we charge the customer each bill of \$1.80 per month. Dana explained there could be a press release (proactive approach) rather than being reactive. She would later address the value of that \$1.80 per customer.

Dana deals with many clients who ask why can't we just do a press release? Why do we use an agency to professionally help us to tell our story? The staff has their hands full, and it isn't their primary function. You need to be able to tell a different story than the reactive one and/or the misinformation. For the next fiscal year, the board would give Kinetic a budget and they would scale what was capable of being done within that budget. They are recommending IF we want to change the invoice format, they could assist in doing that.

Laura requested a scope of work, length of time to continue through 2024. If the District is working towards a community supported plan, the District would want to maintain some level of support. Some other options would be to keep doing what we're doing; hire a part time firm; or hire an independent contractor for social media only, who would charge approximately \$30/hour and could be good, or a fiasco.

Laura made a motion to table this item until the May meeting. The bid is good for 45 days, but Dana stated we have her word she would honor the prices discussed. Laura said she would like to table this item but Ming would like to push through since we have an election in May.

Public comments: Frank Ewalt stated the image wasn't the customers problem. The problem stated when the City of Billings erred on the bill for three years, and the District refused to pay.

Pam Ellis commented that the prices are too high. Pam is able to use social media at minimal cost, receives Google alerts, has a subscription to Yellowstone County News for \$44/year.

Wesley Dunn commented the problem is an internal problem. The West end of Billings doesn't care. It is the public's job to hold the board accountable.

Ming asked if they were in favor with tabling this until the May meeting. Called for the vote. All board members were in favor. Motion carried. Laura thanked Dana for her proposal and information.

Quarterly Budget statement: Tom made a motion to accept the quarterly budget report as presented. Brandon seconded. Ming called for discussion.

Public comments: Pam Ellis commented that the budget format and budget numbers changed. Legally the board has the authority to allocate expenditures. The District manager does not have the authority to overspend on line items. Manager needs to get approval from the board if the expenditure is over budget.

Tom Zurbuchen thanked Pam because she demanded we get a budget. State law does not require a budget. There isn't a single rule/guideline in the By-laws to follow a budget.

Ming stated this was the first budget done. Ming called for a vote to accept the budget report. All board members voted aye. Motion carried.

City of Billings Rate Study: Ming gave an overview of City's Rate Study. The District hired Raftelis to review/arbitrate on the District's behalf.

Tom made a motion that we do not accept the City's rate increases per this plan. We hold off on notifying the City of our decision until we have met with Raftelis and Interstate Engineering so that we can provide a detailed understanding of the pieces we don't accept.

Ming asked if we could state the pieces we do not accept pending consultant review. Tom stated he did want to notify the City of our decision until after we have met with Raftelis. Ming said we only have 45 days. Tom said that was right, so we needed to meet with Raftelis this month. Brandon asked why we couldn't just notify. Tom

said that because our contract clearly says we have 30 days to negotiate. He doesn't want to start that 30 days until we have talked with Raftelis, and have point by point the problems identified. Once the 30 days is up, we go to binding arbitration. Tom pointed out several discrepancies in the City's report that need addressed. Ming would like to send a letter to the City stating at this time we are not ready to negotiate.

Josh Simpson stated that we hired Raftelis to dig deeper, and go over it with a fine-toothed comb.

A lot of discussion on when the 30 days starts.

Laura seconded the motion. Laura stated the report has not even been approved by the City Council. Doesn't understand why we would need to take action on it until the City has taken action on it. Would be in our best interest to take no action?

Public comment: Pam Ellis stated that for fiscal year 2024, there would be zero percent (0%) increase. Fiscal year 2025, the increase would be 48.8% is not a solid number. Pam has been in contact with Jennifer Duray regarding the numbers. The west end treatment plant and reservoir is being designed as they go. They do not have final prices, so yes. The rate study is a "best guess". Costs for the plant will be available in May, reservoir in July. Pam stated the 45 days is the point where the City approves it. They don't have an official approval for the water rates and fees. The 48.8% is not a real increase. It is just a best guess which will be adopted in May of 2024.

Ming asked for other comments. We are looking to vote no until we see what Raftelis has to say and then notify the City. Tom stated that it was said that the 45 days starts when the City approves. Tom read from the contract: "Once the City's expert has completed their written report, the City shall promptly provide a copy of that report to the District, and the District shall respond to that report with 45 days after receiving that report, submitting a written response to the Director of Public Works." Tom is concerned we would be breaking our contract. There was yet more discussion of when the 45 days starts. Dave said we have 27 days to go, and we can wait until our next meeting. Josh mentioned that Andrew from Raftelis will be here for the May meeting. May 17th is the deadline for response. Josh asked if Tom was suggesting to delay a response, and then have Peyton draft a letter but not send it until the first week in May. Tom said he'd like to have it before the first of May. Dave is on the negotiating team. We have an election in May. Dave's term would end at the end of May if not elected. Tom wants the negotiations to be done before then because Laura and Dave are on the negotiating team. Josh asked if Tom had a date in mind. Ming asked that when Dave and Laura meet with the City, if an extension could be done? More discussion amongst board members. The motion was that we do not send a letter out to the City until the board have met with Raftelis. Tom wanted it to be an executive session. Ming called for vote. Aye: Brandon, Laura, Tom, Dave. Nay: Ming.

Stifel Investment changes: Laura stated that Tom had questioned investment changes. Laura had a handout that she had received that morning which was why it wasn't a part of the board packet (see attached). Currently we have \$435,000 in the cash account at .4% interest. We have another \$502,944.03 Stifel Smart Rate that is essentially a "sweep" account. As a board, we decided that money can only go into that account at the request of the board, rather than a sweep type of account. Currently we have \$937,000 and change, that the District would be better served to invest in CD's. Laura had a proposal from Stifel for the CD's. We will also have \$250,000 CD that will mature on May 11. Laura made a motion to invest in the 4's CD's and would fill a gap in maturity rates in our current holdings. Also, to include rolling the \$250,000 that will be available on May 11 into the Smart Rate account. We have a total of \$1.63 million that will be maturing in 2023 with rate of return 3.1% to 3.3%.

Laura made a motion to invest in the four (4) CD's and the \$250,000 CD which matures on May 11 into the Stifel Smart Rate account. Tom seconded. Ming asked for discussion.

Public Comment: Pam Ellis had a concern that moving money into three (3) year CD's is that the Capital Improvement Plan (CIP) needs to be taken into consideration for cash flow purposes.

Ming called for a vote. All in favor. Motion carried.

Manager's Report: (Given by Assistant Manager Josh Simpson). Low-income housing assistance program will be defunded in September 2023. City storm drain project on Wicks and Bitterroot will now in two phases: Phase I – Wicks portion will be in 2023, making intersection improvements on Wicks and Bitterroot; Phase 2 – potentially the end of 2023 or spring 2024. The rate study was received April 3. The District did not receive the DNRC Rural Resource Planning Grant. Our application will remain active until June 15, 2023 in case more money becomes available. Only 7 out of 49 applications were chosen. Ours was #30. We received a notice from Cincinnati Insurance that they will not offer renewal of Director and Officer liability insurance due to claims activity. The agent believes this stems from excessive communications from the past board members in trying to get coverage triggered. Peyton would look for other options. Ming made a motion to accept the monthly managers report. Tom Seconded. No discussion by board.

Public Comment: Pam Ellis stated initially Cincinnati Insurance turned us down to cover the expenses for the lawsuit filed by Brandon and Tom (Dennis Cook and Jeff Engel), which was later covered by Cincinnati Insurance. Pam was not covered. Bill Mercer had their Insurance Specialist evaluate. No individual board member has coverage under the Cincinnati Insurance policy. If you think you need individual coverage, you need to get that in the policy.

Ming called for the vote to accept the manager's report say aye. All in favor. Motion carried.

Treasurer's Report: First Interstate Bank - March: Gross Income balance is \$1.00 (sweep), \$570.76 fees; Payroll balance \$85, 822.27; Sweep account had \$558,716.88 for a total of \$644, 540.15 in checking. Money Market CD is \$251,919.52. Stifel – March: \$435, 048; fixed income CD's were \$5, 896,384. Total Stifel investments \$6, 331, 432. Yellowstone Bank Reserve CD is \$219,584.53. Total cash position is \$7,447,476.20.

Dave made a motion to accept the Treasurer's Report. Tom seconded. It has been moved and seconded. Any discussion? Public comment? Ming called for a vote. All voted aye. Motion carried.

Next board meeting is May 17, 2023.

Motion to adjourn. Dave seconded. Meeting adjourned 7:45 p.m.

Suzie McKethen, Interim Board Secretary

Ming Cabrera, President



COUNTY WATER DISTRICT OF BILLINGS HEIGHTS

Board of Directors Meeting Minutes

May 4th, 2023 at 10:00 AM

County Water District of Billings Heights 1540 Popelka Dr., Board room

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CALL MEETING TO ORDER: President Ming Cabrera called the meeting to order at 10:00 AM

WELCOME AND INTRODUCTIONS

Board Members present: David Graves, Tom Zurbuchen, Laura Drager, Ming Cabrera

Staff Members present: Peyton Brookshire, Josh Simpson, and Jenn Burnside

Also present: Doug Kary, Butch Bailey, Mike Macki, Pam Ellis, and Evelyn Pyburn (YCN)

PRESIDENT'S REMARKS: Read by David Graves

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PUBLIC COMMENT on Non-Public Hearing Agenda Items: Read by David Graves

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SPECIAL AGENDA:

1. Recommendation to accept or dispute the City of Billings Resale Rate increase proposed for FY 2025.

May 4th, 2023 10:00 AM

PUBLIC COMMENT:

Laura said Brandon is out of state and unable to be present.

Recommendation to accept or dispute the City's of Billings resale rate for the fiscal year 2025.

Ming recommends that we do not accept the billings resale rate proposal rate for the fiscal year 2025. So that we can finish the agenda to give us 45 days to respond.

The proposal includes a 49% increase in rates.

There was a meeting with Raftelis and they felt that at this time we can not accept that 49% increase.

Ming makes a motion to dispute the resale rate at 49% Laura Seconds. All approved

Board President, Ming Cabrera



COUNTY WATER DISTRICT OF BILLINGS HEIGHTS

Board of Directors Meeting Minutes

May 17th, 2023 at 6:00 PM

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WELCOME AND INTRODUCTIONS

Board Members present: David Graves, Brandon Hurst, Tom Zurbuchen, Laura Drager, Ming Cabrera

Staff Members present: Peyton Brookshire, Josh Simpson, and Jenn Burnside

Also present: Doug Kary, Frank Ewalt, Pam Ellis, Mark Redding, Andrew Rheem, Harold Smith and Evelyn Pyburn (YCN)

PRESIDENT'S REMARKS: Read by Ming Cabrera

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May 17th, 2023 6:02 PM

New board members start on June 1st. A meeting was held on May 17th with the City of Billings and a few people in the room. Ming said he would like to see the minutes from that meeting.

PUBLIC COMMENT:

Pam said the meeting at the department was not a public meeting in terms of an elected board meeting. She said she sent the information to the whole board and to the press. She also sent the PowerPoint to everyone who was at the meeting.

Ming says it was a public meeting and there have to be notes to the meeting.

CONSENT AGENDA:

Dave makes a motion to accept the consent agenda Laura seconds.

Tom wants to amend the minutes because he made a motion and a vote was missing from that motion. He also said that the May 4th special meeting minutes are missing.

Peyton says the special meeting minutes will be at the next meeting.

Tom makes a motion to accept items 3&4 Laura seconds.

Pam says that 3 includes a profit and loss statement and there is no profit and loss statement in the packet.

Laura makes a motion to accept item 4 in the consent agenda Ming seconds.

Ming makes the motion to accept 3&4 and take off the profit and loss statement. Tom seconds. All Approved

Tom makes a motion to amend the minutes from the April 17th meeting to include the fact that the amendment to the motion to accept the consent agenda was voted on and unanimously approved. Laura seconds. Brandon, Laura, David, and Tom approve. Ming Against.

Frank says if you are going to change the minutes the board should wait to see what the changes are before passing them.

Tom had some questions about the monthly prepaid bills. There are two items paid to the Yellowstone county news for \$13.95.

Peyton said we had to post the notice of the CCR report.

David makes a motion to accept consent item 2. Ming seconds. Brandon, Laura, David, and Ming approved. Tom against.

NEW BUSINESS:

Annexation of Kraft Acres which is off of Rawhide strip and Lovers Lane. A total of .51 acres were annexed.

David makes a motion to accept the annexation of 3410 Lovers Lane. Brandon seconds. All Approved.

Pam states that she read the minutes from 2015 to now and that there was a time when the minutes reflected what the annexation fees were.

Peyton feels it is their business what they paid and anyone can look online to see the rates paid to figure it out if they really wanted to.

Task Order 29 District system-wide PER (Professional Engineering Report) and resolution for MCEP and matching grant money.

Peyton said this gives us a chance to get up to \$40,000 matching in grant money.

Tom had questions about the Task Order and the identification of the project to elevate the maintenance needs within the system. Will this identify a replacement plan for the future?

Peyton said yes that is correct and that it is a requirement of DEQ who want an evaluation of the entire system. It will also help us to determine if we are capable of servicing an area.

Tom makes a motion to accept Task Order 29. Laura seconds. All Approved.

Raftelis Report: Andrew Rheem gave his presentation of the final Rate Study results.

Please refer to the information provided in the packet regarding the rate study and possible changes to rates in the future based on the possible rate increase from the city and our adopted CIP needs.

Ming made a motion on the boards acceptance of the final results of the rate study to provide notice of a public hearing before a final vote is cast. David second. Brandon, Laura, David, and Ming approve. Tom against.

MANAGERS REPORT:

Task Order 29 and the MCEP we had discussed earlier. MCEP is a minimum of 20% of \$40,000. No official scoring structure has been released yet. Ixom water care was on site at the chlorination station on the 27th of April to take care of some warranty work on the station that was causing some pump problems. When they set it up there was a kink in the line which was causing it to overheat. This problem has been fixed and the pump

is running again. We are waiting on the appraisal to be done at Dover for a 20ft easement. CCR report is done and available and has been posted on the website and newspaper.

David would like to have Ming take his place as one of the Heights Water District representatives at the meeting with the City.

TREASURES REPORT:

The Gross account was \$1, and the service charges on that account were \$622.22, The O & M account is still closed. In the Payroll account we have \$23,066.23 and this month there was a \$8.12 service charge. The Sweep account has \$616,627.32 and we earned \$293.09 in interest. Total \$639, 694.59. The total net fee cost is \$337.25. Stifel investment account 6,348,851.80. First interstate bank money market account 252,402.65 with earnings 483.13. Yellowstone Bank savings 219,548.53. Total in all 7,460,533.57 Total fees we earned 145.88.

David makes a motion to approve Laura's financial report. Tom seconds. All approved

David makes a motion to make Juneteenth a floating holiday. Ming seconds. Brandon and David approved. Laura Tom and Ming against.

David thinks that the employees deserve this as a floating holiday and this would be a pat on the back for the great work they do.

Tom is against this because this is our busy time of year.

The district gets 10 dates off a year. Juneteenth would make it 11 a year.

Pam says that Bozeman is the only one who gets Juneteenth off.

Meeting adjourned @ 7:56pm

**Recording Secretary, Jennifer
Burnside**

Public comment:

Pam said that the public has no information about the information that was received from Raftelis. The 48.8% the board has known about for over a year. The only reason it is as low as it is, is because the City changed its plan. This is the City's best guess as of right now.

Butch ask if we are already paying for the "play pin" on the west-end.

Laura said there is a separate line item that shows the west-end reservoir.

The meeting Adjourned at 10:08 AM

**Recording Secretary, Jennifer
Burnside**

Board President, Ming Cabrera

06/07/23
14:57:29

BILLINGS HEIGHTS WATER DISTRICT
Check Register For Payrolls from 05/01/23 to 05/31/23

Page: 1 of 2
Report ID: W100A

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed	Receipt Acct
-89784	4 DAVID P BROOKSHIRE	3144.98	05/12/23	5/23	
-89783	6 JENNIFER M BURNSIDE	1486.98	05/12/23	5/23	
-89782	10 QUIN T FUHRMAN	1803.92	05/12/23	5/23	
-89781	2 CLAY J MCCAFFREE	1929.86	05/12/23	5/23	
-89780	11 SUZANNE M MCKETHEN	1260.88	05/12/23	5/23	
-89779	12 AUSTIN MISTRETTA	1542.53	05/12/23	5/23	
-89778	1 ANDREW W REICHENBACH	1603.86	05/12/23	5/23	
-89777	7 JOSHUA C SIMPSON	2189.02	05/12/23	5/23	
-89776	FIT EFTPS	4546.27	05/12/23	5/23	
-89775	SIT MT DEPT OF REVENUE	997.00	05/12/23	5/23	
-89774	401K ASCENSUS	2092.23	05/12/23	5/23	
-89773	401K PS ASCENSUS	931.41	05/12/23	5/23	
-89772	4 DAVID P BROOKSHIRE	3042.33	05/26/23	5/23	
-89771	6 JENNIFER M BURNSIDE	1486.98	05/26/23	5/23	
-89770	10 QUIN T FUHRMAN	2114.21	05/26/23	5/23	
-89769	13 MATTHEW KADLEC	785.27	05/26/23	5/23	
-89768	2 CLAY J MCCAFFREE	1696.17	05/26/23	5/23	
-89767	11 SUZANNE M MCKETHEN	1260.88	05/26/23	5/23	
-89766	12 AUSTIN MISTRETTA	1403.04	05/26/23	5/23	
-89765	1 ANDREW W REICHENBACH	1768.73	05/26/23	5/23	
-89764	7 JOSHUA C SIMPSON	2046.81	05/26/23	5/23	
-89763	FIT EFTPS	4842.72	05/26/23	5/23	
-89762	SIT MT DEPT OF REVENUE	1026.00	05/26/23	5/23	
-89761	401K ASCENSUS	2281.62	05/26/23	5/23	
-89760	401K PS ASCENSUS	938.30	05/26/23	5/23	
-89759	HEALTH INS BCBS	15323.17	06/01/23	5/23	

06/07/23
14:57:29

BILLINGS HEIGHTS WATER DISTRICT
Check Register For Payrolls from 05/01/23 to 05/31/23

Page: 2 of 2
Report ID: W100A

Check #	Payee #/Name	Check Amount	Date Issued	Period Redeemed	Receipt Acct
-89758	13 MATTHEW KADLEC	0.00	05/26/23	5/23	
-89757	12 AUSTIN MISTRETTA	0.00	05/26/23	5/23	
-89756	DENTAL GUARDIAN	1729.67	05/26/23	5/23	

* denotes missing check number(s)

# of Checks:	29	Total:	65274.84	Electronic Checks:	65,274.84
				Non-electronic Checks:	0.00

Claim Checks

[illegible]

06/07/23
14:55:17

BILLINGS HEIGHTS WATER DISTRICT
Check Register for Gross Receipts
For the Accounting Period: 5/23

Page: 2 of 3
Report ID: AP300

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
-99708	E	361 STATE COMPENSATION INSURANCE FUND	1932.26	05/01/23			
10849	S	999999 DAVID PEYTON BROOKSHIRE	21.12	05/01/23	5/23	CL 564	1932.26
10850	S	27 BADGER METER, INC.	363.36	05/09/23	5/23	CL 525	21.12
10851	S	45 BILLINGS OVERHEAD DOOR	213.00	05/09/23	5/23	CL 530	363.36
10852	S	52 BLACK MOUNTAIN SOFTWARE	100.00	05/09/23	5/23	CL 528	213.00
10853	S	300 OFFICE DEPOT	234.98	05/09/23	5/23	CL 531	100.00
10854	S	366 SUSAN SWIMLEY	3218.88	05/09/23	5/23	CL 526	234.98
10855	S	404 UTILITIES UNDERGROUND LOCATION CENTER	489.84	05/09/23	5/23	CL 527	3218.88
10856	S	332 RAFTELIS	5057.50	05/16/23	5/23	CL 529	489.84
10857	S	103 DEPARTMENT OF ENVORINMENTAL QUALITY	150.00	05/16/23	5/23	CL 552	5057.50
10858	M	999999 JEANNE DRESSEL	44.38	05/17/23		CL 553	150.00
10859	M	999999 MARY ROBERTSON	158.32	05/17/23	5/23	CL 554	44.38
10860	S	399 UNITED STATES POST OFFIC	1964.70	05/30/23		CL 555	158.32
10861	S	999999 DANIEL & TAMI BARNHART	12.91	05/31/23		CL 562	1964.70
						CL 563	12.91
Total for Claim Checks			171047.21				
Count for Claim Checks				38			

* denotes missing check number(s)

of Checks: 38 Total: 171047.21

STIFEL

54811 27406 3046 D55822 SSNR00901
**COUNTY WATER DISTRICT
 OF BILLINGS HEIGHTS**
 1540 POPELKA
 BILLINGS MT 59105-4468



May 1 -
 May 31, 2023
 Account Number:

Page 1 of 18

STIFEL ACCOUNT STATEMENT

PORTFOLIO SUMMARY

	May 31	April 30
Net Cash Equivalents **	1,817.22	9,746.19
Net Portfolio Assets held at Stifel ⁴	6,341,309.69	6,339,105.61
Net Portfolio Assets not held at Stifel		
Net Portfolio Value	\$6,343,126.91	\$6,348,851.80

YOUR CHANGE IN PORTFOLIO VALUE

	May 31	April 30
Net Cash Flow (Inflows/Outflows) ²		
Securities Transferred In/Out		
Income and Distributions	7,519.28	6,754.89
Change in Securities Value	-13,244.17	10,665.39
Net Change in Portfolio Value	-\$5,724.89	\$17,420.28

Your Financial Advisor (M805):
 STEPHEN KNUDSON, CFP (R)
 Telephone: (406) 252-2447

Office Serving Your Account:
 401 NORTH 31ST STREET
 SUITE 1610
 BILLINGS, MT 59101

PRIMARY INVESTMENT OBJECTIVE: Income

RISK TOLERANCE: Moderately Conservative

For a full definition of this objective and risk tolerance, including the use of margin, please see www.stifel.com, IMPORTANT DISCLOSURES, or contact your Financial Advisor. If you have any questions concerning your investment objective or risk tolerance, or wish to make a change, please contact your Financial Advisor or the Branch Manager for this office.

TRADING TAX LOT RELIEF METHOD: First In, First Out

INVESTOR UPDATE

Owning a lot of a single stock can throw your carefully planned asset allocation out of balance. Contact your Stifel Financial Advisor to learn how to manage your concentrated position and properly diversify your portfolio.

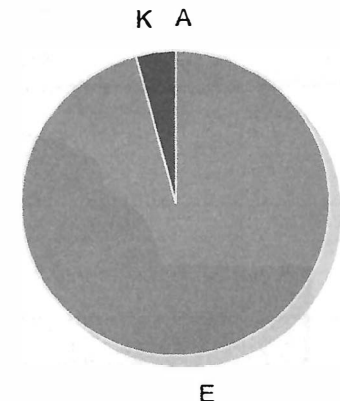
ACCOUNT PROTECTION

Stifel, Nicolaus & Company, Incorporated provides up to \$150 million of coverage for securities held in client accounts, of which \$1.15 million may be in cash deposits. Ask your Financial Advisor for more details.

Thank you for allowing Stifel to serve you. In order to protect your rights, including rights under the Securities Investor Protection Act (SIPA), please promptly report, in writing, any inaccuracies or discrepancies in this account or statement to the Compliance Department of Stifel at the address below. If you have any questions regarding your account or this statement, please contact your Financial Advisor or the Branch Manager for this office. For additional information regarding your Stifel account, please refer to the current Stifel Account Agreement and Disclosure Booklet, which is available at www.stifel.com/disclosures/account-agreement.

YOUR ASSET SUMMARY

	Value on	Percentage of
	May 31, 2023 (\$)	your account
A Net Cash Equivalents**	1,817.22	0.03%
E Fixed Income-Other	6,075,861.44	95.79%
K Stifel Smart Rate ⁴	265,448.25	4.18%
Total Assets	\$6,343,126.91	100.00%



ASSET DETAILS

This section shows the cash equivalents and/or securities in your account. Prices obtained from outside sources are considered reliable but are not guaranteed by Stifel. Actual prices may vary, and upon sale, you may receive more or less than your original purchase price. Contact your Financial Advisor for current price quotes. Gain/Loss is provided for informational purposes only. Cost basis may be adjusted for, but not limited to, amortization, accretion, principal paydowns, capital changes, listed option premiums, gifting rules, inheritance step-up, or wash sales. The Gain/Loss information should not be used for tax preparation without the assistance of your tax advisor. Lot detail quantity displayed is truncated to the one thousandth of a share.

NET CASH EQUIVALENTS

	<i>Current value</i>	<i>Cost Basis</i>	<i>Estimated Annualized Income</i>	<i>Estimated Yield %</i>
STIFEL FDIC INSURED	1,817.22	1,817.22	2.73	0.15%
Total Net Cash Equivalents	\$1,817.22	\$1,817.22	\$2.73	0.15%

STIFEL INSURED BANK DEPOSIT PROGRAM

Funds deposited through the Stifel Insured Bank Deposit Program (the "Program") may be deposited at multiple banks. The Program's Disclosure Statement is available at www.stifel.com/disclosures/account-agreement. The deposits are not covered by the Securities Investor Protection Corporation ("SIPC"). Deposits are insured by the FDIC within applicable limits.

Balances in the Program or in any money market fund offered as an available fund for Cash Investment Services at Stifel, subject to applicable limits, can be liquidated upon request and the proceeds returned to your securities account or can be distributed directly to you with the proper withdrawal form on file.

PORTFOLIO ASSETS - HELD AT STIFEL

Fixed Income-Other	<i>Symbol/ Bond Rating/ Type</i>	<i>Quantity</i>	<i>Current Price/ Current Value</i>	<i>Average Unit Cost/ Cost Basis</i>	<i>Accrued Income⁶</i>	<i>Unrealized Gain/(-)Loss¹⁰</i>	<i>Estimated Annualized Income</i>	<i>Estimated Yield %</i>
SALLIE MAE BANK SALT LAKE CITY UT CD FDIC #58177 CPN 3.300% DUE 07/11/23 DTD 07/11/18 FC 01/11/19 CUSIP: 795450U29 Original Cost: 91,442.00	Cash	87,000	99.7770" 86,805.99	100.1568 87,136.38	1,109.08	-330.39	2,871.00	3.31%
CIT BANK SALT LAKE CITY UT CD FDIC #35575 CPN 3.050% DUE 07/17/23 DTD 07/17/13 FC 01/17/14 CUSIP: 17284CH20 Original Cost: 41,723.14	Cash	40,000	99.7110" 39,884.40	100.1509 40,060.37	451.23	-175.97	1,220.00	3.06%



ASSET DETAILS (continued)

PORTFOLIO ASSETS - HELD AT STIFEL (continued)

Fixed Income-Other	<i>Symbol/ Bond Rating/ Type</i>	<i>Quantity</i>	<i>Current Price/ Current Value</i>	<i>Average Unit Cost/ Cost Basis</i>	<i>Accrued Income⁶</i>	<i>Unrealized Gain/(-)Loss¹⁰</i>	<i>Estimated Annualized Income</i>	<i>Estimated Yield %</i>
BMW BANK OF NORTH AMER SALT LAKE CITY UT CD FDIC #35141 CPN 0.300% DUE 10/23/23 DTD 04/23/21 FC 10/23/21 CUSIP: 05580AZL1	Cash	200,000	98.0280" 196,056.00	100.0000 200,000.00	64.11	-3,944.00	600.00	0.31%
GE CAPITAL RETAIL BANK DRAPER UT CD FDIC #27314 CPN 3.250% DUE 12/13/23 DTD 12/13/13 FC 06/13/14 CUSIP: 36162THJ6 <i>Original Cost: 158,327.27</i>	Cash	150,000	98.8150" 148,222.50	100.7277 151,091.57	2,270.55	-2,869.07	4,875.00	3.29%
ALLY BANK MIDVALE UT CD FDIC #57803 CLLB CPN 3.250% DUE 02/05/24 DTD 08/04/22 FC 02/04/23 CALL 07/04/23 @ 100.000 CUSIP: 02007GXD0	Cash	250,000	98.6370" 246,592.50	100.0000 250,000.00	2,604.45	-3,407.50	8,125.00	3.29%
BEAL BANK USA LAS VEGAS NV CD FDIC #57833 CPN 3.050% DUE 02/07/24 DTD 08/10/22 FC 02/10/23 CUSIP: 07371DEK9	Cash	250,000	98.4690" 246,172.50	100.0000 250,000.00	2,318.84	-3,827.50	7,625.00	3.10%
LIVE OAK BANKING CO WILMINGTON NC CD FDIC #58665 CPN 0.350% DUE 04/22/24 DTD 04/20/21 FC 05/01/21 CUSIP: 538036PQ1	Cash	200,000	95.6350" 191,270.00	100.0000 200,000.00	59.45	-8,730.00	700.00	0.37%
MEGA BANK SAN GABRIEL CA CD FDIC #58401 CPN 0.250% DUE 04/22/24 DTD 04/22/21 FC 10/22/21 CUSIP: 58517JAG7	Cash	250,000	95.5680" 238,920.00	100.0000 250,000.00	68.49	-11,080.00	625.00	0.26%



ASSET DETAILS (continued)

PORTFOLIO ASSETS - HELD AT STIFEL (continued)

Fixed Income-Other	Symbol/ Bond Rating/ Type	Quantity	Current Price/ Current Value	Average Unit Cost/ Cost Basis	Accrued Income ⁶	Unrealized Gain/(-)Loss ¹⁰	Estimated Annualized Income	Estimated Yield %
CHARLES SCHWAB BANK SSB WESTLAKE TX CD FDIC #57450 CPN 4.800% DUE 04/24/25 DTD 04/20/23 FC 10/20/23 CUSIP: 15987UBK3	Cash	250,000	99.1460" 247,865.00	100.0000 250,000.00	1,380.83	-2,135.00	12,000.00	4.84%
WELLS FARGO BANK NA SIOUX FALLS SD CD FDIC #03511 CPN 4.750% DUE 04/25/25 DTD 04/25/23 FC 05/25/23 CUSIP: 949764BD5	Cash	250,000	99.0540" 247,635.00	100.0000 250,000.00	227.74	-2,365.00	11,875.00	4.80%
NORTHERN B&T CO WOBURN MA CD FDIC #18266 CLLB CPN 4.900% DUE 04/26/25 DTD 04/26/23 FC 10/26/23 CALL 07/26/23 @ 100.000 CUSIP: 66476QDT2	Cash	250,000	99.3300" 248,325.00	100.0000 250,000.00	1,208.22	-1,675.00	12,250.00	4.93%
BARCLAYS BANK DE WILMINGTON DE CD FDIC #57203 CPN 3.300% DUE 07/28/25 DTD 07/27/22 FC 01/27/23 CUSIP: 06740KQZ3 Original Cost: 150,080.00	Cash	150,000	96.0750" 144,112.50	100.0393 150,059.00	1,695.20	-5,946.50	4,950.00	3.43%
GOLDMAN SACHS BANK USA NEW YORK NY CD FDIC #33124 CPN 3.500% DUE 01/09/26 DTD 01/09/19 FC 07/09/19 CUSIP: 38148P4A2 Original Cost: 253,195.00	Cash	250,000	95.9160" 239,790.00	100.9835 252,458.64	3,428.08	-12,668.64	8,750.00	3.65%
SYNCHRONY BANK DRAPER UT CD FDIC #27314 CPN 2.200% DUE 06/17/26 DTD 06/17/16 FC 12/17/16 CUSIP: 87165EJ65	Cash	60,000	91.6510" 54,990.60	91.8027 55,081.63	600.33	-91.03	1,320.00	2.40%



ASSET DETAILS (continued)

PORTFOLIO ASSETS - HELD AT STIFEL (continued)

Stifel Smart Rate Program	Symbol/ Type	Quantity	Current Price/ Current Value	Average Unit Cost/ Cost Basis	Unrealized Gain/(-)Loss ¹⁰	Estimated Annualized Income	Estimated Yield %
STIFEL SMART RATE STIFEL BANK ID: 998606107 <i>Interest Option: Reinvest</i>	Cash	132,223.280	1.0000 132,223.28	1.0000 132,223.28	0.00	5,950.04	4.50%
STIFEL SMART RATE STIFEL BANK & TRUST ID: 998606305 <i>Interest Option: Reinvest</i>	Cash	133,224.970	1.0000 133,224.97	1.0000 133,224.97	0.00	5,995.12	4.50%
Total Stifel Smart Rate Program			\$265,448.25	\$265,448.25	\$0.00	\$11,945.16	4.50%
Stifel Smart Rate is a FDIC insured bank deposit held in Stifel's name for the benefit of clients, not cash held in your securities account and not covered by SIPC.							
Total Portfolio Assets - Held at Stifel			\$6,341,309.69	\$6,502,921.34	-\$161,611.65	\$167,324.16	2.64%
Total Net Portfolio Value			\$6,343,126.91	\$6,504,738.56	-\$161,611.65	\$167,326.89	2.64%

FOOTNOTE DEFINITIONS

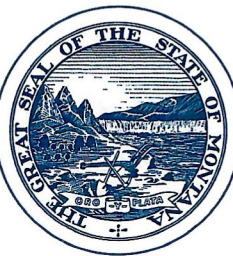
⁶ **Accrued Income:** Accrued Income amounts are provided for informational purposes only and are not included as part of the Net Portfolio Value. Accrued Income represents the sum of accrued interest and accrued dividends on securities positions, but which Stifel has not yet received. Stifel cannot guarantee the accuracy of the Accrued Income, which may be subject to change. Accrued Income amounts are not covered by SIPC and should not be relied upon for making investment decisions.

¹⁰ Please note "Unrealized Gain/(-)Loss" does not equal the total current value minus the total cost if any value or cost amounts are missing. Unrealized gains or losses are provided for your information only and should not be used for tax purposes.

" The price assigned to this instrument may have been provided by a national pricing service and is derived from a 'market-driven pricing model.'
This price may not be the actual price you would receive in the event of a sale prior to the maturity of the C.D. Additional information is available upon request.



DEPARTMENT OF NATURAL RESOURCES
AND CONSERVATION



GREG GIANFORTE, GOVERNOR

1539 ELEVENTH AVENUE

STATE OF MONTANA

DIRECTOR'S OFFICE: (406) 444-2074
FAX: (406) 444-2684

PO BOX 201601
HELENA, MONTANA 59620-1601

05/22/2023

Peyton Brookshire
1540 Popelka Drive
Billings, Montana 59105



RE: Notice of RRGL Planning Grant Award

Dear Peyton,

Congratulations! You have been awarded an RRGL planning grant for \$15,000 for the Billing Heights County Water District NW Transmission Main Project. We have received additional funding for this grant cycle and are excited to be working with you on your planning project. I appreciate the planning and dedication that your community has taken to advance this critical project, so that all Montana communities and families may thrive.


Pursuant to section 28 of HB 632, if a local government awardee or any of its authorized agents have health regulations related to COVID-19 that are more strict than those imposed by the state in effect at the time a grant is awarded, the grant will be reduced by 20 percent. In your application, you certified whether relevant regulations were in effect. Please update the Department of Natural Resources and Conservation (DNRC), in writing, if that has changed between the date you submitted your application and the date of this award letter.

Please contact Sonja Hoeglund to accept this award: shoeglund@mt.gov or 406-444-0552.

To begin your project, the grant manager will develop the grant agreement and you will receive the approved agreement by mail. Please sign both copies of the contract and return to us or let us know if any changes to the contract are needed.

Thank you for your application and I look forward to working with you on your project and planning needs. Please contact me at 444-9766 with any questions.

Sincerely,


Lindsay Volpe
RRGL Program Manager

Peyton, as discussed in our meeting yesterday, changes that we are making to the west end project has changed the schedule and it is now expected that both the reservoirs and plant will be online in FY26 rather than FY25. We will be re-calculating the rate for FY25 based on this new information and therefore, it would make sense to defer/extend the period in which we work in good faith to come to an agreement on the rates prior to going to arbitration. I hope to continue discussions as to what, if any, concerns the District has regarding rate calculations in response to the information provided to date, prior to calculating a new rate. I think it would be a benefit to both the City and District to have discussions outside of a 30-day time crunch. Please let me know if you are in agreement.



Jennifer Duray, CPA

Deputy Public Works Director

durayj@billingsmt.gov

EXCELLENCE INNOVATION INTEGRITY

billingsmtpublicworks.gov
facebook@billingsmtpublicworks

PUBLIC WORKS
ADMINISTRATION
2251 Belknap Ave
Billings, MT 59101
P 406.657.8239

Peyton,

Our quote for the audit would be \$14,000. Please let me know if you have any questions. Thanks.

Brian Van Steeland, CPA

SHAREHOLDER

YELLOWSTONE COUNTY ELECTION DEPT.
PO BOX 35002 BILLINGS, MT 59107
(PHONE) 256-2740 (FAX) 254-7940
kvaldrich@yellowstonecountymt.gov
Election Administrator: K.V. ("Ginger") Aldrich

ELECTION CHARGES
ELECTION CHARGES FOR SCHOOL ELECTION
May 2, 2023

TO: Heights Water Board
Attn: Peyton Brookshire

Account	Description	Amount
112	Temporary Employees	\$ 1,968.14
120	Overtime	\$ -
210	Office Supplies	\$ 249.37
220	Operating Supplies	\$ 5,593.81
311	Postage	\$ 470.03
321	Ballot Printing	\$ 3,951.18
331	Legal Advertising	\$ 64.63
368	Software/Hardware	\$ 625.81
370	Travel/Moving	\$ 70.98
393	Election Judges	\$ 832.52
	Total	\$ 13,826.47

REMIT PAYMENT TO:

YELLOWSTONE COUNTY FINANCE DEPT.
PO BOX 35003
BILLINGS, MT 59107

WAGE AND SALARY RECOMMENDATIONS FOR FY 23/24

<u>TITLE</u>	<u>CURRENT WAGE/HR</u>	<u>AVERAGE AWWA</u>	<u>PROPOSED 3%</u>
ASST MAN	\$35.92	\$49.04	*\$38.80
SEN OPERATOR	\$29.43	\$30.53	\$30.31
CUST SER MAN	\$24.31	\$26.12	\$25.09
ACCT ASSOCAITE	\$22.52	\$24.06	\$23.19
*ENTRY OPERATOR (75%)	\$22.07	\$22.63	\$22.73
* INTER OPERATOR (85%)	\$25.01	\$25.40	\$25.76

- Entry level Distribution Operator. Goes to 85% of senior operator wage after CDL and Water Operator License is acquired. Goes to full senior operator wage after 5 years of experience.
- Calculated using weighted averages from the 2022 AWWA Medium Utility Salary Survey results of comparable demographics of Board Operated, water participants.
- 8% for the Assistant Manager places the position in the normal range at 75% of GM Salary Range.
- Projected COLA is 3.1%.

2023 Budgeted Salary Increases

For 2023 budgeted salary increases, an average allocation of 3.88% was reported for executives, 3.90% for managers, 3.82% for supervisors, and 3.86% for staff levels for all utilities when salary freeze data are excluded. For Medium-Sized Utilities participants, budgeted 2023 increases average 3.85% for executives, 3.83% for managers, 3.85% for supervisors, and 3.93% for staff.

When 0% increases are included in the calculations, average increases drop to 3.65% for executives, 3.78% for managers, 3.68% for supervisors, and 3.76% for staff for all utilities. Medium-sized utilities project an average 3.62% increase for executives, 3.72% for managers, 3.73% for supervisors, and 3.87% for staff when salary freezes are included.

2023 Budgeted Salary Increase Percent (0% Excluded)										
	All					Medium-Sized				
	Total Responses	Average	25th Percentile	Median	75th Percentile	Total Responses	Average	25th Percentile	Median	75th Percentile
Executives	352	3.88	3.00	3.23	5.00	160	3.85	3.00	3.00	5.00
Managers	381	3.90	3.00	3.00	5.00	171	3.83	2.75	3.00	5.00
Supervisors	358	3.82	3.00	3.00	5.00	161	3.85	3.00	3.25	5.00
Staff	401	3.86	3.00	3.50	5.00	182	3.93	3.00	3.50	5.00

2022 Budgeted Salary Increase Percent (0% Included)										
	All					Medium-Sized				
	Total Responses	Average	25th Percentile	Median	75th Percentile	Total Responses	Average	25th Percentile	Median	75th Percentile
Executives	374	3.65	3.00	3.00	5.00	170	3.62	2.52	3.00	5.00
Managers	393	3.78	3.00	3.00	5.00	176	3.72	2.50	3.00	5.00
Supervisors	372	3.68	2.79	3.00	5.00	166	3.73	2.75	3.00	5.00
Staff	412	3.76	2.79	3.05	5.00	185	3.87	2.95	3.50	5.00

Salary Structure Movement

The following tables represent 2022 and 2023 projected salary structure movement. For comparison purposes, anticipated 2022 movement is based on responses from the 2021 survey. The actual salary structure movement was

higher than what was anticipated for 2022 for all occupational levels from all participants. For Medium-Sized Utilities participants, salary structure movements are higher than projected movement for all groups.

2022 Budgeted Range/Structure Adjustment Percent (0% Included)—Collected Summer 2021

	All				Medium-Sized			
	Total Responses	Average	Median	75th Percentile	Total Responses	Average	Median	75th Percentile
Executives	256	2.05	2.00	3.00	115	1.86	2.00	3.00
Managers	267	2.09	2.00	3.00	118	2.00	2.00	3.00
Supervisors	263	2.07	2.00	3.00	119	1.98	2.00	3.00
Staff	282	2.18	2.00	3.00	122	2.07	2.25	3.00

2022 Actual Range/Structure Adjustment Percent (0% Included)

	All				Medium-Sized			
	Total Responses	Average	Median	75th Percentile	Total Responses	Average	Median	75th Percentile
Executives	259	3.11	3.00	4.00	114	3.50	3.00	3.75
Managers	278	3.01	3.00	4.00	124	3.25	3.00	3.75
Supervisors	266	3.09	3.00	4.00	118	3.30	3.00	3.94
Staff	291	3.21	3.00	4.00	129	3.34	3.00	4.00

Note: The 25th percentile is excluded because of the number of "0% increase" responses.

On average, all participants reported 3.04% projected salary range/structure movement for executives, 3.13% for managers, 3.01 for supervisors, and 3.21% for staff for 2023.

For Medium-Sized Utilities participants, an average of 3.09% salary range/structure movement is projected for executives, 3.20% for managers, 3.10% for

supervisors, and 3.29% for staff. A significant number of respondents reported 0% under projected salary range/structure movements for 2023, which suggests that many organizations are not anticipating changes or have not yet made decisions for the coming year.

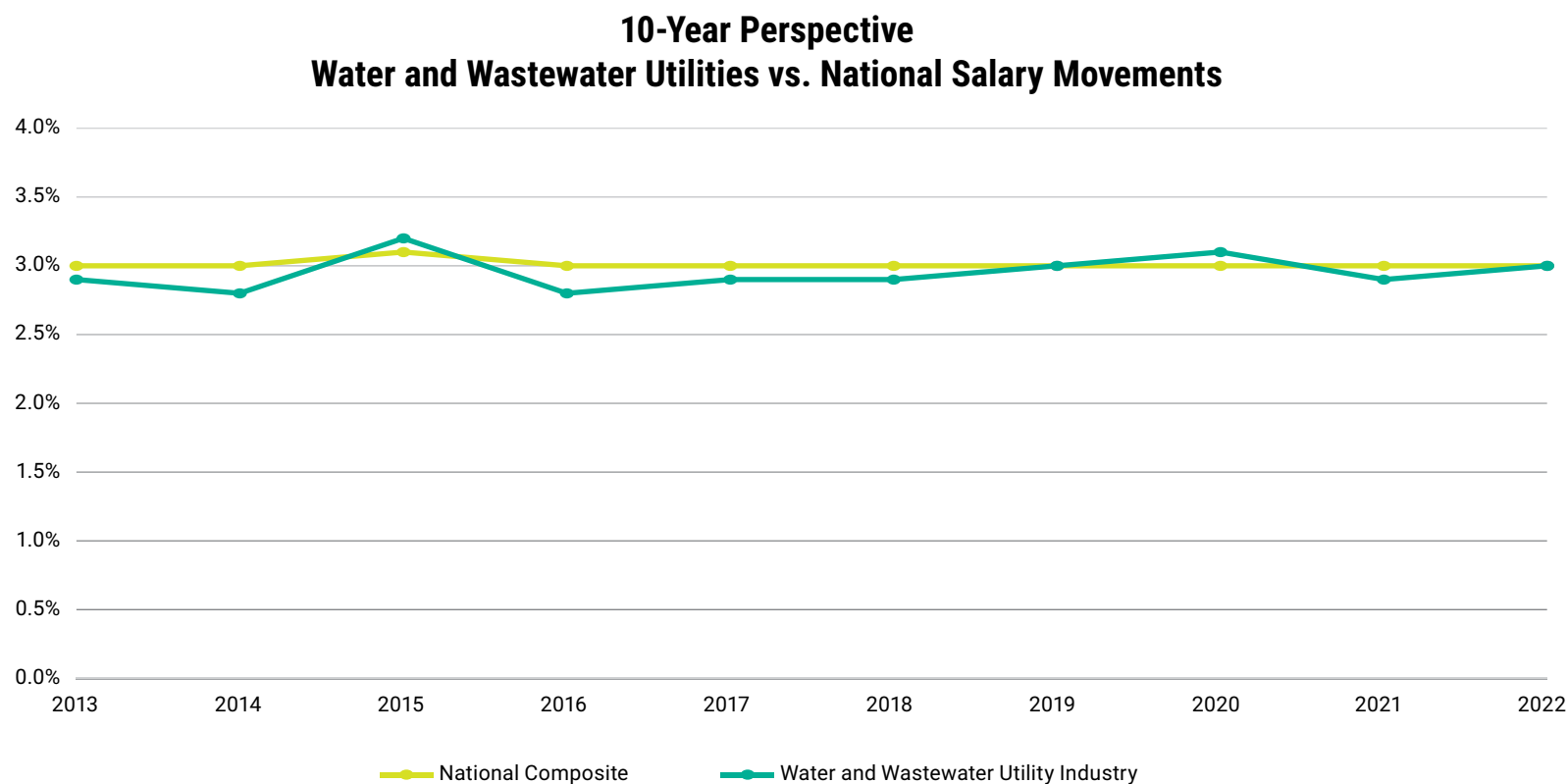
2023 Budgeted Range/Structure Adjustment Percent (0% Included)								
	All				Medium-Sized			
	Total Responses	Average	Median	75th Percentile	Total Responses	Average	Median	75th Percentile
Executives	226	3.04	3.00	4.00	101	3.09	3.00	4.00
Managers	240	3.13	3.00	4.00	108	3.20	3.00	4.00
Supervisors	228	3.01	3.00	4.00	103	3.10	3.00	4.00
Staff	253	3.21	3.00	4.00	113	3.29	3.00	4.00

Note: The 25th percentile is excluded because of the number of "0% increase" responses.

Salary Movement and the Economy

To explore the relationship between how annual salary increases at water and wastewater utilities move in comparison with other industries, the following graph compares the water and wastewater utility industry to all other industries. Nationally, average salary increase budgets continue to hover around 3.0% across most industries. A 10-year perspective is provided in the following graph. National salary increases reflect data as reported in the 2021–2022 WorldatWork Salary Budget Survey.

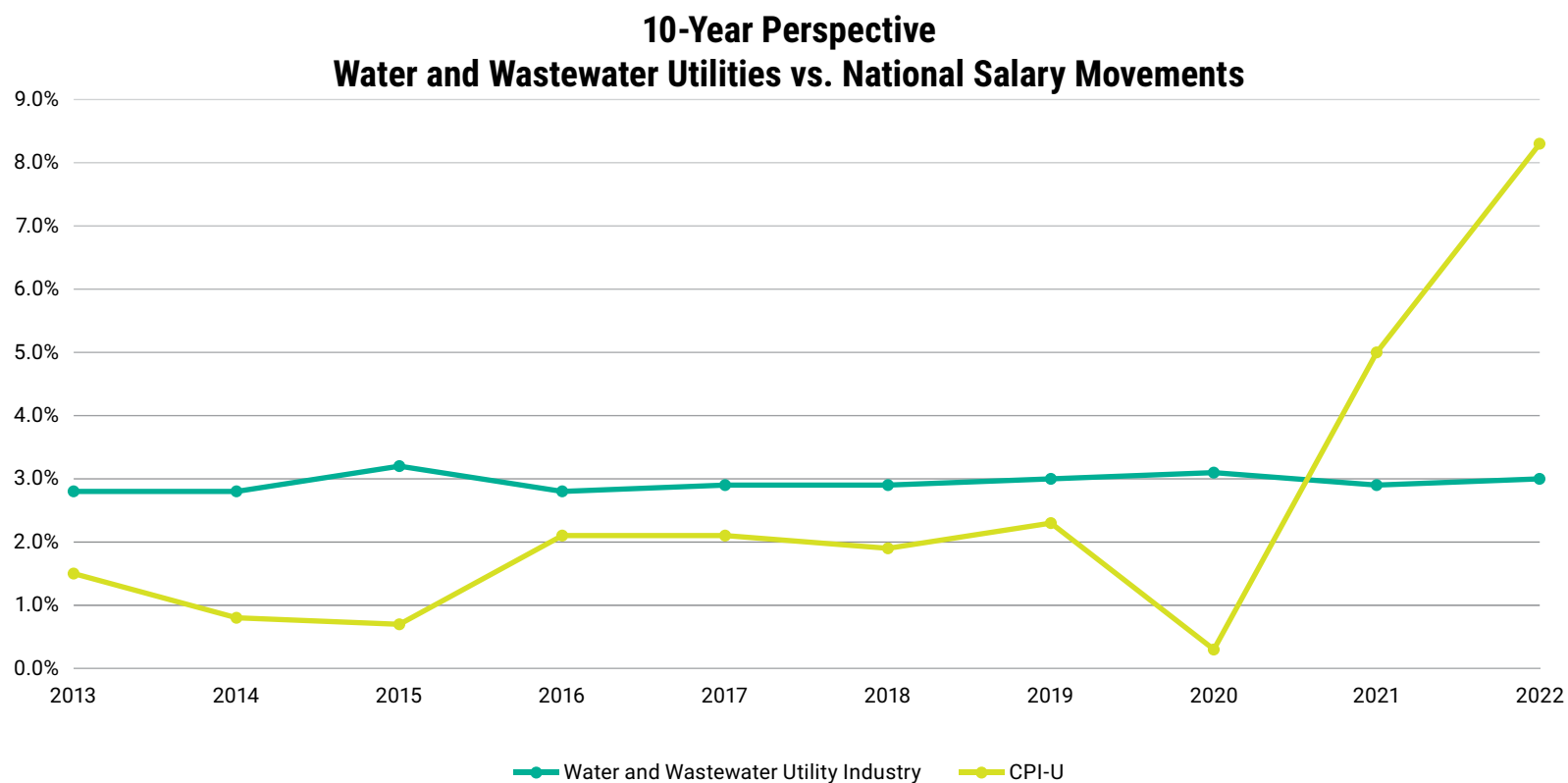
Water and wastewater utility salary increases for 2022 are represented by an average of management, supervisory, and staff-level positions from the AWWA Water and Wastewater Utility Compensation Survey report. As the graph illustrates, water and wastewater utility industry salary increase budgets closely track “all” industries for 2022. Salary increases rose to 3.0% for water and wastewater utilities in 2022, while the National Composite remained at 3.0%.



Note: 2022 actual salary increases are an average of all data reported for management and nonmanagement positions, including 0% increase data.

To provide additional context for understanding salary movement, the following is a graphical representation of salary increase budgets for water and wastewater utilities and the Consumer Price Index—Urban (CPI-U), which is a measure of inflation. Salary increases in the following chart are an average of

all data reported for management and nonmanagement positions, excluding 0% increases. While the interpretation of current inflation (CPI-U) is challenging given the present economy, for the most part, water and wastewater utility salary increases have remained above inflationary levels over the past decade.



Note: CPI-U percentage is based on the April 2022 Bureau of Labor Statistics Report and is unadjusted for a 12-month period.

Using This Survey

Data Observations

Four pages of data observations are provided for each job.

Data are summarized for the following categories:

- All Participants (two pages)
- Water Participants
- Water and Wastewater Participants

Further breakouts in each of these categories are provided by Type of Utility, Ownership Type, Population Size Served, Total Employment, and All Participants by AWWA section.

In many cases, the sum of the categories does not equal the overall total because there were insufficient data for one or more breakouts. Asterisks (*) are used to indicate that fewer than five participants provided information or an individual entity had greater than 25% of the responses. This maintains the confidentiality of each facility's individual responses.

Note: Shifts in the sample of utilities reporting on a job may cause year-to-year changes in average pay levels that are inconsistent with market movement. Every effort is made to encourage utilities to participate and provide data every year to maintain consistency.

Definitions

Following is a list of definitions that were used in organizing survey data, as well as a survey example that illustrates how to read and interpret the survey results.

A1 *Number of Utilities*

This represents the total number of utilities providing survey data for the specific job. In this example, 365 facilities provided data for the Wastewater Treatment Plant Manager job.

A2 *Number of Employees*

This represents the total number of employees reported occupying the job. In this example, the total is 393. This number may be higher than the Number of Utilities when facilities report multiple incumbents for the job. This number will be lower than the Number of Utilities when facilities have vacant jobs but still reported salary range information.

A3 *Average Number of Employees Supervised*

For jobs with supervisory responsibilities, this number represents the average number of employees supervised. In this example, of those who reported supervisory responsibilities, the average number of employees supervised is 16.

A4 *50th Percentile*

Statistically, this represents the pay rate that half of incumbents fall below and half above, also known as the median. In the example, the 50th Percentile for Board Operated facilities is \$55,213.

A5 *Company Weighted Average Pay*

This value represents the sum of all average rates reported for each facility divided by the number of facilities. In the example, the average salary for Board Operated facilities is \$56,888.

A6 Employee Weighted Average Pay

This figure is the sum of rates for all employees within all facilities divided by the number of employees. Use of the weighted average gives more weight to data from a facility that employs several people in a particular job compared with data from a facility that employs only one or two people in that job. The example shows \$56,614 as the Employee Weighted Average Pay for Board Operated facilities.

A7 Average Salary Range—Minimum

This is the lowest value in an established salary range. This typically represents the start rate an organization uses when filling a vacancy with a candidate who satisfies the minimum education requirements and has no relevant experience. The example shows \$44,053 as the average salary range minimum for municipality/county/township/city/village facilities.

A8 Average Salary Range—Midpoint

This rate is halfway between the minimum and maximum of an established pay range. Generally, this is the competitive market rate for a position assigned to this range. The example shows \$52,221 as the average salary range midpoint for municipality/county/township/city/village facilities.

A9 Average Salary Range—Maximum

This is the highest rate of the established salary range, representing the highest salary at which an employee in the job could expect to be paid. The example shows \$61,075 as the average salary range maximum for municipality/county/township/city/village facilities.

A10 Insufficient Data

Where there are fewer than five responses provided for a breakout of data, an asterisk (*) is printed to maintain individual participant confidentiality. To protect the confidentiality of the data, survey statistics are not provided if fewer than five companies provided data for any given grouping (i.e., geographic area, revenue, or number of employees), and no individual company data should represent more than 25% on a weighted basis of that statistic.

A11 Exemption Status

“E” represents reported as an exempt position; “N” represents reported as a nonexempt position; “U” represents reported as an unclassified position.

A12 Average Weekly Overtime

This value represents the average number of overtime hours worked in the specific job per week by all incumbents in an organization.

AMERICAN WATER WORKS ASSOCIATION

Job Number: T300

Job Title: Wastewater Treatment Plant Manager

SURVEY EXAMPLE – not actual data

All Participants

A. Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg # of Ees Sup	Exempt E/N/U	50 th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	365	393	16	E	\$53,964	\$54,165	\$54,128	\$45,046	\$53,427	\$62,595	10
Board Operated	93	98	11	E	\$55,213	\$56,888	\$56,614	\$47,817	\$57,364	\$66,308	8
M/C/T/C/V	259	282	18	E	\$51,205	\$52,636	\$52,760	\$44,053	\$52,221	\$61,075	12
Private	*	*	*	*	*	*	*	*	*	*	*
Other	12	12	24	E	\$60,285	\$62,737	\$62,737	\$47,127	\$53,512	\$69,441	*

A1

A2

A3

A11

A7

A8

A10

M/C/T/C/V—municipality/county/township/city/village

Job D140 - Water Distribution Operator - Senior

Operates and maintains a water distribution system. Is fully qualified to perform the most complex functions and may direct the work of other operators. Typically holds a high-level water distribution certification and has 5 or more years of experience; may act in a lead role, directing the activities of lower-level operators.

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	164	454	6	5% 95% 0%	\$63,233	\$65,439	\$63,602	\$53,943	\$64,175	\$75,390	5
Board Operated	70	198	6	9% 91% 0%	\$65,000	\$67,092	\$65,239	\$54,026	\$64,950	\$76,545	4
M/C/T/C/V	86	213	6	3% 97% 0%	\$60,774	\$63,951	\$62,349	\$53,623	\$63,431	\$74,443	5
Private	3	12	*	* * *	*	*	*	*	*	*	*
Other	5	31	*	0% 100% 0%	\$62,448	\$70,849	\$62,732	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	43	158	6	9% 91% 0%	\$66,929	\$70,396	\$65,687	\$56,532	\$67,743	\$79,421	4
25 - 50,000	46	127	7	7% 93% 0%	\$64,500	\$66,716	\$65,916	\$55,660	\$65,518	\$76,982	4
10 - 25,000	75	169	6	3% 97% 0%	\$60,000	\$61,831	\$59,913	\$51,272	\$61,065	\$71,745	6
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	* * *	*	*	*	*	*	*	*
500 - 1,000	1	25	*	* * *	*	*	*	*	*	*	*
200 - 500	7	28	*	14% 86% 0%	\$67,105	\$73,920	\$66,748	\$61,287	\$72,607	\$85,178	*
100 - 200	18	56	8	11% 89% 0%	\$67,081	\$73,159	\$64,857	\$59,162	\$70,007	\$81,304	5
50 - 100	35	108	7	6% 94% 0%	\$61,763	\$64,756	\$64,386	\$52,423	\$63,765	\$77,927	3
25 - 50	52	137	7	4% 96% 0%	\$63,295	\$65,278	\$64,586	\$54,106	\$64,604	\$75,130	4
< 25	51	100	4	4% 96% 0%	\$60,000	\$62,257	\$60,455	\$51,778	\$60,417	\$69,926	6

American Water Works Association - Medium - 2022

Water Participants

Job D140 - Water Distribution Operator - Senior

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	70	165	5	7% 93% 0%	\$67,012	\$69,587	\$67,869	\$58,552	\$68,252	\$78,354	5
Board Operated	41	104	4	* * *	\$66,277	\$68,272	\$65,727	\$55,922	\$65,885	\$76,453	3
M/C/T/C/V	25	51	6	* * *	\$70,589	\$71,579	\$71,838	\$62,924	\$72,185	\$81,566	8
Private	2	8	*	* * *	*	*	*	*	*	*	*
Other	2	2	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	17	45	*	* * *	\$72,706	\$77,452	\$72,768	\$64,446	\$76,194	\$86,273	4
25 - 50,000	22	48	7	* * *	\$71,295	\$68,532	\$69,083	\$58,624	\$67,762	\$79,211	3
10 - 25,000	31	72	3	* * *	\$63,814	\$65,988	\$63,997	\$54,827	\$63,509	\$72,732	6
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	* * *	*	*	*	*	*	*	*
500 - 1,000	0	0	*	* * *	*	*	*	*	*	*	*
200 - 500	1	1	*	* * *	*	*	*	*	*	*	*
100 - 200	5	12	*	* * *	\$83,380	\$81,958	\$82,373	*	*	*	*
50 - 100	8	17	*	* * *	\$80,288	\$73,182	\$67,922	\$60,073	\$70,332	\$86,082	*
25 - 50	28	77	6	* * *	\$66,745	\$69,845	\$69,234	\$58,047	\$68,945	\$78,936	4
< 25	28	58	4	* * *	\$63,657	\$64,345	\$62,104	\$53,575	\$61,202	\$69,345	6

Job L110 - Top Operations & Maintenance Executive

Directs and administers the operations/maintenance division functions of source and supply, water treatment, water quality, water control, transmission and distribution, and maintenance and process control.

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	163	199	34	90% 10% 0%	\$111,176	\$121,323	\$119,422	\$99,805	\$120,563	\$142,596	6
Board Operated	78	90	31	92% 8% 0%	\$116,588	\$122,703	\$123,885	\$100,653	\$122,617	\$145,427	7
M/C/T/C/V	80	104	32	86% 14% 0%	\$104,268	\$113,800	\$110,716	\$94,155	\$113,036	\$133,669	6
Private	2	2	*	* * *	*	*	*	*	*	*	*
Other	3	3	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	49	60	56	96% 4% 0%	\$129,792	\$142,821	\$140,697	\$111,958	\$136,387	\$161,574	6
25 - 50,000	57	68	29	88% 12% 0%	\$111,982	\$120,406	\$118,885	\$102,070	\$122,142	\$143,991	8
10 - 25,000	57	71	21	86% 14% 0%	\$102,000	\$103,760	\$101,958	\$84,553	\$101,741	\$120,585	5
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	1	1	*	* * *	*	*	*	*	*	*	*
500 - 1,000	2	2	*	* * *	*	*	*	*	*	*	*
200 - 500	11	12	78	91% 9% 0%	\$175,884	\$168,449	\$168,920	\$126,758	\$156,211	\$188,266	*
100 - 200	24	32	44	96% 4% 0%	\$127,287	\$130,227	\$127,186	\$106,656	\$128,708	\$152,306	9
50 - 100	44	57	35	95% 5% 0%	\$120,200	\$129,995	\$127,802	\$101,932	\$124,169	\$147,752	6
25 - 50	44	48	24	95% 5% 0%	\$103,132	\$107,616	\$106,560	\$88,683	\$107,141	\$126,490	5
< 25	37	47	11	70% 30% 0%	\$90,000	\$92,856	\$92,801	\$79,378	\$93,181	\$108,915	7

Job L110 - Top Operations & Maintenance Executive

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	64	76	24	84% 16% 0%	\$113,860	\$121,127	\$118,696	\$101,393	\$122,104	\$143,742	6
Board Operated	42	47	22	* * *	\$110,088	\$117,347	\$116,871	\$98,130	\$117,576	\$138,474	4
M/C/T/C/V	20	27	27	* * *	\$122,500	\$126,620	\$119,880	\$108,203	\$131,049	\$153,473	*
Private	1	1	*	* * *	*	*	*	*	*	*	*
Other	1	1	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	23	25	34	* * *	\$120,000	\$133,668	\$131,990	\$105,333	\$128,386	\$151,848	*
25 - 50,000	24	25	21	* * *	\$112,583	\$122,487	\$125,107	\$109,851	\$129,232	\$151,477	*
10 - 25,000	17	26	15	* * *	\$105,209	\$102,241	\$99,748	\$83,550	\$100,313	\$117,752	*
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	* * *	*	*	*	*	*	*	*
500 - 1,000	1	1	*	* * *	*	*	*	*	*	*	*
200 - 500	3	3	*	* * *	*	*	*	*	*	*	*
100 - 200	7	9	31	* * *	\$152,048	\$152,684	\$152,573	\$128,383	\$151,896	\$179,613	*
50 - 100	10	11	37	* * *	\$145,262	\$147,425	\$143,509	\$112,361	\$134,663	\$157,737	*
25 - 50	23	24	21	* * *	\$111,162	\$117,583	\$117,225	\$94,741	\$116,284	\$137,706	*
< 25	20	28	9	* * *	\$86,019	\$90,746	\$91,640	\$75,130	\$88,165	\$103,493	6

American Water Works Association - Medium - 2022

Water Participants

Job A170 - Customer Service Manager

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	51	55	7	67% 33% 0%	\$83,444	\$87,540	\$85,136	\$74,271	\$87,613	\$101,875	*
Board Operated	33	35	6	* * *	\$79,502	\$85,055	\$83,018	\$71,083	\$83,616	\$96,716	*
M/C/T/C/V	16	18	9	* * *	\$84,702	\$93,745	\$89,946	\$80,193	\$96,095	\$111,455	*
Private	2	2	*	* * *	*	*	*	*	*	*	*
Other	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	18	18	9	* * *	\$91,923	\$100,310	\$100,310	\$90,154	\$106,782	\$123,147	*
25 - 50,000	20	22	7	* * *	\$75,002	\$81,388	\$79,404	\$65,975	\$78,481	\$91,091	*
10 - 25,000	13	15	5	* * *	\$73,466	\$79,322	\$75,333	\$65,421	\$76,805	\$89,638	*
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	* * *	*	*	*	*	*	*	*
500 - 1,000	1	1	*	* * *	*	*	*	*	*	*	*
200 - 500	2	2	*	* * *	*	*	*	*	*	*	*
100 - 200	6	6	16	* * *	\$111,671	\$107,179	\$107,179	\$95,312	\$109,246	\$124,968	*
50 - 100	10	10	6	* * *	\$82,237	\$86,515	\$86,515	\$73,309	\$87,127	\$99,962	*
25 - 50	21	21	5	* * *	\$83,444	\$85,405	\$85,405	\$69,829	\$83,651	\$99,178	*
< 25	11	15	3	* * *	\$63,976	\$68,292	\$64,609	\$57,226	\$66,438	\$74,506	*

Job A170 - Customer Service Manager

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	64	76	10	78% 22% 0%	\$76,250	\$78,542	\$76,035	\$67,306	\$83,483	\$99,809	3
Board Operated	30	33	10	90% 10% 0%	\$79,363	\$83,400	\$83,405	\$72,015	\$90,757	\$109,100	*
M/C/T/C/V	31	34	9	65% 35% 0%	\$67,000	\$74,550	\$72,483	\$63,982	\$78,064	\$92,919	3
Private	1	1	*	* * *	*	*	*	*	*	*	*
Other	2	8	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	21	27	12	95% 5% 0%	\$86,614	\$83,328	\$77,709	\$69,613	\$85,177	\$101,610	*
25 - 50,000	16	19	13	81% 19% 0%	\$82,294	\$87,634	\$81,870	\$73,844	\$94,496	\$111,550	*
10 - 25,000	27	30	6	63% 37% 0%	\$66,664	\$69,431	\$70,834	\$60,512	\$74,965	\$90,734	*
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	* * *	*	*	*	*	*	*	*
500 - 1,000	1	7	*	* * *	*	*	*	*	*	*	*
200 - 500	7	9	22	86% 14% 0%	\$92,705	\$93,734	\$92,428	\$75,836	\$95,099	\$115,086	*
100 - 200	13	13	10	85% 15% 0%	\$86,614	\$92,919	\$92,919	\$78,563	\$96,520	\$114,429	*
50 - 100	22	25	8	91% 9% 0%	\$72,660	\$76,269	\$73,252	\$63,915	\$81,128	\$97,433	*
25 - 50	10	11	5	50% 50% 0%	\$55,901	\$61,795	\$62,963	\$60,525	\$75,813	\$93,045	*
< 25	11	11	4	64% 36% 0%	\$66,975	\$73,518	\$73,518	\$60,952	\$72,671	\$85,095	*

Job A210 - Accountant - Associate

Under direct supervision, applies general and cost accounting principles to work assignments in specialized fields. Prepares and analyzes monthly statements and special reports and costs and develops rates for standard costs and overhead expense clearance. Typically has a bachelor's degree in accounting and 0-2 years of experience.

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	61	87	*	18% 82% 0%	\$54,569	\$56,223	\$55,292	\$47,611	\$58,076	\$69,057	11
Board Operated	32	42	*	16% 84% 0%	\$55,377	\$57,596	\$56,229	\$46,812	\$57,498	\$67,947	12
M/C/T/C/V	25	28	*	16% 84% 0%	\$52,150	\$55,385	\$55,065	\$48,642	\$59,093	\$71,067	*
Private	1	1	*	* * *	*	*	*	*	*	*	*
Other	3	16	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	18	37	*	22% 78% 0%	\$56,540	\$61,779	\$58,412	\$53,110	\$65,538	\$77,752	*
25 - 50,000	12	14	*	25% 75% 0%	\$54,748	\$56,251	\$56,074	\$45,624	\$56,075	\$65,318	*
10 - 25,000	31	36	*	13% 87% 0%	\$51,279	\$52,987	\$51,780	\$44,367	\$53,468	\$64,034	14
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	* * *	*	*	*	*	*	*	*
500 - 1,000	2	15	*	* * *	*	*	*	*	*	*	*
200 - 500	6	8	*	17% 83% 0%	\$63,670	\$68,807	\$63,716	\$53,007	\$66,037	\$80,041	*
100 - 200	9	11	*	11% 89% 0%	\$55,633	\$57,580	\$58,939	\$47,575	\$62,172	\$74,499	*
50 - 100	17	22	*	18% 82% 0%	\$52,000	\$52,531	\$52,989	\$46,063	\$55,098	\$65,850	*
25 - 50	14	15	*	14% 86% 0%	\$56,639	\$58,373	\$58,548	\$46,448	\$56,438	\$66,798	*
< 25	13	16	*	15% 85% 0%	\$51,279	\$50,194	\$47,971	\$45,422	\$53,616	\$62,212	*

Job A210 - Accountant - Associate

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	25	30	*	8% 92% 0%	\$59,842	\$61,575	\$59,846	\$52,408	\$63,879	\$75,361	*
Board Operated	17	22	*	* * *	\$57,198	\$58,256	\$56,652	\$48,640	\$60,189	\$71,792	*
M/C/T/C/V	7	7	*	* * *	\$67,433	\$70,421	\$70,421	\$60,802	\$72,751	\$84,631	*
Private	0	0	*	* * *	*	*	*	*	*	*	*
Other	1	1	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
500,000 - 1,000,000	0	0	*	* * *	*	*	*	*	*	*	*
250 - 499,999	0	0	*	* * *	*	*	*	*	*	*	*
100 - 250,000	0	0	*	* * *	*	*	*	*	*	*	*
50 - 100,000	9	10	*	* * *	\$69,288	\$71,242	\$71,567	\$59,733	\$72,582	\$85,076	*
25 - 50,000	4	4	*	* * *	*	*	*	*	*	*	*
10 - 25,000	12	16	*	* * *	\$53,359	\$55,521	\$52,985	\$45,823	\$56,127	\$66,805	*
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	* * *	*	*	*	*	*	*	*
500 - 1,000	1	1	*	* * *	*	*	*	*	*	*	*
200 - 500	2	2	*	* * *	*	*	*	*	*	*	*
100 - 200	4	5	*	* * *	*	*	*	*	*	*	*
50 - 100	3	4	*	* * *	*	*	*	*	*	*	*
25 - 50	8	9	*	* * *	\$64,167	\$65,374	\$64,888	\$54,625	\$66,021	\$77,422	*
< 25	7	9	*	* * *	\$54,569	\$52,654	\$49,286	\$43,318	\$52,290	\$60,964	*

County Water District of Billing Heights

Water Financial Plan, Cost-of-Service, Rate, and System Development Fee
Study Findings and Recommendations

June 21, 2023

Presented by Andrew Rheem





Agenda



**FY 2023-24 Rate Structure
Recommendations and Pricing
Objectives**



**Residential and Commercial Customer
Bill Impacts**



Discussion

Rate and Cost of Service Recommendations

1. Eliminate the minimum water allowance in base rate
2. Consolidate service line fee and base rate to one fixed charge by meter size
3. Charge at least as much per 1,000 gallons as City charges the District
4. Separate Residential, Non-Residential, and Irrigation-Only classes
5. Improve customer class cost of service recovery
6. Update ancillary rates, fees, and charges to full cost recovery

Current and Proposed Fixed Charge

Meter Size	Accounts by Meter Size	Current Monthly Charge (1)	Proposed Monthly Charge	\$ Change
¾-inch	88%	\$22.04	\$21.00	\$(1.04)
1-inch	8%	23.60	29.40	5.80
1 ½-inch	2%	25.69	52.50	26.81
2-inch	1%	31.47	79.80	48.33
3-inch	<1%	74.03	153.30	79.27
4-inch	<1%	89.65	153.30	63.65
6-inch	<1%	144.72	466.20	321.48
8-inch	<1%	168.23	741.30	573.07

(1) Includes service line fee of \$1.30 per month.

Current and Proposed Volume Rates

Tier	Threshold (gallons)	Current Volume Rate (\$/1,000 gal)
1	0 – 3,300	\$0.00
2	3,301 – 20,000	4.48
3	20,001 – 50,000	5.38
4	> 50,000	6.48

Tier	Threshold (gallons)	Proposed Rate (\$/1,000 gal) (1)
1	0 – 4,000	\$3.38
2	4,001 – 15,000	5.07
3	15,001 – 40,000	7.61
4	> 40,000	10.13
N/A	Non-Res All Use	4.24
N/A	Irr-Only All Use	7.00

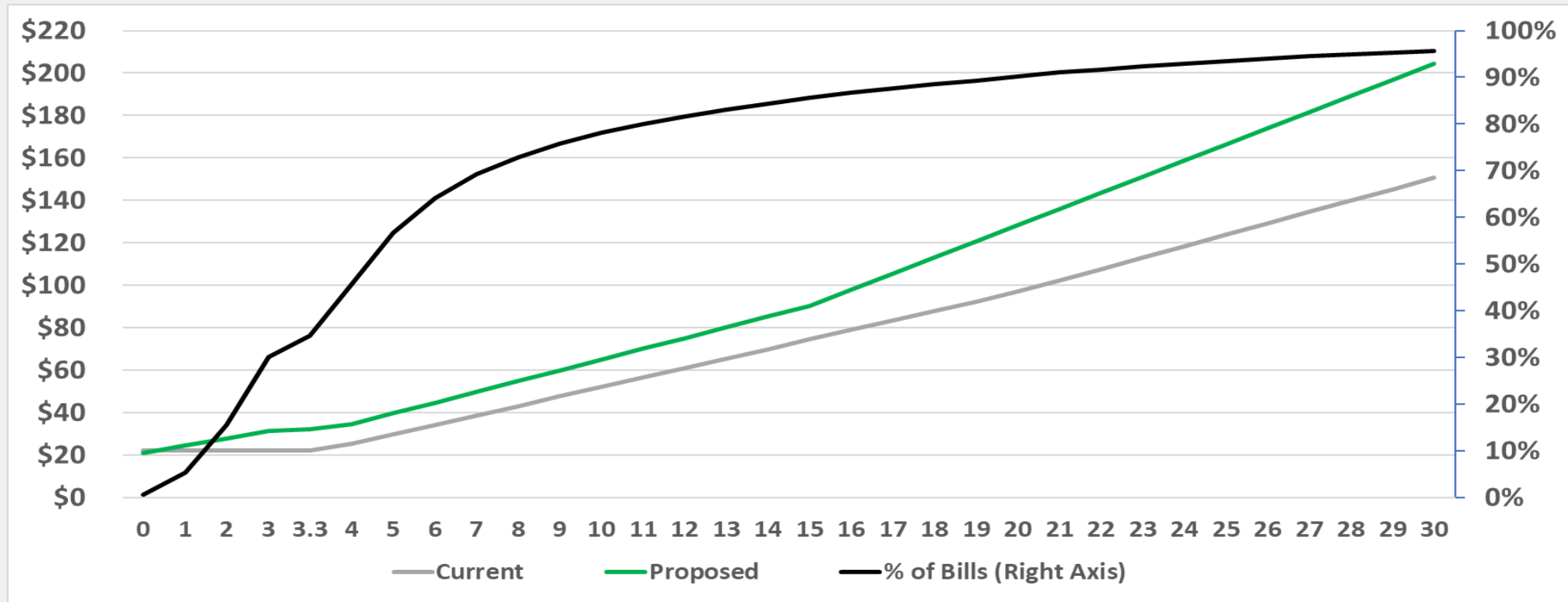
(1) Water threshold to increase by meter size under proposed rates.

Eliminate Minimum Water Allowance

- Current rate structure includes first 3,300 gallons in minimum charge of \$22.04
 - › City bills District \$2.97 per 1,000 gallons
 - › District keeps \$10.94 of fixed charge
 - 3,300 gallons times \$2.97 per 1,000 gallon is \$9.80
 - \$22.04 less \$9.80 is \$10.94
- Proposed rates and elimination of minimum allowance reduces risk to District and improves revenue stability
 - › Customer charged for each gallon used and paid to the City
 - › Improves revenue stability as District keeps 100% of fixed charge revenues
 - › Less reliant on upper tiers and commercial volume to pay bills
 - › District issuing new debt and improves reliable revenue for debt service payments

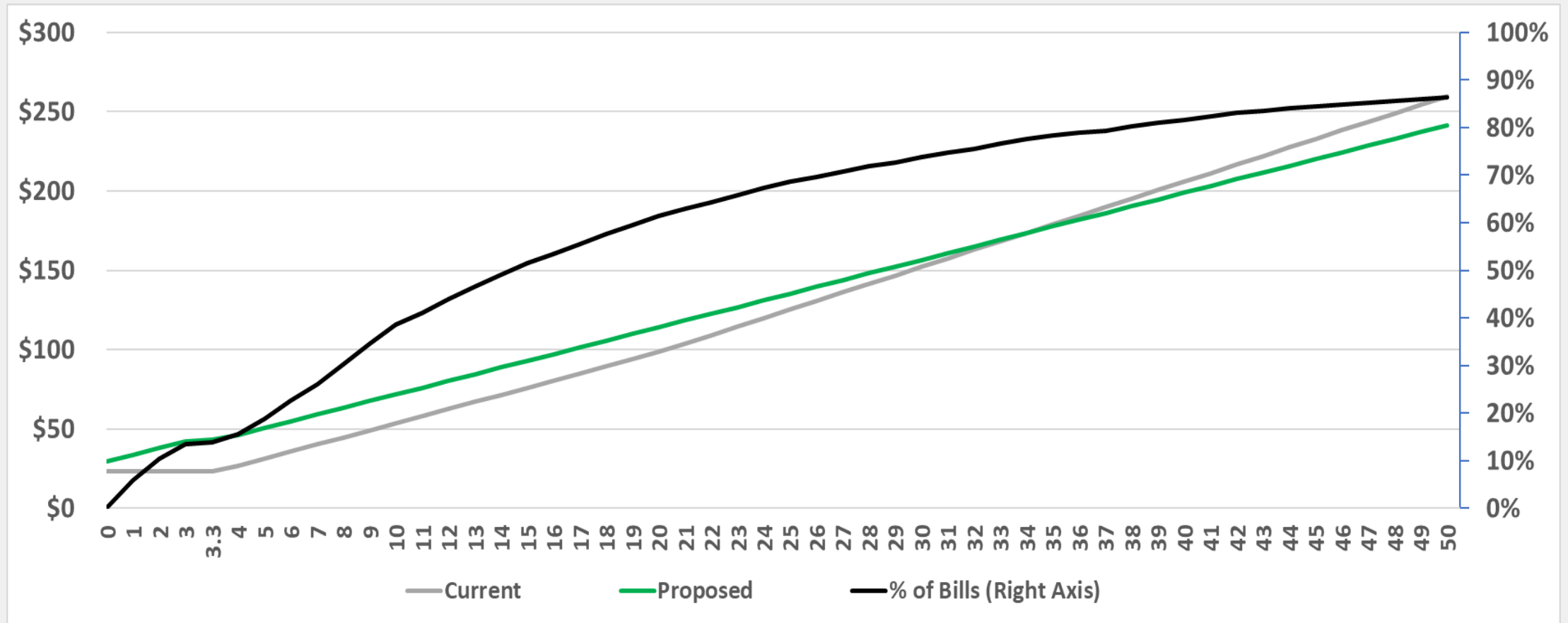
Current and Proposed Monthly Bill Residential ¾-inch Customer

- See handout for detailed monthly bills and impacts at each 1,000 gallon increment



Current and Proposed Monthly Bill Commercial 1-inch Customer

- See handout for detailed monthly bills and impacts at each 1,000 gallon increment



Thank you!

Contacts:

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Billings Heights Water District
Water Financial Plan, Cost of Service, Rate, and Tap Fee Study
Proposed Water Rates
Residential 3/4-inch and Smaller Customer Bill Impacts

Description	Current			Proposed FY 2023-24		
	Rate	Min	Max	Rate	Min	Max
Base Fee - 3/4-inch Meter	\$20.74			\$21.00		
Line Charge	1.30			0.00		
Tier 1	0.00	0	3.3	3.38	0	4
Tier 2	4.48	3.3	20	5.07	4	15
Tier 3	5.38	21	50	7.61	15	40
Tier 4	6.48	50		10.13	40	

Water Bill - 3/4-inch Residential Customer Bills Current vs. Proposed Compared

Line No	Monthly Water Usage (KGAL)	Bills	Cum. Bills	Current	Proposed		
					8/1/2023	Change - \$	Change - %
1	0	0.5%	0.5%	\$22.04	\$21.00	(\$1.04)	-4.7%
2	1	4.8%	5.4%	22.04	24.38	2.34	10.6%
3	2	10.2%	15.6%	22.04	27.76	5.72	26.0%
4	3	14.6%	30.2%	22.04	31.14	9.10	41.3%
5	3.3	4.4%	34.6%	22.04	32.15	10.11	45.9%
6	4	11.1%	45.7%	25.18	34.52	9.34	37.1%
7	5	10.9%	56.7%	29.66	39.59	9.93	33.5%
8	6	7.5%	64.1%	34.14	44.66	10.52	30.8%
9	7	5.1%	69.2%	38.62	49.73	11.11	28.8%
10	8	3.7%	72.9%	43.10	54.80	11.70	27.2%
11	9	2.9%	75.8%	47.58	59.87	12.29	25.8%
12	10	2.3%	78.1%	52.06	64.94	12.88	24.8%
13	11	1.9%	80.0%	56.54	70.01	13.47	23.8%
14	12	1.6%	81.6%	61.02	75.08	14.06	23.0%
15	13	1.4%	83.0%	65.50	80.15	14.65	22.4%
16	14	1.3%	84.3%	69.98	85.22	15.24	21.8%
17	15	1.2%	85.5%	74.46	90.29	15.83	21.3%
18	16	1.1%	86.6%	78.94	97.90	18.96	24.0%
19	17	0.9%	87.6%	83.42	105.50	22.08	26.5%
20	18	0.9%	88.5%	87.90	113.11	25.21	28.7%
21	19	0.9%	89.4%	92.38	120.71	28.33	30.7%
22	20	0.9%	90.2%	96.86	128.32	31.46	32.5%
23	21	0.8%	91.0%	102.24	135.92	33.68	32.9%
24	22	0.7%	91.7%	107.62	143.53	35.91	33.4%
25	23	0.7%	92.4%	113.00	151.13	38.13	33.7%
26	24	0.6%	92.9%	118.38	158.74	40.36	34.1%
27	25	0.6%	93.5%	123.76	166.34	42.58	34.4%
28	26	0.5%	94.0%	129.14	173.95	44.81	34.7%
29	27	0.5%	94.5%	134.52	181.55	47.03	35.0%
30	28	0.5%	94.9%	139.90	189.16	49.26	35.2%
31	29	0.4%	95.3%	145.28	196.76	51.48	35.4%
32	30	0.3%	95.7%	150.66	204.37	53.71	35.7%

Billings Heights Water District
Water Financial Plan, Cost of Service, Rate, and Tap Fee Study
Proposed Water Rates
Commercial 1-inch Customer Bill Impacts

Description	Current			Proposed		
	Rate	Min	Max	Rate	Min	Max
Base Fee - 3/4-inch Meter	\$22.30			\$29.40		
Line Charge	1.30			0.00		
Tier 1	0.00	0	3.3	4.24	0	3.3
Tier 2	4.48	3.3	20	4.24	3.3	20
Tier 3	5.38	21	50	4.24	21	50
Tier 4	6.48	50		4.24	50	

Water Bill - 1-inch Commercial Customer Bills Current vs. Proposed Compared

Line No	Monthly Water Usage (KGAL)	Bills	Cum. Bills	Current	Proposed		
					8/1/2023	Change - \$	Change - %
1	0	0.2%	0.2%	\$23.60	\$29.40	\$5.80	24.6%
2	1	5.7%	5.9%	23.60	33.64	10.04	42.5%
3	2	4.4%	10.3%	23.60	37.88	14.28	60.5%
4	3	3.1%	13.4%	23.60	42.12	18.52	78.5%
5	3.3	0.5%	13.9%	23.60	43.39	19.79	83.9%
6	4	1.7%	15.7%	26.74	46.36	19.62	73.4%
7	5	3.2%	18.9%	31.22	50.60	19.38	62.1%
8	6	3.7%	22.6%	35.70	54.84	19.14	53.6%
9	7	3.5%	26.1%	40.18	59.08	18.90	47.1%
10	8	4.1%	30.2%	44.66	63.32	18.66	41.8%
11	9	4.4%	34.6%	49.14	67.56	18.42	37.5%
12	10	4.0%	38.6%	53.62	71.80	18.18	33.9%
13	11	2.5%	41.0%	58.10	76.04	17.94	30.9%
14	12	2.9%	43.9%	62.58	80.28	17.70	28.3%
15	13	2.8%	46.7%	67.06	84.52	17.46	26.0%
16	14	2.4%	49.0%	71.54	88.76	17.22	24.1%
17	15	2.4%	51.4%	76.02	93.00	16.98	22.3%
18	16	2.0%	53.5%	80.50	97.24	16.74	20.8%
19	17	2.2%	55.6%	84.98	101.48	16.50	19.4%
20	18	1.9%	57.5%	89.46	105.72	16.26	18.2%
21	19	1.9%	59.5%	93.94	109.96	16.02	17.1%
22	20	1.9%	61.4%	98.42	114.20	15.78	16.0%
23	21	1.6%	63.0%	103.80	118.44	14.64	14.1%
24	22	1.3%	64.3%	109.18	122.68	13.50	12.4%
25	23	1.6%	65.9%	114.56	126.92	12.36	10.8%
26	24	1.4%	67.4%	119.94	131.16	11.22	9.4%
27	25	1.2%	68.6%	125.32	135.40	10.08	8.0%
28	26	1.0%	69.6%	130.70	139.64	8.94	6.8%
29	27	1.2%	70.8%	136.08	143.88	7.80	5.7%
30	28	1.1%	71.9%	141.46	148.12	6.66	4.7%
31	29	0.9%	72.7%	146.84	152.36	5.52	3.8%
32	30	1.1%	73.9%	152.22	156.60	4.38	2.9%
33	31	0.9%	74.8%	157.60	160.84	3.24	2.1%
34	32	0.8%	75.6%	162.98	165.08	2.10	1.3%
35	33	1.1%	76.7%	168.36	169.32	0.96	0.6%
36	34	0.8%	77.6%	173.74	173.56	(0.18)	-0.1%
37	35	0.8%	78.3%	179.12	177.80	(1.32)	-0.7%
38	36	0.6%	78.9%	184.50	182.04	(2.46)	-1.3%
39	37	0.5%	79.4%	189.88	186.28	(3.60)	-1.9%
40	38	0.8%	80.2%	195.26	190.52	(4.74)	-2.4%
41	39	0.8%	81.0%	200.64	194.76	(5.88)	-2.9%
42	40	0.7%	81.7%	206.02	199.00	(7.02)	-3.4%
43	41	0.7%	82.4%	211.40	203.24	(8.16)	-3.9%
44	42	0.7%	83.1%	216.78	207.48	(9.30)	-4.3%
45	43	0.4%	83.5%	222.16	211.72	(10.44)	-4.7%
46	44	0.5%	84.0%	227.54	215.96	(11.58)	-5.1%
47	45	0.4%	84.5%	232.92	220.20	(12.72)	-5.5%
48	46	0.4%	84.9%	238.30	224.44	(13.86)	-5.8%
49	47	0.3%	85.2%	243.68	228.68	(15.00)	-6.2%
50	48	0.4%	85.5%	249.06	232.92	(16.14)	-6.5%
51	49	0.4%	85.9%	254.44	237.16	(17.28)	-6.8%
52	50	0.5%	86.4%	259.82	241.40	(18.42)	-7.1%